



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
Dylan Carlson, Senior Labor Relations Manager
SUBJECT: Ordinance Disclosure
DATE: April 16, 2020

On the agenda for City Council action on April 21, 2020, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

Section 1: Amends Section 1.12.355 to implement provisions of a 2020-22 Collective Bargaining Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit. The agreement was approved by the Public Utility Board as a resolution on April 8, 2020, and is scheduled for consideration by the City Council as a resolution on April 21, 2020. This section provides for a market-based adjustment for the classification of Custodian of 2 percent, and a wage increase for all classifications of 3 percent effective retroactively to January 1, 2020.

Section 2: Amends Section 1.12.355 to implement provisions of a Collective Bargaining Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit. This section provides for a wage increase effective January 1, 2021 of 2.5 percent.

Section 3: Amends Section 1.12.355 to implement provisions of a Collective Bargaining Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit. This section provides for a wage increase effective January 1, 2022 of 2.25 percent.

Section 4: Amends Section 1.12.640 to implement provisions of a Letter of Agreement (LOA) reached with the Tacoma Police Management Association, Local 26. It provides for a one-time, lump sum payment of \$500, for each employee represented by Local 26 as of February 20, 2020, per the terms of the LOA.

Section 5: Provides for the effective dates of the sections above.

Section 6: Provides that this Ordinance is necessary, routine, and consistent with Governor Inslee's emergency proclamation issued March 24, 2020, suspending portions of the Open Public Meetings Act for 30 days.

I would be happy to answer any questions you may have.