



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Compensation and Benefits Manager, Sr.
SUBJECT: Ordinance Disclosure
DATE: December 6, 2018

On the agenda for City Council action on December 11, 2018, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12 of the Tacoma Municipal Code.

Section 1: Amends Section 1.12.355 to implement provisions of the 2017-2019 collective bargaining agreement between the City of Tacoma and the Tacoma Police Union, Local 6 I.U.P.A. This section will provide for a wage increase to the bargaining unit of 3.6 percent effective January 1, 2019. The collective bargaining agreement was adopted by Resolution 39983, on April 10, 2018.

Section 2: Amends Section 1.12.355 to implement provisions of the 2018-2020 collective bargaining agreement between the City of Tacoma and the Tacoma Police Management Association, Local 26. This section will provide for a wage increase to the bargaining unit of 2.8 percent effective January 1, 2019. The collective bargaining agreement was adopted by Resolution 40040, on June 19, 2018.

Section 3: Amends Section 1.12.355 to implement the 2019 wage provisions of the collective bargaining agreement between the City of Tacoma and the Tacoma Fire Fighters Union, Local 31. This section will provide for a wage increase to the bargaining unit of 4.74 percent effective January 1, 2019. The collective bargaining agreement was adopted by Resolution 39283, on October 2, 2015, with an extension and modification pursuant to a Letter of Agreement adopted by Resolution 40031, on June 12, 2018.

Section 4: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement between the City of Tacoma and the United Transportation Union, Yardmasters Unit. This section will provide for a wage increase to the bargaining unit of 3.6 percent effective January 1, 2019. The collective bargaining agreement was adopted by Resolution 38699, on July 23, 2013.

Section 5: Amends Section 1.12.355 to implement provisions of the 2019-2020 collective bargaining agreement between the City of Tacoma and the Professional Public Safety Managers Association. This section will provide for a wage increase to the bargaining unit of 1.5 percent effective January 1, 2019. The collective bargaining agreement is scheduled for consideration by the City Council as a Resolution on December 11, 2018.

Section 6: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement between the City of Tacoma and the Teamsters Local 117, Tacoma Venues & Events Unit. This section will provide for a wage increase to the bargaining unit of 1.5 or 3 percent, based on classification, effective January 1, 2019. The collective bargaining agreement is scheduled for consideration by the City Council as a Resolution on December 11, 2018.

Section 7: Amends Section 1.12.355 to implement provisions of the 2019-2020 collective bargaining agreement between the City of Tacoma and the Teamsters Local 117, Tacoma Venues & Events Unit. This section will provide for a wage increase to the bargaining unit of 1.5 or 3 percent effective January 1, 2020. The collective bargaining agreement is scheduled for consideration by the City Council as a Resolution on December 11, 2018.

Section 8: Amends Section 1.12.355 to implement provisions of the 2018-2020 collective bargaining agreement between the City of Tacoma and the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit. This section will provide for a retroactive wage increase to the bargaining unit of 3 percent effective January 1, 2018. The collective bargaining agreement is scheduled for consideration by the City Council as a Resolution on December 11, 2018.

Section 9: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement between the City of Tacoma and the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit. This section will provide for a wage increase to the bargaining unit of 3.6 percent effective January 1, 2019. The collective bargaining agreement is scheduled for consideration by the City Council as a Resolution on December 11, 2018.

Section 10: Amends Section 1.12.355 to implement provisions of the 2018-2020 collective bargaining agreement between the City of Tacoma and the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit. This section will provide for a wage increase to the bargaining unit of 3 percent effective January 1, 2020. The collective bargaining agreement is scheduled for consideration by the City Council as a Resolution on December 11, 2018.

Section 11: Amends Section 1.12.355 to implement provisions of the 2018-2020 collective bargaining agreement between the City of Tacoma and the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Track Workers Unit. This section will provide for a retroactive wage increase to the bargaining unit of 3 percent effective January 1, 2018. The collective bargaining agreement is scheduled for consideration by the City Council as a Resolution on December 11, 2018.

Section 12: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement between the City of Tacoma and the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Track Workers Unit. This section will provide for a wage increase to the bargaining unit of 3.6 percent effective January 1, 2019. The collective bargaining agreement is scheduled for consideration by the City Council as a Resolution on December 11, 2018.

Section 13: Amends Section 1.12.355 to implement provisions of the 2018-2020 collective bargaining agreement between the City of Tacoma and the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Track Workers Unit. This section will provide for a wage increase to the bargaining unit of 3 percent effective January 1, 2020. The collective bargaining agreement is scheduled for consideration by the City Council as a Resolution on December 11, 2018.

Section 14: Amends Section 1.12.355 to provide the balance of the determined 2018 market-based wage adjustment for certain non-represented classifications identified as below the market in the following manner:

Code	Non-rep Classification (new title)	Market Based Adjustment up to 6%
1131	Human Resources Analyst, Senior	5.0%
2344	Real Estate Officer, Senior	6.0%
0559	Retirement System Director, Assistant	5.0%
1122	Safety Officer	5.0%
5523	Telecommunications Technical Administrator	6.0%

In addition, as reflected in the 2019/2020 budget ordinance, all non-represented and non-represented executive classifications receive a wage increase effective January 1, 2019. The amount of the increase will be 3 percent. This increase will exclude the titles of City Manager and Utilities Director. The ordinance will also create a new unclassified, appointive title of Senior Human Resources Manager, which will be designated as non-represented and exempt from overtime. The ordinance will remove the obsolete classification of Wildlife & Recreation Coordinator from the Compensation Plan.

Section 15: Amends Section 1.12.355 to implement changes to language regarding applications of additional rates. Changes include a \$100 one-time lump sum for classifications represented by Teamsters Local 117, Tacoma Venues & Events Unit, the removal of longevity eligibility for employees hired after the ratification of the 2018-2020 collective bargaining agreement between the City of Tacoma and the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit, and the removal of longevity eligibility for employees hired after the ratification of the 2018-2020 collective bargaining agreement between the City of Tacoma and the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Track Workers Unit.

Section 16: Provides for the effective dates of the sections.

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