



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: November 22, 2019

On the agenda for City Council action on December 3, 2019, 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 the Collective Bargaining Agreement with the Professional & Technical Employees, Local 17. The collective bargaining agreement is scheduled for consideration as a resolution on December 3, 2019. This section provides for a general wage increase of 3 percent retroactive to January 1, 2019. The section changes the titles of Utility Services Representative I (CSC 0613) to Utility Services Representative; Utility Services Representative II (CSC 0614) to Utility Services Supervisor; and creates a new classification of Utility Services Representative, Senior (CSC 0615) that will be represented by the Professional & Technical Employees, Local 17, and designated as classified, non-exempt, and eligible for overtime pay. It also provides for wage adjustments retroactive to January 1, 2019, for the following classifications due to market and/or compression factors:

Code	A	Job Title	Adjustment
5361		Animal Control & Compliance Supervisor	2%
5202		Carpenter Crew Leader	3%
5008		Collection Systems Technician	2%
5007		Collection Systems Worker	2%
5206		Painter Crew Leader	3%
0070		Parking Enforcement Officer	4%
0071		Parking Enforcement Officer, Lead	4%
0072		Parking Enforcement Supervisor	4%
2108		Road Use Compliance Officer	4%
2109		Road Use Compliance Supervisor	4%
5030		Sewer Transmission Systems Maintenance Supervisor	5%
5037		Solid Waste Route Supervisor	5%
0625		Source Control Representative	4%
0626		Source Control Representative, Senior	4%
2001		Survey Technician II	3%

Section 2: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement with the Professional & Technical Employees, Local 17. This section provides for the modification of the pay range for classifications of Collection Systems Technician (CSC 5008), and Collections Systems Worker (CSC 5007); by eliminating the current Step 1, and adding a new Step 5

to the top of the pay range for each of the titles; and an adjustment for the classification of Engineering Construction Coordinator (CSC 2046) of approximately 2 percent, to align the pay with the base wages for Associate Construction Manager and create parity between the titles. These changes are effective in the first pay period after Council adoption.

Section 3-5: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement with the Professional & Technical Employees, Local 17. The sections provide for a wage increases effective January 1, 2020, of 3 percent; effective January 1, 2021, of 2.5 percent; and effective January 1, 2022, of 2.25 percent.

Section 6: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement with the Teamsters Local Union No. 117, General Unit. The collective bargaining agreement is scheduled for consideration as a resolution on December 3, 2019. This section provides for a wage increase of 3 percent, retroactive to January 1, 2019. Retroactivity applies to employees active on the date of Union ratification of the Agreement, and current employees and retirees for the time spent in the bargaining unit during 2019.

Section 7-9: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement with the Teamsters Local Union No. 117, General Unit. The sections provide for a wage increases effective January 1, 2020, of 3 percent; effective January 1, 2021, of 2.5 percent; and effective January 1, 2022, of 2.25 percent. It also provides for a wage adjustment, retroactive to January 1, 2019, of 5.2 percent of the classifications of Crime Analyst (CSC 1101), Senior Crime Analyst (CSC 1102) and Crime Program Technician (CSC 1099); and a wage adjustment of 18 percent for the classification of Laborer (CSC 5001), and reducing the pay range from five steps to three steps.

Section 10-13: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement with the International Association of Machinist & Aerospace Workers, Local 160, General Unit. The collective bargaining agreement is scheduled for consideration as a resolution on December 3, 2019. The sections provide for a wage increases effective January 1, 2020 of 2 percent; effective January 1, 2021, of 2 percent; effective January 1, 2022, of 2 percent; and effective January 1, 2023, of 2 percent. In addition, effective January 1, 2020, the number of steps in the pay range for the classification of WWTP Assistant will be reduced from 5 steps to 3 steps; and the Step 1 rate for the classification of WWTP Maintenance Machinist Step 1 will be eliminated. The City will also withdraw the bargaining unit from the Western Metals Pension Fund, and assume withdrawal liabilities in accordance with plan procedures and applicable law. In addition, employees hired on or after January 1, 2020, will not be eligible to receive longevity pay.

Section 14-17: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement with the International Association of Machinist & Aerospace Workers, Local 160, WWTP Supervisors' Unit. The collective bargaining agreement is scheduled for consideration as a resolution on December 3, 2019. The sections provide for a wage increases effective January 1, 2020 of 2 percent; effective January 1, 2021, of 2 percent; effective January 1, 2022, of 2 percent; and effective January 1, 2023, of 2 percent. The City will also withdraw the bargaining unit from the Western Metals Pension Fund, and assume withdrawal liabilities in accordance with plan procedures and applicable law. In addition, employees hired on or after January 1, 2020, will not be eligible to receive longevity pay.

Section 18-21: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement with the International Association of Machinist & Aerospace Workers, Local 160, Rail Yard Clerks Unit. The collective bargaining agreement is scheduled for consideration as a resolution on December 3, 2019. The sections provide for a wage increases effective January 1, 2020 of 2 percent; effective January 1, 2021, of 2 percent; effective January 1, 2022, of 2 percent; and effective January 1, 2023, of 2 percent. The City will also withdraw the bargaining unit from the Western Metals Pension Fund, and assume withdrawal liabilities in accordance with plan procedures and applicable law. In addition, employees hired on or after January 1, 2020, will not be eligible to receive longevity pay.

Section 22: Amends Section 1.12.640 to implement provisions of the Collective Bargaining Agreements with the Professional & Technical Employees, Local 17; the Teamsters Local Union No. 117, General Unit; the International Association of Machinist & Aerospace Workers, Local 160, General Unit. This section provides for language changes to reflect various additions, modifications, removal of various applications of rate contained within the collective bargaining agreements, and to provide for lump sum payments.

Section 23: Provides for the effective dates of the sections above.

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