



## 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:** February 26, 2020

---

On the agenda for City Council action on March 3, 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 the provisions of a Letter of Agreement negotiated with the Professional and Technical Employees, Local 17 (PROTEC17) and the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors Unit, regarding the classification of Solid Waste Collection Supervisor. The Letter of Agreement is scheduled for consideration by the City Council as a Resolution on March 3, 2020. This section provides for a wage adjustment of 3 percent and an additional 6.75 percent as a market adjustment for a total of 9.75 percent retroactive to January 1, 2019. The classification will also be moved under the collective bargaining agreement with IBEW, Local 483, Supervisors Unit.

**Section 2:** Amends Section 1.12.355 to implement provisions contained in the Letter of Agreement negotiated by and between the Professional and Technical Employees, Local 17 (PROTEC17) and the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors Unit, regarding the classification of Solid Waste Collection Supervisor. This section provides for a wage adjustment of 2.25 percent retroactive to January 1, 2020.

**Section 3:** Provides for the effective dates of the sections above

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