



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Shelby Fritz, Director, Human Resources
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COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – July 2, 2024
DATE: June 14, 2024

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by the Professional Public Safety Management Association, and the Tacoma Firefighters Union, Local 31, and a change in classification to reflect the organizational structure.

BACKGROUND:

The ordinance provides for implementation of a Collective Bargaining Agreement as negotiated with the Professional Public Safety Management Association, and a Letter of Agreement as negotiated with the Tacoma Firefighters Association, Local 31. The agreements are scheduled for consideration by the City Council as resolutions on July 2, 2024.

The ordinance provisions for the Collective Bargaining Agreement (CBA) with the Professional Public Safety Management Association will include for a wage increase effective January 1, 2024, of 6.5 percent for employees in Police Department positions and 4.5 percent for Fire Department positions, using the indexing process outlined in the CBA.

Other changes include language to amend Section 1.12.115 to increase the employer contribution to a deferred compensation plan from \$238 to \$250 per pay period; amend Section 1.12.229 to provide for a change in the monthly employee contribution to a Voluntary Employee Beneficiary Association (VEBA) account; and the provision of a monthly employer contribution of \$250 to a VEBA account for eligible employees; and a change to Section 1.12.230 to provide for a change in the method used to compensate employees for unused accrued sick leave upon retirement per the terms of the collective bargaining agreement.

The ordinance for the Letter of Agreement with the Tacoma Firefighters Union, Local 31, will provide for the creation of new classification to be titled Fire Marshal. The Fire Marshal classification will be classified, salaried, exempt from overtime, and represented by the Tacoma Firefighters Union, Local 31.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Collective Bargaining Agreement with the Professional Public Safety Management Association and the Letter of Agreement with the Tacoma Firefighters Union, Local 31, have been reached and bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for changes to rates of pay and compensation per the terms of the Collective Bargaining Agreement with the Professional Public Safety Management Association and the Tacoma Firefighters Union, Local 31.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

Yes

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Fiscal Impact Memorandum(s)