



## Memorandum

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**TO:** Elizabeth Pauli, City Manager  
**FROM:** Gary Buchanan, Human Resources Director  
Kari Louie, Senior Compensation & Benefits Manager  
**SUBJECT:** Ordinance Disclosure  
**DATE:** November 19, 2020

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On the agenda for City Council action on December 1, 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**Section 1:** Amends Section 1.12.096, Life Insurance, to remove text that is obsolete and to reflect current practice.

**Section 2:** Amends Section 1.12.115, Deferred Compensation, to remove text that is obsolete and no longer needed.

**Section 3:** Amends Section 1.12.355 to remove eight (8) represented classifications that are no longer in use, effective August 6, 2020, due to the dissolution of the IBEW, Local 483, Click! Unit, and per PERC Decision 13220-C.

**Section 4:** Amends Section 1.12.355 to add a new unclassified classification to be titled Deputy Retirement Chief Investment Officer (CSC 0557). The classification will be appointive, and designated as non-represented, salaried, and not eligible for overtime pay.

**Section 5:** Amends Section 1.12.355 to remove eight (8) non-represented classifications that are no longer in use, due to the elimination of the Click! Network Division of Tacoma Public Utilities.

**Section 6:** Amends Section 1.12.355 to provide for a general wage increase of 1 percent, effective January 1, 2021, for all non-represented and non-represented executive classifications. The increase excludes the classifications of City Manager and Utilities Director.

**Section 7:** Amends Section 1.12.640, Application of additional rates, to remove obsolete language that is out of date, and no longer needed. The section also provides for a one-time, lump sum, retention payment for employees represented by the Tacoma Fire Fighters Union, Local 31, who voluntarily elect to delay their retirement in 2021 to assist with Basic Life Support Staffing,

**Section 8:** Provides for the effective dates of the sections above.

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