



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
Karen Short, Senior Human Resources Analyst
SUBJECT: Ordinance Disclosure
DATE: October 7, 2020

On the agenda for City Council action on October 13, 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 provide for the implementation of the Letter of Agreement between the City and the Tacoma Police Union, Local 6, I.U.P.A. The agreement covers approximately 343 budgeted, full-time positions, and has been scheduled for consideration by the City Council as a Resolution on October 13, 2020. This section provides for a wage increase of 4 percent, retroactive to January 1, 2020.

Section 2: Amends Section 1.12.355 to provide for the application of the indexing provision language contained in the collective bargaining agreement with the Tacoma Police Management Association, Local 26, adopted by Resolution 40040, on June 19, 2018. This section provides for a wage increase based on the indexing provision language, of 4 percent, retroactive to January 1, 2020.

Section 3: Amends Section 1.12.355 to provide for the application of the indexing provision language contained in the collective bargaining agreement with the Professional Public Safety Managers Association, adopted by Resolution 40185, on December 11, 2018. This section provides for a wage increase based on the indexing provision language, of 4 percent, retroactive to January 1, 2020. Wages in the section include a 1 percent reduction of salary forgone to the Voluntary Employee Beneficiary Association (VEBA) per the terms of the agreement.

Section 4: Amends Section 1.12.355 to provide for rates of pay for Police Officer Recruit (4201) to mirror the first three steps of Police Officer, effective retroactive to January 1, 2020

Section 5: Amends Section 1.12.640 to remove application of rate language that is no longer needed.

Section 6: Provides for the effective dates of the sections above.

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