



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Karen Short, Senior Human Resources Analyst  
**SUBJECT:** Ordinance Disclosure  
**DATE:** September 27, 2022

On the agenda for City Council action on October 4, 2022, 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 creation of a new unclassified, appointive title of Police Community Engagement Program Director. The classification will be non-represented and non-commissioned, with a pay range of \$62.70 to \$80.36 hourly, and will be designated as salaried, overtime exempt, and will not be eligible for overtime pay.

This position will create programs and events within our community in support of citizen and neighborhood needs. This non-commissioned position will work in and with Tacoma neighborhoods, local churches, schools and senior living communities (and more) to address new and ongoing needs in a non-law enforcement approach to building and maintaining positive relationships with the Tacoma Police Department and its officers. The purpose of this position is to seek out, design and facilitate opportunities for service in our communities that don't require enforcement, but instead engagement in an effort to build a foundation of trust and relationship between Tacoma residents and the officers that serve the City of Tacoma.

**Section 2:** Amends Section 1.12.640 to provide for the implementation of a Letter of Agreement negotiated with the Teamsters Local Union No. 117, General Unit. The Letter of Agreement has been scheduled for consideration by the City Council as a resolution on October 4, 2022.

The ordinance provides for an application of rate of 5 percent for all hours assigned to and worked when performing a Pierce County Force Investigation Team (PCFIT) investigation. It also provides for a lump-sum payment \$750 in recognition of employees who during a calendar year became PCFIT certified; and, at the start of a new calendar year, if the employee has remained continuously certified from the previous year, will receive another lump-sum certification payment of \$750.

**Section 3:** Provides for the effective dates.

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