



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst  
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**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – September 11, 2018  
**DATE:** August 23, 2018

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**SUMMARY:**

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by the Tacoma Police Union, Local 6, I.U.P.A.

**STRATEGIC POLICY PRIORITY:**

The requested ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the Tacoma Police Union, Local 6, I.U.P.A.

**BACKGROUND:**

The ordinance will provide for the implementation of the Letter of Agreement negotiated with the Tacoma Police Union, Local 6, I.U.P.A. The Letter of Agreement will be considered by the City Council as a Resolution on September 11, 2018. There are currently 332 full-time, budgeted positions within the bargaining unit.

The ordinance will amend Section 1.12.640 of the Tacoma Municipal Code to provide an application of rate of five percent (5%) for employees assigned to the Homicide Unit. Employee not regularly assigned to the Homicide Unit who are called out to investigate a Homicide (or any other incident normally investigated by the Homicide Unit) will receive an application of rate of five percent (5%) for those hours so assigned.

**ISSUE:**

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated on behalf of Tacoma Police Union, Local 6, I.U.P.A.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Budget Office.