



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
Karen Short, Senior Human Resources Analyst
SUBJECT: Ordinance Disclosure
DATE: August 19, 2021

On the agenda for City Council action on August 24, 2021, 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 1.12.115 to provide for implementation of the Collective Bargaining Agreement as negotiated with the Public Safety Management Association. The agreement covers 10 full-time, budgeted positions, and is scheduled for consideration by the City Council as a resolution on August 24, 2021. This section provides for an increase to the employer contribution to deferred compensation accounts for the represented employees from \$217 to \$238 per pay period.

Section 2: Amends Section 1.12.355 to provide for correction to the wage rates retroactive to January 1, 2020, contained in Ordinance 28694, passed October 10, 2020, for the classification of Assistant Police Chief, due to an error in calculation.

Section 3: Amends Section 1.12.355 to provide for implementation of the Letter of Agreement as negotiated with the Public Safety Management Association to create the classification of Deputy Police Chief. The classification will be designated as unclassified, appointive, FLSA exempt from overtime, and will not be eligible for overtime pay. The salary range will be indexed at 7.5 percent over the salary for Assistant Police Chief. The City agrees to voluntarily recognize the Public Safety Management Association as the exclusive bargaining representative for the purposes stated in RCW Chapter 41.56, as last amended.

Section 4: Amends Section 1.12.355 to provide for implementation of provisions of the Letter of Agreement as negotiated with the Tacoma Firefighters Union, Local 31. The section provides for a wage adjustment based on indexing language for the classifications of Fire Captain Dispatcher and Fire Communications Center Supervisor.

Section 5: Amends Section 1.12.355 to provide for implementation of provisions of the Collective Bargaining Agreement as negotiated with the Public Safety Management Association. The section provides for wages effective January 1, 2021 pursuant to indexing language provided in the agreement.

Section 6: Amends Section 1.12.640 to provide for implementation of provisions of the Collective Bargaining Agreement as negotiated with the Public Safety Management Association. The section provides for a one-time, lump sum payment of \$400 for employees actively employed as of the date of ratification of the 2021-23 collective bargaining agreement.

Section 7: Provides for the effective dates.

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