



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
SUBJECT: Ordinance Disclosure
DATE: December 28, 2020

On the agenda for City Council action on January 5, 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 1.12.229 to provide for the implementation of the provisions of the collective bargaining agreement with the Tacoma Police Management Association, Local 26. The agreement is scheduled for consideration by the City Council as a resolution on January 5, 2021. This section provides for a reduction in the amount of an employer contribution to a Voluntary Employee Beneficiary Association (VEBA) account from \$250 to \$125 per month, effective February 1, 2021.

Section 2-3: Amends Section 1.12.355 to correct an error in the indexing calculations of wages for classifications represented by the Tacoma Police Management Association, Local 26, effective January 1, 2019, contained in Ordinance 28567, passed December 18, 2018; and effective January 1, 2020, contained in Ordinance 28694, passed October 20, 2020.

Section 4: Amends Section 1.12.355 to provide for the implementation of provisions of the collective bargaining agreement with the Tacoma Police Management Association, Local 26. The agreement is scheduled for consideration by the City Council as a resolution on January 5, 2021. Per the terms of the collective bargaining agreement, and effective February 1, 2021, employees will forego three-quarters of one percent (0.75%) of salary in exchange for a Voluntary Employee Beneficiary Association (VEBA) benefit. Eligibility and parameters of the program are outlined in the collective bargaining agreement.

Section 5: Amends Section 1.12.640, Application of additional rates, to remove obsolete text that is no longer needed, effective as provided by law.

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

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