



## Memorandum

---

**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Karen Short, Senior Human Resources Consultant  
**SUBJECT:** Ordinance Disclosure  
**DATE:** March 2, 2023

---

On the agenda for City Council action on March 7, 2023, 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 the implementation of provisions in the collective bargaining agreement with the Tacoma Firefighters Union, Local 31. This section provides for an increase to the employer match to deferred compensation contributions from up to \$211 per pay period to up to \$230 per pay period, effective January 1, 2024.

**Section 2:** Amends Section 1.12.229 to provide for the implementation of provisions in the Letter of Agreement with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Supervisors' Unit. It amends the section related to VEBA Accounts, to provide for the contribution of vacation leave for eligible employees, per the terms of the agreement.

**Section 3:** Amends Section 1.12.230 to provide for the implementation of provisions in the collective bargaining agreement with the Tacoma Firefighters Union, Local 31. This section provides language related to Sick Leave with Pay to provide authority for the Human Resources Director to authorize an adjustment to sick leave banks as provided for in a collective bargaining agreement.

**Section 4:** Amends Section 1.12.355 to provide for the implementation of provisions in the collective bargaining agreement with the Tacoma Firefighters Union, Local 31. The section provides for a general wage increase effective January 1, 2023, of 9.5 percent; and deletes the classification of Firefighter Paramedic Supervisor from the Compensation Plan.

**Section 5:** Amends Section 1.12.355 to provide for implementation of provisions of the collective bargaining agreement with the Professional Public Safety Management Association. The agreement was adopted by Council Resolution 40834, on August 24, 2021. The section provides for a wage increase retroactive to January 1, 2023, based on wage indexing provisions contained in the agreement.

**Section 6:** Amends Section 1.12.640 to provide for implementation of provisions of the collective bargaining agreement with the Tacoma Firefighters Union, Local 31. The section provides for language that provides a Fire Lieutenant with a 5 percent application of rate when assigned as Safety Lieutenant; an application of rate of 5 percent for a Firefighter-Paramedic working in a Paramedic Program Clinical Coordinator position; and provides a 2.5 application of rate for Paramedics when assigned to an Advanced Life Support (ALS) Transport unit.

**Section 7:** Provides for the effective dates.

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