



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – January 5, 2021
DATE: December 17, 2020

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for employees represented by the Tacoma Police Management Association, Local 26.

BACKGROUND:

The ordinance will provide for the implementation of the provisions of the Collective Bargaining Agreement negotiated with the Tacoma Police Management Association, Local 26, effective January 1, 2021 through December 31, 2021. The Collective Bargaining Agreement covers approximately 19 budgeted, full-time equivalent positions, and is scheduled for consideration by the City Council as a resolution on January 5, 2021.

The ordinance provides for the following

A reduction in the employer contribution from \$250 to \$125 per month toward a Voluntary Employee Beneficiary Association (VEBA) and the start of a employee deduction of \$50 per pay period to be contributed to the VEBA.

Beginning the first of the month following adoption of the agreement, employees will forgo three quarters of one percent (0.75%) of wages in exchange for a post-retirement VEBA program as outlined in the collective bargaining agreement.

The ordinance will also correct an error in the indexing calculations for wages 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.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The collective bargaining agreement was reached with the Tacoma Police Management Association, Local 26, and been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*



Economy/Workforce: *Equity Index Score*: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve the execution of the Collective Bargaining Agreement provisions	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to authorize implementation of rates of pay and compensation for employees represented by the Tacoma Police Management Association, Local 26..

FISCAL IMPACT:

Fiscal impact information will be provided by the Office of Management and Budget. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium’s current budget?

NO, PLEASE EXPLAIN BELOW

Yes. Department Directors will be responsible for adhering to their overall levels of appropriation.

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City’s FTE/personnel counts?

No