



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: June 26, 2024

On the agenda for City Council action on July 2, 2024, 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 changes as provided in the collective bargaining agreement as negotiated with the Professional Public Safety Management Association. The section provides for an increase to the deferred compensation match for employees represented by the Professional Public Safety Management Association from \$238 to \$250 per pay period.

Sections 2: Amends Section 1.12.229 to provide to provide for changes as provided in the collective bargaining agreement as negotiated with the Professional Public Safety Management Association. The section provides for an increase to the monthly employee contribution to a Voluntary Employee Beneficiary Association (VEBA) from \$225 to \$250 per month; and adds a monthly employer contribution for eligible employees to the VEBA of \$250 per month.

Section 3: Amends Section 1.12.230 to provide for a change related to the payment of unused sick leave upon retirement for employees represented by the Public Safety Management Association, per the terms of the collective bargaining agreement.

Section 4: Amends Section 1.12.355 to provide for implementation of pay changes as provided in the collective bargaining agreement as negotiated with the Professional Public Safety Management Association. The section provides for a wage increase to effective retroactive to January 1, 2024, of 4.5 percent for Fire positions, and 6.5 percent for Police positions.

Section 5: Amends Section 1.12.355 to provide for implementation of a Letter of Agreement with the Tacoma Firefighters Union, Local 31. The section creates a new classification titled Fire Marshal, that will be represented by the Tacoma Firefighters Union, Local 31, and which will be created as classified, overtime category D, and not eligible for overtime,

Section 6: Amends Section 1.12.640 to implement provisions of the collective bargaining agreement as negotiated with the Professional Public Safety Management Association. The section deleted text that is no longer needed.

Section 7: Provides for the effective dates of the sections above.

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