



## Memorandum

---

**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Karen Short, Senior Human Resources Analyst  
**SUBJECT:** Ordinance Disclosure  
**DATE:** November 18, 2021

---

On the agenda for City Council action on November 30, 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 the implementation of provisions of the Collective Bargaining Agreement as negotiated with the Tacoma Fire Fighters Union, Local 31. The agreement was adopted by Resolution 40786, on May 18, 2021, and covers approximately 438 full-time, budgeted positions. The section provides for a general wage increase of 3 percent, based on 100 percent of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue Area, all items, measured from June 2020 to June 2021.

**Section 2:** Amends Section 1.12.115 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with the Professional Public Safety Management Association. The agreement was adopted by Resolution 40834, on August 24, 2021, and covers approximately 6 full-time, budgeted positions within the Tacoma Fire Department. The section provides for a general wage increase of 3 percent for the Fire titles, based on the indexing provisions contained in the agreement.

**Section 3:** Amends Section 1.12.355 to provide for a wage increase of 1.75 percent effective January 1, 2022, for the nonrepresented classifications of Court Commissioner and Municipal Court Judge. Wages for these classifications are based on salaries published by the Washington Citizen's Commission on Salaries for Elected Officials.

**Section 4:** Amends Section 1.12.355 to provide for a general wage increase of 2 percent for nonrepresented and nonrepresented executive classifications, excluding the positions of City Manager and Utilities Director, effective January 1, 2022. In addition, the pay for the classifications of Department Aide, Senior Center Cook, Skilled Occupational Intern and Tacoma Venues and Events Attendant will receive an additional increase of 3.9 percent in order to comply with minimum wage requirements.

**Section 5:** Provides for the effective dates of the sections above.

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