



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
SUBJECT: Ordinance Disclosure
DATE: May 11, 2021

On the agenda for City Council action on May 18, 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 with the Tacoma Firefighters Union, Local 31. The collective bargaining agreement is scheduled for consideration by the City Council as a resolution on May 18, 2021. This section provides for an increase in the amount of the employer match to employee contributions to deferred compensation from \$192 to \$211 per pay period, effective January 1, 2022.

Section 2: Amends Section 1.12.230 to provide for the implementation of provisions of the collective bargaining agreement with the Tacoma Firefighters Union, Local 31. This section provides language to allow eligible employees to have the value of unused sick leave accruals contributed to a qualified Health Reimbursement Arrangement upon separation; and also provides for a change in the method used to calculate the value of unused sick leave accruals paid to an employee upon separation, per the terms of the collective bargaining agreement.

Section 3: Amends Section 1.12.355 to provide for the implementation of provisions of the collective bargaining agreement with the Tacoma Firefighters Union, Local 31. This section provides for a wage increase retroactive to January 1, 2021, of 1.75 percent. The section also includes a wage adjustment for the classification of Fire Communications Center Lieutenant (CSC 4101) of approximately 2.5 percent.

Section 4: Amends Section 1.12.640 to provide for the implementation of provisions of the collective bargaining agreement with the Tacoma Firefighters Union, Local 31. This section provides that effective May 24, 2021, employees assigned to Basic Life Support (BLS) Transport Units, shall receive an applied rate of 5 percent of the base rate of pay, and removes obsolete text that is no longer needed.

Section 5: Provides for the effective dates.

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