



**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 & Compensation Ordinance – October 13, 2020  
**DATE:** October 6, 2020

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**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 Union, Local 6, I.U.P.A., the Tacoma Police Management Association, Local 26, and the Professional Public Safety Managers Association, retroactive to January 1, 2020.

**BACKGROUND:**

The ordinance will provide for the implementation of a Letter of Agreement with the Tacoma Police Union, Local 6, and other related documents with the bargaining units listed below on behalf of the employees represented by said Unions.

1. Tacoma Police Management Association, Local 26
2. Professional Public Safety Management Association (Police titles only)

The Letter of Agreement with the Tacoma Police Union is scheduled for consideration by the City Council as a resolution on October 13, 2020. It includes a wage increase of 4 percent retroactive to January 1, 2020.

Provisions of the collective bargaining agreements with the Tacoma Police Management Association, Local 26 and the Professional Public Safety Managers Association include maintaining pay differentials between them and the positions they supervise. The ordinance will include a wage increase of 4 percent for these classifications retroactive to January 1, 2020.

The ordinance will also provide for wage increase for the nonrepresented classification of Police Officer Recruit (4201), set to mirror the first three steps of Police Officer (4202).

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

These changes have been discussed with the employee union representatives, and have 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 legislation	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by ordinance is required to implement compensation and benefits for represented employees and changes in classification to reflect the organizational structure.

**FISCAL IMPACT:**

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

**ATTACHMENTS:**

Fiscal Impact from the Budget Office