



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – January 16, 2024
DATE: January 4, 2024

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 Tacoma Police Union, Local 6, I.U.P.A.

BACKGROUND:

The ordinance will provide for the implementation of the provisions of the 2024-26 Collective Bargaining Agreement (CBA) with the Tacoma Police Union, Local 6, I.U.P.A. The CBA has been scheduled for consideration by the City Council as a resolution on January 16, 2024.

The ordinance provides for a wage increase effective retroactive to January 1, 2024, of 6.5 percent; and an increase effective January 1, 2025, of 7 percent. Other changes in the ordinance include:

1. An increase to the employer match to a deferred compensation account from up to \$211 per pay period, to a maximum contribution of up to \$238 per pay period.
2. Amends TMC 1.12.137 to change the title of the section from Shooting pay to Firearms proficiency pay.
3. Amending TMC 1.12.230 to provide that accrued and unused Sick leave upon retirement will be cashed based on the leave balance, and the amount deposited into the employee’s PORAC Retiree Medical Trust (RMT) account per the terms of the collective bargaining agreement.
4. Providing for a one-time, lump sum payment of \$500 on behalf of each LEOFF II employee of the bargaining unit to the PORAC RMT.
5. Adding an application of rate of 4 percent for employees assigned as a full-time Police Training Officer; and an application of rate of 5 percent for an employee assigned to the Marine Services Unit (MSU). Employees assigned to Search and Rescue, Dive team or MSU teams will only be eligible for one application of rate under this section.
6. Removing the application of rate of 5 percent for employees assigned as Police Patrol Specialist through attrition.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Tacoma Police Union, Local 6, I.U.P. A., and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: 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	N/A

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council is required to implement changes in rates of pay and compensation for employees.

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.

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?

Yes

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

ATTACHMENTS:

Fiscal Impact Memorandum