



TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
Bill Fosbre, City Attorney
Karen Short, Senior Human Resources Analyst
SUBJECT: Ordinance Disclosure
DATE: June 12, 2018

On the agenda for City Council action on June 19, 2018, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Tacoma Municipal Code, Section 1.12.970.

Section 1: Amends Section 1.12.115 to implement provisions of the collective bargaining agreement negotiated with the Tacoma Police Management Association, Local 26. The agreement is scheduled for consideration as a Resolution on June 19, 2018, and covers 18 full-time, budgeted positions. This section provides for an increase to the employer match to an employee's deferred compensation account up to \$217 per pay period.

Section 2: Amends Section 1.12.229 to implement provisions of the collective bargaining agreement negotiated with the Tacoma Police Management Association, Local 26. This section provides for an increase of \$150 up to \$250 to the monthly individual Voluntary Employee Beneficiary Association (VEBA) account for eligible employees.

Section 3: Amends Section 1.12.250 to provide clarification on how the 21 days of annual military leave is to be determined for employees who are assigned to work shifts that begin on one calendar day and end on another, based on state law, RCW 38.04.060, effective June 7, 2018.

Section 4: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement negotiated with the Tacoma Police Management Association, Local 26. This section provides for a wage increase effective January 1, 2018 of 3.0 percent.

Section 5: Amends Section 1.12.355 to implement indexing provisions contained in the collective bargaining agreement with the Professional Public Safety Management Association. The provision will provide for a wage increase for the classifications of Assistant Police Chief of 3.0 percent effective January 1, 2018.

Section 6: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement negotiated with the Tacoma Police Management Association, Local 26. This section provides for an increase to the annual merit allowance of \$500, up to \$4,250; and a one-time lump sum payment of \$1,500 to the VEBA account for each LEOFF II employee in the bargaining unit as of January 1, 2018.

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

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