



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
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COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – August 24, 2021
DATE: August 16, 2021

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 Firefighters Union, Local 31, and the Professional Public Safety Management Association, and changes in classifications to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for changes to the Compensation Plan to implement the provisions of two (2) Letters of Agreement as negotiated with the Tacoma Firefighters Union, Local 31; and two (2) Letters of Agreement and a 2021-23 Collective Bargaining Agreement as negotiated with the Professional Public Safety Management Association.

The four (4) Letters of Agreement and the Collective Bargaining Agreement are scheduled for consideration by the City Council as resolutions on August 24, 2021. An ordinance is required to implement the compensation provisions contained in the agreements. The ordinance will provide for the following:

- A wage increase retroactive to January 1, 2021 and pay indexing language for the classifications of Fire Captain Dispatcher (CSC 4102) and Fire Communications Center Supervisor (CSC 4103) assigned to the Fire Communications Center.
- Creation of a new classification of Deputy Police Chief (CSC 0771), which will be designated as appointive, unclassified, overtime exempt, and will not be eligible for longevity pay. This classification will be voluntarily accreted and will be represented by the collective bargaining agreement with the Professional Public Safety Management Association.
- A wage increase retroactive to January 1, 2021, per the wage indexing language of the Professional Public Safety Management Association collective bargaining agreement; and an increase to the deferred compensation employer contribution provided from \$217 to \$238 per pay period. It also modifies the method for determining the value of unused sick leave cash upon retirement, to match language that was recently updated as part of the Tacoma Firefighters, Local 31 collective bargaining agreement; and updates eligibility requirements for participation in the VEBA program. The ordinance will also provide for a correction to the wage rates for Assistant Police Chief retroactive to January 1, 2020, due to an error in calculations.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

Classification changes have been reviewed by the Human Resources, Classification and Compensation Division.

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, and the creation of new classifications.

FISCAL IMPACT:

Fiscal impact information will be provided by the Office of Management and Budget. 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 Memorandums