



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: April 28, 2025

On the agenda for City Council action on May 6, 2025, 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.

Sections 1: Amends Section 1.12.355 to provide for the implementation of provisions of a Letter of Agreement (LOA) as negotiated with the Professional and Technical Employees, Local 17 (PROTEC17), Tacoma Police Department Non-Commissioned Management Unit. The LOA is scheduled for consideration by the City Council as a resolution on May 6, 2025. This section creates a new classification of Crime Analyst Manager. The classification will be part of the unclassified service, appointive, designated as overtime category "D", FSLA exempt, and not eligible for overtime or compensatory time off, and represented and covered by the terms of the collective bargaining agreement for the PROTEC17, Tacoma Police Department Non-Commissioned Management Unit.

Section 2: Amends Section 1.12.355 to provide for the implementation of provisions of a Letter of Agreement (LOA) as negotiated with the Professional and Technical Employees, Local 17 (PROTEC17), Tacoma Police Department Non-Commissioned Management Unit. This section provides for a general wage increase effective January 1, 2026, of 3 percent for the classification of Crime Analyst Manager.

Section 3: Amends Section 1.12.640 to provide for implementation of provisions of the Letters of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit; and the Professional and Technical Employees, Local 17 (PROTEC17). The Letters of Agreement are scheduled for consideration by the City Council as resolutions on May 6, 2025. This section provides the employee identified to be appointed to the Crime Analyst Manager position, a lump-sum payment of \$5,200 in the first full pay period after appointment. The section also modifies the application of rate for an employee selected for the Water Treatment Plant Operator-In-Training program, to be paid based upon certification level and months of experience at the Green River Filtration Facility.

Section 4: Provides for the effective dates for the sections above.

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