



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst, Human Resources  
Gary Buchanan, Director, Human Resources  
Kari L Louie, Senior Compensation & Benefits Manager  
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**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – August 13, 2019  
**DATE:** July 29, 2019

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**SUMMARY:**

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement compensation for employees represented by the Tacoma Police Union, Local 6, I.U.P.A. and a change to the nonrepresented classification of Labor Relations Analyst.

**STRATEGIC POLICY PRIORITY:**

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for compensation as negotiated in a Letter of Understanding with the Tacoma Police Union, Local 6, I.U.P.A., and a change to the nonrepresented classification of Labor Relations Analyst.

**BACKGROUND:**

The ordinance will implement provisions of a Letter of Understanding (LOU) negotiated as the settlement of an Unfair Labor Practice (ULP) filed with the Public Employment Relations Commission (PERC) by the Tacoma Police Union, Local 6, I.U.P.A. The ordinance provides for a one-time, lump sum payment of \$500 to bargaining unit members employed on July 1, 2019.

The ordinance also includes a change in the designation of the nonrepresented, classified title of Labor Relations Analyst, from classified to unclassified pursuant to TMC Section 1.24.290 of the Personnel Rules and Article VI, Section 6.1 of the City Charter.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Budget Office.