



## Memorandum

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**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Karen Short, Senior Human Resources Analyst  
**SUBJECT:** Ordinance Disclosure  
**DATE:** December 27, 2021

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On the agenda for City Council action on January 4, 2022, 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.

**Section 1:** Amends Section 1.12.115 to provide for the implementation of provisions of the Collective Bargaining Agreements as negotiated with the Tacoma Police Union, Local 6 and the Tacoma Police Management Association, Local 26. The collective bargaining agreements were adopted by Resolution 40887 and Resolution 40888, on December 14, 2021. The section provides for an increase and/or change to deferred compensation amounts. The Local 6 employer match increases from up to \$192 to up to \$211 per pay period; and a change for Local 26 from an up to \$217 employer match to a \$238 employer contribution per pay period.

**Section 2:** Amends Section 1.12.229 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Tacoma Police Management Association, Local 26. The section provides for an increase to the monthly employer contribution to a Voluntary Employee Beneficiary Association (VEBA) account from \$125 per month to \$250 per month.

**Section 3:** Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Tacoma Police Union, Local 6. The section provides for a wage increase of 6.1 percent retroactive to January 1, 2021.

**Section 4:** Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Tacoma Police Management Association, Local 26. The section provides for a wage increase retroactive to January 1, 2021, based on wage indexing provisions contained in the agreement.

**Section 5-6:** Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Professional Public Safety Management Association. The section provides for a wage increase retroactive to January 1, 2021, based on wage indexing provisions contained in the agreement. The increase for the classification of Deputy Police Chief is retroactive to September 13, 2021.

**Section 7:** Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Tacoma Police Union, Local 6. The section provides for a wage increase of 7.1 percent retroactive to January 1, 2022.

**Section 8:** Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Tacoma Police Management Association, Local 26. The

section provides for a wage increase retroactive to January 1, 2022, based on wage indexing provisions contained in the agreement.

**Section 9:** Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Professional Public Safety Management Association. The section provides for a wage increase retroactive to January 1, 2022, based on wage indexing provisions contained in the agreement.

**Section 10:** Provides for the effective dates of the sections above.

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