



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Division Manager, Labor Relations
Karen Short, Human Resources Consultant, Senior
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – March 21, 2023
DATE: March 2, 2023

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by the Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit.

BACKGROUND:

The ordinance will provide for the implementation of the provisions of the Collective Bargaining Agreement (CBA) as negotiated with the Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit. The CBA has been scheduled for consideration by the City Council as a resolution on March 21, 2023.

The ordinance adds appointive, unclassified titles of Police Financial Manager and Police Office Manager to the Compensation Plan. The classifications are designated as unclassified, appointive, FLSA exempt, and are not eligible for overtime pay. The Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit covers employees in the classifications of Forensics Manager, Police Financial Manager and Police Office Manager.

The ordinance provides effective retroactive to October 19, 2022, for a new salary range of 6 steps, and includes a general wage increase of 3 percent. Employees in the bargaining unit as of the agreement’s execution date, will also receive a one-time, lump sum payment of \$5,000. Effective and retroactive to January 2, 2023, employees will be placed in a revised 9 step pay range based on data provided by the Class & Comp Study, and incumbents will be placed in the pay step that is nearest, but not below, their current rate of pay. In addition, employees may receive a one-time, lump sum payment in the amount that represents the difference between the annual salary in their initial placement and the value of a 5 percent annual wage increase. Effective January 1, 2024, a wage increase of 2.75 percent will be provided. The ordinance also provides for language regarding an annual payment of \$500 in recognition of assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit, and bargained in good faith.

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 implementation of the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to implement provisions of the Collective Bargaining Agreement with the Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

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 Memorandum