



## 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 Consultant  
**SUBJECT:** Ordinance Disclosure  
**DATE:** March 9, 2023

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On the agenda for City Council action on March 14, 2023, 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 1.12.355 to provide for the implementation of provisions in the collective bargaining agreement (CBA) with the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit. The CBA is scheduled for consideration by the City Council as a resolution on March 14, 2023. This section provides for a wage increase of 3 percent, and a revised pay range of six pay steps, effective retroactive to October 19, 2022.

**Section 2:** Amends Section 1.12.355 to provide for the implementation of provisions in the collective bargaining agreement (CBA) with the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit. The section provides effective January 2, 2023, for a revised nine step pay range based on data provided by the Class & Comp Study. Incumbents will be placed in the pay step that is nearest, but not below, their current rate of pay. 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.

**Section 3:** Amends Section 1.12.355 to provide for the implementation of provisions in the collective bargaining agreement (CBA) with the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit. The section provides for a general wage increase of 2.75 percent effective January 1, 2024.

**Section 4:** Amends Section 1.12.640 to provide for the implementation of provisions in the collective bargaining agreement (CBA) with the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit. The section provides for a lump sum payment of \$500 upon Council approval of the agreement, and annually thereafter, in recognition of assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

**Section 5:** Provides for the effective dates.

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