



Memorandum

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: January 11, 2024

On the agenda for City Council action on January 16, 2024, 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 on Deferred Compensation, to implement provisions of the collective bargaining agreement with the Tacoma Police Union, Local 6 IUPA. The section increases the amount of the employer match to employee deferred compensation contributions from up to \$211 per pay period to up to \$238 per pay period.

Section 2: Amends Section 1.12.137 to change the title to Firearms proficiency pay.

Section 3: Amends Section 1.12.230 on Sick Leave with Pay. This section provides language to allow eligible employees to have the value of unused sick leave accruals contributed to a qualified Health Reimbursement Arrangement upon separation; and also provides for a change in the method used to calculate the value of unused sick leave accruals paid to an employee upon separation, per the terms of the collective bargaining agreement.

Section 4: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Tacoma Police Union, Local 6 IUPA. The section provides for a general wage increase of 6.5 percent, retroactive to January 1, 2024.

Section 5: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Tacoma Police Union, Local 6 IUPA. The section provides for a general wage increase of 7 percent, effective January 1, 2025.

Section 6 Amends Section 1.12.640 to implement provisions of the collective bargaining agreement with the Tacoma Police Union, Local 6 IUPA. The section creates an application of rate of 4 percent, for a Police Officer assigned as a Police Training Officer (PTO); provides for a one-time payment of \$500 into the PORAC Retirement Medical Trust (RMT) on behalf of the employees; and incorporates gender neutral language into the section.

Section 7: Provides for the effective dates of the sections above.

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