



## Memorandum

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**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Dylan Carlson, Labor Relations Division Manager  
Karen Short, Senior Human Resources Consultant  
**SUBJECT:** Ordinance Disclosure  
**DATE:** January 15, 2025

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On the agenda for City Council action on January 28, 2025, 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 implementation of provisions of the collective bargaining agreement as negotiated with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors' Unit. The agreement has been scheduled for consideration by the City Council as a resolution on January 28, 2025. The section provides for a general wage increase effective retroactive to January 1, 2024, of 2.75 percent, and also provides an additional adjustment of 2.75 percent to address market and compression factors.

**Section 2:** Amends Section 1.12.355 to provide for implementation of provisions of the collective bargaining agreement as negotiated with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors' Unit. The section provides for a general wage increase effective retroactive to January 1, 2025, of 2.75 percent, and also provides an additional adjustment of 2.75 percent to address market and compression factors.

**Section 3:** Amends Section 1.12.355 to provide for implementation of provisions of the collective bargaining agreement as negotiated with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors' Unit. The section provides for a general wage increase effective January 1, 2026, of 3.0 percent, and also provides an additional adjustment of 0.50 percent to address market and compression factors.

**Section 4:** Amends Section 1.12.355 to provide for implementation of provisions of the collective bargaining agreement as negotiated with the Professional & Technical Employees, Local 17 (PROTEC17) Tacoma Police Department (TPD) Non-Commissioned Management Unit. The agreement has been scheduled for consideration by the City Council as a resolution on January 28, 2025. The section provides for a general wage increase of 2.75 percent effective retroactive to January 1, 2025, and also includes an additional adjustment of 7.5 percent for the classification of Police Office Manager.

**Section 5:** Amends Section 1.12.355 to provide for implementation of provisions of the collective bargaining agreement as negotiated with the Professional & Technical Employees, Local 17 (PROTEC17) Tacoma Police Department (TPD) Non-Commissioned Management Unit. The section provides for a general wage increase effective January 1, 2026, of 3.0 percent.

**Section 6:** Amends Section 1.12.355 to provide for implementation of provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The section provides for a wage increase effective retroactive to January 1, 2025, of 2.75 percent for the classifications of Hydro Parks Supervisor, Assistant Hydro Parks Supervisor, and Water Electrical & Controls Field Supervisor. These classifications were accreted into the bargaining unit during 2024 and were inadvertently excluded from an ordinance to update wages for 2025 per the terms of the agreement.

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

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