Memorandum

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: November 25, 2024

On the agenda for City Council action on December 10, 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 to provide for the implementation of provisions of the collective bargaining agreement as negotiated with the Tacoma Police Management Association, Local 26. The agreement is scheduled for consideration by the City Council as a resolution on December 10, 2024. The section provides for an increase is the employer contribution to deferred compensation from $238 to $250 per pay period.

Section 2: Amends Section 1.12.355 to provide for the implementation of provisions of the collective bargaining agreement as negotiated with the Tacoma Police Management Association, Local 26. The section provides for a wage increase effective January 1, 2025, of 7 percent, to maintain indexing differentials in the agreement.

Section 3: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the Professional Public Safety Management Association. The agreement was adopted by Resolution 41459 on July 2, 2024. The section provides for a wage increase for Police classifications, effective January 1, 2025, of 7 percent, to maintain indexing differentials in the agreement.

Section 4: Amends Section 1.12.640 to implement provisions of the collective bargaining agreement with the Tacoma Police Management Association, Local 26. The section provides for an increase in the annual merit allowance provided for eligible employees from $4,250 to $5,450 per year.

Section 5: Provides for the effective date of the section above.

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