



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst, Human Resources
 Kari Louie, Senior Compensation & Benefits Manager
 Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – February 9, 2021
DATE: January 25, 2021

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement changes to family member definitions when related to the use of paid sick leave and personal time off.

BACKGROUND:

The ordinance will provide for language changes to 1.12.230, 1.12.232 and 1.12.248 to amend the definitions of family members when related to the use of paid sick leave and personal time off. Changes will be effective February 15, 2021.

House Bill (2614) passed March 2020 to include “son/daughter-in-law” as a qualified family member under the state’s Paid Family Medical Leave (PFML) program.

In an effort to remain consistent with PFML, the City’s Family Medical Leave Act (FMLA) & Mandatory Paid Sick Leave (MPSL) policies, as well as the applicable sick leave code(s) will be updated to include a “son in law, or daughter-in-law” in the definition of qualified family members.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The TMC changes have been discussed with members of the Joint Labor Committee and affected public safety bargaining units.

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 the legislation	N/A	unknown



City of Tacoma

City Council Action Memorandum

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to implement changes to the Tacoma Municipal Code sections related to paid leaves.

FISCAL IMPACT: There is no fiscal impact for this request.