



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst  
Gary Buchanan, Director, Human Resources  
Kari L Louie, Senior Compensation & Benefits Manager  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – April 10, 2018  
**DATE:** March 26, 2018

**SUMMARY:**

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for represented employees and non- represented employees, and changes in classification to reflect the organizational structure.

**STRATEGIC POLICY PRIORITY:**

The requested ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wages and other compensation, for represented employees, and non-represented employees, and changes to reflect the organizational structure.

**BACKGROUND:**

The ordinance will provide for the implementation of the collective bargaining agreements and other related documents with the bargaining units listed below on behalf of the employees represented by said Unions.

1. Tacoma Police Union, Local 6, I.U.P.A.
2. International Brotherhood of Electrical Workers, Local 483, Clerical Unit
3. Tacoma Police Management Association, Local 26
4. Professional Public Safety Management Association

The ordinance will also provide for the following:

A correction to the pay rate at Step 5, contained in Ordinance 28488, passed on February 13, 2018, for the classification of Apprentice Communications Systems Technician (CSC 4119).

A change in title for the classification of Utilities Warehouse Supervisor (CSC 0305), to Warehouse Supervisor (CSC 0305).

A market based adjustment of 5 percent for the non-represented classification of Fire Code Official (CSC 0519).

**ISSUE:**

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated on behalf of the respective Unions.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve this legislation.

**FISCAL IMPACT:**

Fiscal impact information is as provided by the Budget Office.