



TO: Elizabeth Pauli, City Manager
FROM: Kari Louie, Senior Compensation & Benefits Manager
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COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – November 12, 2020
DATE: December 1, 2020

SUMMARY AND PURPOSE:

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

BACKGROUND:

The ordinance will provide for the following changes:

1. Create a new classification to be titled Deputy Retirement Chief Investment Officer (CSC 0557). The classification will be appointive/unclassified, and designated as non-represented, salaried, and not eligible for overtime pay. The 2020 pay range will be set to \$56.06 - \$71.86 hourly. The current Retirement Director oversees not only the administration of the TERS and LEOFF 1 Pension programs, but is the sole resource overseeing the \$1.8 billion TERS investment portfolio. The TERS Board has expressed significant concern over succession planning, as knowledge of the investment duties continue to reside with a single incumbent, and had recommended the creation of this classification.
2. Remove eight (8) represented and eight (8) non-represented classifications from the Compensation Plan that are no longer in use, due to the dissolution of the IBEW, Local 483, Click! Unit, per PERC Decision 13220-C.
3. Provide for a general wage increase of 1 percent, effective January 1, 2021, for all non-represented and non-represented executive classifications. The increase excludes the classifications of City Manager and Utilities Director.
4. Provide a wage adjustment for the classifications of Department Aide (CSC 3605), Skilled Occupational Intern (CSC 4602), and Tacoma Venues & Events Attendant (CSC 6220) to comply with minimum wage requirements.
5. Remove obsolete language in Section 1.12.096, Life Insurance, to reflect current practice.
6. Remove obsolete language in Section 1.12.115, Deferred Compensation that is obsolete and no longer needed.
7. Remove obsolete language in Section 1.12.640, Application of addition rates, to remove language that is obsolete, and no longer needed.

The ordinance may also provide for other changes in classifications to reflect the organizational structure.

COMMUNITY ENGAGEMENT / CUSTOMER RESEARCH:

The changes included in the ordinance have been reviewed by the Human Resources Class & Comp Division, and discussed with Labor Relations and the Budget Office.



2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*

Economy/Workforce: *Equity Index Score: 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 execution the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is provided by the Office of Management and Budget. Expenditures for new classifications created are the responsibility of each department for their respective employees. Department Directors will be responsible for adhering to their overall level of appropriation.