



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Senior Human Resources Analyst  
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**COPY:** City Council and City Clerk

**SUBJECT:** Pay and Compensation Ordinance – January 29, 2019

**DATE:** January 14, 2019

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**SUMMARY:**

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, and other changes to nonrepresented classifications 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 and results-oriented organization by providing for rates of pay and compensation for represented and nonrepresented employees.

**BACKGROUND:**

The collective bargaining agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit was adopted by Resolution 39520, on August 23, 2016. The agreement provides for a wage increase effective January 1, 2019 of 2 percent.

Ordinance 28486, passed February 6, 2018, established the classifications of Public Disclosure Specialist and Public Disclosure Analyst. Ordinance 28504, amended the classification of Public Disclosure Analyst to be overtime eligible, and that Public Disclosure Specialist and Public Disclosure Analyst would both be represented by the IBEW, Local 483, Clerical Unit. The 2019 wage increase for Public Disclosure Specialist and Public Disclosure Analyst was inadvertently omitted from Ordinance 28567, passed on December 18, 2018. The ordinance will provide for the 2 percent wage increase for the classifications of Public Disclosure Specialist and Public Disclosure Analyst.

The ordinance will also create a new unclassified, appointive title of Data Architecture Manager to be used in the Information Technology Department. The classification will be nonrepresented and exempt from overtime. The Data Architecture Manager will act as a working supervisor, an independent contributor and as part of a team to establish and maintain alignment between data domains and reference data architecture. The position serves as the recognized enterprise-level data architecture expert responsible for providing direction on the best use of the components that comprise the reference data architecture.



**ISSUE:**

Authorization from the City Council by ordinance is required to implement rates of pay and compensation for represented and nonrepresented classifications and changes to the organizational structure.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

Fiscal impact for the wage increase for Public Disclosure Analyst and Public Disclosure Specialist is provided by the Budget Office. 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.