



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
Dylan Carlson, Senior Labor Relations Manager
SUBJECT: Ordinance Disclosure
DATE: November 14, 2019

On the agenda for City Council action on November 19, 2019, 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 1.12.355 to implement provisions of the Collective Bargaining Agreement with the Tacoma Fire Fighters Union, Local 31. The collective bargaining agreement was adopted by Resolution 40031, on June 12, 2018. This section provides for a wage increase of 4 percent effective January 1, 2020.

Section 2: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement with the Professional Public Safety Management Association. The collective bargaining agreement was adopted by Resolution 40185 on December 11, 2018. This section provides for a wage increase for Fire classifications in the bargaining unit of 4 percent per the market-based indexing/parity provisions of the collective bargaining agreement, effective January 1, 2020.

Section 3: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit. The collective bargaining agreement was adopted by Resolution 39935 on February 6, 2018. This section provides for an increase of 2.25 percent, effective April 1, 2020.

Section 4: Amends Section 1.12.355 to add four nonrepresented job classifications to the Compensation Plan. Safety Director (CSC 0762) will be created as unclassified, nonrepresented, and exempt from overtime, with a pay range set to \$60.82 - \$77.97 per hour paid on a salaried basis. Registered Nurse Case Manager (CSC 3126) will be created as classified, non-exempt, and eligible for overtime with a pay range set to range will be set to \$32.67 - \$41.88 per hour.

The following classifications will support the Co-Responder program, a partnership between the Tacoma Fire and Tacoma Police Department. Designated Crisis Responder I (CSC 3032) will be classified, nonrepresented, non-exempt and eligible for overtime, with a pay range set to \$32.90 - \$42.18 per hour; and Designated Crisis Responder II (CSC 3033) will be classified, nonrepresented, non-exempt and eligible for overtime, with a pay range set to \$34.54 – \$44.29 per hour.

Section 5: Amends Section 1.12.355 to provide for a general wage increase for all nonrepresented and nonrepresented executive classifications of 3 percent, effective January 1, 2020, This increase excludes the classifications of City Manager, Utilities Director, and Water Supply Supervisor. The section also provides for a change in the overtime designation for Management Intern (CSC 4615) from overtime exempt, to non-exempt and eligible for overtime pay, based on changes to FLSA guidelines.

The section also provides for a wage adjustment for the classifications of Department Aide (CSC 3605) and Skilled Occupational Intern (CSC 4602) of 1.5 percent; and Tacoma Venues & Events Attendant (CSC 6220) of 3 percent, to meet the minimum wage threshold.

Section 6: Provides for the effective dates of the sections above.

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