



RESOLUTION NO. 40226

1 A RESOLUTION relating to a Special Project; designating the SAP Analytics and
2 Business Reporting Project as a special project of limited duration, through
3 December 31, 2020; and designating general salary classifications and
4 benefits for person employed on the project pursuant to Tacoma Municipal
5 Code 1.24.187 and Tacoma City Charter Section 6.1(h).

6 WHEREAS City departments have identified a need for better data analysis,

7 and

8 WHEREAS the SAP Analytics and Business Reporting Project (“Project”) is
9 a transformational opportunity anticipated in 2018 by the migration of the SAP
10 system to the HANA database platform, which will provide the ability for staff to
11 access data directly using common analytics tools, and

12 WHEREAS the Project will focus on SAP data for the Finance Department
13 in 2019, and remaining SAP data, primarily for the Utilities and Human Resources
14 Departments, in 2020, and

15 WHEREAS this effort will be designated as a special project of limited
16 duration, with one person anticipated to be employed as a Project Manager through
17 December 31, 2020, and

18 WHEREAS the Project Manager will serve as an internal organizational
19 change management professional, focusing on strategies and techniques to
20 support employees in the transition from current to future business analytic
21 practices and reporting, which is vital to successful adoption of the Project, and

22 WHEREAS, pursuant to the provisions of TMC 1.24.187 and Tacoma City
23 Charter Section 6.1(h), employees who are not regular employees and are hired as
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1 special project employees are unclassified and paid as provided for by ordinance
2 or resolution of the City Council; Now, Therefore,

3 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

4 Section 1. That the SAP Analytics and Business Reporting Project is
5 hereby designated as a special project of limited duration for a period of two years,
6 ending December 31, 2020.

7 Section 2. That, in accordance with the provisions of Tacoma Municipal
8 Code ("TMC") 1.24.187 and Tacoma City Charter Section 6.1(h), employees who
9 have been hired or may be hired for positions expected to be of limited duration
10 shall be designated as unclassified special project employees as of the date of
11 hire.
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13 Section 3. That the salaries and classifications set forth in the Compensation
14 Plan of the City of Tacoma for permanent employees, or the closest classifications,
15 shall be applied, contingent upon funding, to similar positions of the special project,
16 including from the Management Analyst series. The Compensation Plan is
17 incorporated herein by reference as if fully set forth.
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19 Section 4. That employees who have been hired or may be hired as special
20 project employees herein shall receive benefits in accordance with and pursuant to
21 the provisions of the Compensation Plan of the City of Tacoma. They shall be
22 given a one-time binding and irrevocable election to participate in the City's
23 Retirement System pursuant to TMC 1.30. Special project employees hired to
24 work on the identified special project shall not be eligible for longevity pay; and
25 further, that should any current regular employee eligible for longevity pay be
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assigned to the special project, the employee so assigned shall continue to be eligible for longevity pay and shall become or remain a member of the City's Retirement System pursuant to any applicable provisions of TMC 1.30, and contributions shall be paid therein by the City pursuant to TMC 1.30.360.

Section 5. That, inasmuch as the positions to be filled pursuant to this resolution are of a temporary nature and are unique in that they pertain only to the aforementioned special project, they are deemed unclassified, temporary positions of limited duration and persons so employed in such positions shall have no claim to further or continued employment with the City of Tacoma after cessation of such special project or after cessation of activities funded by said program, except pursuant to obtaining status as regular City of Tacoma employees under the provisions of the TMC or pursuant to further action of the City Council relating to this special project.

Section 6. That all acts by agents or employees of the City consistent herewith are hereby ratified.



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Section 7. That the City Manager is hereby authorized to direct the appropriate City officers to proceed with the necessary actions for the completion of this special project.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney