



TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Director, Human Resources
Kari Louie, Senior Compensation & Benefits Manager
Karen Short, Senior Human Resources Analyst
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – November 19, 2019
DATE: November 14, 2019

SUMMARY:

An ordinance amending the Tacoma Municipal Code, Chapter 1.12, Compensation Plan, to implement rates of pay and compensation for represented and non-represented employees, and changes in 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, results-oriented organization by providing for pay and compensation for represented and non-represented employees.

BACKGROUND:

The ordinance will provide for wage increases as negotiated for represented classifications contained within collective bargaining agreements, and other related documents with the bargaining units listed below on behalf of the employees represented by said unions.

1. Tacoma Fire Fighters Union, Local 31
2. Professional Public Safety Managers Association (Fire titles only)
3. International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit

The ordinance will also address non-represented pay and compensation, in the following manner:

1. Create new classifications of Safety Director (CSC 0762), Registered Nurse Case Manager (CSC 3126).
 - Safety Director will be non-represented, unclassified, appointive and exempt from overtime. Pay range will be set to \$60.82 - \$77.97 per hour, paid on a salaried basis.
 - Registered Nurse Case Manager will be non-represented, classified, and eligible for overtime pay. Pay range will be set to \$32.67 - \$41.88 per hour.
2. Create new classifications to support the Co-Responder program, a partnership between Tacoma Fire and Tacoma Police Departments.
 - Designated Crisis Responder I (CSC 3132) will be non-represented, classified and eligible for overtime pay. The pay range will be set to \$32.90 - \$42.18 per hour.
 - Designated Crisis Responder II (CSC 3133) will be non-represented, classified and eligible for overtime pay. The pay range will be set to \$34.54 – \$44.29 per hour.
3. Change the overtime designation for the classification of Management Intern (CSC 4615) from salaried and overtime exempt, to hourly and eligible for overtime, based on changes to FLSA guidelines.



4. Provide for a general wage increase of 3 percent, effective January 1, 2020, for all non-represented and non-represented executive classifications. The increase excludes the classifications of Water Supply Supervisor, City Manager and Utilities Director.
5. Provide 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 comply with minimum wage requirements.

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

ISSUE:

An ordinance is necessary to provide for changes to rates of pay and compensation for represented and non-represented employees and changes in classification to reflect the organizational structure.

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.