



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
 Kari Louie, Assistant Human Resources Director
 Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – June 25, 2024
DATE: June 10, 2024

SUMMARY AND PURPOSE:

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

BACKGROUND:

Substitute Ordinance 28862, passed December 13, 2022, provided for a new compensation structure for nonrepresented classifications that was implemented effective January 2, 2023. The ordinance modernized the current classification system for nonrepresented employees, aligned classifications within job families, and established new compensation ranges aligned with the competitive prevailing market, which included both public and private sector.

Through a review for maintenance of the new system, the Classification and Compensation Team has identified further refinements needed for the nonrepresented compensation structure. The ordinance will create new classifications, as well as update several existing classifications, and includes compensation changes.

Changes will include the creation of 13 new non-represented classifications, a title change for 6 classifications, a change in the pay range for 3 classifications; and a change in the overtime designation for one classification.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

2025 STRATEGIC PRIORITIES:

Economy/Workforce: 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 the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for classification changes and changes to rates of pay and compensation for nonrepresented employees.

FISCAL IMPACT: Department Directors will be responsible for adhering to their overall levels of appropriation.