



**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 – June 11, 2019

**DATE:** May 24, 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 represented and nonrepresented 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 and results-oriented organization by providing for rates of pay and compensation for represented and nonrepresented employees.

**BACKGROUND:**

The ordinance provides a wage increase of 2 percent, effective July 1, 2019, per the collective bargaining agreement with the Brotherhood of Locomotive Engineers. The agreement provides that in the event a successor agreement is not reached by July 1, 2019, the basic daily rate of pay for locomotive engineers shall be increased by an amount equal to 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) Seattle area all items, measured from June of 2015 to June of 2016, with a minimum increase of two (2) percent and a maximum increase of four (4) percent. The CPI-W increase for this period was published as two (2) percent. Since an agreement has not been reached, the ordinance will provide for an increase of two (2) percent effective July 1, 2019.

The ordinance also provides for a salary increase for Municipal Court Judge and Court Commissioner. Wages for these classifications is based on the final salary schedule adopted by the Washington State Citizen’s Commission on Salaries for Elected Officials. The Commission has published the salary schedules for the next two-year period beginning July 1, 2019. The schedule provides for an adjustment of 8.5 percent in 2019 and 2.5 percent in 2020 to move toward parity with the Federal Branch. Salaries also include a cost of living adjustment of two (2) percent in 2019; and two (2) percent in 2020.

The salary for Municipal Court Judge is set equal to the rate for District Court Judge as adopted by the Commission. The salary for Court Commissioner is set at 90 percent of the salary for Municipal Court Judge.

The ordinance also provides for a correction to pay rates contained in Ordinance 28571, passed on February 5, 2019, for the new appointive classification of Data Architecture Manager. The pay range will increase by 3 percent, to create intended parity with the classification of Information Technology Manager.



**ISSUE:**

Authorization from the City Council by ordinance is required to implement rates of pay and compensation 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 is provided by the Budget Office. Department Directors will be responsible for adhering to their overall level of appropriation.