



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: November 28, 2023

On the agenda for City Council action on December 5, 2023, 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 1.12.180 on Standby pay, to increase the standby pay rate for nonrepresented employees from \$3.00 to \$3.75 per hour, effective January 1, 2024.

Section 2: Amends Section 1.12.355 to implement provisions in the Collective Bargaining Agreement as negotiated with the Tacoma Fire Fighters Union, Local 31. The CBA was adopted by City Council Resolution 41148, on March 7, 2023, and provides for a wage increase effective January 1, 2024, based on the CPI-W, measured from June 2022 to June 2023, with a minimum increase of 1 percent and a maximum increase of 5 percent. Based on this index, the section provides for a wage increase of 4.5 percent, effective January 1, 2024.

Section 3: Amends Section 1.12.355 to provide a general wage increase of 2.75 percent to nonrepresented classifications, effective January 1, 2024, excluding the classifications of City Manager and Director of Utilities. The classifications of Equity Program Specialist and LEOFF 1 Pension Specialist will change from salaried exempt category "D" to hourly, nonexempt category "A" as they no longer meet FLSA requirements for an exemption. Two unclassified, appointive classifications are created titled Senior Financial Services Analyst and Real Property Manager, and will be nonrepresented, appointive, designated as overtime category "D", and not be eligible for overtime. In addition, the following titles are excluded pending PERC certification proceedings: Telecommunications Engineer, and Senior Telecommunications Engineer.

Section 4: Amends Section 1.12.640 to create an application of rate of 7 percent, for the nonrepresented position of Mobile Unit Registered Nurse, to acknowledge the additional unusual circumstances faced in providing clinical care as part of the evolving area of alternative response to Police and Fire, and deletes language that is no longer applicable.

Section 5: Provides for the effective dates of the sections above.

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