



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
 Kari Louie, Assistant Human Resources Director
 Karen Short, Senior Human Resources Analyst, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – April 12, 2022
DATE: March 31, 2022

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for a new classification to be titled Police Chief of Staff.

BACKGROUND:

The ordinance will provide for the creation of a new unclassified, appointive title of Police Chief of Staff. The classification will be non-represented and non-commissioned, with a pay range of \$72.32 to \$92.72 hourly; and will be designated as salaried, overtime exempt, and will not be eligible for overtime pay.

This new classification directly relates to the transformation efforts taking place with the City of Tacoma. Recommendation #37 of the 21st Century Policing Solutions Recommendations for the Tacoma Police Department Final Report suggested that the Tacoma Police Department consider adding a Chief of Staff to support the Chief and coordinate the Department’s bureaus. The Police Chief of Staff will serve as the link between the Chief of Police and the administrative functions within the Police Department and will be responsible for ensuring the effective operation or hiring, training for non-commissioned personnel, financial operations, accreditation, support services, fleet and facilitates operations, equal employment opportunity liaison public and community relations and management of the administrative support of the department.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The new classification has been reviewed by the Human Resources, Classification and Compensation Division.

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	N/A



EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council is required to implement changes in rates of pay and compensation, and the creation of new classifications.

FISCAL IMPACT:

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

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

Yes

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

YES

ATTACHMENTS: