



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst  
Kari Louie, Senior Compensation & Benefits Manager  
Gary Buchanan, Director, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay & Compensation Ordinance – May 21, 2019  
**DATE:** May 15, 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 the position of City Manager.

**STRATEGIC POLICY PRIORITY:**

Encourage and promote an open, effective, and results-oriented organization, which is fiscally sustainable and guided by engaged residents.

**BACKGROUND:**

The City Manager Performance Review Committee recommends approving a 3 percent general wage increase effective May 16, 2019, to the City Manager’s salary schedule and paying the City Manager at step 5B on the new schedule, which is equal to \$264,638.40 annually constituting a \$10,899.20 increase above her current salary.

**ISSUE:**

Authorization from the City Council by ordinance is required to implement rates of pay and compensation for the position of City Manager.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

The incremental increase in annual compensation is approximately \$10,899.