



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Bill Fosbre, City Attorney
Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – July 17, 2018
DATE: July 10, 2018

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 efficient and effective government, which is fiscally sustainable and guided by engaged residents.

BACKGROUND:

All non-represented City employee salary schedules were increased by a 3 percent general wage increase effective in January 2018. The City Manager Performance Review Committee now recommends approving a 3 percent general wage increase to City Manager’s salary schedule and paying the City Manager at step 5A on the new schedule, which is equal to \$253,745.86 annually constituting a \$16,397 increase above her current salary.

The City Manager Performance Review Committee met on June 18, 2018, to review the City Manager’s performance for the period of May 16, 2017, through May 15, 2018, and rated her performance. The City Council met in Executive Sessions on June 19, 2018, and July 10, 2018, to review the performance of the City Manager for said period.

The City Manager Performance Review Committee has determined that Elizabeth Pauli has achieved certain performance outcomes and pursuant to the current employment compensation agreement Section 5.A. she is entitled to an increase in compensation.

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 \$16,397.