



City of Tacoma

City Council Action Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – April 18, 2023
DATE: April 5, 2023

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for positions represented by the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit; and also create the non-represented classifications of Community Service Officer and Labor Negotiator, Public Safety.

BACKGROUND:

The ordinance will provide for the implementation of the provisions of a Letter of Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. The ordinance will provide for the creation of the titles of Public Disclosure Analyst, Lead and Public Disclosure Video Redaction Analyst. Both classifications will be represented by the IBEW, Local 483, Clerical Unit, and will be designated as classified, hourly, and overtime eligible.

The ordinance will also provide for the creation of a classified title of Community Service Officer (CSO). This classification will be non-represented, non-commissioned, with a pay range of \$30.27 to \$36.79 and will be designated as hourly and eligible for overtime.

The new classification, which was most recently outlined in a memo provided to the Council in the June 23, 2022, City Manager's Report, will provide for staff that will continue to advance the 21st Century Policing and Matrix Alternative Response Study (Matrix Study) recommendations on alternatives to law enforcement responses. The CSOs will serve in a non-sworn, limited-commission capacity, responding to calls for service; performing a range of support functions; develops a rapport with citizens; demonstrates problem-solving ability; and displays a positive relationship with citizens, as well as other employees throughout the Department and the City.

The ordinance will also create a new, non-represented classification titled Labor Negotiator, Public Safety with a pay range of \$62.38 to \$87.82. The classification will be appointive and overtime exempt. The new classification will allow the City to meet its goals in attracting and retaining skilled negotiators in order to best represent the interests of the City Council and community at large during negotiations with our interest arbitration-eligible public safety unions. The class specification and compensation range recommended in this ordinance have been reviewed by the City's Classification & Compensation consultant.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The new classifications have been reviewed by the Human Resources, Compensation & Benefits 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:

There is no initial 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: