



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Consultant
Kari Louie, Assistant Human Resources Director
Shelby Fritz, Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – December 5, 2023
DATE: November 16, 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 certain represented and nonrepresented employees; and changes in classifications to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for wage increases as negotiated for represented classifications contained within the collective bargaining agreement, and other related documents, with the Tacoma Fire Fighters Union, Local 31, effective January 1, 2024.

The ordinance will also provide for the following:

1. A general wage increase of 2.75 percent for all nonrepresented classifications, excluding the positions of City Manager, Utilities Director. In addition, the following nonrepresented titles are excluded pending PERC certification proceedings: Telecommunications Engineer, and Senior Telecommunications Engineer.
2. A wage adjustment for the nonrepresented classifications of Department Aide, Skilled Occupational Intern and Venues & Events Attendant in order to comply with State minimum wage requirements.
3. Wages for the classifications of Hydro Parks Supervisor, and Assistant Hydro Parks Supervisor, represented by the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, will remain status quo while in accretion bargaining.
4. Remove the sunset date for Section 1.12.110.H regarding authority of the City Manager or the Director of Utilities to authorize the payment of up an annual \$200,000 in additional compensation in order to secure or retain key qualified personnel possessing specialized technical or professional skills in an unrepresented position.
5. Amend Section 1.12.180 to increase the standby pay rate for eligible nonrepresented employees from \$3.00 to \$3.75 per hour effective January 1, 2024.
6. Create the unclassified, appointive classifications of Senior Financial Services Analyst and Real Property Manager. The classifications will be nonrepresented, appointive, designated as overtime category "D", and will not be eligible for overtime.
7. Change the overtime designation from salaried category "D" to hourly category "A" for the classifications of Equity Program Specialist and LEOFF 1 Pension Specialist, as they no longer meet FLSA requirements for an exemption.
8. Amend Section 1.12.640 to create an application of rate of 7 percent for the classification 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.

The ordinance may include additional changes not outlined in this request.



COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

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	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for classification changes and changes to rates of pay and compensation for represented and nonrepresented employees.

FISCAL IMPACT: Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.