



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: July 27, 2015

On the agenda for City Council action on August 4, 2015, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

Section 1: Amends Section 1.12.355 to implement the Letter of Agreement (LOA) as negotiated with the Professional and Technical Employees, Local 17. The LOA provides for the creation of a new classification titled Environmental Lab Scientist in Training (CSC 3107). Wage increases and other working conditions for the classification will be applied as provided for the Environmental Lab Scientist series (I, II, III) in the current collective bargaining agreement.

Section 2 and 3: Amends Section 1.12.355 to provide for the wage increases for the classifications of Municipal Court Judge and Court Commissioner, of 4 percent effective September 1, 2015, and 2 percent effective September 1, 2016. Compensation for these classifications is based on the salary schedule as adopted by the Washington Citizens' Commission of Salaries for Elected Officials. The salary for Municipal Court Judge is set at the same rate as for District Court Judge as adopted by the Commission. The salary for Court Commissioner is set at 90 percent of the salary for Municipal Court Judge.

Section 4: Amends Section 1.12.355 to provide for the creation of a new unclassified, appointive title of Customer Service Supervisor II (CSC 0610), and title changes and/or wage adjustments for six (6) other non-represented classifications that have been determined to be either below the market, or to have compression issues with other classifications. The Retirement Chief Investment Officer is being amended to Retirement Director, Assistant, with the investment work being performed by the Retirement Director.

Code	Title	Title Change To	Adjustment
0609	Customer Service Supervisor	Customer Service Supervisor I	0.71%
0758	Environmental Services Director		1.00%
1115	Human Resources Analyst		4.25%
0740	Records Management Supervisor		4.78%
0559	Retirement Chief Investment Officer	Retirement Director, Assistant	-3.50%
5068	Water Supply Supervisor		3.25%

Section 5: Provides for the effective dates of the sections above.

I would be happy to answer any questions you may have.