



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Human Resources Director
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COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – April 16, 2019
DATE: April 4, 2019

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for nonrepresented employees and changes in classifications to reflect the organizational structure.

STRATEGIC POLICY PRIORITY:

The requested ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for nonrepresented employees.

BACKGROUND:

The ordinance will create a new classified title of Mobile Unit Registered Nurse (CSC 3125) to be utilized within the Fire Department. The classification will be created as nonrepresented and eligible for overtime pay. A classification of Mobile Unit Registered Nurse does not exist in the City’s Compensation Plan and, due to the unique, clinical nature of this body of work, a new classification is required.

Tacoma Fire Department’s expanded and enhanced FD Cares program will provide more opportunity for residents suffering from drug addiction and substance use disorder to receive medical attention and treatment. It also will enable the department to more flexibly and effectively employ case management personnel to support the program. The City of Tacoma was awarded an Opioid Response Grant from the State Health Care Authority (HCA) totaling \$463,000 to help staff and operate a Cares Unit Mobile Response Vehicle within TFD’s service area. The vehicle, which will be staffed with a registered nurse, will respond as a follow-on unit to certain emergency incidents involving drug addiction or substance use disorders. Program staff will conduct medical assessments, provide counseling and may administer medically assisted treatment to patients preparatory to transferring them to the Rafael Medicus Clinic for continued treatment. HCA staff has indicated to TFD FD Cares staff there are currently strong indications for future grant funding for this activity.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation for nonrepresented classifications and changes to the organizational structure.

RECOMMENDATION:

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



FISCAL IMPACT:

Expenditures for new classifications created are the responsibility of each department for their respective employees. Department Directors will be responsible for adhering to their overall level of appropriation.