



TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Director, Human Resources
Kari Louie, Senior Compensation & Benefits Manager
Karen Short, Senior Human Resources Analyst, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – July 13, 2021
DATE: June 24, 2021

SUMMARY AND PURPOSE:

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

BACKGROUND:

The ordinance will provide for the changes to the Compensation Plan to meet the needs of the Tacoma Fire Department CARES01 Behavioral Unit. Their purpose is to respond, and address community member complaints related to behavioral health needs that are routed through the 911 system. The Tacoma Fire Department aims to support the community by offering this critical medical support unit in its tiered system response. The unit will specifically address substance use, and mental health symptoms and disorders, and provide referral and wrap-around support to assure the long-term safety and wellbeing of the person being served. The ordinance provides for a revision to the classification of Mobile Unit Registered Nurse, and the creation three new nonrepresented, classified titles as follows:

The nonrepresented, classified title of Mobile Registered Nurse will receive a market-based wage adjustment of 6.8 percent. The revised pay range for the classification will be \$36.13 - \$46.31 hourly, and the classification will change from designated as hourly to salaried, overtime exempt, and will no longer be eligible for overtime pay. The classification will be updated and expanded to provide support to not only people with opioid use disorder, but all substance use disorders and mental health needs. The classification will provide physical assessments and medication dosing per ARNP direction.

A new nonrepresented, classified title of Advanced Registered Nurse Practitioner (ARNP) will provide medication dose authorization and prescription support to individuals during the interim of being connected to a long-term community provider. The classification will have a pay range of \$50.23 - \$64.43 hourly, and will be designated as salaried, overtime exempt, and will not be eligible for overtime pay.

A new nonrepresented, classified title of Behavioral Health Crisis Responder will provide therapeutic and counseling support directly to the person in crisis and/or family on-scene. This person will honor behavioral health advance directives and direct the interventions on-scene. The classification will have a pay range of \$31.18 - \$39.97 hourly, will be designated as salaried, overtime exempt, and will be eligible for overtime pay.

A new nonrepresented, classified tile of Behavioral Health Case Manager will provide referral and wrap around support to the person in crisis and/or family until long-term care is connected. The classification will have a pay range of \$27.90 - \$35.77 hourly, will be designated as hourly, non-exempt, and will be eligible for overtime pay.



COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The changes have been requested and reviewed by the Human Resources, Classification and Compensation 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 | Inability to meet FD Cares Program objectives |

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:

Fiscal impact information will be provided by the Office of Management and Budget. 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?

No

ATTACHMENTS:

Fiscal Impact Memorandum