



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: November 8, 2016

On the agenda for City Council action on November 15, 2016, 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 provide for market based adjustments for certain non-represented classifications that have been identified as below the market, or with compression issues. The non-represented classifications listed below will receive the market-based wage adjustment, up to a cap of 6 percent, effective January 1, 2017. Non-represented classifications not listed below; have been identified as above the market and will not receive a wage increase in 2017.

Code	Job Title	Market based Adjustment
1129	Benefits Manager	5.75%
1002	City Attorney, Assistant	5.07%
1005	City Attorney, Chief Deputy	1.90%
1004	City Attorney, Deputy	1.90%
1001	City Attorney, Prosecuting	5.07%
0746	City Manager, Assistant	6.00%
0744	City Manager, Assistant to the	2.73%
0805	Community & Media Services Manager	3.90%
0630	Conservation Program Manager	2.56%
0620	Conservation Supervisor	2.54%
1124	Contract & Program Auditor	4.52%
0727	Customer Services Assistant Manager	6.00%
0616	Customer Services Manager	6.00%
4605	Department Aide	3.04%
8028	Engineer in Training	0.49%
2068	Engineer, Associate	0.49%
2070	Engineer	1.68%
2082	Engineer, Professional	2.61%
2083	Engineer, Senior	2.61%
2073	Engineer, Principal	3.35%
2060	Engineer, Senior Principal	3.96%
0758	Environmental Services Director	6.00%
2059	Environmental Services Director, Assistant	5.74%
2056	Environmental Services Division Manager	3.07%
2057	Environmental Services Division Manager, Assistant	3.08%
0820	Executive Assistant	6.00%
0767	Fire Chief	4.40%
0518	Fire Department Manager	1.64%
4215	Forensics Manager	2.00%
0726	Government Relations Analyst	0.36%
0724	Government Relations Officer	3.45%
2310	Historic Preservation Coordinator	0.45%
2309	Historic Preservation Officer	5.39%
0735	Human Resources Director	0.93%
1125	Human Resources Director, Assistant	1.15%
1136	Human Resources Manager	1.68%
0835	Information Technology Director	3.24%

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Code	Job Title	Market based Adjustment
0837	Information Technology Director, Assistant	4.54%
0140	Information Technology Manager	5.52%
0136	Information Technology Supervisor	5.00%
1123	Labor Relations Analyst	6.00%
0553	LEOFF 1 Specialist	6.00%
1120	Management Analyst II	2.38%
1135	Management Analyst III	0.22%
4607	Management Fellow	0.22%
0841	Market Development Program Manager	4.88%
0842	Market Development Research Analyst	4.88%
0840	Marketing & Development Manager	4.88%
1165	Marketing Assistant	2.84%
5506	Marketing Coordinator	2.42%
2106	Natural Resources Biologist I	0.12%
2091	Natural Resources Manager	2.55%
2107	Natural Resources Technician I	4.55%
2090	Natural Resources Technician II	2.90%
0754	Neighborhood & Community Services Program Manager	3.56%
2534	Neighborhood & Community Services Supervisor	1.82%
4602	Occupational Intern, Skilled	4.14%
0738	Office Administrator	5.20%
0739	Office Manager	5.19%
0533	Operations Manager	2.00%
0730	PAF Tacoma Venues & Events Director	0.44%
1009	Paralegal	0.35%
1010	Paralegal, Senior	0.43%
2221	Planner, Principal	0.09%
0719	Planning & Development Services Director	5.86%
0772	Police Chief	4.40%
5123	Power Analyst	1.91%
5128	Power Analyst, Senior	1.93%
0815	Power Section Assistant Manager I	6.00%
0817	Power Section Assistant Manager II	6.00%
0816	Power Section Manager	6.00%
5248	Power Supervisor I	3.20%
5251	Power Supervisor II	3.20%
5249	Power Supervisor III	5.00%
2322	Program Development Specialist	0.45%
2321	Program Development Specialist, Lead	0.45%
2502	Project Specialist	0.45%
0757	Public Works Director	2.69%
0755	Public Works Director, Assistant	2.61%
2054	Public Works Division Manager	1.30%
2055	Public Works Division Manager, Assistant	1.35%
7128	Rail Chief Administrative Officer	2.00%
7129	Rail Chief Information/Financial Officer	2.00%
7130	Rail Chief Mechanical Officer	2.00%
7152	Rail Superintendent, Assistant	2.00%
7127	Rail Supervisor of Operations	2.00%
7126	Railway Roadmaster	1.15%
2343	Real Estate Officer	4.19%
2344	Real Estate Officer, Senior	4.23%
2069	Real-Time Energy Trader	5.19%
0740	Records Management Supervisor	6.00%
0559	Retirement Director, Assistant	1.59%
0560	Retirement System Director	6.00%
1137	Risk Analyst, Senior	0.45%
1122	Safety Officer	1.27%

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Code	Job Title	Market based Adjustment
5512	Sales & Service Representative, Lead	1.38%
2530	Senior Center Cook	2.41%
2529	Senior Center Van Driver	2.41%
2556	Seniors Center Supervisor	1.94%
0138	T&D Work Practices Specialist	3.00%
5526	Telecommunications Broadband Services Manager	6.00%
5531	Telecommunications Customer Care & Marketing Manager	1.32%
5532	Telecommunications Customer Care Supervisor	0.68%
5535	Telecommunications Engineer	1.10%
5530	Telecommunications Franchise Contract Specialist	0.18%
5500	Telecommunications Manager	6.00%
5515	Telecommunications Manager, Assistant	6.00%
5539	Telecommunications Planning & Design Technician	0.44%
5523	Telecommunications Technical Administrator	0.43%
5562	Telecommunications Technical Services Supervisor	1.59%
1154	Television Production Coordinator	4.71%
2072	Term Energy Trader	6.00%
1121	Training & Development Manager	2.04%
0822	Utilities Director	6.00%
0819	Utilities Director, Deputy	5.19%
0825	Utilities Director, Deputy Power Superintendent	6.00%
0830	Utilities Director, Deputy Rail Superintendent	2.00%
0823	Utilities Director, Deputy Water Superintendent	3.49%
1152	Video Specialist	4.71%
2066	Water Division Manager	3.04%
2061	Water Division Manager, Assistant	3.03%
2064	Water Division Superintendent, Deputy	3.61%
2100	Water Program Specialist	0.45%
5068	Water Supply Supervisor	2.27%

Classification Changes – Includes Title Changes, New Classifications and Deleted Titles:

Code		Job Title (current)	Code		Job Title (effective 1/1/2017)
0754	A	Neighborhood & Community Services Manager	0754	A	Neighbor & Community Services Program Manager
0730	A	PAF Director	0730	A	PAF Tacoma Venues & Events Director
0731	A	PAF Director, Deputy	0731	A	PAF Tacoma Venues & Events Director, Deputy
0732	A	PAF Division Manager	0732	A	PAF Tacoma Venues & Events Division Manager
1164	A	PAF Event Services Coordinator	1164	A	PAF Tacoma Venues & Events Event Services Coordinator
1168	A	PAF Event Services Manager	1168	A	PAF Tacoma Venues & Events Event Services Manager
0728	A	PAF Marketing Manager	0728	A	PAF Tacoma Venues & Events Marketing Manager
0733	A	PAF Operations Manager	0733	A	PAF Tacoma Venues & Events Operations Manager
1215	A	PAF Sales Coordinator	1215	A	PAF Tacoma Venues & Events Sales Coordinator
1156	A	PAF Technical Services Coordinator	1156	A	PAF Tacoma Venues & Events Technical Services Coordinator
2349	A	Development Specialist	2349	A	Development Specialist I
			2351	A	Development Specialist II
			2352	A	Development Specialist III
			2038	A	Plans Examiner I
			2039	A	Plans Examiner II
			2040	A	Plans Examiner III
			2131	A	Power Engineer I
			2132	A	Power Engineer II
			2133	A	Power Engineer III
			2134	A	Power Engineer IV
			0519	A	Fire Code Official
			0139	A	Cable Franchise & Production Supervisor

Code		Job Title (current)	Code		Job Title (effective 1/1/2017)
1186	A	Management & Budget Internal Consultant	1186	A	Management & Budget Internal Consultant
1184	A	Management & Budget Specialist	1184	A	Management & Budget Specialist
2036	A	Plans Examiner	2036	A	Plans Examiner
2037	A	Plans Examiner, Senior	2037	A	Plans Examiner, Senior

Section 2: Amends Section 1.12.640 to provide for non-automatic steps for non-represented classifications, where pay step increases will be at the discretion of management, and clarification for language for classifications within Tacoma Power that are eligible for overtime pay under emergency situations.

Section 3: Provides for the effective dates of the sections above.

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