



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Consultant, Human Resources
 Shelby Fritz, Director, Human Resources
 Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – February 7, 2023
DATE: January 30, 2023

SUMMARY AND PURPOSE:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay for the nonrepresented position of Municipal Court Judge - Pro-Tem.

BACKGROUND:

Recently, the Tacoma Municipal Court sent a request that the rate of pay for the classification of Municipal Court Judge - Pro Tem receive an increase. Currently, there are seven (7) Pro Tem Municipal Court Judges, who work for the Court on an as-needed basis. The hourly rate for Pro Tem Municipal Court Judge has been at the same rate of pay of \$41.50 per hour, since 2003. The request for an increase is due to both the fact that the pay rate has not changed in at least 20 years, and a recent pay increase to the Pierce County District Court Judge rate to \$60.00 per hour. Following a review by the Municipal Court Judges, an increase to \$50.00 per hour was determined to be a competitive rate for the nature or work required of the Municipal Court - Pro Tem Judges. The ordinance will provide for an increase to the hourly rate paid for Municipal Court Judge – Pro Tem effective as provided by law.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity
Increase positive public perception related to the Tacoma economy.

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	Potential impact of not implementing the legislation could be difficulty in retaining Pro Tem Muni Court Judges.

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for a change to the rate of pay for the classification of Municipal Court Judge – Pro Tem.



FISCAL IMPACT:

During the 2021-22 biennium, Pro Tem Municipal Court Judges provided a combined 2,919 hours of service. The incremental costs associated with the hourly rate increase are approximately \$25,000 in the 2023-24 biennium. Department Directors are responsible for adhering to their overall levels of appropriation.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
0010 - General Fund	30000	5110455	\$25,000
TOTAL			\$25,000

What Funding is being used to support the expense?

General Fund

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

NO, PLEASE EXPLAIN BELOW

The hourly rate increase was not budgeted in the 2023-24 biennium. Department Directors are responsible for adhering to overall levels of appropriation.

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: