



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – August 4, 2015
DATE: July 20, 2015

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for non-represented employees and employees represented by the Professional and Technical Employees, Local 17, 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 efficient and effective government, which is fiscally sustainable by providing for wages and other compensation as negotiated in good faith with the Professional and Technical Employees, Local 17; and providing for market based wage adjustments for certain non-represented classifications determined to be below the market, or to have compression issues with other classifications.

BACKGROUND:

The ordinance provides for a new classification titled Environmental Lab Scientist in Training as provided in the Letter of Agreement negotiated between the City of Tacoma and Professional and Technical Employees, Local 17. The Letter of Agreement will be considered by the City Council as a resolution on August 4, 2015.

The ordinance provides for a wage increase of 4 percent for Municipal Court Judge and Court Commissioner effective September 1, 2015, and 2 percent effective September 1, 2016. The compensation for Municipal Court Judge and Court Commissioner is based on the salary schedule adopted by the Washington Citizens’ Commission on Salaries for Elected Officials, published June 2, 2015. The salary for Municipal Court Judge is set at the rate for District Court Judges as adopted by the Commission. The salary for Court Commissioner is set at 90 percent of the salary of Municipal Court Judge.

The ordinance also includes the creation of a new unclassified, appointive title of Customer Service Supervisor II; 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 determined to have compression issues with other classifications.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated on behalf of employees represented by Professional and Technical Employees, Local 17, and amend compensation for non-represented classifications.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is as provided by the Office of Management and Budget.