



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Consultant
 Kari Louie, Assistant Human Resources Director
 Shelby Fritz, Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – December 3, 2024
DATE: November 14, 2024

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation plan, to implement rates of pay and compensation for certain represented and nonrepresented employees; and changes in classifications to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for wage increases as negotiated for represented classifications contained within the collective bargaining agreements, and other related documents, with the Tacoma Fire Fighters Union, Local 31, and the Professional Public Safety Management Association, for Fire titles only, effective January 1, 2025.

The ordinance will also include:

1. Amending Section 1.12.180 to increase the standby pay rate for eligible, nonrepresented employees from \$3.75 to \$4.50 per hour effective January 1, 2025.
2. A general wage increase of 2.75 percent for all nonrepresented classifications, excluding the classifications of City Manager and Utilities Director. The classifications of Community Services Officer, Engineering Support Supervisor, Associate Planner, Principal Planner and Senior Planner will remain status quo pending accretion bargaining, as well as incumbents in the classifications Regulatory Compliance Analyst, Principal Regulatory Compliance Analyst, Senior Regulatory Compliance Analyst and Skilled Occupational Intern that are assigned within the Planning & Development Services Department only.
3. In addition to the general wage increase for nonrepresented classifications, these classifications will also receive additional compensation adjustments: Principal Associate Civil Engineer, Principal Associate Electrical Engineer, Continuous Improvement Consultant, Continuous Improvement Manager, Office Manager, Fire Chief and Police Chief.
4. The ordinance will also provide for the addition of 8 new unclassified, nonrepresented classifications and 4 new classified, nonrepresented classifications; change the title of 27 nonrepresented classifications and provide for a change in the overtime designation for 19 classifications from exempt to nonexempt in order to comply with FLSA requirements; and delete two classifications and one application of rate that are no longer needed.

The ordinance may include additional changes not outlined in this request.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

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	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for classification changes and changes to rates of pay and compensation for represented and nonrepresented employees.

FISCAL IMPACT: Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.