



TO: Hyun Kim, City Manager
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COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – June 23, 2026
DATE: June 8, 2026

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement changes to non-represented classifications due to organizational need, to include rates of pay and classification changes to reflect the organizational structure.

BACKGROUND:

The proposed ordinance supports organizational alignment under the City Manager’s Roadmap to Recovery by creating a new executive classification for the combined Environment and Public Works department.

The Roadmap to Recovery calls for the City to evaluate business models, reduce duplication, improve coordination, and make structural changes that support sustainable service delivery. This work requires bold organizational approaches, including reorganizations, consolidations, and reimagined service delivery models.

Combining Environmental Services and Public Works under one executive leader creates a more streamlined and adaptive leadership structure for two closely connected operating departments. These departments share significant operational, infrastructure, capital delivery, maintenance, right-of-way, environmental, and community-facing responsibilities. A unified leadership structure will support greater agility, reduce duplication, improve cross-functional coordination, and create a more streamlined management model.

Through a review for maintenance of the new system, the Classification and Compensation Team has identified refinements needed for the nonrepresented compensation structure. The ordinance adds a new classification of Director, Environment & Public Works; delimits the Director, Environmental Services and Director, Public Works classifications; adds a new non-represented classification of Sustainability Analyst, Principal to support expanded departmental functions; and also provides for title updates to three, non-represented classifications.

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



City of Tacoma

City Council Action Memorandum

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to provide for classification changes and changes to rates of pay and compensation for nonrepresented employees.

FISCAL IMPACT:

Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

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: