

TO: City Council
FROM: Brandon Hicks, Transportation and Engineering Director
DATE: April 5, 2022
SUBJECT: Ordinance No. O2022-011, 2022 Salary Schedule Amendment

1) Recommended Action:

Approve Ordinance No. O2022-011, 2022 Salary Schedule.

2) Background:

The City's capital improvement program has been expanding every CFP cycle. This is due partly to an increased tax base, plus additional funding from the Metropolitan Parks District, Transportation Benefit District, impact fees, mitigation fees and grant awards, which greatly exceed any amount the City has ever received. Project load has also increased due to project deferrals caused by existing staff capacity limitations.

The 2022 City of Tumwater Salary Schedule has been updated to add capital project positions as discussed at the March 8, 2022, Council Worksession. Two positions that were approved for the 2021-2022 budget and then inadvertently dropped with a subsequent amendment were reinstated to be reallocated to capital project work. In addition, two new positions were added, one for project support and the other for communications support.

In addition, the changes have added "Warrant Officer" as an alternate title to Police Specialist II. This does not change the Knowledge, Skills and Abilities (KSAs) for the position and subsequently does not change the grade specifications.

3) Policy Support:

Strategic Priorities and Goals 2021 – 2026, many subcategories of:
Pursue Targeted Community Development Opportunities
Build a Community Recognized for Quality, Compassion and Humanity
Create and Maintain a Transportation System Safe for All Modes of Travel
Refine and Sustain a Great Organization
Be a Leader in Environmental Sustainability

4) Alternatives:

☐ Reject amendments to the 2022 Salary Schedule.

5) Fiscal Notes:

A portion of the changes are consistent with the adopted budget and were the original intent of the prior schedule. Costs associated with additional staffing resources are primarily borne by the capital facilities plan project budgets.

6) Attachments:

- A. Ordinance No. 2022-011 Amending the Salary Schedule
- B. 2022 Salary Schedule Amended