



ORDINANCE NO. 28953

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the
2 Tacoma Municipal Code, relating to the Compensation Plan, to implement
3 rates of pay and compensation for employees represented by the Tacoma
Police Union, Local 6, I.U.P.A., and declaring the effective dates thereof.

4 BE IT ORDAINED BY THE CITY OF TACOMA:

5 Section 1. That Section 1.12.115 of the Tacoma Municipal Code (“TMC”) is
6 hereby amended, effective as provided by law, to read as follows:
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8 **1.12.115 Deferred compensation.**

9 A. The City will match the deferred compensation contribution of police personnel in the classes of Police Officer,
Police Detective, and Police Sergeant to a maximum City contribution of ~~\$211~~238 per pay period.

10 * * *

11 Section 2. That Section 1.12.137 of the TMC is amended, effective
12 retroactive to January 1, 2024, to read as follows:

13 **1.12.137 ~~Shooting pay~~Firearms proficiency pay.**

14 Tacoma Police Union #6, IUPA members who attend and satisfactorily complete spring and fall firearms training
15 shall receive \$120.00, to be paid annually on the first pay period in December of each year. To receive this
compensation, members must attend spring and fall training, as scheduled by Department Special Order, unless
excused by their Division Commander for exigent circumstances.

16 * * *

17 Section 3. That Section 1.12.230 of the TMC is hereby amended,
18 effective retroactive to January 1, 2024, to read as follows:

19 **1.12.230 Sick allowance with pay.**

20 * * *

21 D. Payments for Nonuse of Sick Leave Accruals.

22 1. An employee separated from the City service due to death or retirement for disability or length of service with
attendant pension payments under any City employee pension system who does not qualify for a VEBA deposit
under TMC Section 1.12.229 shall be compensated at a rate for the classification in which he or she was working on
the date of separation to the extent of 25 percent of accrued sick leave hours.

23 a. An employee separated from the City service due to retirement, and represented by the Tacoma Fire Fighters
24 Union, Local 31, or the Tacoma Police Union, Local 6, IUPA, shall receive a contribution into a qualified Health
Reimbursement Arrangement in the amount of the sick leave payment in lieu of a cash payment, when properly
authorized annually by ~~Local 31~~the applicable collective bargaining unit.

25 b. An employee separated from service due to death or retirement for disability or length of service, and represented
26 by the Tacoma Fire Fighters Union, Local 31, or the Tacoma Police Union, Local 6, IUPA, will be compensated for
nonuse of sick leave accruals per the terms of the collective bargaining agreement.



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Section 4. That Section 1.12.355 of the TMC is hereby amended,
effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
42020		Police Officer	<u>39.88</u>	<u>45.53</u>	<u>47.74</u>	<u>50.08</u>	<u>52.53</u>	<u>55.13</u>
42040		Police Sergeant	<u>63.47</u>	<u>66.64</u>				
42070		Police Detective	<u>57.68</u>	<u>60.57</u>				

Code	A	Job Title	1	2	3	4	5	6
42020		Police Officer	<u>42.38</u>	<u>48.31</u>	<u>50.72</u>	<u>53.26</u>	<u>55.92</u>	<u>58.71</u>
42040		Police Sergeant	<u>67.60</u>	<u>70.98</u>				
42070		Police Detective	<u>61.45</u>	<u>64.51</u>				

Section 5. That Section 1.12.355 of the TMC is hereby amended,
effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
42020		Police Officer	<u>42.38</u>	<u>48.31</u>	<u>50.72</u>	<u>53.26</u>	<u>55.92</u>	<u>58.71</u>
42040		Police Sergeant	<u>67.60</u>	<u>70.98</u>				
42070		Police Detective	<u>61.45</u>	<u>64.51</u>				

Code	A	Job Title	1	2	3	4	5	6
42020		Police Officer	<u>45.34</u>	<u>51.68</u>	<u>54.27</u>	<u>56.98</u>	<u>59.83</u>	<u>62.82</u>
42040		Police Sergeant	<u>72.34</u>	<u>75.95</u>				
42070		Police Detective	<u>65.74</u>	<u>69.03</u>				

Section 6. That Section 1.12.640 of the TMC is hereby amended,
effective retroactive to January 1, 2024, to read as follows:

1.12.640 Application of additional rates.

~~4202, 4204, 4207 A Police Officer shall receive 5 percent for those hours engaged in training as a Police Training Officer.~~

4202 A Police Officer assigned as a Police Training Officer (PTO) shall receive an applied rate of 4 percent above their base rate of pay.

4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to work the swing shift shall receive an applied rate of 3 percent above ~~his/her~~their regular rate of pay. A Police Officer, Police Detective, and



Police Sergeant assigned to work the graveyard shift shall receive an applied rate of 5 percent above ~~his/her~~their regular rate of pay.

1 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned as Bomb Technician shall receive an applied rate of 5 percent above ~~his/her~~their regular hourly rate for those hours so assigned.

2 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the Hazardous Environment
3 and Tactics (HEAT) Team shall receive an applied rate of 5 percent above their regular hourly rate for those hours so
4 assigned.

4 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the Homicide Unit, shall
5 receive an application of rate of 5 percent above their regular rate of pay for those hours so assigned. A Police
6 Officer, Police Detective, and Police Sergeant not assigned to the Homicide Unit who is called out to investigate a
7 homicide, will receive the application of rate for those hours so assigned.

6 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the K-9 unit shall receive an
7 applied rate of 5 percent above ~~his/her~~their hourly rate for those hours so assigned. One hour per shift shall be
8 allocated for dog care and training. Such compensation shall be for all off duty hours spent for dog care and training.

8 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the SWAT Team shall receive
9 an applied rate of 5 percent above ~~his/her~~their regular hourly rate for those months so assigned.

9 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the Meth Lab Team shall
10 receive an applied rate of 5 percent above ~~his or her~~their regular hourly rate for those months so assigned.

10 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the Search and Rescue (SAR),
11 Dive Team, and Marine Services Unit (MSU) shall receive an applied rate of 5 percent above ~~his/her~~their regular
12 hourly rate for those ~~months~~hours so assigned. Employees assigned to the SAR, Dive, and MSU Teams will only be
13 eligible for one application of rate under Section 26.14 of the collective bargaining agreement.

13 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned as a Motorcycle Officer shall
14 receive an application of rate of 5 percent above ~~his or her~~their regular hourly rate for those hours so assigned.

14 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant covered by the LEOFF II retirement system
15 shall receive an additional 1 percent applied rate in lieu of providing long-term disability insurance to bargaining unit
16 employees.

16 4202, 4204, 4207 In recognition of the fact that future technology creates needs which did not previously exist for
17 internal training and mentoring, highly experienced employees shall be assigned additional duties and shall receive
18 an applied rate of 2 percent. Highly experienced employees shall be defined as those with 25 years of service as a
19 commissioned Tacoma police officer in the classifications of Police Officer, Police Detective, and Police Sergeant.
20 These duties shall be assigned and this applied rate shall commence at the first of the calendar year in which an
21 employee will complete the 25 years of service.

19 4202, 4204, 4207 ~~Effective January 1, 2009, an applied rate of 1 percent shall be applied in recognition for working~~
20 ~~toward the attainment of accreditation under CALEA standards and additional criteria outlined in the collective~~
21 ~~bargaining agreement. Effective January 1, 2010, an additional 1 percent, or a total of 2 percent, shall be applied~~
22 ~~above the base rate of pay in recognition for being accredited and for the successful maintenance of the accreditation.~~
23 ~~The application of rate will remain in effect so long as the department remains accredited.~~

21 4202, 4204, 4207 An employee assigned as a Tactical Officer to the Criminal Justice Training Commission (CJTC)
22 shall receive a premium of 3 percent of ~~his or her~~their base hourly wage for those hours so assigned.

22 4202, 4204, 4207 Subject to the provisions of the applicable collective bargaining agreement, commissioned police
23 officers who suffer a loss or damage to personal property and/or clothing (excluding normal wear and tear), which is
24 reasonably carried and utilized in the line of duty, shall be reimbursed for such loss or damage by the City if the loss
25 or damage did not occur as a result of negligence of the employee. Such claims will be processed through the
26 Department, but in no case shall exceed \$250.00 per occurrence.

25 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant shall be eligible for an application of rate of
26 2 percent according to the terms and conditions of a Bilingual Pay Program established by management.

~~4202 A Police Officer assigned as a Patrol Specialist shall receive 5 percent above the top step rate of Police Officer.~~



~~4204 See 4202, 4204, 4207.~~

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4204 A Police Sergeant assigned as a Specialist Sergeant shall receive an applied rate of 5 percent above the top step of Police Sergeant.

L6 An employee in a classification represented by the Tacoma Police Union, Local 6, I.U.P.A, and covered by the LEOFF I retirement system is not required to forego one (1) percent of salary for the VEBA program as outlined in a Letter of Understanding.

L6 An application of rate of 2 percent shall be applied over the base wage recognizing either the successful attainment of a two-year degree and above, or for a minimum of two years active-duty military service with an honorable discharge, or for four (4) years of active reserve or National Guard military service. Evidence of a degree and/or military service shall be required.

L6 An employee in a classification represented by the Tacoma Police Union, Local 6, IUPA, and covered by the LEOFF II retirement system at the time of adoption of the 2024-2026 collective bargaining agreement, will receive a one-time, lump sum contribution of \$500 into the PORAC Retirement Medical Trust (RMT) on behalf of the employee.

Section 7. That Sections 1 is effective as provided by law; Sections 2, 3, 4 and 6 are effective retroactive to January 1, 2024; and Section 5 is effective January 1, 2025.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney