



SUBSTITUTE ORDINANCE NO. 28287

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AN ORDINANCE relating to the Compensation Plan; amending Chapter 1.12 of the Tacoma Municipal Code to implement rates of pay and compensation for employees represented by Tacoma Police Union, Local 6, IUPA; provide for a salary adjustment for the classification of City Manager; and provide for the effective dates thereof.

WHEREAS, in 2011, the Tacoma Police Union, Local 6, agreed to a wage reduction of 1 percent for a VEBA program under the terms of a Memorandum of Agreement which expired December 31, 2014, requiring a wage adjustment retroactive to January 1, 2015, to restore the 1 percent wage reduction, and

WHEREAS Ordinance No. 28263, passed on December 9, 2014, provided for market and compression-based wage adjustments for non-represented classifications that were determined to be below market or determined to have compression issues, and

WHEREAS the salary range for the classification of City Manager (CSC 0747) has been identified as below market, with compression issues, requiring a wage adjustment up to a cap of 10 percent retroactive to February 13, 2015; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended retroactive to January 1, 2015, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	27.89	31.85	33.40	35.01	36.74	38.54
4204		Police Sergeant	44.39	46.61				
4207		Police Detective	40.36	42.37				



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Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	28.17	32.17	33.73	35.36	37.11	38.93
4204		Police Sergeant	44.83	47.08				
4207		Police Detective	40.76	42.79				

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to February 13, 2015, to read as follows:

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D
0747	A	City Manager	88.27	89.37	90.49	91.62	92.77	93.93	95.10	96.29
			3A	3B	3C	3D	4A	4B	4C	4D
			97.49	98.71	99.94	101.19	102.46	103.74	105.04	106.35
			5A	5B	5C	5D	6A			
			107.68	109.02	110.39	111.77	113.16			

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D
0747	A	City Manager	97.09	98.31	99.53	100.78	102.04	103.31	104.61	105.91
			3A	3B	3C	3D	4A	4B	4C	4D
			107.24	108.58	109.93	111.31	112.70	114.11	115.54	116.98
			5A	5B	5C	5D	6A			
			118.44	119.92	121.42	122.94	124.48			

Section 3. That Section 1 of this ordinance shall become effective retroactive to January 1, 2015. That Section 2 of this ordinance shall become effective retroactive to February 13, 2015.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney