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ORDINANCE NO. 28801

AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by the Tacoma Police Union, Local 6, I.U.P.A.; the Tacoma Police Management Association. Local 26; and the Professional Public Safety Management Association; and declaring the effective dates thereof. BE IT ORDAINED BY THE CITY OF TACOMA: Section 1. That Section 1.12.115 of the Tacoma Municipal Code ("TMC") is hereby amended, effective as provided by law, to read as follows: 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 \$192-211 per pay period.

B. Effective January 1, 2022, the City will match the deferred compensation contribution of fire personnel represented by Firefighters' Union, Local 31, up to a maximum of \$211 per pay period.

C. The City will make a contribution to the deferred compensation account of fire and police personnel in the classifications of Assistant Fire Chief, Deputy Fire Chief, Assistant Police Chief, and Deputy Police Chief of \$238 per pay period.

D. The City will match-make a contribution to the deferred compensation account of police personnel in the classifications of Police Captain and Police Lieutenant up to a maximum contribution of \$217-238 per pay period.

Section 2. That Section 1.12.229 of the TMC is hereby amended, effective

as provided by law, to read as follows:

C. In addition to VEBA benefits for which an employee may be eligible under subsections A and B above, the City shall deposit \$425250.00 per month into an individual VEBA Account for each employee represented by the Tacoma Police Management Association, Local 26, who is also an LEOFF II pension system member, per the collective bargaining agreement; provided, however, contributions for employees who become represented by said bargaining unit after May 21, 2001, will be made beginning the first full month following an employee's permanent appointment to a classification represented by the bargaining unit.

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Section 3. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2021, to read as follows:

Code	Α	Job Title	1	2	3	4	5	6
4202		Police Officer	33.51	38.26	40.11	42.07	44.14	46.31
4204		Police Sergeant	53.32	55.99				
4207		Police Detective	48.47	50.90				

Code	Α	Job Title	1	2	3	4	5	6
4202		Police Officer	<u>35.55</u>	<u>40.60</u>	42.56	<u>44.65</u>	<u>46.83</u>	<u>49.14</u>
4204		Police Sergeant	<u>56.58</u>	<u>59.40</u>				
4207		Police Detective	<u>51.42</u>	<u>54.00</u>				

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2021, to read as follows:

Code	Α	Job Title	1	2
4205		Police Lieutenant	66.65	69.99
4205A		Police Lieutenant (Acting)	61.15	64.21
4206		Police Captain	76.66	80.49

Code	Α	Job Title	1	2
4205		Police Lieutenant	70.72	74.25
4205A		Police Lieutenant (Acting)	64.88	<u>68.12</u>
4206		Police Captain	<u>81.33</u>	<u>85.39</u>

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2021, to read as follows:

Code	Α	Job Title	1	2	3	4
0770	Α	Police Chief, Assistant	88.78	93.22	97.88	102.77
Code	Α	Job Title	1	2	3	4



Section 6. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to September 13, 2021, to read as follows:

Code	Α	Job Title	.6	2	3	4
0771	Α	Police Chief, Deputy	95.44	100.21	105.22	110.48
Code	Α	Job Title	1	2	3	4
0771	Α	Police Chief, Deputy	101.25	106.31	111.62	117.21

Section 7. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2022, to read as follows:

Code	Α	Job Title	1	2	3	4	5	6
4202		Police Officer	35.55	40.60	42.56	44.65	46.83	49.14
4204		Police Sergeant	56.58	59.40				
4207		Police Detective	51.42	54.00				
Code	Α	Job Title	1	2	3	4	5	6
4202		Police Officer	<u>37.98</u>	43.37	<u>45.47</u>	<u>47.69</u>	<u>50.03</u>	<u>52.50</u>
4204		Police Sergeant	60.45	63.47				
4207		Police Detective	54.94	57.69				

Section 8. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2022, to read as follows:

Code	Α	Job Title	1	2
4205		Police Lieutenant	70.72	74.25
4205A		Police Lieutenant (Acting)	64.88	68.12
4206		Police Captain	81.33	85.39
Code	Α	Job Title	1	2

Code	Α	Job Title	1	2
4205		Police Lieutenant	<u>75.74</u>	<u>79.53</u>
4205A		Police Lieutenant (Acting)	69.49	<u>72.96</u>
4206		Police Captain	<u>87.11</u>	91.46

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Section 9. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2022, to read as follows:

Code	Α	Job Title	1	2	3	4
0770	Α	Police Chief, Assistant	94.19	98.90	103.84	109.03
0771	Α	Police Chief, Deputy	101.25	106.31	111.62	117.21
Code	Α	Job Title	1	2	3	4
0770	Α	Police Chief, Assistant	100.88	105.92	111.22	116.78
0110		*				

Section 10. That Sections 1 and 2 are effective as provided by law; that Sections 3, 4, and 5 are effective retroactive to January 1, 2021; that Section 6 is effective retroactive to September 13, 2021; and that Sections 7, 8, and 9 are effective retroactive to January 1, 2022.

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16	Attest:	Mayor	
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19	City Clerk		
20	Approved as to form:		
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22	Deputy City Attorney		
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