



# ORDINANCE NO. 28282

1 AN ORDINANCE relating to the Compensation Plan; amending Chapter 1.12 of  
 2 the Tacoma Municipal Code by amending Sections 1.12.200, 1.12.220, and  
 3 1.12.640 thereof, to implement changes negotiated between the City and  
 4 the Tacoma Joint Labor Committee regarding vacation leave and holiday  
 5 pay; and amending Section 1.12.355 to implement rates of pay and  
 6 compensation for employees represented by the International Brotherhood  
 7 of Electrical Workers, Local 483, Water Pollution Control Unit.

BE IT ORDAINED BY THE CITY OF TACOMA:

8 Section 1. That Chapter 1.12 of the Tacoma Municipal Code is hereby  
 9 amended retroactive to January 1, 2015, by amending Sections 1.12.200, 1.12.220,  
 10 and 1.12.640 thereof, as set forth in the attached Exhibit "A."

11 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 12 amended retroactive to January 1, 2015, to read as follows:

Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	30.70	32.23	33.84	35.54	37.31
0629		Environmental Systems Technician	25.88	27.17	28.53	29.96	31.46
5036		Landfill Gas Systems Operator	29.75	31.24	32.80	34.45	36.17
5096		WWTP Electrician/Instrumentation Technician	31.69	33.27	34.94	36.68	38.52
5101		WWTP Operator	28.39	29.80	31.30	32.86	
5103		WWTP Operator, Senior	34.43	36.15			
5094		WWTP Operator-in-Training	24.13	25.55	26.97		

Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	31.37	32.94	34.59	36.32	38.13
0629		Environmental Systems Technician	26.45	27.77	29.16	30.62	32.15
5036		Landfill Gas Systems Operator	30.41	31.93	33.53	35.21	36.97
5096		WWTP Electrician/Instrumentation Technician	32.39	34.01	35.71	37.49	39.37
5101		WWTP Operator	29.01	30.46	31.98	33.58	
5103		WWTP Operator, Senior	35.19	36.95			
5094		WWTP Operator-in-Training	25.00	26.25	27.56		

25  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Section 3. That Sections 1 and 2 of this ordinance shall become effective

retroactive to January 1, 2015.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney



EXHIBIT "A"

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

**1.12.200 Holidays with pay.**

\* \* \*

B. An employee shall receive pay for the holiday provided he or she is in a paid status for the entire shift on both the regular scheduled work day immediately preceding the holiday and the regular scheduled work day immediately following the holiday; provided, however, for commissioned Police Department and Fire Department personnel who are covered by a collective bargaining agreement, an employee shall receive pay for the holiday provided he or she is in a paid status for the entire shift on either the regular scheduled work day immediately preceding the holiday or the regular scheduled work day immediately following the holiday; provided, that employees hired into a part-time status after January 1, 1983, shall receive holiday pay or time off in lieu thereof prorated based on the hours the employee was hired to work.

\* \* \*

**1.12.220 Vacation allowance with pay.**

\* \* \*

B. Permissible Use of Vacation Accruals with Pay.

1. Vacation leave may not be taken without the prior approval of the appointing authority and may not be taken in the pay period in which it was earned. Vacation leave shall be scheduled so as to meet the operating requirements of the City and, as far as practicable, the preferences of the employees.

2. Pursuant to RCW 49.12.270, effective January 1, 2003, vacation accruals may be used to care for: (a) a child of the employee with a health condition that requires treatment or supervision; or (b) a spouse, parent, parent-in-law, or grandparent of the employee who has a serious health condition or an emergency condition.

(1) "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is: (a) Under 18 years of age; or (b) 18 years of age or older and incapable of self-care because of a mental or physical disability.

(2) "Grandparent" means a parent of a parent of an employee.

(3) "Parent" means a biological parent of an employee or an individual who stood in loco parentis to an employee when the employee was a child.

(4) "Parent-in-law" means a parent of the spouse of an employee.

(5) "Spouse" means a person legally married to a City employee and for purposes of this section includes an individual registered as the employee's domestic partner under state law or City policy.

For a period of illness or disability, employees who, at their option, elect to use vacation leave shall remain on vacation leave until exhausting such leave, returning to work, or being placed on leave without pay.

3. Vacation leave shall be taken in ~~full hourly~~ increments of one tenth (1/10) of an hour.

\* \* \*

**1.12.640 Application of additional rates.**

\* \* \*

~~4001, 4002, 4003, 4011 Fire personnel assigned to the Hazardous Materials Unit, Unit 44, shall receive an additional 15 percent of base pay.~~

4001 A Firefighter assigned as an Engineer/Apparatus Operator for an engine or truck company shall receive an additional 5 percent of base pay.



1 4001 A Firefighter (CSC 4001) assigned as a Tiller Operator shall receive an additional 1 percent of base pay, effective January 1, 2013. Effective January 1, 2014, the application of rate for Tiller Operator shall increase to 2.5 percent of base pay.

2 4001 Employees in the classifications of Firefighter (CSC 4001), Fire Lieutenant (CSC 4002), Fire Captain (CSC 4003), and Fire Boat Pilot (CSC 4011) assigned to "cross staff" Station 18 (work the boat and an engine) shall receive an additional 5 percent of base pay.

3 Uniformed fire personnel assigned to Mask Repair and related services shall receive an additional 5 percent of base pay.

4  
5 4001 A Firefighter assigned to train at the Fire Communications Center (FCC) for a maximum of six months will receive an additional 5 percent of the top step of the Firefighter (CSC 4001) range. This excludes Firefighter personnel currently receiving specialty pay who may transfer to the Fire Communications Center; he or she would receive a maximum of 5 percent.

6  
7 4001 A Firefighter fully trained and assigned at the Fire Communications Center (FCC) will receive an additional 7.5 percent above the top step of the Firefighter (CSC 4001) range.

8 4001 A regularly assigned Fire Communications Center Firefighter (CSC 4001) when temporarily upgraded to a Fire Communications Center Lieutenant (CSC 4101) shall receive an additional 7.5 percent above his or her current step of the Firefighter pay range for all hours so assigned.

9  
10 4001 Effective March 8, 2004, employees assigned by management, per the collective bargaining agreement, to Advanced Life Support (ALS) assignments will receive a 15 percent application of rate above top step Firefighter.

11  
12 4001, 4002, 4003, 4006 Effective March 8, 2004, employees represented by Tacoma Firefighters Union, Local 31, who have obtained and provided the Fire Department with documentation of successful paramedic certification will be eligible for certification pay, according to the provisions in the collective bargaining agreement. Beginning in the 4th continuous year that a Firefighter/Paramedic is eligible to work as a Tacoma Fire Department paramedic, the employee will receive an additional 3 percent of base pay. Beginning in the 7th continuous year that a Firefighter/Paramedic is eligible to work as a Tacoma Fire Department paramedic, the employee will receive an additional 5 percent of base pay.

13  
14  
15 [4001, 4002, 4003, 4011 Fire personnel assigned to the Hazardous Materials Unit, Unit 44, shall receive an additional 5 percent of base pay.](#)

16  
17 4002 See 4001, 4002, 4003, 4011.

18 4003 See 4001, 4002, 4003, 4011.

19 4004 employees in the classification of Fire Battalion Chief (CSC 4004) assigned as an Administrative or Operations Battalion Chief (4004 F or 4004 G) shall receive an additional 7.5 percent of base pay, and shall be salaried Class D employees under Section 1.12.080 of the Tacoma Municipal Code, and will not be eligible for overtime compensation or compensatory time off.

20  
21 4006 Effective January 1, 2012, employees in the classification of Firefighter-Paramedic (CSC 4006) working in a Fire Lieutenant/Medic in charge position shall receive an additional 5 percent of base pay.

22 4006, 4007 Providing an eligible list exists with certifiable eligibles thereon, an employee who has 10 years of service as a Paramedic and/or Paramedic Supervisor shall be eligible to voluntarily demote to Firefighter. Employees who qualify shall have their pay frozen at the present rate of pay until such time as it is equal to the top step of Firefighter. In no case shall the employee's pay be greater than the rate received at the time of such demotion, unless the employee promotes to a higher classification.

23  
24 4006 See 4001, 4002, 4003, 4006.

25 4007 See 4006, 4007.

26 4011 See 4001, 4002, 4003, 4011.



1 4102 Effective October 20, 2003, employees in the classification of Fire Captain Dispatcher, (CSC 4102)  
when assigned and performing some of the duties and responsibilities of a Fire Communications Center  
Supervisor (CSC 4103), as outlined in the collective bargaining agreement, shall receive an additional  
2.5 percent application of rate.

2 4103 Effective October 20, 2003, employees in the classification of Fire Communications Center Supervisor  
3 (CSC 4103) shall be appointive, salaried Class D employees under Section 1.12.080 of the Tacoma  
Municipal Code and will not be eligible for overtime compensation or compensatory time off. Appointment  
4 to the classification of Fire Communications Center Supervisor shall come from the Tacoma Firefighters  
Local 31 bargaining unit and will require Fire Communications experience.

5 4201 A Police Officer Recruit (CSC 4201) is a non-represented classification; the compensation for the  
classification shall mirror the first three steps of Police Officer.

6 4202, 4204, 4207 A Police Officer shall receive 5 percent for those hours engaged in training as a Police  
7 Training Officer, effective retroactively to March 2006.

8 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 regular rate of pay. A Police Officer, Police Detective,  
9 and Police Sergeant assigned to work the graveyard shift shall receive an applied rate of 5 percent above  
his/her regular rate of pay.

10 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 regular hourly rate for those hours so assigned.

11 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the K-9 unit shall  
12 receive an applied rate of 5 percent above his/her hourly rate for those hours so assigned. One hour per shift  
shall be allocated for dog care and training. Such compensation shall be for all off duty hours spent for dog  
care and training.

13 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the SWAT Team shall  
14 receive an applied rate of 5 percent above his/her regular hourly rate for those months so assigned.

15 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the Meth Lab Team  
shall receive an applied rate of 5 percent above his or her regular hourly rate for those months so assigned.

16 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the Search and Rescue  
17 Team shall receive an applied rate of 5 percent above his/her regular hourly rate for those months so  
assigned.

18 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned as a Motorcycle Officer  
shall receive an application of rate of 5 percent above his or her regular hourly rate for those hours so  
assigned.

19 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant covered by the LEOFF II  
20 retirement system shall receive an additional 1 percent applied rate.

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

24 4202, 4204, 4207 Effective January 1, 2009, an applied rate of 1 percent shall be applied in recognition for  
working toward the attainment of accreditation under CALEA standards and additional criteria outlined in  
25 the collective bargaining agreement. Effective January 1, 2010, an additional 1 percent, or a total of  
2 percent, shall be applied above the base rate of pay in recognition for being accredited and for the  
26 successful maintenance of the accreditation. The application of rate will remain in effect so long as the  
department remains accredited.



1 4202, 4204, 4207 Effective August 4, 2008, an employee assigned as a Tactical Officer to the Criminal Justice Training Commission (CJTC) shall receive a premium of 3 percent of his or her base hourly wage for those hours so assigned.

2 4202, 4204, 4207 Subject to the provisions of the applicable collective bargaining agreement, commissioned police officers who suffer a loss or damage to personal property and/or clothing (excluding normal wear and tear), which is reasonably carried and utilized in the line of duty, shall be reimbursed for such loss or damage by the City if the loss or damage did not occur as a result of negligence of the employee. Such claims will be processed through the Department, but in no case shall exceed \$250.00 per occurrence.

3  
4 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant shall be eligible for an application of rate of 2 percent according to the terms and conditions of a Bilingual Pay Program established by management.

5  
6 4202 A Police Officer assigned as a Patrol Specialist shall receive 5 percent above the top step rate of Police Officer.

7 4204 See 4202, 4204, ~~4205, 4206~~, 4207.

8 ~~4205 See 4202, 4204, 4205, 4206, 4207.~~

9 4204 A Police Sergeant assigned as a Specialist Sergeant shall receive an applied rate of 5 percent above the top step of Police Sergeant.

10 4205, 4206 An employee in the classification of Police Lieutenant (CSC 4205) or Police Captain (CSC 4206) shall receive an applied rate of 1 percent above their base wage in recognition for working toward the CALEA Accreditation as outlined in the Tacoma Police Management Association, Local 26, collective bargaining agreement. Effective when the Department receives CALEA Accreditation, and paid retroactively to January 1, 2010, the application of rate will increase to 2 percent for the successful accreditation and maintenance thereof as long as accreditation is in good standing. Retroactive pay to January 1, 2010, shall sunset with the expiration of the 2009-2011 contract.

11  
12 4206 See 4205, 4206

13  
14 ~~4206 See 4202, 4204, 4205, 4206, 4207.~~

15 4207 See 4202, 4204, ~~4205, 4206~~, 4207.

16 4208, 4209, ~~4211~~ A Forensic Specialist or Forensic Services Supervisor assigned to work the swing shift shall receive an application of rate of 3 percent above his/her base rate of pay. A Forensic Specialist or Forensic Services Supervisor assigned to work the graveyard shift shall receive an applied rate of 5 percent above his/her base rate.

17  
18 \* \* \*

19 NRE Classifications within the nonrepresented executive salary plan are not eligible for longevity pay and are comprised of all non-automatic steps, with progression based on market and/or an executive performance appraisal conducted by the appropriate hiring authority. The executive salary plan includes the  
20 classifications of Information Technology Director (CSC 0835); City Attorney (CSC 0715); City Manager (CSC 0747); City Manager, Deputy (CSC 0745); City Manager, Assistant (CSC 0746); Customer Services  
21 Manager (CSC 0616); Community and Economic Development Director (CSC 0750); Environmental  
22 Services Director (CSC 0758); Finance Director (CSC 0712); Fire Chief (CSC 0767); ~~Generation Manager (CSC 2080);~~ Hearing Examiner (CSC 0717); Human Resources Director (CSC 0735); ~~Human  
23 Rights/Human Services Director (CSC 0752);~~ Neighborhood & Community Services Director; (CSC 0759);  
24 PAF Director (CSC 0730); Police Chief (CSC 0772); Planning & Development Services Director  
(CSC 0719); ~~Power Division Superintendent, Deputy (CSC 2081); Power Manager (CSC 2075); Power  
25 Section Manager (CSC 0816);~~ Public Works Director (CSC 0757); Retirement Systems Director (CSC  
26 0560); Telecommunications Manager (CSC 5500); ~~Transmission & Distribution Manager (CSC 2079);~~  
Utilities Director (CSC 0822); Utilities Director, Deputy (CSC 0819); Utilities Director, Deputy Power



Superintendent (CSC 0825); Utilities Director, Deputy Rail Superintendent (CSC 0830); and Utilities Director, Deputy Water Superintendent (CSC 0823).

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26

\* \* \*