



## ORDINANCE NO. 28201

1 AN ORDINANCE relating to the Compensation Plan; amending Section 1.12.355  
2 of the Tacoma Municipal Code and declaring the effective dates thereof to  
3 implement rates of pay for classifications represented by the Tacoma  
4 Police Union, Local 6, I.U.P.A.; Tacoma Police Management Association,  
5 Local 26; and Professional Public Safety Managers Association.

6 WHEREAS the collective bargaining agreement with Tacoma Police  
7 Union, Local 6, I.U.P.A., was approved pursuant to Resolution No. 38418,  
8 adopted on January 24, 2012, and represents approximately 374 budgeted, full-  
9 time equivalent positions, and

10 WHEREAS the agreement provides for a market-based wage increase in  
11 order to maintain ranking among the comparables for 2013 and 2014, and

12 WHEREAS the City and Tacoma Police Union, Local 6, have reached a  
13 settlement regarding wages for 2013 and 2014, as follows: effective January 1,  
14 2013, base wages for Local 6 classifications will be increased by 2.5 percent;  
15 and effective January 1, 2014, base wages will increase by 1.2 percent, and

16 WHEREAS the 2012-2014 collective bargaining agreement with the  
17 Tacoma Police Management Association, Local 26, was approved pursuant to  
18 Resolution No. 38532, adopted on August 28, 2012, and represents  
19 approximately 19 budgeted, full-time equivalent positions, and

20 WHEREAS the agreement provides language for 2013 and 2014 wages to  
21 be determined by an indexing/parity process between the classifications they  
22 supervise in Tacoma Police Union, Local 6, and

23 WHEREAS wage increases of 2.5 percent, effective January 1, 2013, and  
24 1.2 percent, effective January 1, 2014, are necessary to maintain the  
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indexing/parity differentials provided for in the collective bargaining agreement,  
1 and

2 WHEREAS the 2012-2014 collective bargaining agreement with the  
3 Professional Public Safety Managers Association was approved pursuant to  
4 Resolution No. 38388, adopted September 27, 2011, and represents  
5 approximately 10 budgeted, full-time equivalent positions, and  
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7 WHEREAS the agreement provides language for 2013 and 2014 wages to  
8 be determined by an indexing/parity process between the classifications they  
9 supervise in the Tacoma Police Union, Local 26, and Tacoma Firefighters Union,  
10 Local 31, and  
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12 WHEREAS wage increases of 2.5 percent, effective January 1, 2013, and  
13 1.2 percent, effective January 1, 2014, are necessary to maintain the  
14 indexing/parity differentials provided for in the collective bargaining agreement,  
15 and  
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17 WHEREAS City Council authorization is required to implement rates of  
18 pay and compensation within the collective bargaining agreements that have  
19 been negotiated with the unions on behalf of their represented employees; Now,  
20 Therefore,  
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22 BE IT ORDAINED BY THE CITY OF TACOMA:

23 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
24 amended, effective retroactive to January 1, 2013, to read as follows:  
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Code	Job Title	1	2	3	4	5	6
4202	Police Officer	<del>26.88</del>	<del>30.70</del>	<del>32.20</del>	<del>33.75</del>	<del>35.42</del>	<del>37.15</del>
4204	Police Sergeant	<del>42.80</del>	44.94				
4207	Police Detective	<del>38.90</del>	40.85				

Code	Job Title	1	2	3	4	5	6
4202	Police Officer	<a href="#">27.55</a>	<a href="#">31.47</a>	<a href="#">33.01</a>	<a href="#">34.59</a>	<a href="#">36.31</a>	<a href="#">38.08</a>
4204	Police Sergeant	<a href="#">43.87</a>	<a href="#">46.06</a>				
4207	Police Detective	<a href="#">39.87</a>	<a href="#">41.87</a>				

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2014, to read as follows:

Code	Job Title	1	2	3	4	5	6
4202	Police Officer	27.55	31.47	33.01	34.59	36.31	38.08
4204	Police Sergeant	43.87	46.06				
4207	Police Detective	39.87	41.87				

Code	Job Title	1	2	3	4	5	6
4202	Police Officer	<a href="#">27.89</a>	<a href="#">31.85</a>	<a href="#">33.40</a>	<a href="#">35.01</a>	<a href="#">36.74</a>	<a href="#">38.54</a>
4204	Police Sergeant	<a href="#">44.39</a>	<a href="#">46.61</a>				
4207	Police Detective	<a href="#">40.36</a>	<a href="#">42.37</a>				

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2013, to read as follows:

Code	Job Title	1	2
4205	Police Lieutenant	<del>53.50</del>	<del>56.17</del>
4206	Police Captain	<del>61.52</del>	<del>64.60</del>

Code	Job Title	1	2
4205	Police Lieutenant	<a href="#">54.84</a>	<a href="#">57.88</a>
4206	Police Captain	<a href="#">63.06</a>	<a href="#">66.21</a>

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2014, to read as follows:



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Code	Job Title	1	2
4205	Police Lieutenant	<del>54.84</del>	<del>57.88</del>
4206	Police Captain	<del>63.06</del>	<del>66.21</del>

Code	Job Title	1	2
4205	Police Lieutenant	<a href="#">55.49</a>	<a href="#">58.26</a>
4206	Police Captain	<a href="#">63.81</a>	<a href="#">67.00</a>

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2013, to read as follows:

Code	Job Title	1	2	3	4
0764	Fire Chief, Assistant	<del>69.27</del>	<del>72.73</del>	<del>76.37</del>	<del>80.19</del>
0765	Fire Chief, Deputy	<del>72.73</del>	<del>76.37</del>	<del>80.19</del>	<del>84.20</del>
0770	Police Chief, Assistant	<del>72.73</del>	<del>76.37</del>	<del>80.19</del>	<del>84.20</del>

Code	Job Title	1	2	3	4
0764	Fire Chief, Assistant	<a href="#">71.36</a>	<a href="#">74.93</a>	<a href="#">78.67</a>	<a href="#">82.61</a>
0765	Fire Chief, Deputy	<a href="#">74.92</a>	<a href="#">78.67</a>	<a href="#">82.60</a>	<a href="#">86.73</a>
0770	Police Chief, Assistant	<a href="#">74.92</a>	<a href="#">78.67</a>	<a href="#">82.60</a>	<a href="#">86.73</a>

Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to June 1, 2013, to read as follows:

Code	Job Title	1	2	3	4
0764	Fire Chief, Assistant	<del>71.36</del>	<del>74.93</del>	<del>78.67</del>	<del>82.61</del>
0765	Fire Chief, Deputy	<del>74.92</del>	<del>78.67</del>	<del>82.60</del>	<del>86.73</del>
0770	Police Chief, Assistant	<del>74.92</del>	<del>78.67</del>	<del>82.60</del>	<del>86.73</del>

Code	Job Title	1	2	3	4
0764	Fire Chief, Assistant	<a href="#">71.00</a>	<a href="#">74.55</a>	<a href="#">78.27</a>	<a href="#">82.19</a>
0765	Fire Chief, Deputy	<a href="#">74.55</a>	<a href="#">78.27</a>	<a href="#">82.19</a>	<a href="#">86.30</a>
0770	Police Chief, Assistant	<a href="#">74.55</a>	<a href="#">78.27</a>	<a href="#">82.19</a>	<a href="#">86.30</a>

Section 7. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2014, to read as follows:



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Code	Job Title	1	2	3	4
0764	Fire Chief, Assistant	<del>71.00</del>	<del>74.55</del>	<del>78.27</del>	<del>82.19</del>
0765	Fire Chief, Deputy	<del>74.55</del>	<del>78.27</del>	<del>82.19</del>	<del>86.30</del>
0770	Police Chief, Assistant	<del>74.55</del>	<del>78.27</del>	<del>82.19</del>	<del>86.30</del>

Code	Job Title	1	2	3	4
0764	Fire Chief, Assistant	<u>71.85</u>	<u>75.44</u>	<u>79.21</u>	<u>83.17</u>
0765	Fire Chief, Deputy	<u>75.44</u>	<u>79.21</u>	<u>83.17</u>	<u>87.33</u>
0770	Police Chief, Assistant	<u>75.44</u>	<u>79.21</u>	<u>83.17</u>	<u>87.33</u>

Section 8. That Sections 1, 3, and 5 of this ordinance shall become effective retroactive to January 1, 2013. That Section 6 of this ordinance shall become effective retroactive to June 1, 2013. That Sections 2, 4, and 7 of this ordinance shall become effective retroactive to January 1, 2014.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
  
\_\_\_\_\_  
City Clerk

Approved as to form:  
  
\_\_\_\_\_  
Deputy City Attorney