



ORDINANCE NO. 28681

1 AN ORDINANCE amending Chapter 1.12 of the Tacoma Municipal Code, relating
2 to the Compensation Plan, to allow the voluntary use of leave without pay
3 for represented employees and amendments related to the Commute Trip
Reduction Program, and providing for effective dates.

4 WHEREAS, as part of the Commute Trip Reduction Program (“Program”),
5 Section 1.12.110.G of the Tacoma Municipal Code (“TMC”) allows for the full
6 subsidy for vanpool and public transportation costs for City employees, but
7 excludes Police and Fire personnel, and
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9 WHEREAS the proposed amendment to TMC 1.12.110.G will implement an
10 employee cost-sharing component of 50 percent of the full price of vanpool costs,
11 and will allow participation in the Program by commissioned Fire Department
12 personnel, effective August 1, 2020, and
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14 WHEREAS the cost paid by employees will be deducted pre-tax, pursuant
15 to Internal Revenue Service regulations, and
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17 WHEREAS the proposed amendment to TMC 1.12.265 will allow for the
18 voluntary use of leave without pay by represented employees, effective retroactive
19 to June 22, 2020, in order to address a budget crisis, and
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21 WHEREAS the proposed amendments have been discussed with members
22 of the Joint Labor Committee and affected public safety bargaining units, and will
23 result in savings which will allow for reinvestment of funds in more urgent and/or
24 equitable ways in response to the COVID-19 pandemic budget shortfall; Now,
25 Therefore,
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BE IT ORDAINED BY THE CITY OF TACOMA:

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Section 1. That Chapter 1.12 of the Tacoma Municipal Code (“TMC”), relating to the Compensation Plan, is hereby amended as set forth in the attached Exhibit “A.”

Section 2. That the amendment to TMC 1.12.110.G is effective August 1, 2020.

Section 3. That the amendment to TMC 1.12.265 is effective retroactive to June 22, 2020.

Section 4. That the City Clerk, in consultation with the City Attorney, is authorized to make necessary corrections to this ordinance, including, but not limited to, the correction of scrivener’s/clerical errors, references, ordinance numbering, section/subsection numbers, and any references thereto.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



EXHIBIT "A"

**CHAPTER 1.12
COMPENSATION PLAN**

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1.12.110 Other official expenditures.

G. In order to encourage a greater number of City employees to use public transportation and, therefore, benefit the City by conserving fuel resources, roads, and parking spaces, the proper officials of the City are authorized to subsidize permanent, project, appointive, temporary pending exam, and temporary City employees' and volunteers' monthly public transportation tokens, passes, and authorized van pools, by paying per month ~~up to 50 percent of~~ up to 50 percent of the full price of said vanpools, and up to the full price of public transportation passes, monthly public transportation or the IRS tax exempt benefit limit (whichever is less); provided, however, that this shall not apply to commissioned Police Department ~~and Fire Department~~ personnel, effective August 1, 2020. The proper City officials are authorized to provide passes or appropriately reimburse said City employees in order to implement this City employee public transportation subsidy program. Additionally, the proper officials of the City are authorized to provide cash and other in-kind incentives as part of an adopted Commute Trip Program.

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1.12.265 Leave Without Pay.

A. The appointing authority, with the approval of the Human Resources Director, may mandate or allow the use of leave without pay by nonrepresented employees, or allow the use of leave without pay for represented employees, in order to address a budget crisis, retroactive to June 22, 2020. An employee who takes such leave without pay on a work day immediately preceding or immediately following one of the holidays with pay set forth in Section 1.12.200 A., will remain entitled to holiday pay, notwithstanding Sections 1.12.200 B., 1.12.140 B., and 1.12.210 B. and C. Further, such leave without pay will not affect an employee's sick leave accrual rate, notwithstanding Sections 1.12.230 A.1, 1.12.140 B., and 1.12.232 A.1.

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