



## Legislation Details (With Text)

**File #:** ORD-20938    **Version:** 1    **Name:** Amending TMC 1.12.  
**Type:** Ordinance    **Status:** Passed  
**File created:** 12/21/1976    **In control:** City Council  
**On agenda:** 12/21/1976    **Final action:** 12/21/1976  
**Title:** Ordinance No. 20938  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. ORD-20938

Date	Ver.	Action By	Action	Result
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Re  
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ORDINANCE NO.

2 AN ORDINANCE relating to pay and compensation and amending Section 1.12-133  
of the Official Code of the City of Tacoma, Washington.

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4 BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.133 of the Official Code of the

City of Tacoma, Washington, be and is hereby amended to read as follows:

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7 1.12.133 LONGEVITY PAY

8 A. Certain Police and Fire Personnel

Police Personnel in the classes of Police Patrol Officer; Police

Investigator; Police Sergeant; Police Lieutenant; Police Captain,

Identification Officer; Sergeant, Identification and Records; Lieutenani,

Identification and Records; Lieutenant of Identification; Jail Matron;

Radio Technician and Radio Engineer shall be eligible to qualify for

longevity pay. Fire personnel in the classes of Fire Fighter; Fire

Lieutenant; Fire Captain; Fire Battalion Chief; Fire Boat Engineer;

Fire Boat Pilot; Fire Inspector; Deputy Fire Marshal, Lieutenant

Fire Alarm Dispatcher; Captain Fire Alarm Dispatcher; and Fire

Research and Development Administrator (Fire Service only), shall be

eligible to qualify for longevity pay.

Eligible employees shall receive additional compensation based on a



21 percentage of Step E for 4001 Fire Fighter and 4202 Police Patrol

22 Officer as set forth in the following schedule:

23 From 5 through 9 years continuous service ---- 170 Per month  
24 From 10 through 14 years continuous service ---- 270 per month  
25 From 15 through 19 years continuous service ---- YX per month  
26 20 years or more continuous service ---- 4Y,, per month

27 Eligibility for longevity pay shall be determined by the length of

28 continuous service in the respective department.

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1 Longevity pay will be paid an employee at the first of the calendar

2 year in which any of the above stipulated periods of continuous service

3 will be completed.

4 B. Employees represented by Union Bargaining Agreements

5 Regular, probationary and appointive employees who through union agree-

6 ment have elected the option of longevity\_pay shall receive additional

7 compensation based on a percentage of their base rate of pay received

8 for the class in which they are currently being paid. No application

9 of rate may be used in computing longevity pay.

10 Eligible employees shall receive longevity pay in accordance with the

11 following schedule:

12 From 5 through 9 years aureate service ---- 1% per month  
13 From 10 through 14 years aggregate service ---- 2% per month  
14 From 15 through 19 years aureate service ---- 3% per month  
15 20 years or more aureate service ----- 4% per month

16 Eligibility for longevity pay shall be determined by the length of

17 aggregate City service and will be paid an employee at the first of the

18 calendar year in which any of the above stipulated periods of aggregate

19 service will be completed.

20 Provided, however, that when longevity pay is first negotiated for a

21 bargaining unit, its effective date shall be that date stipulated in

22 the union agreement as a result of collective bargaining negotiations.

23 C. Employees who are not represented by Union Bargaining Agreements

24 Regular, Probationary and appointive employees who are not represented

25 by union contracts shall receive additional compensation based on a

26 percentage of their base rate of pay received for the class in which

they are currently being paid. No application of rate may be used in



27 computing longevity pay.

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2 Eligible employees shall receive longevity pay in accordance with  
3 the following schedule:

4 From 5 through 9 years aggregate service ---- 1% per month  
5 From 10 through 14 years aggregate service ---- 2% per month  
6 From 15 through 19 years aggregate service ---- 3% per month  
20 years or more aggregate service ---- 4% per month

7 Eligibility for longevity pay shall be determined by the length of  
8 aggregate City service and will be paid an employee at the first of  
9 the calendar year in which any of the above stipulated periods of  
10 aggregate service will be completed.

11 Provided further that paragraph C hereof shall be effective only upon  
12 the adoption of a resolution by the City Council specifically imple-  
13 menting the same, but said resolution if adopted shall be deemed  
14 effective as of January 1, 1977 and the payments for longevity if  
15 implemented hereafter shall be retroactive to January 1, 1977.

16  
17 Passed DEC 21 1976

is GORDON N. OWTON  
r

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20 Attest: Bond  
21 City Clerk

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TO-BE COMPLETED BY

WHITE -City Clerk

BLUE - Legal Department

REQUES.T.-for ORDINANCE

CIT'@'. CLERK'S OFFICE

PINK - Finance Dep@.

CANARY - Dep@rtmental

or RESOLUTION

NO.



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INSTRUCTIONS: File request in the City Manager's Office no later than 5:00 p.m. FRIDAY, eleven days prior to the Council Meeting at which it is to be introduced. List facts necessary for the City Attorney's use in preparation of ordinance or resolution. Attach all material pertinent to the subject. NOTE: All appropriation requests must be cleared

and approved by the Director of Finance or Controller before submitting to City Manager or Director of Public Utilities.

(See Section 2). Departments must complete all paragraphs except 2 and 3. (If necessary, refer to .26e-J4k)2 (LEG 210)

OC)

Subject: Departmental Request for Ordinance or Resolution).

DATE	REQUEST MADE BY (Name and Number)	DEPARTMENT/DIVISION	PROGRAM
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December 3, 1976	Odd A. Lund	Personnel	
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2. Appropriations to Availability of Funds

Department Head      Co

Manager

4. PREPARATION OF AN ORDINANCE /RESOLUTION (indicate which) IS REQUESTED FOR THE CITY COUNCIL MEETING OF TUESDAY      December 14 1976 , TO:

Amend Section 1.12.133 of the Compensation Plan to provide a method of implementing longevity for all city positions.

This ordinance will be prepared in the Personnel Department under the direction of the Legal Department.

5. BACKGROUND INFORMATION (Why is Request necessary?)

The proposed ordinance amendment provides that longevity shall be paid for all classes. Represented classes which are covered by Labor contracts have the option to accept or reject longevity by vote of their membership. Unrepresented classes will receive longevity as specified, based on years of service.



6. FUNDING SOURCE: (Enter Amount of Funding from each source)

Federal \$..State \$@@City \$@@Other...Total Amount \$  
Funding for the proposed legislation is found in the -budget, Division  
Page Fund Number & Name N/A

L  
ADM 019 (9/76) (OVER)  
Adopted by Affirmative Action s Conditional Approval Not Applicable  
7. (a) Clear FXI Yes F q1.

(b) Confirmed & Committed C Not Approved RX Not Applicable  
Complete F Approved R Delay Recommended

COMMENTS:

(If needed, see Guide No. 3.1 (LEG 210), Subject: Affirmative Action and Contract Compliance.)

8. STATUS: R NEW LEGISLATION RX AMENDING LEGISLATION  
Legislation amends =/Ord. Section Chapter 1.12

9. SALIENT COMMENTS: List or identify significant information or exception that could be meaningful in processing this legislation.

10. ESTIMATED TIME REQUIRED, AFTER LEGISLATION, TO IMPLEMENT PROJECT la] N/A

11. ENVIRONMENTAL ASSESSMENT:  
R Non-Action Exempt Declaration of Non-Significance EIS  
COMMENTS:

(If needed, see Guide No. 43 (ADM 1600), Subject: Environmental (SEPA) Public Information Center.)

12. SOURCE DOCUMENTS: (List all material filed in the City Clerk's Office as backup information for the request, and attach said backup information.)

- A.
- B.
- C.
- D.

13. SUMMARY TITLE: (A brief sentence, not to exceed fifty words, as it will appear on the Council Agenda.)

An ordinance providing for longevity for all classes.

14. INDEX DATA: (Provide a minimum of three cross reference key words or phrases other than department or program.)

- A. Pay and Compensation
- B. Budget



C. Salary Schedule

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15. Ordinance W938 First Read- DEC 1 4 128 Passed DEC 2 1 1976  
Resolution Adopted  
Comments or Other Action Taken: