Legislation Text

File #: ORD-20938, **Version:** 1

Re
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ORDINANCE NO.

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

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:

1.12.133 LONGEVITY PAY

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 percentage of Step E for 4001 Fire Fighter and 4202 Police Patrol Officer as set forth in the following schedule:

From 5 through 9 years continuous service ---- 170 Per month
From 10 through 14 years continuous service ---- 27o per month
From 15 through 19 years continuous service ---- YX per month
20 years or more continuous service ---- 4Y,, per month

Eligibility for longevity pay shall be determined by the length of continuous service in the respective department.

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Longevity pay will be paid an employee at the first of the calendar year in which any of the above stipulated periods of continuous service will be completed.

B. Employees represented by Union Bargaining Aqreements

Regular, probationary and appointive employees who through union agreement have elected the option of longevity_pay shall receive additional compensation based on a 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 computing longevity pay.

Eliqible employees shall receive longevity pay in accordance with the following schedule:

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

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

Provided, however, that when longevity pay is first negotiated for a bargaining unit, its effective date shall be that date stipulated in the union agreement as a result of collective bargaining negotiations.

C. Employees who are not represented by Union Barqaininq Aqreements

Requlars, Probationary and appointive employees who are not represented by union contracts shall receive additional compensation based on a percentaq of their base rate of pay received for the class in which they are currently be,i.ng paid. No application of rate may be used in computing longevity pay.

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

From 5 through 9 years aggregate service ---- 1% per month
From 10 through 14 years aggregate service ---- 2% per month

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From 15 through 19 years aggregate service ---- 3% per month
20 years or more aggregate service ---- 4% per month

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

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

Passed DEC 2 1 1976

is GORDON N OWTON
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Attest: Bond
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.
emu 0

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 l
.26e-J4k)2 (LEG 210)

OC)
Subject: Departmental Request for Ordinance or Resolution).

DATE	REQUEST MADE BY	DEPARTMENT/DIVISION	PROGRAM (Name and Number)
December 3, 1976	Odd A. Lund	Personnel	

2. Appr od-qs to Availability of F-u-nds

Department Head Co ager

4. PREPARATION OF AN ORDINANCE /RESOLUTION (indicate which) IS REQUESTED FOR THE CITY COUNCIL MEETING OF TUESDAY December 140 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, D vision
Page Fund Number & Name N /A
L

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ADM 019 (9/76) (OVER)
ared byAffirmative Action s Conditional Approv Not Applicable
7. (a) Cle FXI Ye F q1.

(b) Contfa& Com i C Not, Aprioved RX Not Applicable
pl an e F] Approved R, 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: Listoridentifysignificantinformationorexceptionsthatcouldbemeaningfulinprocessing 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 ot 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:

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