



Legislation Passed January 23, 2024

The Tacoma City Council, at its regular City Council meeting of January 23, 2024, adopted the following resolutions and/or ordinances. The summary of the contents of said resolutions and/or ordinances are shown below. To view the full text of the document, click on the bookmark at the left of the page.

Resolution No. 41342

A resolution awarding a contract to Exeltech Consulting, Inc., in the amount of \$541,088.82, plus applicable taxes, budgeted from the Transportation Capital Fund, for design work to repair the East 34th Street Bridge, for an initial contract period of two years, with the option to renew for an additional one-year period
- Specification No. PW23-0141F.

[Charla Kinlow, PMP, Project Manager; Ramiro A. Chavez, P.E. PgMP, Director, Public Works]

Resolution No. 41343

A resolution accepting a grant from the Federal Railroad Administration, in the amount of \$4,095,000, and accepting and depositing said sum into the Tacoma Rail Fund, to assist with acquisition of two zero-emission locomotives and installation of associated on-site charging infrastructure.

[Alan Matheson, Assistant Rail Superintendent; Dale King, Rail Superintendent]

Resolution No. 41344

A resolution accepting a grant from the Puget Sound Regional Council, in the amount of \$3,645,000, and accepting and depositing said sum into the Tacoma Rail Fund, to assist with acquisition of two zero-emission locomotives and installation of associated on-site charging infrastructure.

[Alan Matheson, Assistant Rail Superintendent; Dale King, Rail Superintendent]

Resolution No. 41345

A resolution accepting a grant from the Washington State Department of Transportation, in the amount of \$4,950,000, and accepting and depositing said sum into the Tacoma Rail Fund, to assist with acquisition of two zero-emission locomotives and installation of associated on-site charging infrastructure.

[Alan Matheson, Assistant Rail Superintendent; Dale King, Rail Superintendent]

Resolution No. 41346

A resolution authorizing an increase to and extending the contract with Pierce County Department of Assigned Counsel, in the amount of \$4,257,910, plus applicable taxes, budgeted from the General Fund, for the provision of legal services for individuals who otherwise would not be able to afford them, through December 31, 2025, for a projected contract total of \$12,223,038
- Contract No. CW2233487.

[Katie Johnston, Budget Officer; Andy Cherullo, Director, Finance]

Resolution No. 41347

A resolution authorizing the execution of a Multi-Family Housing 12-Year Limited Property Tax Exemption Agreement with Meacham Development, LLC, for the development of six multi-family market and regulated rate rental housing units, located at 1619 East 32nd Street, in the Lower Portland Avenue Mixed-Use Center. [Debbie Bingham, Project Manager; Jeff Robinson, Director, Community and Economic Development]

Resolution No. 41348

A resolution authorizing the execution of a Collective Bargaining Agreement and Letter of Agreement with the Teamsters Local Union No. 117, General Unit, retroactive to January 1, 2023, through December 31, 2025. [Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

Amended Ordinance No. 28953

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by the Tacoma Police Union, Local 6, I.U.P.A. [Kari Louie, Assistant Director; Shelby Fritz, Director, Human Resources]



RESOLUTION NO. 41342

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and
2 the furnishing of services; authorizing the execution of a contract with
3 Exeltech Consulting, Inc., in the amount of \$541,088.82, plus applicable
4 taxes, budgeted from the Transportation Capital Fund, for design work to
5 repair the East 34th Street Bridge, for an initial contract term of two years
6 with the option to renew for one year, pursuant to Specification
7 No. PW23-0141F.

8 WHEREAS the City has complied with all applicable laws and processes
9 governing the acquisition of those supplies, and/or the procurement of those
10 services, inclusive of public works, as is shown by the attached Exhibit "A,"
11 incorporated herein as though fully set forth, and

12 WHEREAS the Board of Contracts and Awards has concurred with the
13 recommendation for award as set forth in the attached Exhibit "A"; Now, Therefore,

14 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

15 Section 1. That the Council of the City of Tacoma concurs with the Board of
16 Contracts and Awards to adopt the recommendation for award as set forth in the
17 attached Exhibit "A."

18 Section 2. That the proper officers of the City are hereby authorized to
19 enter into a contract with Exeltech Consulting, Inc., in the amount of \$541,088.82,
20 plus applicable taxes, budgeted from the Transportation Capital Fund,
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for design work to repair the East 34th Street Bridge, for an initial contract term of two years with the option to renew for one year, pursuant to Specification No. PW23-0141F, consistent with Exhibit "A."

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



RESOLUTION NO. 41343

1 A RESOLUTION relating to the Department of Public Utilities, Beltline Division,
2 d.b.a. Tacoma Rail; authorizing the acceptance of a grant from the Federal
3 Railroad Administration, in the amount of \$4,095,000, and depositing said
4 sum into the Tacoma Rail Fund, to assist with the acquisition of two zero-
emission locomotives and installation of associated on-site charging
infrastructure.

5 WHEREAS the City of Tacoma, Department of Public Utilities, Beltline
6 Division (d.b.a. Tacoma Rail) (“Tacoma Rail”), was awarded a grant in the amount
7 of \$4,095,000 from the Federal Railroad Administration (“FRA”) to assist with the
8 acquisition of two zero emission locomotives, and the installation of the associated
9 charging structure, and
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11 WHEREAS Tacoma Rail submitted an application in response to a
12 competitive call for projects by the FRA’s FY-2022 Consolidated Rail Infrastructure
13 and Safety Improvements grant program, and
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15 WHEREAS Tacoma Rail’s application proposed to replace two existing
16 unregulated diesel-electric locomotives with two zero emission battery-electric
17 locomotives, including charging infrastructure, and upon completion, the project
18 will improve air quality by eliminating emissions associated with the annual
19 consumption of approximately 65,000 gallons of diesel fuel from the operational
20 activities, and
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22 WHEREAS Section 4.11 of the Tacoma City Charter requires that all
23 matters relating to the “incurring of indebtedness . . . shall be initiated by the
24 Board, subject to approval by the Council, and executed by the Board,” prior to
25 acceptance of the Agreement, and
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WHEREAS, by adoption of Public Utility Board Resolution No. U-11430 on January 10, 2024, the Public Utility Board approved the proposed Agreement, pending authorization by the City Council; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

Section. 1. That the City of Tacoma, Department of Public Utilities, Beltline Division (d.b.a. Tacoma Rail) ("Tacoma Rail") is authorized to accept grant funding in the amount of \$4,095,000, from the Federal Railroad Administration ("FRA"), to assist with the acquisition of two zero-emission locomotives and installation of associated on-site charging infrastructure, and to deposit said funding into the Tacoma Rail Fund.

Section 2. That the Superintendent of Tacoma Rail is authorized to execute the grant agreement with the FRA for the administration of the funding



1 accepted pursuant to Section 1, said document to be substantially in the form of
2 the proposed grant agreement on file with the City Clerk and as approved by the
3 City Attorney's Office.

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5 Adopted _____

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Mayor

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Attest:

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City Clerk

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Approved as to form:

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Chief Deputy City Attorney

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Requested by Public Utility Board
Resolution No. U-11430

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RESOLUTION NO. 41344

1 A RESOLUTION relating to the Department of Public Utilities, Beltline Division,
2 d.b.a. Tacoma Rail; authorizing the acceptance of a grant from the Puget
3 Sound Regional Council, in the amount of \$3,645,000, and depositing
4 said sum into the Tacoma Rail Fund, to assist with the acquisition of two
zero-emission locomotives and installation of associated on-site charging
infrastructure.

5 WHEREAS the City of Tacoma, Department of Public Utilities, Beltline
6 Division (d.b.a. Tacoma Rail), was awarded a grant in the amount of \$3,645,000
7 from the Puget Sound Regional Council, to assist with the acquisition of two
8 zero-emission locomotives, and installation of associated on-site charging
9 infrastructure, and
10 infrastructure, and

11 WHEREAS Tacoma Rail was able to compete for a Congestion Mitigation
12 and Air Quality funding award through the Federal Highway Administration through
13 a joint application (“Application”) with the Puget Sound Clean Air Agency, and
14

15 WHEREAS the Application proposed to replace two existing unregulated
16 diesel-electric locomotives with two zero-emission battery-electric locomotives,
17 including the associated charging infrastructure, and upon completion, the project
18 will improve air quality by eliminating emissions associated with the annual
19 consumption of approximately 65,000 gallons of diesel fuel from our operational
20 activities, and
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22 WHEREAS Section 4.11 of the Tacoma City Charter requires that all
23 matters relating to the “incurring of indebtedness . . . shall be initiated by the
24 Board, subject to approval by the Council, and executed by the Board,” prior to
25 acceptance of the Agreement, and
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WHEREAS, by adoption of Public Utility Board Resolution No. U-11431 on January 10, 2024, the Public Utility Board approved the proposed Agreement, pending authorization from the City Council; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

Section. 1. That the City of Tacoma, Department of Public Utilities, Beltline Division (d.b.a. Tacoma Rail) is authorized to accept grant funding in the amount of \$3,645,000 from the Puget Sound Regional Council ("PSRC") to assist with the acquisition of two zero-emission locomotives and installation of associated on-site charging infrastructure.

Section 2. That the Superintendent of Tacoma Rail is authorized to execute the grant agreement with the PSRC for the administration of the funding



1 accepted pursuant to Section 1, said document to be substantially in the form of
2 the proposed grant agreement on file with the City Clerk and as approved by the
3 City Attorney's Office.

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5 Adopted _____

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7 _____
8 Mayor

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10 Attest:

11 _____
12 City Clerk

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14 Approved as to form:

15 _____
16 Chief Deputy City Attorney

17 Requested by Public Utility Board
18 Resolution No. U-11431

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RESOLUTION NO. 41345

1 A RESOLUTION relating to the Department of Public Utilities, Beltline Division,
2 (d.b.a. "Tacoma Rail"); authorizing the acceptance of a grant from the
3 Washington State Department of Transportation, in the amount of
4 \$4,950,000, and depositing said sum into the Tacoma Rail Fund, to assist
5 with the acquisition of two zero-emission locomotives and installation of
6 the associated on-site charging infrastructure.

7 WHEREAS the State Legislature appropriated \$5,000,000 from the
8 Washington State Department of Transportation created in RCW 70A.65.240,
9 and

10 WHEREAS the City of Tacoma, Department of Public Utilities, Division
11 (d.b.a. "Tacoma Rail"), was awarded a grant in the amount of \$4,950,000, from
12 the Washington State Department of Transportation, to assist with the
13 acquisition of two zero emission battery-electric switcher locomotives and the
14 installation of on-site charging equipment at the Tacoma Rail facility, and

15 WHEREAS, upon completion, the project will improve air quality by
16 eliminating emissions associated with the annual consumption of approximately
17 65,000 gallons of diesel fuel from operational activities, and

18 WHEREAS Section 4.11 of the Tacoma City Charter requires that all
19 matters relating to the "incurring of indebtedness . . . shall be initiated by the
20 Board, subject to approval by the Council, and executed by the Board," prior to
21 acceptance of the Agreement, and

22 WHEREAS, by adoption of Public Utility Board Resolution No. U-11433
23 on January 10, 2024, the Public Utility Board approved the proposed Grant
24 Agreement, pending authorization by the City Council; Now, Therefore,
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

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Section 1. That the City of Tacoma, Department of Public Utilities, Beltline Division (d.b.a. "Tacoma Rail") is authorized to accept a grant funding in the amount of \$4,950,000 from the Washington State Department of Transportation, to assist with the acquisition of two zero-emission locomotives and installation of the associated on-site charging infrastructure, and to deposit said funding into the Tacoma Rail Fund.

Section 2. That the Superintendent of Tacoma Rail is authorized to execute the grant agreement with the State of Washington as more specifically set forth in the document on file in the office of the City Clerk, and as approved by the City Attorney's Office.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Chief Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11433



RESOLUTION NO. 41346

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and
2 the furnishing of services; authorizing an increase to and extending the
3 contract with Pierce County Department of Assigned Counsel, in the amount
4 of \$4,257,910, plus applicable taxes, budgeted from the General Fund, for
5 the provision of legal services for individuals who otherwise would not be
6 able to afford them, through December 31, 2025, pursuant to Contract
7 No. CW2233487.

8 WHEREAS the City has complied with all applicable laws and processes
9 governing the acquisition of those supplies, and/or the procurement of those
10 services, inclusive of public works, as is shown by the attached Exhibit "A,"
11 incorporated herein as though fully set forth, and

12 WHEREAS the Board of Contracts and Awards has concurred with the
13 recommendation for award as set forth in the attached Exhibit "A"; Now, Therefore,

14 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

15 Section 1. That the Council of the City of Tacoma concurs with the Board of
16 Contracts and Awards to adopt the recommendation for award as set forth in the
17 attached Exhibit "A."

18 Section 2. That the proper officers of the City are hereby authorized to
19 increase and extend the contract with the Pierce County Department of Assigned
20 Counsel, in the amount of \$4,257,910, plus applicable taxes, budgeted from the
21 General Fund,
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for the provision of legal services for individuals who otherwise would not be able to afford them, through December 31, 2025, pursuant to Contract No. CW2233487, consistent with Exhibit "A."

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



RESOLUTION NO. 41347

1 A RESOLUTION relating to the multi-family property tax exemption program;
 2 authorizing the execution of a Multi-Family Housing 12-Year Limited Property
 3 Tax Exemption Agreement with Meacham Development, LLC, for the
 4 development of six multi-family market-rate and affordable rental housing
 units to be located at 1619 East 32nd Street in the Lower Portland Avenue
 Mixed-Use Center.

5 WHEREAS the City has, pursuant to chapter 84.14 of the Revised Code of
 6 Washington, designated several Residential Target Areas for the allowance of a
 7 limited property tax exemption for new multi-family residential housing, and

8 WHEREAS the City has, through Ordinance No. 25789, enacted a program
 9 whereby property owners in Residential Target Areas may qualify for a Final
 10 Certificate of Tax Exemption which certifies to the Pierce County
 11 Assessor-Treasurer that the owner is eligible to receive a limited property tax
 12 exemption, and

13 WHEREAS Meacham Development, LLC, is proposing to develop six new
 14 market-rate and affordable rental housing units to consist of:

| Number of Units | Type of Unit | Average Size |
|-----------------|-----------------------|-----------------|
| Market Rate | | |
| 4 | One bedroom, one bath | 440 Square Feet |
| Affordable Rate | | |
| 2 | One bedroom, one bath | 440 Square Feet |

15 WHEREAS the affordable units will be rented to households whose income
 16 is at or below 70 percent of Pierce County Area Median Income, adjusted for
 17 household size, as determined by the Department of Housing and Urban
 18 Development on an annual basis, and rent will be capped at 30 percent of those
 19 income levels, adjusted annually, and

20



1 WHEREAS the project will also include two on-site residential parking stalls,
2 and

3 WHEREAS the Director of Community and Economic Development has
4 reviewed the proposed property tax exemption and recommends that a conditional
5 property tax exemption be awarded for the property located at 1619 East 32nd
6 Street in the Lower Portland Avenue Mixed-Use Center, as more particularly
7 described in the attached Exhibit "A"; Now, Therefore,

8
9 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

10 Section 1. That the City Council does hereby approve and authorize a
11 conditional property tax exemption, for a period of 12 years, to Meacham
12 Development, LLC, for the property located at 1619 East 32nd Street in the Lower
13 Portland Avenue Mixed-Use Center, as more particularly described in the attached
14 Exhibit "A."
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16 Section 2. That the proper officers of the City are authorized to execute a
17 Multi-Family Housing 12-Year Limited Property Tax Exemption Agreement with
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1 Meacham Development, LLC, said document to be substantially in the form of the
2 proposed agreement on file in the office of the City Clerk.

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4 Adopted _____

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7 Mayor

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9 Attest: _____
10 City Clerk

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12 Approved as to form: _____ Legal description approved:
13 Deputy City Attorney Chief Surveyor
14 Public Works Department

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EXHIBIT "A"

PROJECT DESCRIPTION

| Number of Units | Type of Unit | Average Size | Expected Rental Rate |
|------------------------|-----------------------|---------------------|---------------------------------------|
| Market Rate | | | |
| 4 | One bedroom, one bath | 440 Square Feet | \$1,450 |
| Affordable Rate | | | |
| 2 | One bedroom, one bath | 440 Square Feet | \$1,425 (including utility allowance) |

The affordable units will be rented to households whose income is at or below 70 percent of Pierce County AMI, adjusted for household size, as determined by HUD on an annual basis. Rent will be capped at 30 percent of those income levels, adjusted annually. The project will include 2 parking stalls.

Tax Parcel: 4715013932

LEGAL DESCRIPTION

LOT 10, BLOCK 8245, THE INDIAN ADDITION TO THE CITY OF TACOMA, ACCORDING TO THE PLAT THEREOF RECORDED IN VOLUME 7 OF PLATS, PAGE 30, RECORDS OF PIERCE COUNTY, WASHINGTON;

SITUATE IN THE CITY OF TACOMA, COUNTY OF PIERCE, STATE OF WASHINGTON.

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RESOLUTION NO. 41348

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and Teamsters
3 Local Union No. 117, General Unit, consisting of 243 budgeted full-time
4 equivalent positions, effective retroactive to January 1, 2023, through
5 December 31, 2025.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS this resolution allows for the execution of a three-year Collective
10 Bargaining Agreement (“CBA”) between the City and Teamsters Local Union No.
11 117, General Unit (“Union”) (collectively, “the Parties”), on behalf of the employees
12 represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 243 budgeted,
14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA will provide for a wage increase of 2.50 percent
16 effective retroactive to January 1, 2023; an increase of 2.75 percent effective
17 retroactive to January 1, 2024; and an increase of 2.75 percent effective January 1,
18 2025, and

19 WHEREAS, in addition to the general wage increases, market-based wage
20 adjustments will be provided by classification as follows:
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| CODE | JOB TITLE | 1/1/2023 | 1/1/2024 | 7/1/2024 | 7/1/2025 |
|-------|--|----------|----------|----------|----------|
| 53650 | Animal Control & Compliance Officer | 6.50% | 3.50% | 3.00% | 1.50% |
| 50160 | Asphalt Plant Crew Leader | 4.00% | 1.50% | 1.50% | 1.00% |
| 50150 | Asphalt Plant Operator | 4.00% | 1.50% | 1.50% | 1.00% |
| 52010 | Carpenter | 4.00% | 1.00% | 1.00% | 0.50% |
| 52100 | Concrete Finisher Crew Leader | 4.00% | 1.50% | 1.50% | 1.00% |
| 11010 | Crime Analyst | 4.00% | 0.50% | 1.00% | |
| 11020 | Crime Analyst, Senior | 4.00% | 0.50% | 1.00% | |
| 10990 | Crime Program Technician | 4.00% | 0.50% | 1.00% | |
| 42100 | Crime Scene Technician | 4.00% | 2.00% | 1.50% | 3.50% |
| 50200 | Equipment Operator | 4.00% | 1.00% | 1.00% | 0.25% |
| 50210 | Equipment Operator, Heavy | 4.00% | 1.00% | 1.00% | 0.25% |
| 42080 | Forensic Specialist | 3.00% | | | |
| 50410 | Grounds Maintenance Crew Leader | 4.00% | 1.50% | 1.50% | 1.00% |
| 50400 | Grounds Maintenance Worker | 4.00% | 1.50% | 1.50% | 1.00% |
| 50470 | Hydro Grounds Maintenance Worker | 4.00% | 1.50% | 1.50% | 1.00% |
| 50010 | Laborer | 3.00% | 1.00% | | 0.50% |
| 42120 | Latent Print Examiner | 3.00% | | | |
| 52050 | Painter, Industrial | 4.00% | 1.25% | | |
| 00160 | Police Administrative Support Specialist | 4.00% | 1.00% | | 1.50% |
| 06280 | Refuse Scale Operator | 4.00% | 1.00% | 1.00% | 1.00% |
| 06270 | Solid Waste Worker | 4.00% | 1.00% | 1.00% | 1.00% |
| 50250 | Street Maintenance Crew Leader | 4.00% | 1.50% | 1.50% | 1.00% |
| 50020 | Street Maintenance Worker | 4.00% | 1.50% | 1.50% | 1.00% |
| 05300 | Tax & License Field Auditor | 3.00% | 0.25% | 0.50% | 0.50% |
| 05310 | Tax & License Field Auditor, Senior | 3.00% | 0.25% | 0.50% | 0.50% |
| 05290 | Tax & License Office Auditor | 3.00% | 0.25% | 0.50% | 0.50% |
| 05250 | Tax & License Compliance Officer | 3.00% | 0.25% | 0.50% | 0.50% |
| 05270 | Tax & License Compliance Officer, Lead | 3.00% | 0.25% | 0.50% | 0.50% |
| 50230 | Traffic Sign & Marking Specialist | 4.00% | 1.50% | 1.50% | 1.00% |

and,

WHEREAS, in addition, the collective bargaining agreement provides for increases to the amounts paid for annual clothing and boot allowances; amends language in Article 7 regarding Union Membership and Dues to reflect legal requirements based on the Janus v. AFSCME Council 31 court case; adds an



1 application of rate of four percent for the classifications of Police Administrative
2 Support Specialist and Latent Print Examiner when performing training, developing
3 training plans, or participating in the evaluation process for the training provided;
4 adds the classification of Tax & License Compliance Officer, Lead to Addendum A;
5 and clarifies work group scheduling and seniority for division specific sections, and
6 provides language for an emergency standby schedule to be developed, and

7 WHEREAS the CBA provides for the creation of a new classification to be
8 titled Police Digital Evidence & Records Support Analyst; the classification will be
9 represented by the Teamsters Local Union No. 117, General Unit, for the purposes
10 of collective bargaining; the classification will be created with a 2023 salary range of
11 \$25.11 to \$42.69 per hour; and, the position will be classified, overtime category "A"
12 (eligible for overtime), and

14 WHEREAS the Parties have agreed to 2023 rates of pay for the Police
15 Digital Evidence & Records Support Analyst, which aligns the classification with
16 Public Disclosure Video Redaction Analyst (CSC 11430); for the remaining years of
17 the successor CBA (2024 - 2025), the hourly rates of pay for the Police Digital
18 Evidence & Records Support Analyst will be adjusted to match the Public
19 Disclosure Video Redaction Analyst hourly rates of pay, step progression, and
20 effective dates; and, this salary equity provision shall be expressly exempt from
21 RCW 41.56.123 and shall sunset on the same date as the expiration of the
22 successor CBA between the Parties, and

25 WHEREAS the Police Digital Evidence & Records Support Analyst is
26 intended to be part of a new Tacoma Police Department Records Management



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Unit; the Parties agree to meet quarterly during the implementation of that Unit to discuss any material impacts that may arise; and, those meetings will end once the implementation is complete, or when the Parties agree that no further meetings are required, whichever comes first, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of January 10, 2024, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and the Teamsters Local Union No. 117, General Unit, effective retroactive to January 1, 2023, through December 31, 2025, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11430



ORDINANCE NO. 28953

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the
 2 Tacoma Municipal Code, relating to the Compensation Plan, to implement
 3 rates of pay and compensation for employees represented by the Tacoma
 Police Union, Local 6, I.U.P.A., and declaring the effective dates thereof.

4 BE IT ORDAINED BY THE CITY OF TACOMA:

5 Section 1. That Section 1.12.115 of the Tacoma Municipal Code (“TMC”) is
 6 hereby amended, effective as provided by law, to read as follows:

7 **1.12.115 Deferred compensation.**

8 A. The City will match the deferred compensation contribution of police personnel in the classes of Police Officer,
 9 Police Detective, and Police Sergeant to a maximum City contribution of ~~\$211~~238 per pay period.

10 * * *

11 Section 2. That Section 1.12.137 of the TMC is amended, effective
 12 retroactive to January 1, 2024, to read as follows:

13 **1.12.137 ~~Shooting pay~~Firearms proficiency pay.**

14 Tacoma Police Union #6, IUPA members who attend and satisfactorily complete ~~spring and fall~~ firearms training
 15 shall receive \$120.00, to be paid annually on the first pay period in December of each year. To receive this
 compensation, members must attend ~~spring and fall~~ training, as scheduled by Department Special Order, unless
 excused by their Division Commander for exigent circumstances.

16 * * *

17 Section 3. That Section 1.12.230 of the TMC is hereby amended,
 18 effective retroactive to January 1, 2024, to read as follows:

19 **1.12.230 Sick allowance with pay.**

20 * * *

21 D. Payments for Nonuse of Sick Leave Accruals.

22 1. An employee separated from the City service due to death or retirement for disability or length of service with
 attendant pension payments under any City employee pension system who does not qualify for a VEBA deposit
 under TMC Section 1.12.229 shall be compensated at a rate for the classification in which he or she was working on
 the date of separation to the extent of 25 percent of accrued sick leave hours.

23 a. An employee separated from the City service due to retirement, and represented by the Tacoma Fire Fighters
 24 Union, Local 31, or the Tacoma Police Union, Local 6, IUPA, shall receive a contribution into a qualified Health
 Reimbursement Arrangement in the amount of the sick leave payment in lieu of a cash payment, when properly
 authorized annually by ~~Local 31~~the applicable collective bargaining unit.

25 b. An employee separated from service due to death or retirement for disability or length of service, and represented
 26 by the Tacoma Fire Fighters Union, Local 31, or the Tacoma Police Union, Local 6, IUPA, will be compensated for
 nonuse of sick leave accruals per the terms of the collective bargaining agreement.



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Section 4. That Section 1.12.355 of the TMC is hereby amended,
effective retroactive to January 1, 2024, to read as follows:

| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|-------|---|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 42020 | | Police Officer | 39.88 | 45.53 | 47.74 | 50.08 | 52.53 | 55.13 |
| 42040 | | Police Sergeant | 63.47 | 66.64 | | | | |
| 42070 | | Police Detective | 57.68 | 60.57 | | | | |

| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|-------|---|------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 42020 | | Police Officer | <u>42.38</u> | <u>48.31</u> | <u>50.72</u> | <u>53.26</u> | <u>55.92</u> | <u>58.71</u> |
| 42040 | | Police Sergeant | <u>67.60</u> | <u>70.98</u> | | | | |
| 42070 | | Police Detective | <u>61.45</u> | <u>64.51</u> | | | | |

Section 5. That Section 1.12.355 of the TMC is hereby amended,
effective January 1, 2025, to read as follows:

| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|-------|---|------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 42020 | | Police Officer | <u>42.38</u> | <u>48.31</u> | <u>50.72</u> | <u>53.26</u> | <u>55.92</u> | <u>58.71</u> |
| 42040 | | Police Sergeant | <u>67.60</u> | <u>70.98</u> | | | | |
| 42070 | | Police Detective | <u>61.45</u> | <u>64.51</u> | | | | |

| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|-------|---|------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 42020 | | Police Officer | <u>45.34</u> | <u>51.68</u> | <u>54.27</u> | <u>56.98</u> | <u>59.83</u> | <u>62.82</u> |
| 42040 | | Police Sergeant | <u>72.34</u> | <u>75.95</u> | | | | |
| 42070 | | Police Detective | <u>65.74</u> | <u>69.03</u> | | | | |

Section 6. That Section 1.12.640 of the TMC is hereby amended,
effective retroactive to January 1, 2024, to read as follows:

1.12.640 Application of additional rates.

~~4202, 4204, 4207 A Police Officer shall receive 5 percent for those hours engaged in training as a Police Training Officer.~~

4202 A Police Officer assigned as a Police Training Officer (PTO) shall receive an applied rate of 4 percent above their base rate of pay.

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~~their regular rate of pay. A Police Officer, Police Detective, and



Police Sergeant assigned to work the graveyard shift shall receive an applied rate of 5 percent above ~~his/her~~their regular rate of pay.

1 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~~their regular hourly rate for those hours so assigned.

2 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the Hazardous Environment
3 and Tactics (HEAT) Team shall receive an applied rate of 5 percent above their regular hourly rate for those hours so
4 assigned.

4 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the Homicide Unit, shall
5 receive an application of rate of 5 percent above their regular rate of pay for those hours so assigned. A Police
6 Officer, Police Detective, and Police Sergeant not assigned to the Homicide Unit who is called out to investigate a
7 homicide, will receive the application of rate for those hours so assigned.

6 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the K-9 unit shall receive an
7 applied rate of 5 percent above ~~his/her~~their hourly rate for those hours so assigned. One hour per shift shall be
8 allocated for dog care and training. Such compensation shall be for all off duty hours spent for dog care and training.

8 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the SWAT Team shall receive
9 an applied rate of 5 percent above ~~his/her~~their regular hourly rate for those months so assigned.

9 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the Meth Lab Team shall
10 receive an applied rate of 5 percent above ~~his or her~~their regular hourly rate for those months so assigned.

10 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned to the Search and Rescue (SAR),
11 Dive Team, and Marine Services Unit (MSU) shall receive an applied rate of 5 percent above ~~his/her~~their regular
12 hourly rate for those ~~months~~hours so assigned. Employees assigned to the SAR, Dive, and MSU Teams will only be
13 eligible for one application of rate under Section 26.14 of the collective bargaining agreement.

13 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant assigned as a Motorcycle Officer shall
14 receive an application of rate of 5 percent above ~~his or her~~their regular hourly rate for those hours so assigned.

14 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant covered by the LEOFF II retirement system
15 shall receive an additional 1 percent applied rate in lieu of providing long-term disability insurance to bargaining unit
16 employees.

16 4202, 4204, 4207 In recognition of the fact that future technology creates needs which did not previously exist for
17 internal training and mentoring, highly experienced employees shall be assigned additional duties and shall receive
18 an applied rate of 2 percent. Highly experienced employees shall be defined as those with 25 years of service as a
19 commissioned Tacoma police officer in the classifications of Police Officer, Police Detective, and Police Sergeant.
20 These duties shall be assigned and this applied rate shall commence at the first of the calendar year in which an
21 employee will complete the 25 years of service.

19 4202, 4204, 4207 ~~Effective January 1, 2009, an applied rate of 1 percent shall be applied in recognition for working~~
20 ~~toward the attainment of accreditation under CALEA standards and additional criteria outlined in the collective~~
21 ~~bargaining agreement. Effective January 1, 2010, an additional 1 percent, or a total of 2 percent, shall be applied~~
22 ~~above the base rate of pay in recognition for being accredited and for the successful maintenance of the accreditation.~~
23 ~~The application of rate will remain in effect so long as the department remains accredited.~~

21 4202, 4204, 4207 An employee assigned as a Tactical Officer to the Criminal Justice Training Commission (CJTC)
22 shall receive a premium of 3 percent of ~~his or her~~their base hourly wage for those hours so assigned.

22 4202, 4204, 4207 Subject to the provisions of the applicable collective bargaining agreement, commissioned police
23 officers who suffer a loss or damage to personal property and/or clothing (excluding normal wear and tear), which is
24 reasonably carried and utilized in the line of duty, shall be reimbursed for such loss or damage by the City if the loss
25 or damage did not occur as a result of negligence of the employee. Such claims will be processed through the
26 Department, but in no case shall exceed \$250.00 per occurrence.

25 4202, 4204, 4207 A Police Officer, Police Detective, and Police Sergeant shall be eligible for an application of rate of
26 2 percent according to the terms and conditions of a Bilingual Pay Program established by management.

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



~~4204 See 4202, 4204, 4207.~~

1 4204 A Police Sergeant assigned as a Specialist Sergeant shall receive an applied rate of 5 percent above the top step of Police Sergeant.

2 * * *

3 L6 An employee in a classification represented by the Tacoma Police Union, Local 6, I.U.P.A, and covered by the LEOFF I retirement system is not required to forego one (1) percent of salary for the VEBA program as outlined in a Letter of Understanding.

4 L6 An application of rate of 2 percent shall be applied over the base wage recognizing either the successful attainment of a two-year degree and above, or for a minimum of two years active-duty military service with an honorable discharge, or for four (4) years of active reserve or National Guard military service. Evidence of a degree and/or military service shall be required.

5 L6 An employee in a classification represented by the Tacoma Police Union, Local 6, IUPA, and covered by the LEOFF II retirement system at the time of adoption of the 2024-2026 collective bargaining agreement, will receive a one-time, lump sum contribution of \$500 into the PORAC Retirement Medical Trust (RMT) on behalf of the employee.

6
7 Section 7. That Sections 1 is effective as provided by law; Sections 2, 3, 4
8
9 and 6 are effective retroactive to January 1, 2024; and Section 5 is effective
10
11 January 1, 2025.

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13 Passed _____

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15 _____
16 Mayor

17 Attest:

18 _____
19 City Clerk

20 Approved as to form:

21 _____
22 Deputy City Attorney

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