



## Legislation Passed July 14, 2020

The Tacoma City Council, at its regular City Council meeting of July 14, 2020, 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.

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### **Resolution No. 40626**

A resolution appointing individuals to the Mayor's Youth Commission of Tacoma leadership team to serve a one-year term, to expire June 30, 2021.

[Bucoda Warren, Senior Management Fellow; Tadd Wille, Deputy City Manager, City Manager's Office]

### **Resolution No. 40627**

A resolution reserving the City's unused allotted retail cannabis licenses for social equity applicants and requesting eight additional retail cannabis licenses be granted to the City, if possible, for social equity applicants from the newly formed Legislative Task Force on Social Equity in Marijuana.

[Deputy Mayor Blocker]

### **Ordinance No. 28680**

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 Washington State Council of County and City Employees, Local 120; and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.

[Kari L. Louie, Senior Compensation and Benefits Manager; Gary Buchanan, Director, Human Resources]

### **Ordinance No. 28681**

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to allow the voluntary use of leave without pay for represented employees, and amendments related to the Commute Trip Reduction Program.

[Kari L. Louie, Senior Compensation and Benefits Manager; Gary Buchanan, Director, Human Resources]



## RESOLUTION NO. 40626

1 BY REQUEST OF MAYOR WOODARDS, DEPUTY MAYOR BLOCKER, AND  
2 COUNCIL MEMBER USHKA

3 A RESOLUTION relating to committees, boards, and commissions; appointing  
4 individuals to the Mayor's Youth Commission of Tacoma leadership team.

5 WHEREAS each year the Mayor's Youth Commission of Tacoma elects a  
6 ten-member leadership team that represents the diversity of the City, and

7 WHEREAS vacancies exist on the Mayor's Youth Commission of Tacoma  
8 leadership team, and

9 WHEREAS, at its meeting of June 20, 2020, the Mayor's Youth  
10 Commission of Tacoma met virtually to elect a new board to represent all  
11 members of the leadership team of the commission and have submitted their  
12 names for confirmation, and

13 WHEREAS eight members are being recommended to the City Council for  
14 appointment to said leadership team of the commission, and

15 WHEREAS, pursuant to the City Charter Section 2.4 and the Rules,  
16 Regulations, and Procedures of the City Council, the persons named on Exhibit "A"  
17 have been nominated to serve on the Mayor's Youth Commission of Tacoma  
18 leadership team; Now, Therefore,  
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That those nominees to the Mayor's Youth Commission of Tacoma leadership team, listed on Exhibit "A," are hereby confirmed and appointed as members of such leadership team on the commission, for such terms as are set forth on the attached Exhibit "A."

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
City Attorney



**EXHIBIT "A"**

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**MAYOR'S YOUTH COMMISSION OF TACOMA LEADERSHIP TEAM**

Appointing Nate Minor, to the Commission Chair position to a one-year term to expire June 30, 2021.

Appointing Rowan Ali, to the Commission Vice Chair position to a one-year term to expire June 30, 2021.

Appointing Tara Ryan to a one-year term to expire June 30, 2021.

Appointing Tara Zolfaghari to a one-year term to expire June 30, 2021.

Appointing Nathan Essman to a one-year term to expire June 30, 2021.

Appointing Connor Mon to a one-year term to expire June 30, 2021.

Appointing Mackenzie Sunde to a one-year term to expire June 30, 2021.

Appointing Zoya Ahmad to a one-year term to expire June 30, 2021.



## RESOLUTION NO. 40627

1 BY REQUEST OF MAYOR WOODARDS, DEPUTY MAYOR BLOCKER, AND  
2 COUNCIL MEMBER USHKA

3 A RESOLUTION relating to social equity; reserving the City's unused allotted retail  
4 cannabis licenses for social equity applicants per the definition in  
5 Washington State's Chapter 236, Laws of 2020, and requesting eight  
6 additional retail cannabis licenses be granted to the City, if possible, for  
7 social equity applicants from the newly formed Legislative Task Force on  
8 Social Equity in Marijuana.

9 WHEREAS retail cannabis is a growing business in the City, with  
10 \$6.5 million in product sold monthly within the City, and

11 WHEREAS the City has been allotted 16 retail cannabis licenses by the  
12 Washington State Liquor and Cannabis Board, and has distributed 14 licenses to  
13 date, leaving two available, and

14 WHEREAS equity is a key driver in policy-making in the City, however Black  
15 Americans have been under-represented in the City's cannabis industry,  
16 particularly in areas most impacted by the war on drugs, and

17 WHEREAS on March 31, 2020, Governor Jay Inslee signed into law  
18 Washington State's Chapter 236, Laws of 2020 ("Law") that establishes a  
19 Marijuana Social Equity Program, which authorizes the Washington State Liquor  
20 and Cannabis Board to issue previously forfeited, canceled, revoked, and unissued  
21 marijuana retailer licenses to eligible applicants adversely affected by the  
22 enforcement of marijuana prohibition laws, and

23 WHEREAS according to the Law, a social equity applicant is an applicant  
24 with majority ownership and control by at least one individual who has resided in a  
25 disproportionately impacted area for at least five of the preceding ten years, or has  
26



1 been convicted of a misdemeanor marijuana offense, or is a family member of  
2 such an individual, and

3 WHEREAS a “disproportionately impacted area” is a census tract or  
4 comparable geographic area with a high rate of: (1) poverty and unemployment;  
5 (2) participation in income-based or state programs and; (3) arrest, conviction, or  
6 incarceration related to the sale, possession, use, cultivation, manufacture or  
7 transport of cannabis, and  
8

9 WHEREAS reserving the City’s unused allotted cannabis licenses for social  
10 equity applicants per the definition of the Law, will: (1) increase the number of  
11 diverse livable wage jobs by advocating for additional licenses to promote small  
12 retail cannabis business entrepreneurship and jobs; (2) increase positive public  
13 perception related to the City economy by advancing Black retail ownership in a  
14 state where only one percent of retail cannabis is owned by Black Washingtonians;  
15 and (3) improve access and proximity by residents to diverse income levels and  
16 race/ethnicity to community facilities, services, infrastructure, and employment by  
17 adding options for additional cannabis retail entrepreneurship reserved for social  
18 equity applicants; Now, Therefore,  
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21 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

22 Section 1. That the proper officials of the City are hereby authorized to  
23 reserve the City’s unused allotted retail cannabis licenses for social equity  
24 applicants per the definition in Washington State’s Chapter 236, Laws of 2020, and  
25 request eight additional retail cannabis licenses be granted to the City, if possible,  
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1 for social equity applicants from the newly formed Legislative Task Force on Social  
2 Equity in Marijuana, as soon as practicable.

3           Section 2. That the City Manager, or designee, is hereby authorized to take  
4 and execute any additional measures or documents that may be necessary to  
5 complete this transaction which are consistent with the approved form of  
6 documents referenced by this Resolution, and the intent of this Resolution.  
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8 Adopted \_\_\_\_\_  
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10 \_\_\_\_\_  
11 Mayor

12 Attest:  
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14 City Clerk

15 Approved as to form:  
16 \_\_\_\_\_  
17 City Attorney  
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# ORDINANCE NO. 28680

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the  
 2 Tacoma Municipal Code to implement rates of pay and compensation for  
 3 employees represented by the Washington State Council of County and City  
 4 Employees, Local 120, and the International Brotherhood of Electrical  
 Workers, Local 483, Clerical Unit; to implement changes to reflect the  
 organizational structure 1.12.640; and declaring the effective dates thereof.

5 BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 7 amended, effective retroactive to January 1, 2020, to read as follows:  
 8

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	31.98	33.58	35.26	37.02	38.89	40.82	42.86	45.00		
5524		Broadband Services Technician, Lead	35.53	37.31	38.97	41.13	43.19	45.35	47.61	49.99		
0141		Business Analyst I	24.46	25.69	26.97	28.31	29.74	31.22				
0142		Business Analyst II	31.83	33.43	35.11	36.86	38.69	40.64				
0143		Business Analyst III	38.40	40.31	42.33	44.45	46.67	49.01				
0304		Buyer	29.09	30.53	32.06	33.66	35.35					
0307		Buyer, Senior	35.35	37.12	38.88	40.65						
1225		Communications Service Technician	28.74	30.18	31.68	33.27	34.93	36.67				
0124		Computer Support Technician	24.71	25.94	27.24	28.60	30.02	31.53	33.11			
5538		Converter Inventory Technician	18.84	19.78	20.77	21.81	22.91					
0334		Fleet Services Parts Technician	31.33	32.91	34.55							
0220		Graphic Arts Specialist	25.80	27.08	28.44	29.85	31.34					
0222		Graphic Arts Specialist, Lead	28.36	29.78	31.27	32.83	34.48					
0150		Information Technology Analyst	30.23	31.74	33.32	34.98	36.74	38.57	40.50	42.52	44.64	46.87
0151		Information Technology Analyst, Senior	33.23	34.89	36.63	38.48	40.40	42.41	44.54	46.76	49.11	51.56
0152		Information Technology Analyst, Senior Technical	35.64	37.41	39.28	41.25	43.31	45.47	47.74	50.13	52.63	55.28





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0153		Information Technology Analyst, Principal Technical	<a href="#">37.25</a>	<a href="#">39.11</a>	<a href="#">41.07</a>	<a href="#">43.12</a>	<a href="#">45.28</a>	<a href="#">47.56</a>	<a href="#">49.93</a>	<a href="#">52.42</a>	<a href="#">55.04</a>	<a href="#">57.79</a>
4608		Information Technology Analyst Intern	<a href="#">24.19</a>									
4609		Information Technology Computer Support Technician Intern	<a href="#">19.77</a>									
4610		Information Technology Helpdesk Intern	<a href="#">19.02</a>									
4611		Information Technology Business Analyst Intern	<a href="#">19.33</a>									
0118		Information Technology Helpdesk Specialist	<a href="#">23.78</a>	<a href="#">24.97</a>	<a href="#">26.21</a>	<a href="#">27.51</a>	<a href="#">28.89</a>					
0160		Integration Developer	<a href="#">47.21</a>	<a href="#">49.57</a>	<a href="#">52.04</a>	<a href="#">54.64</a>	<a href="#">57.38</a>					
0299		Vehicle Parts Assistant	<a href="#">28.48</a>	<a href="#">29.91</a>	<a href="#">31.42</a>							
0301		Warehouse Technician	<a href="#">28.48</a>	<a href="#">29.91</a>	<a href="#">31.41</a>							
0302		Warehouse Technician, Senior	<a href="#">31.33</a>	<a href="#">32.91</a>	<a href="#">34.55</a>							
0161		Web Developer	<a href="#">41.59</a>	<a href="#">43.68</a>	<a href="#">45.85</a>	<a href="#">48.14</a>	<a href="#">50.54</a>					

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	<a href="#">32.93</a>	<a href="#">34.58</a>	<a href="#">36.31</a>	<a href="#">38.13</a>	<a href="#">40.04</a>	<a href="#">42.04</a>	<a href="#">44.14</a>	<a href="#">46.35</a>		
5524		Broadband Services Technician, Lead	<a href="#">36.59</a>	<a href="#">38.42</a>	<a href="#">40.34</a>	<a href="#">42.36</a>	<a href="#">44.48</a>	<a href="#">46.70</a>	<a href="#">49.04</a>	<a href="#">51.49</a>		
0141		Business Analyst I	<a href="#">25.20</a>	<a href="#">26.46</a>	<a href="#">27.78</a>	<a href="#">29.17</a>	<a href="#">30.63</a>	<a href="#">32.16</a>				
0142		Business Analyst II	<a href="#">32.80</a>	<a href="#">34.44</a>	<a href="#">36.16</a>	<a href="#">37.97</a>	<a href="#">39.87</a>	<a href="#">41.86</a>				
0143		Business Analyst III	<a href="#">39.55</a>	<a href="#">41.53</a>	<a href="#">43.61</a>	<a href="#">45.79</a>	<a href="#">48.08</a>	<a href="#">50.48</a>				
0304		Buyer	<a href="#">29.96</a>	<a href="#">31.46</a>	<a href="#">33.03</a>	<a href="#">34.68</a>	<a href="#">36.41</a>					
<a href="#">4612</a>		<a href="#">Buyer, Intern</a>	<a href="#">23.97</a>									
0307		Buyer, Senior	<a href="#">36.17</a>	<a href="#">37.98</a>	<a href="#">39.88</a>	<a href="#">41.87</a>						
1225		Communications Service Technician	<a href="#">29.60</a>	<a href="#">31.08</a>	<a href="#">32.63</a>	<a href="#">34.26</a>	<a href="#">35.97</a>	<a href="#">37.77</a>				
0124		Computer Support Technician	<a href="#">25.45</a>	<a href="#">26.72</a>	<a href="#">28.06</a>	<a href="#">29.46</a>	<a href="#">30.93</a>	<a href="#">32.48</a>	<a href="#">34.10</a>			



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5538	Converter Inventory Technician	<a href="#">19.42</a>	<a href="#">20.39</a>	<a href="#">21.41</a>	<a href="#">22.48</a>	<a href="#">23.60</a>						
0334	Fleet Services Parts Technician	<a href="#">32.29</a>	<a href="#">33.90</a>	<a href="#">35.59</a>								
0220	Graphic Arts Specialist	<a href="#">26.56</a>	<a href="#">27.89</a>	<a href="#">29.28</a>	<a href="#">30.74</a>	<a href="#">32.28</a>						
0222	Graphic Arts Specialist, Lead	<a href="#">29.22</a>	<a href="#">30.68</a>	<a href="#">32.21</a>	<a href="#">33.82</a>	<a href="#">35.51</a>						
0150	Information Technology Analyst	<a href="#">31.11</a>	<a href="#">32.67</a>	<a href="#">34.30</a>	<a href="#">36.02</a>	<a href="#">37.82</a>	<a href="#">39.71</a>	<a href="#">41.70</a>	<a href="#">43.79</a>	<a href="#">45.98</a>	<a href="#">48.28</a>	
0151	Information Technology Analyst, Senior	<a href="#">34.24</a>	<a href="#">35.95</a>	<a href="#">37.75</a>	<a href="#">39.64</a>	<a href="#">41.62</a>	<a href="#">43.70</a>	<a href="#">45.88</a>	<a href="#">48.17</a>	<a href="#">50.58</a>	<a href="#">53.11</a>	
0152	Information Technology Analyst, Senior Technical	<a href="#">36.71</a>	<a href="#">38.55</a>	<a href="#">40.48</a>	<a href="#">42.50</a>	<a href="#">44.62</a>	<a href="#">46.85</a>	<a href="#">49.19</a>	<a href="#">51.65</a>	<a href="#">54.23</a>	<a href="#">56.94</a>	
0153	Information Technology Analyst, Principal Technical	<a href="#">38.37</a>	<a href="#">40.29</a>	<a href="#">42.30</a>	<a href="#">44.42</a>	<a href="#">46.64</a>	<a href="#">48.97</a>	<a href="#">51.42</a>	<a href="#">53.99</a>	<a href="#">56.69</a>	<a href="#">59.52</a>	
4608	Information Technology Analyst Intern	<a href="#">24.89</a>										
4609	Information Technology Computer Support Technician Intern	<a href="#">23.68</a>										
4610	Information Technology Helpdesk Intern	<a href="#">19.58</a>										
4611	Information Technology Business Analyst Intern	<a href="#">20.16</a>										
0118	Information Technology Helpdesk Specialist	<a href="#">24.48</a>	<a href="#">25.70</a>	<a href="#">26.99</a>	<a href="#">28.34</a>	<a href="#">29.76</a>						
0160	Integration Developer	<a href="#">48.63</a>	<a href="#">51.06</a>	<a href="#">53.61</a>	<a href="#">56.29</a>	<a href="#">59.10</a>						
0299	Vehicle Parts Assistant	<a href="#">29.35</a>	<a href="#">30.82</a>	<a href="#">32.36</a>								
0301	Warehouse Technician	<a href="#">30.23</a>	<a href="#">31.74</a>	<a href="#">33.33</a>								
0302	Warehouse Technician, Senior	<a href="#">29.34</a>	<a href="#">30.81</a>	<a href="#">32.35</a>								
0161	Web Developer	<a href="#">32.29</a>	<a href="#">33.90</a>	<a href="#">35.59</a>								



Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2020.

Code	A	Job Title	1	2	3	4	5
0508		Accountant	29.82	31.31	32.88	34.52	36.25
0514		Accountant, Senior	34.30	36.01	37.82	39.71	41.70
0737		Administrative Assistant	24.14	25.36	26.61	27.96	29.35
0504		Financial Assistant	24.14	25.36	26.61	27.96	29.35
0006		Office Assistant	21.00	22.05	23.16	24.32	25.52
1141		Public Disclosure Analyst	28.57	30.00	31.50	33.07	34.72
1140		Public Disclosure Specialist	25.71	27.00	28.35	29.76	31.25
0547		Retirement Specialist	24.14	25.36	26.61	27.96	29.35

Code	A	Job Title	1	2	3	4	5
0508		Accountant	30.71	32.25	33.87	35.56	37.34
0514		Accountant, Senior	35.33	37.09	38.95	40.90	42.95
0737		Administrative Assistant	24.86	26.12	27.41	28.80	30.23
0504		Financial Assistant	24.86	26.12	27.41	28.80	30.23
0006		Office Assistant	21.63	22.71	23.85	25.05	26.29
1141		Public Disclosure Analyst	29.43	30.90	32.45	34.06	35.76
1140		Public Disclosure Specialist	26.48	27.81	29.20	30.65	32.19
0547		Retirement Specialist	24.86	26.12	27.41	28.80	30.23

Section 3. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law.

**1.12.640 Application of additional rates.**

\* \* \*

~~L120 An employee represented by Washington State Council of County and City Employees, Local 120, and assigned to work for Click! may be eligible for retention incentive compensation pursuant to a Letter of Agreement negotiated between the City of Tacoma and International Brotherhood of Electrical Workers, Local 483, Click! Unit and the Washington State Council of County and City Employees, Local 120.~~

L120 An employee represented by the Washington State Council of County and City Employees, Local 120, assigned to work within the Tacoma Police Department, and employed as of the date of City Council approval of the 2020 collective bargaining agreement, shall receive a lump sum payment in the amount of \$500 in recognition of



their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

\* \* \*

~~L483 CL. An employee in a classification represented by the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, active as of the date of ratification of the 2016-2019 collective bargaining agreement, will receive a one-time lump sum payment of \$900.00. For any year of the agreement where an employee's base wage remains redlined after the wage increase is applied, they will receive a one-time lump sum payment of \$500.00.~~

L483 CL. An employee represented by the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, assigned to work within the Tacoma Police Department, and employed as of the date of City Council approval of the 2020 collective bargaining agreement, and in the first pay period of each subsequent year of the contract, shall receive a lump sum payment in the amount of \$500 in recognition of their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

\* \* \*

Section 4. That Sections 1 and 2 are effective retroactive to January 1, 2020. That Section 3 shall become effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
City Attorney



## 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  
8

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  
13

14 WHEREAS the cost paid by employees will be deducted pre-tax, pursuant  
15 to Internal Revenue Service regulations, and  
16

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  
20

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.

\* \* \*

**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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