

# Affidavit of Posting

● City of Tucson ●

State of Arizona  
County of Pima

} ss

I, the undersigned, the duly appointed City Clerk for the City of Tucson, Arizona, do hereby affirm the following Ordinance(s)/Resolution(s) was (were) posted online at <https://www.tucsonaz.gov/clerks/mayorcouncil>.

Ordinance(s) 12074

Date adopted by Mayor and Council: February 21, 2024

Date Posted: February 23, 2024

To remain posted until: March 25, 2024

In witness whereof, I have hereunto set my hand and affixed the seal of the City of Tucson, Arizona, this 23rd day of February 2024.

Suzanne Mesich

City Clerk

By:

  
Deputy City Clerk

CITY CLERK FILE NOTE: Date prepared by Leg. Acts/Agenda Section: 02/23/2024  
Date received by Mail Clerk: 02/23/2024  
Date received by Public Records Section: 02/23/2024

ADOPTED BY THE  
MAYOR AND COUNCIL

February 21, 2024

ORDINANCE NO. 12074

RELATING TO COMPENSATION PLAN; AMENDING TUCSON CODE CHAPTER 10, CIVIL SERVICE – HUMAN RESOURCES, ARTICLE II, COMPENSATION PLAN, SECTION 10-31(7) TO PROVIDE PERCENTAGES FOR CALCULATION OF COMPENSATION FROM SALARY SCHEDULED FOR EMPLOYEES IN SPECIFIED ASSIGNMENT POSITIONS; SETTING AN EFFECTIVE DATE; AND DECLARING AN EMERGENCY.

WHEREAS, the Tucson Charter and Tucson Code, specifically Chapter 10, Article II, Section 10-31, provide for adoption of an annual compensation plan, and Section 10-31(3) provides for amendments to the plan; and

WHEREAS, Mayor and Council adopted Ordinance No. 12012 on June 6, 2023 to approve and implement the Annual Compensation Plan for fiscal year 2024; and subsequently amended Ordinance No. 12012 on August 8, 2023, under Ordinance No. 12021; and on December 12, 2023 under Ordinance No. 12062; and

WHEREAS, Mayor and Council desire to amend the Compensation Plan to add new assignment pay for the assignment positions of chief deputy city attorney; chief prosecutor; deputy chief prosecutor; lead assistant city attorney IV; police legal advisor; fire fighter, trainee; public safety communications specialist I and II; and Tucson Police Department assignment positions as identified by the Chief of Police on a list maintained by the Human Resources Director; Staff Fire Captain; and Assistant Fire Chief.

NOW THEREFORE, BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF TUCSON, ARIZONA, AS FOLLOWS:

SECTION 1. The Tucson Code Chapter 10, Article II, Section 10-31(7) and Section 10-35, is hereby amended to read as follows:

## ARTICLE II. COMPENSATION PLAN

\* \* \*

***Sec. 10-31(7). Providing percentages for calculation of compensation from salary schedules for employees in specified assignment positions.***

- a. Notwithstanding any other provision of section [10-31](#) of the compensation plan, the assignment positions of chief deputy city attorney; chief prosecutor; deputy chief prosecutor; lead assistant city attorney IV; police legal advisor; fire fighter, trainee; public safety communications specialist I and II; and Tucson Police Department assignment positions as identified by the Chief of Police on a list maintained by the Human Resources Director; administrators on assignment to deputy director in the departments described in paragraph (13) below; Staff Fire Captain; and Assistant Fire Chief, shall be compensated as follows:
- (1) Chief deputy city attorney, assignment pay is ten percent (10%) of employee's base pay.
  - (2) Chief prosecutor, assignment pay is ten percent (10%) of employee's base pay.
  - (3) Deputy chief prosecutor, assignment pay is five percent (5%) of employee's base pay.
  - (4) Lead assistant city attorney IV, assignment pay is five percent (5%) of employee's base pay.
  - (5) Police legal advisor, assignment pay is ten percent (10%) of employee's base pay.
  - (6) Fire fighter, trainee, eighty-five percent (85%) of range 401, step 1.
  - (7) Public safety communications specialists I and II will receive temporary assignment pay for five percent (5%) of the employees base hourly rate for all hours when employee is assigned to train and evaluate an operator-trainee or dispatcher-trainee as part of the department's formal training program.
  - (8) Public safety communications administrator on assignment as deputy director over 311 division, assignment pay is ten percent (10%) of the employee's base pay.



- (9) Tucson police department (TPD) assignment positions identified by the chief of police. The human resources director will maintain a list of TPD positions eligible for assignment pay to be included in the compensation plan. These positions are divided into two groups, by the chief of police (section A and section B) and can be combined for assignment pay ranging from five percent (5%) of an officer's base pay up to a maximum of ten percent (10%) of an officer's base pay.
- (10) Staff firefighter captains in pay range 408 will receive assignment pay of twelve percent (12%) more than suppression fire captains in pay range 406.
- (11) Tucson fire department deputy chief on assignment to assistant fire chief receives assignment pay that is ten percent (10%) of the employee's base pay.
- (12) Administrators on assignment to deputy director in the following departments: Human Resources, Information Technology, Tucson Water, Housing & Community Development, Environmental & General Services, Parks & Recreation, Transportation & Mobility, Public Safety Communications, City Court, Planning & Development Services, and Business Services will receive assignment pay that is at least ten percent (10%) of the employee's base pay.
- b. Assignment to and removal from an assignment position is at the discretion of the appointing authority. Removal from an assignment position (re-assignment to previous position for non-disciplinary reasons) is neither grievable nor appealable to the civil service commission. When reassigned to the employee's previous position, compensation will be adjusted accordingly.
- c. This section is subject to yearly readoption and reenactment by the mayor and council as part of the annual compensation plan.

#### **Sec. 10-35. Fire chief call back shift pay.**

In addition to the compensation authorized by Tucson Code Section [10-31](#), compensation in the amount of five hundred dollars (\$500.00) for each twelve-hour shift worked outside of a normally scheduled shift shall be paid to full time employees assigned to suppression duties who hold positions in the Fire Chief Classification (Battalion Chief and Deputy Chief).

\* \* \*

SECTION 2. The various City officers and employees are authorized and directed to perform all acts necessary or desirable to give effect to this Ordinance.

SECTION 3. If any provision of this Ordinance or the application thereof to any person or circumstance is invalid, the invalidity shall not affect other provisions or applications of this Ordinance which can be given effect without the invalid provision or application, and to this end the provisions of this Ordinance are severable.

SECTION 4. The provisions of Section 1 of this Ordinance shall become effective December 18, 2023.

SECTION 5. WHEREAS, it is necessary for the preservation of the peace, health and safety of the City of Tucson that this Ordinance become immediately effective, an emergency is hereby declared to exist, and this Ordinance shall be effective immediately upon its passage and adoption.

PASSED, ADOPTED AND APPROVED by the Mayor and Council of the City of Tucson, Arizona, February 21, 2024.

  
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MAYOR

ATTEST:

  
\_\_\_\_\_  
CITY CLERK

APPROVED AS TO FORM:

  
\_\_\_\_\_  
CITY ATTORNEY

REVIEWED BY:

  
\_\_\_\_\_  
CITY MANAGER

JH/dv  
01/30/2024