



ORDINANCE NO. 28834

AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the Tacoma Municipal Code to implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Division Unit; and declaring the effective dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.355 of the Tacoma Municipal Code (“TMC”) is hereby amended, effective retroactive to January 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	35.11	36.87	38.71	40.65	42.68
2155		Watershed Inspector	35.11	36.87	38.71	40.65	42.68
5060		Water Utility Worker	27.72	29.11			
5061		Water Service Worker	35.15	36.73			
5065		Water Service Supervisor	49.00				
5068		Water Supply Supervisor	49.00				
5069		Water Systems Operations Supervisor	49.00				
5070		Water Pumps & Storage Supervisor	49.00				
5108		Water Plant Maintenance Worker	37.17	38.83			
5109		Water Control Station Operator	42.00				
5110		Water Treatment Plant Supervisor	49.00				
5112		Water Treatment Plant Operator w/WTPO 3	43.85				
5225		Water Meter Repair Worker	35.15	36.73			
5226		Water Meter Repair Worker, Lead	42.24				
5305		Water Service Mechanic	39.88	41.88			

Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	<u>36.55</u>	<u>38.38</u>	<u>40.30</u>	<u>42.31</u>	<u>44.43</u>
2155		Watershed Inspector	<u>36.55</u>	<u>38.38</u>	<u>40.30</u>	<u>42.31</u>	<u>44.43</u>
5060		Water Utility Worker	<u>28.98</u>	<u>30.43</u>			
5061		Water Service Worker	<u>36.75</u>	<u>38.40</u>			
5065		Water Service Supervisor	<u>51.61</u>				
5068		Water Supply Supervisor	<u>51.61</u>				
5069		Water Systems Operations Supervisor	<u>51.61</u>				
5070		Water Pumps & Storage Supervisor	<u>51.61</u>				
5108		Water Plant Maintenance Worker	<u>38.85</u>	<u>40.60</u>			
5109		Water Control Station Operator	<u>43.91</u>				
5110		Water Treatment Plant Supervisor	<u>51.61</u>				
5112		Water Treatment Plant Operator w/WTPO 3	<u>45.85</u>				
5225		Water Meter Repair Worker	<u>36.75</u>	<u>38.40</u>			
5226		Water Meter Repair Worker, Lead	<u>44.16</u>				
5305		Water Service Mechanic	<u>41.51</u>	<u>43.59</u>			



1 Section 2. That Section 1.12.355 of the TMC is hereby amended, effective
2 January 1, 2023, to read as follows:

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Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	36.55	38.38	40.30	42.31	44.43
2155		Watershed Inspector	36.55	38.38	40.30	42.31	44.43
5060		Water Utility Worker	28.98	30.43			
5061		Water Service Worker	36.75	38.40			
5065		Water Service Supervisor	51.61				
5068		Water Supply Supervisor	51.61				
5069		Water Systems Operations Supervisor	51.61				
5070		Water Pumps & Storage Supervisor	51.61				
5108		Water Plant Maintenance Worker	38.85	40.60			
5109		Water Control Station Operator	43.91				
5110		Water Treatment Plant Supervisor	51.61				
5112		Water Treatment Plant Operator w/WTPO 3	45.85				
5225		Water Meter Repair Worker	36.75	38.40			
5226		Water Meter Repair Worker, Lead	44.16				
5305		Water Service Mechanic	41.51	43.59			

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Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	38.40	40.32	42.34	44.45	46.68
2155		Watershed Inspector	38.40	40.32	42.34	44.45	46.68
5060		Water Utility Worker	30.45	31.97			
5061		Water Service Worker	38.61	40.34			
5065		Water Service Supervisor	54.22				
5068		Water Supply Supervisor	54.22				
5069		Water Systems Operations Supervisor	54.22				
5070		Water Pumps & Storage Supervisor	54.22				
5108		Water Plant Maintenance Worker	40.82	42.66			
5109		Water Control Station Operator	46.13				
5110		Water Treatment Plant Supervisor	54.22				
5112		Water Treatment Plant Operator w/WTPO 3	48.17				
5225		Water Meter Repair Worker	38.61	40.34			
5226		Water Meter Repair Worker, Lead	46.39				
5305		Water Service Mechanic	38.40	40.32	42.34	44.45	46.68

5 Section 3. That Section 1.12.355 of the TMC is hereby amended, effective
6 January 1, 2024, to read as follows:



Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	38.40	40.32	42.34	44.45	46.68
2155		Watershed Inspector	38.40	40.32	42.34	44.45	46.68
5060		Water Utility Worker	30.45	31.97			
5061		Water Service Worker	38.61	40.34			
5065		Water Service Supervisor	54.22				
5068		Water Supply Supervisor	54.22				
5069		Water Systems Operations Supervisor	54.22				
5070		Water Pumps & Storage Supervisor	54.22				
5108		Water Plant Maintenance Worker	40.82	42.66			
5109		Water Control Station Operator	46.13				
5110		Water Treatment Plant Supervisor	54.22				
5112		Water Treatment Plant Operator w/WTPO 3	48.17				
5225		Water Meter Repair Worker	38.61	40.34			
5226		Water Meter Repair Worker, Lead	46.39				
5305		Water Service Mechanic	38.40	40.32	42.34	44.45	46.68

Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	40.05	42.05	44.16	46.36	48.68
2155		Watershed Inspector	40.05	42.05	44.16	46.36	48.68
5060		Water Utility Worker	31.76	33.34			
5061		Water Service Worker	40.26	42.07			
5065		Water Service Supervisor	56.55				
5068		Water Supply Supervisor	56.55				
5069		Water Systems Operations Supervisor	56.55				
5070		Water Pumps & Storage Supervisor	56.55				
5108		Water Plant Maintenance Worker	42.57	44.49			
5109		Water Control Station Operator	48.11				
5110		Water Treatment Plant Supervisor	56.55				
5112		Water Treatment Plant Operator w/WTPO 3	50.24				
5225		Water Meter Repair Worker	40.26	42.07			
5226		Water Meter Repair Worker, Lead	48.38				
5305		Water Service Mechanic	45.48	47.77			

Section 4. That Section 1.12.640 of the TMC is hereby amended, effective as provided by law, to read as follows:

1.12.640 Application of additional rates.

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5060 A Water Utility Worker when enrolled in the departmental pre-journey level training program shall be paid 79.25 percent for Step 1, 82.75 percent for Step 2, 84.25 percent for Step 3, 85.75 percent for Step 4, and ~~86.75~~88 percent, upon successful completion, of the top step of the journey-level rate.



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5305 A Water Service Mechanic (CSC 5305), when certified by management as fulfilling the Water Quality classes, ~~the WABO training, or the Electrical Telemetry classes~~ will be eligible to receive an additional 4 percent in certification pay.

5305 A Water Service Mechanic (CSC 5305), when certified by management as fulfilling the Electrical/Telemetry classes, will be eligible to receive an additional 4 percent in certification pay.

5305 A Water Service Mechanic (CSC 5305), when certified by management as fulfilling the WABO training, will be eligible to receive an additional 6 percent in certification pay.

5305 A Water Service Mechanic (CSC 5305), ~~when certified by management as fulfilling either the Water Quality classes, or the WABO training, and the Electrical Telemetry classes, will be eligible to receive an additional 8 percent in certification pay.~~ eligible to receive certification pay per the terms of the collective bargaining agreement, shall not be eligible for more than 10 percent in certification pay over an employee's base rate of pay.

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L483 Water. A Water Division employee holding permanent status in a journey level classification (100% rate) or above, and designated by the Water Division as "Safety Coordinator," will receive 118 percent of the Water Service Worker rate.

L483 Water. A Water Division employee, assigned by management to work ~~either a swing or~~ night shift, shall receive an additional 3.5 percent compensation for all hours worked on said shift.

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Section 5. That Section 1 is effective retroactive to January 1, 2022. That Section 2 is effective January 1, 2023. That Section 3 is effective January 1, 2024. That Section 4 is effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney