



ORDINANCE NO. 28954

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 Teamsters Local Union No. 117, General
 Unit, and declaring the effective dates thereof.

4 BE IT ORDAINED BY THE CITY OF TACOMA:

5 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 6 amended, effective retroactive to January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	27.15	28.50	29.92	31.42	33.00	
50160		Asphalt Plant Crew Leader	37.66	39.54	41.52			
50150		Asphalt Plant Operator	32.83	34.48	36.20			
52010		Carpenter	37.82					
52100		Concrete Finisher Crew Leader	37.68	39.56				
11010		Crime Analyst	33.42	35.08	36.83	38.67	40.61	42.65
11020		Crime Analyst, Senior	38.33	40.26	42.27	44.39	46.61	48.94
10990		Crime Program Technician	27.88	29.27	30.74	32.28	33.90	35.59
42100		Crime Scene Technician	31.46	33.04	34.69	36.42	38.24	
50200		Equipment Operator	34.62					
50210		Equipment Operator, Heavy	36.50	38.32				
42080		Forensic Specialist	34.60	36.33	38.14	40.05	42.05	
50410		Grounds Maintenance Crew Leader	34.18	35.89	37.68	39.56		
50400		Grounds Maintenance Worker	27.32	28.68	30.12	31.63		
50470		Hydro Grounds Maintenance Worker	27.32	28.68	30.12	31.63		
50010		Laborer	18.60	19.54	20.51			
42120		Latent Print Examiner	38.08	39.98	41.98	44.08	46.28	
52050		Painter, Industrial	29.90	31.40	32.98	34.62	36.35	
00160		Police Administrative Support Specialist	27.25	28.61	30.05	31.54	33.12	
06280		Refuse Scale Operator	28.89	30.33				
06270		Solid Waste Worker	23.61	24.80	26.03	27.33	28.69	
50250		Street Maintenance Crew Leader	34.18	35.89	37.68	39.56		
50020		Street Maintenance Worker	27.32	28.68	30.12	31.63		
05300		Tax & License Field Auditor	35.32	37.08	38.94	40.89	42.92	
05310		Tax & License Field Auditor, Senior	38.50	40.42	42.44	44.56	46.80	
05290		Tax & License Office Auditor	33.00	34.64	36.37	38.18	40.09	
05250		Tax License Compliance Officer	36.45	38.27	40.19	42.21	44.32	
05270		Tax License Compliance Officer, Lead	40.10	42.11	44.22	46.43	48.75	



Code	A	Job Title	1	2	3	4	5	6
50230		Traffic Sign & Marking Specialist	<u>27.68</u>	<u>29.06</u>	<u>30.52</u>	<u>32.05</u>	<u>33.65</u>	

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<u>29.63</u>	<u>31.11</u>	<u>32.67</u>	<u>34.30</u>	<u>36.02</u>	
50160		Asphalt Plant Crew Leader	<u>40.14</u>	<u>42.15</u>	<u>44.26</u>			
50150		Asphalt Plant Operator	<u>35.00</u>	<u>36.75</u>	<u>38.59</u>			
52010		Carpenter	<u>40.32</u>					
52100		Concrete Finisher Crew Leader	<u>40.16</u>	<u>42.17</u>				
11010		Crime Analyst	<u>35.63</u>	<u>37.41</u>	<u>39.28</u>	<u>41.24</u>	<u>43.30</u>	<u>45.46</u>
11020		Crime Analyst, Senior	<u>40.88</u>	<u>42.92</u>	<u>45.07</u>	<u>47.32</u>	<u>49.69</u>	<u>52.17</u>
10990		Crime Program Technician	<u>29.72</u>	<u>31.21</u>	<u>32.77</u>	<u>34.41</u>	<u>36.13</u>	<u>37.94</u>
42100		Crime Scene Technician	<u>33.53</u>	<u>35.21</u>	<u>36.97</u>	<u>38.82</u>	<u>40.76</u>	
50200		Equipment Operator	<u>36.90</u>					
50210		Equipment Operator, Heavy	<u>38.90</u>	<u>40.85</u>				
42080		Forensic Specialist	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.28</u>	<u>44.39</u>	
50410		Grounds Maintenance Crew Leader	<u>36.43</u>	<u>38.25</u>	<u>40.16</u>	<u>42.17</u>		
50400		Grounds Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
50470		Hydro Grounds Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
50010		Laborer	<u>19.64</u>	<u>20.62</u>	<u>21.65</u>			
42120		Latent Print Examiner	<u>40.19</u>	<u>42.20</u>	<u>44.31</u>	<u>46.53</u>	<u>48.86</u>	
52050		Painter, Industrial	<u>31.88</u>	<u>33.47</u>	<u>35.14</u>	<u>36.90</u>	<u>38.75</u>	
00160		Police Administrative Support Specialist	<u>29.05</u>	<u>30.50</u>	<u>32.03</u>	<u>33.63</u>	<u>35.31</u>	
06280		Refuse Scale Operator	<u>30.79</u>	<u>32.33</u>				
06270		Solid Waste Worker	<u>25.15</u>	<u>26.41</u>	<u>27.73</u>	<u>29.12</u>	<u>30.58</u>	
50250		Street Maintenance Crew Leader	<u>36.43</u>	<u>38.25</u>	<u>40.16</u>	<u>42.17</u>		
50020		Street Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
05300		Tax & License Field Auditor	<u>37.28</u>	<u>39.14</u>	<u>41.10</u>	<u>43.15</u>	<u>45.31</u>	
05310		Tax & License Field Auditor, Senior	<u>40.66</u>	<u>42.69</u>	<u>44.82</u>	<u>47.06</u>	<u>49.41</u>	
05290		Tax & License Office Auditor	<u>34.82</u>	<u>36.56</u>	<u>38.39</u>	<u>40.31</u>	<u>42.33</u>	
05250		Tax License Compliance Officer	<u>38.50</u>	<u>40.42</u>	<u>42.44</u>	<u>44.56</u>	<u>46.79</u>	
05270		Tax License Compliance Officer, Lead	<u>42.35</u>	<u>44.47</u>	<u>46.69</u>	<u>49.02</u>	<u>51.47</u>	
50230		Traffic Sign & Marking Specialist	<u>29.50</u>	<u>30.98</u>	<u>32.53</u>	<u>34.16</u>	<u>35.87</u>	

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<u>29.63</u>	<u>31.11</u>	<u>32.67</u>	<u>34.30</u>	<u>36.02</u>	
50160		Asphalt Plant Crew Leader	<u>40.14</u>	<u>42.15</u>	<u>44.26</u>			
50150		Asphalt Plant Operator	<u>35.00</u>	<u>36.75</u>	<u>38.59</u>			



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Code	A	Job Title	1	2	3	4	5	6
52010		Carpenter	<u>40.32</u>					
52100		Concrete Finisher Crew Leader	<u>40.16</u>	<u>42.17</u>				
11010		Crime Analyst	<u>35.63</u>	<u>37.41</u>	<u>39.28</u>	<u>41.24</u>	<u>43.30</u>	<u>45.46</u>
11020		Crime Analyst, Senior	<u>40.88</u>	<u>42.92</u>	<u>45.07</u>	<u>47.32</u>	<u>49.69</u>	<u>52.17</u>
10990		Crime Program Technician	<u>29.72</u>	<u>31.21</u>	<u>32.77</u>	<u>34.41</u>	<u>36.13</u>	<u>37.94</u>
42100		Crime Scene Technician	<u>33.53</u>	<u>35.21</u>	<u>36.97</u>	<u>38.82</u>	<u>40.76</u>	
50200		Equipment Operator	<u>36.90</u>					
50210		Equipment Operator, Heavy	<u>38.90</u>	<u>40.85</u>				
42080		Forensic Specialist	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.28</u>	<u>44.39</u>	
50410		Grounds Maintenance Crew Leader	<u>36.43</u>	<u>38.25</u>	<u>40.16</u>	<u>42.17</u>		
50400		Grounds Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
50470		Hydro Grounds Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
50010		Laborer	<u>19.64</u>	<u>20.62</u>	<u>21.65</u>			
42120		Latent Print Examiner	<u>40.19</u>	<u>42.20</u>	<u>44.31</u>	<u>46.53</u>	<u>48.86</u>	
52050		Painter, Industrial	<u>31.88</u>	<u>33.47</u>	<u>35.14</u>	<u>36.90</u>	<u>38.75</u>	
00160		Police Administrative Support Specialist	<u>29.05</u>	<u>30.50</u>	<u>32.03</u>	<u>33.63</u>	<u>35.31</u>	
06280		Refuse Scale Operator	<u>30.79</u>	<u>32.33</u>				
06270		Solid Waste Worker	<u>25.15</u>	<u>26.41</u>	<u>27.73</u>	<u>29.12</u>	<u>30.58</u>	
50250		Street Maintenance Crew Leader	<u>36.43</u>	<u>38.25</u>	<u>40.16</u>	<u>42.17</u>		
50020		Street Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
05300		Tax & License Field Auditor	<u>37.28</u>	<u>39.14</u>	<u>41.10</u>	<u>43.15</u>	<u>45.31</u>	
05310		Tax & License Field Auditor, Senior	<u>40.66</u>	<u>42.69</u>	<u>44.82</u>	<u>47.06</u>	<u>49.41</u>	
05290		Tax & License Office Auditor	<u>34.82</u>	<u>36.56</u>	<u>38.39</u>	<u>40.31</u>	<u>42.33</u>	
05250		Tax License Compliance Officer	<u>38.50</u>	<u>40.42</u>	<u>42.44</u>	<u>44.56</u>	<u>46.79</u>	
05270		Tax License Compliance Officer, Lead	<u>42.35</u>	<u>44.47</u>	<u>46.69</u>	<u>49.02</u>	<u>51.47</u>	
50230		Traffic Sign & Marking Specialist	<u>29.50</u>	<u>30.98</u>	<u>32.53</u>	<u>34.16</u>	<u>35.87</u>	

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<u>31.51</u>	<u>33.08</u>	<u>34.74</u>	<u>36.48</u>	<u>38.31</u>	
50160		Asphalt Plant Crew Leader	<u>41.86</u>	<u>43.96</u>	<u>46.16</u>			
50150		Asphalt Plant Operator	<u>36.50</u>	<u>38.33</u>	<u>40.25</u>			
52010		Carpenter	<u>41.84</u>					
52100		Concrete Finisher Crew Leader	<u>41.88</u>	<u>43.98</u>				
11010		Crime Analyst	<u>36.79</u>	<u>38.63</u>	<u>40.56</u>	<u>42.59</u>	<u>44.71</u>	<u>46.94</u>
11020		Crime Analyst, Senior	<u>42.21</u>	<u>44.32</u>	<u>46.54</u>	<u>48.86</u>	<u>51.31</u>	<u>53.87</u>
10990		Crime Program Technician	<u>30.69</u>	<u>32.23</u>	<u>33.84</u>	<u>35.53</u>	<u>37.31</u>	<u>39.18</u>
42100		Crime Scene Technician	<u>35.14</u>	<u>36.90</u>	<u>38.75</u>	<u>40.69</u>	<u>42.72</u>	
50200		Equipment Operator	<u>38.29</u>					
50210		Equipment Operator, Heavy	<u>40.37</u>	<u>42.39</u>				



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Code	A	Job Title	1	2	3	4	5	6
42080		Forensic Specialist	37.52	39.40	41.38	43.44	45.61	
50410		Grounds Maintenance Crew Leader	37.99	39.89	41.88	43.98		
50400		Grounds Maintenance Worker	30.37	31.89	33.49	35.17		
50470		Hydro Grounds Maintenance Worker	30.37	31.89	33.49	35.17		
50010		Laborer	20.38	21.40	22.47			
42120		Latent Print Examiner	41.30	43.36	45.53	47.81	50.20	
52050		Painter, Industrial	33.17	34.82	36.56	38.39	40.31	
00160		Police Administrative Support Specialist	30.15	31.65	33.24	34.90	36.64	
06280		Refuse Scale Operator	31.95	33.55				
06270		Solid Waste Worker	26.10	27.41	28.78	30.22	31.74	
50250		Street Maintenance Crew Leader	37.99	39.89	41.88	43.98		
50020		Street Maintenance Worker	30.37	31.89	33.49	35.17		
05300		Tax & License Field Auditor	38.40	40.32	42.34	44.45	46.67	
05310		Tax & License Field Auditor, Senior	41.88	43.97	46.17	48.48	50.90	
05290		Tax & License Office Auditor	35.87	37.66	39.54	41.52	43.60	
05250		Tax License Compliance Officer	39.66	41.64	43.72	45.90	48.20	
05270		Tax License Compliance Officer, Lead	43.62	45.81	48.09	50.49	53.02	
50230		Traffic Sign & Marking Specialist	30.77	32.31	33.93	35.63	37.41	

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	31.51	33.08	34.74	36.48	38.31	
50160		Asphalt Plant Crew Leader	41.86	43.96	46.16			
50150		Asphalt Plant Operator	36.50	38.33	40.25			
52010		Carpenter	41.84					
52100		Concrete Finisher Crew Leader	41.88	43.98				
11010		Crime Analyst	36.79	38.63	40.56	42.59	44.71	46.94
11020		Crime Analyst, Senior	42.21	44.32	46.54	48.86	51.31	53.87
10990		Crime Program Technician	30.69	32.23	33.84	35.53	37.31	39.18
42100		Crime Scene Technician	35.14	36.90	38.75	40.69	42.72	
50200		Equipment Operator	38.29					
50210		Equipment Operator, Heavy	40.37	42.39				
42080		Forensic Specialist	37.52	39.40	41.38	43.44	45.61	
50410		Grounds Maintenance Crew Leader	37.99	39.89	41.88	43.98		
50400		Grounds Maintenance Worker	30.37	31.89	33.49	35.17		
50470		Hydro Grounds Maintenance Worker	30.37	31.89	33.49	35.17		
50010		Laborer	20.38	21.40	22.47			



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Code	A	Job Title	1	2	3	4	5	6
42120		Latent Print Examiner	41.30	43.36	45.53	47.81	50.20	
52050		Painter, Industrial	33.17	34.82	36.56	38.39	40.31	
00160		Police Administrative Support Specialist	30.15	31.65	33.24	34.90	36.64	
06280		Refuse Scale Operator	31.95	33.55				
06270		Solid Waste Worker	26.10	27.41	28.78	30.22	31.74	
50250		Street Maintenance Crew Leader	37.99	39.89	41.88	43.98		
50020		Street Maintenance Worker	30.37	31.89	33.49	35.17		
05300		Tax & License Field Auditor	38.40	40.32	42.34	44.45	46.67	
05310		Tax & License Field Auditor, Senior	41.88	43.97	46.17	48.48	50.90	
05290		Tax & License Office Auditor	35.87	37.66	39.54	41.52	43.60	
05250		Tax License Compliance Officer	39.66	41.64	43.72	45.90	48.20	
05270		Tax License Compliance Officer, Lead	43.62	45.81	48.09	50.49	53.02	
50230		Traffic Sign & Marking Specialist	30.77	32.31	33.93	35.63	37.41	

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	32.46	34.07	35.78	37.57	39.46	
50160		Asphalt Plant Crew Leader	42.49	44.62	46.85			
50150		Asphalt Plant Operator	37.05	38.90	40.85			
52010		Carpenter	42.26					
52100		Concrete Finisher Crew Leader	42.51	44.64				
11010		Crime Analyst	37.16	39.02	40.97	43.02	45.16	47.41
11020		Crime Analyst, Senior	42.63	44.76	47.01	49.35	51.82	54.41
10990		Crime Program Technician	31.00	32.55	34.18	35.89	37.68	39.57
42100		Crime Scene Technician	35.67	37.45	39.33	41.30	43.36	
50200		Equipment Operator	38.67					
50210		Equipment Operator, Heavy	40.77	42.81				
42080		Forensic Specialist	37.52	39.40	41.38	43.44	45.61	
50410		Grounds Maintenance Crew Leader	38.56	40.49	42.51	44.64	-	
50400		Grounds Maintenance Worker	30.83	32.37	33.99	35.70	-	
50470		Hydro Grounds Maintenance Worker	30.83	32.37	33.99	35.70	-	
50010		Laborer	20.38	21.40	22.47	-	-	
42120		Latent Print Examiner	41.30	43.36	45.53	47.81	50.20	
52050		Painter, Industrial	33.17	34.82	36.56	38.39	40.31	
00160		Police Administrative Support Specialist	30.15	31.65	33.24	34.90	36.64	
06280		Refuse Scale Operator	32.27	33.89				
06270		Solid Waste Worker	26.36	27.68	29.07	30.52	32.06	
50250		Street Maintenance Crew Leader	38.56	40.49	42.51	44.64		
50020		Street Maintenance Worker	30.83	32.37	33.99	35.70		
05300		Tax & License Field Auditor	38.59	40.52	42.55	44.67	46.90	



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Code	A	Job Title	1	2	3	4	5	6
05310		Tax & License Field Auditor, Senior	<u>42.09</u>	<u>44.19</u>	<u>46.40</u>	<u>48.72</u>	<u>51.15</u>	
05290		Tax & License Office Auditor	<u>36.05</u>	<u>37.85</u>	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	
05250		Tax License Compliance Officer	<u>39.86</u>	<u>41.85</u>	<u>43.94</u>	<u>46.13</u>	<u>48.44</u>	
05270		Tax License Compliance Officer, Lead	<u>43.84</u>	<u>46.04</u>	<u>48.33</u>	<u>50.74</u>	<u>53.29</u>	
50230		Traffic Sign & Marking Specialist	<u>31.23</u>	<u>32.79</u>	<u>34.44</u>	<u>36.16</u>	<u>37.97</u>	

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<u>32.46</u>	<u>34.07</u>	<u>35.78</u>	<u>37.57</u>	<u>39.46</u>	
50160		Asphalt Plant Crew Leader	<u>42.49</u>	<u>44.62</u>	<u>46.85</u>			
50150		Asphalt Plant Operator	<u>37.05</u>	<u>38.90</u>	<u>40.85</u>			
52010		Carpenter	<u>42.26</u>					
52100		Concrete Finisher Crew Leader	<u>42.51</u>	<u>44.64</u>				
11010		Crime Analyst	<u>37.16</u>	<u>39.02</u>	<u>40.97</u>	<u>43.02</u>	<u>45.16</u>	<u>47.41</u>
11020		Crime Analyst, Senior	<u>42.63</u>	<u>44.76</u>	<u>47.01</u>	<u>49.35</u>	<u>51.82</u>	<u>54.41</u>
10990		Crime Program Technician	<u>31.00</u>	<u>32.55</u>	<u>34.18</u>	<u>35.89</u>	<u>37.68</u>	<u>39.57</u>
42100		Crime Scene Technician	<u>35.67</u>	<u>37.45</u>	<u>39.33</u>	<u>41.30</u>	<u>43.36</u>	
50200		Equipment Operator	<u>38.67</u>					
50210		Equipment Operator, Heavy	<u>40.77</u>	<u>42.81</u>				
42080		Forensic Specialist	<u>37.52</u>	<u>39.40</u>	<u>41.38</u>	<u>43.44</u>	<u>45.61</u>	
50410		Grounds Maintenance Crew Leader	<u>38.56</u>	<u>40.49</u>	<u>42.51</u>	<u>44.64</u>	-	
50400		Grounds Maintenance Worker	<u>30.83</u>	<u>32.37</u>	<u>33.99</u>	<u>35.70</u>	-	
50470		Hydro Grounds Maintenance Worker	<u>30.83</u>	<u>32.37</u>	<u>33.99</u>	<u>35.70</u>	-	
50010		Laborer	<u>20.38</u>	<u>21.40</u>	<u>22.47</u>	-	-	
42120		Latent Print Examiner	<u>41.30</u>	<u>43.36</u>	<u>45.53</u>	<u>47.81</u>	<u>50.20</u>	
52050		Painter, Industrial	<u>33.17</u>	<u>34.82</u>	<u>36.56</u>	<u>38.39</u>	<u>40.31</u>	
00160		Police Administrative Support Specialist	<u>30.15</u>	<u>31.65</u>	<u>33.24</u>	<u>34.90</u>	<u>36.64</u>	
06280		Refuse Scale Operator	<u>32.27</u>	<u>33.89</u>				
06270		Solid Waste Worker	<u>26.36</u>	<u>27.68</u>	<u>29.07</u>	<u>30.52</u>	<u>32.06</u>	
50250		Street Maintenance Crew Leader	<u>38.56</u>	<u>40.49</u>	<u>42.51</u>	<u>44.64</u>		
50020		Street Maintenance Worker	<u>30.83</u>	<u>32.37</u>	<u>33.99</u>	<u>35.70</u>		
05300		Tax & License Field Auditor	<u>38.59</u>	<u>40.52</u>	<u>42.55</u>	<u>44.67</u>	<u>46.90</u>	
05310		Tax & License Field Auditor, Senior	<u>42.09</u>	<u>44.19</u>	<u>46.40</u>	<u>48.72</u>	<u>51.15</u>	
05290		Tax & License Office Auditor	<u>36.05</u>	<u>37.85</u>	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	
05250		Tax License Compliance Officer	<u>39.86</u>	<u>41.85</u>	<u>43.94</u>	<u>46.13</u>	<u>48.44</u>	
05270		Tax License Compliance Officer, Lead	<u>43.84</u>	<u>46.04</u>	<u>48.33</u>	<u>50.74</u>	<u>53.29</u>	
50230		Traffic Sign & Marking Specialist	<u>31.23</u>	<u>32.79</u>	<u>34.44</u>	<u>36.16</u>	<u>37.97</u>	



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Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<u>33.35</u>	<u>35.01</u>	<u>36.76</u>	<u>38.60</u>	<u>40.55</u>	
50160		Asphalt Plant Crew Leader	<u>43.66</u>	<u>45.85</u>	<u>48.14</u>			
50150		Asphalt Plant Operator	<u>38.07</u>	<u>39.97</u>	<u>41.97</u>			
52010		Carpenter	<u>43.42</u>					
52100		Concrete Finisher Crew Leader	<u>43.68</u>	<u>45.87</u>				
11010		Crime Analyst	<u>38.18</u>	<u>40.09</u>	<u>42.10</u>	<u>44.20</u>	<u>46.40</u>	<u>48.71</u>
11020		Crime Analyst, Senior	<u>43.80</u>	<u>45.99</u>	<u>48.30</u>	<u>50.71</u>	<u>53.25</u>	<u>55.91</u>
10990		Crime Program Technician	<u>31.85</u>	<u>33.45</u>	<u>35.12</u>	<u>36.88</u>	<u>38.72</u>	<u>40.66</u>
42100		Crime Scene Technician	<u>36.65</u>	<u>38.48</u>	<u>40.41</u>	<u>42.44</u>	<u>44.55</u>	
50200		Equipment Operator	<u>39.73</u>					
50210		Equipment Operator, Heavy	<u>41.89</u>	<u>43.99</u>				
42080		Forensic Specialist	<u>38.55</u>	<u>40.48</u>	<u>42.52</u>	<u>44.63</u>	<u>46.86</u>	
50410		Grounds Maintenance Crew Leader	<u>39.62</u>	<u>41.60</u>	<u>43.68</u>	<u>45.87</u>		
50400		Grounds Maintenance Worker	<u>31.68</u>	<u>33.26</u>	<u>34.92</u>	<u>36.68</u>		
50470		Hydro Grounds Maintenance Worker	<u>31.68</u>	<u>33.26</u>	<u>34.92</u>	<u>36.68</u>		
50010		Laborer	<u>20.94</u>	<u>21.99</u>	<u>23.09</u>			
42120		Latent Print Examiner	<u>42.44</u>	<u>44.55</u>	<u>46.78</u>	<u>49.12</u>	<u>51.58</u>	
52050		Painter, Industrial	<u>34.08</u>	<u>35.78</u>	<u>37.57</u>	<u>39.45</u>	<u>41.42</u>	
00160		Police Administrative Support Specialist	<u>30.98</u>	<u>32.52</u>	<u>34.15</u>	<u>35.86</u>	<u>37.65</u>	
06280		Refuse Scale Operator	<u>33.16</u>	<u>34.82</u>				
06270		Solid Waste Worker	<u>27.08</u>	<u>28.44</u>	<u>29.87</u>	<u>31.36</u>	<u>32.94</u>	
50250		Street Maintenance Crew Leader	<u>39.62</u>	<u>41.60</u>	<u>43.68</u>	<u>45.87</u>		
50020		Street Maintenance Worker	<u>31.68</u>	<u>33.26</u>	<u>34.92</u>	<u>36.68</u>		
05300		Tax & License Field Auditor	<u>39.65</u>	<u>41.63</u>	<u>43.72</u>	<u>45.90</u>	<u>48.19</u>	
05310		Tax & License Field Auditor, Senior	<u>43.25</u>	<u>45.41</u>	<u>47.68</u>	<u>50.06</u>	<u>52.56</u>	
05290		Tax & License Office Auditor	<u>37.04</u>	<u>38.89</u>	<u>40.83</u>	<u>42.88</u>	<u>45.03</u>	
05250		Tax License Compliance Officer	<u>40.96</u>	<u>43.00</u>	<u>45.15</u>	<u>47.40</u>	<u>49.77</u>	
05270		Tax License Compliance Officer, Lead	<u>45.05</u>	<u>47.31</u>	<u>49.66</u>	<u>52.14</u>	<u>54.76</u>	
50230		Traffic Sign & Marking Specialist	<u>32.09</u>	<u>33.69</u>	<u>35.39</u>	<u>37.15</u>	<u>39.01</u>	

20 Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby
21 amended, effective July 1, 2025, to read as follows:

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Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<u>33.35</u>	<u>35.01</u>	<u>36.76</u>	<u>38.60</u>	<u>40.55</u>	
50160		Asphalt Plant Crew Leader	<u>43.66</u>	<u>45.85</u>	<u>48.14</u>			
50150		Asphalt Plant Operator	<u>38.07</u>	<u>39.97</u>	<u>41.97</u>			
52010		Carpenter	<u>43.42</u>					
52100		Concrete Finisher Crew Leader	<u>43.68</u>	<u>45.87</u>				
11010		Crime Analyst	<u>38.18</u>	<u>40.09</u>	<u>42.10</u>	<u>44.20</u>	<u>46.40</u>	<u>48.71</u>



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Code	A	Job Title	1	2	3	4	5	6
11020		Crime Analyst, Senior	43.80	45.99	48.30	50.71	53.25	55.91
10990		Crime Program Technician	31.85	33.45	35.12	36.88	38.72	40.66
42100		Crime Scene Technician	36.65	38.48	40.41	42.44	44.55	
50200		Equipment Operator	39.73					
50210		Equipment Operator, Heavy	41.89	43.99				
42080		Forensic Specialist	38.55	40.48	42.52	44.63	46.86	
50410		Grounds Maintenance Crew Leader	39.62	41.60	43.68	45.87		
50400		Grounds Maintenance Worker	31.68	33.26	34.92	36.68		
50470		Hydro Grounds Maintenance Worker	31.68	33.26	34.92	36.68		
50010		Laborer	20.94	21.99	23.09			
42120		Latent Print Examiner	42.44	44.55	46.78	49.12	51.58	
52050		Painter, Industrial	34.08	35.78	37.57	39.45	41.42	
00160		Police Administrative Support Specialist	30.98	32.52	34.15	35.86	37.65	
06280		Refuse Scale Operator	33.16	34.82				
06270		Solid Waste Worker	27.08	28.44	29.87	31.36	32.94	
50250		Street Maintenance Crew Leader	39.62	41.60	43.68	45.87		
50020		Street Maintenance Worker	31.68	33.26	34.92	36.68		
05300		Tax & License Field Auditor	39.65	41.63	43.72	45.90	48.19	
05310		Tax & License Field Auditor, Senior	43.25	45.41	47.68	50.06	52.56	
05290		Tax & License Office Auditor	37.04	38.89	40.83	42.88	45.03	
05250		Tax License Compliance Officer	40.96	43.00	45.15	47.40	49.77	
05270		Tax License Compliance Officer, Lead	45.05	47.31	49.66	52.14	54.76	
50230		Traffic Sign & Marking Specialist	32.09	33.69	35.39	37.15	39.01	

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	33.85	35.54	37.31	39.18	41.16	
50160		Asphalt Plant Crew Leader	44.10	46.31	48.62			
50150		Asphalt Plant Operator	38.45	40.37	42.39			
52010		Carpenter	43.64					
52100		Concrete Finisher Crew Leader	44.12	46.33				
11010		Crime Analyst	38.18	40.09	42.10	44.20	46.40	48.71
11020		Crime Analyst, Senior	43.80	45.99	48.30	50.71	53.25	55.91
10990		Crime Program Technician	31.85	33.45	35.12	36.88	38.72	40.66
42100		Crime Scene Technician	37.93	39.83	41.82	43.93	46.11	
50200		Equipment Operator	39.83					
50210		Equipment Operator, Heavy	41.99	44.10				
42080		Forensic Specialist	38.55	40.48	42.52	44.63	46.86	
50410		Grounds Maintenance Crew Leader	40.02	42.02	44.12	46.33		
50400		Grounds Maintenance Worker	32.00	33.59	35.27	37.05		
50470		Hydro Grounds Maintenance Worker	32.00	33.59	35.27	37.05		



Code	A	Job Title	1	2	3	4	5	6
50010		Laborer	21.04	22.10	23.21			
42120		Latent Print Examiner	42.44	44.55	46.78	49.12	51.58	
52050		Painter, Industrial	34.08	35.78	37.57	39.45	41.42	
00160		Police Administrative Support Specialist	31.44	33.01	34.66	36.40	38.21	
06280		Refuse Scale Operator	33.49	35.17				
06270		Solid Waste Worker	27.35	28.72	30.17	31.67	33.27	
50250		Street Maintenance Crew Leader	40.02	42.02	44.12	46.33		
50020		Street Maintenance Worker	32.00	33.59	35.27	37.05		
05300		Tax & License Field Auditor	39.85	41.84	43.94	46.13	48.43	
05310		Tax & License Field Auditor, Senior	43.47	45.64	47.92	50.31	52.82	
05290		Tax & License Office Auditor	37.23	39.08	41.03	43.09	45.26	
05250		Tax License Compliance Officer	41.16	43.22	45.38	47.64	50.02	
05270		Tax License Compliance Officer, Lead	45.28	47.55	49.91	52.40	55.03	
50230		Traffic Sign & Marking Specialist	32.41	34.03	35.74	37.52	39.40	

Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective as provided by law:

Code	A	Job Title	1	2	3	4	5	6
11480		Police Digital Evidence & Records Support Specialist	35.11	36.87	36.70	40.64	42.69	

Section 7. 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.

0016 An employee in the classification of Police Administrative Support Specialist (CSC 0016) who assists the Emergency Operations Center personnel by providing support during a major event and support to the Incident Command System (ICS) shall receive an application of rate of 5 percent above their regular rate of pay for additional duties added to their normal duties while assigned.

0016 An employee in the classification of Police Administrative Support Specialist (CSC 0016), assigned to work the swing shift shall receive an application of rate of 3 percent above their base rate of pay; and when assigned to work the graveyard shift shall receive an application of rate of 5 percent above their base rate of pay.

[0016 An employee in the classification of Police Administrative Support Specialist \(CSC 0016\) shall receive an application of rate of 4 percent above their base rate of pay when assigned by a supervisor and performing the following specific tasks: \(1\) training other Police Administrative Support Specialists; \(2\) developing training plans; and/or](#)



1 [\(3\) participating in the evaluation process for the training provided. Employees selected](#)
 2 [must have the necessary skill and training to perform these tasks. Employees on](#)
 3 [modified status are not eligible for this premium.](#)

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5 4208, 4209 A Forensic Specialist or Forensic Services Supervisor assigned to work the
 6 swing shift shall receive an application of rate of 3 percent above their base rate of pay.
 7 A Forensic Specialist or Forensic Services Supervisor assigned to work the graveyard
 8 shift shall receive an applied rate of 5 percent above their base rate.

9 4208, 4210, [4212](#) A Forensic Specialist (CSC 4208), Crime Scene Technician
 10 (CSC 4210), [or, Latent Print Examiner \(CSC 4212\)](#) will receive an additional 4 percent
 11 per hour when assigned by a supervisor and performing the following specific tasks: (1)
 12 training other Forensic Specialists, Crime Scene Technicians [or Latent Print Examiners](#),
 13 respectively; (2) developing training plans; and/or (3) participating in the evaluation
 14 process for the training provided. Employees selected must have the necessary skill and
 15 training to perform these tasks. Employees on modified status are not eligible for this
 16 premium.

17 4208, 4210 A Forensic Specialist (CSC 4208) or Crime Scene Technician (CSC 4210)
 18 who is PCFIT certified, will receive an additional 5 percent per hour for all hours
 19 assigned to and worked when performing a PCFIT investigation. When a PCFIT
 20 Commander has approved a waiver of PCFIT certification, a non-certified Forensic
 21 Specialist (CSC 4208) or Crime Scene Technician (CSC 4210) may be assigned and
 22 receive the 5 percent application of rate for time spent working on the investigation.

23 4208, 4210 A Forensic Specialist (CSC 4208) or a Crime Scene Technician (CSC
 24 4210), upon PCFIT certification during a calendar year, will receive a lump-sum
 25 payment of \$750 dollars for recognition of that certification. At the start of a new
 26 calendar year, a Forensic Specialist (CSC 4208) or a Crime Scene Technician (CSC
 4210) will receive another certification payment of \$750 if they have remained
 continuously certified from the previous calendar year's certification payment.

4209 A Forensic Services Supervisor (CSC 4209) shall receive in the first pay period of
 each year, retroactive to January 1, 2019, a lump sum payment of \$500, in recognition
 of their assistance in the Tacoma Police Department CALEA accreditation and
 successful maintenance of the accreditation.

4210 See 4208, 4210.

[4212 See 4208, 4210, 4212](#)

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L117 General. Effective January 1, 2013, employees working in classifications
 represented by the Teamsters Local Union No. 117, General Unit agreement, and
 assigned to the Tacoma Police Department, shall receive an application of rate of
 2 percent according to the terms and conditions of a Bilingual Pay Program established
 by management for actual hours spent performing duties, as assigned.



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L117 General. An employee represented by the Teamsters Local Union No. 117, General Unit, assigned to work within the Tacoma Police Department ~~and employed as of the date of City Council approval of the 2019-22 collective bargaining agreement, shall~~ will receive in the first pay period of each year of the agreement, ~~with retroactivity to January 1, 2019,~~ a lump sum payment of \$500 in recognition of their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

Section 8. That Section 1 is effective retroactive to January 1, 2023;

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

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney