



# ORDINANCE NO. 28506

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of  
 2 the Tacoma Municipal Code to implement rates of pay and compensation  
 3 for employees represented by the International Brotherhood of Electrical  
 4 Workers (“IBEW”), Local 483, Click! Unit, and the IBEW, Local 483,  
 5 Human Resources Unit; and declaring the effective dates thereof.

6 WHEREAS this ordinance implements rates of pay and compensation for  
 7 employees represented by the International Brotherhood of Electrical Workers  
 8 (“IBEW”), Local 483, Click! Unit, pursuant to the 2017-2018 Collective Bargaining  
 9 Agreement negotiated between the City and IBEW, and

10 WHEREAS, additionally, this ordinance corrects rates contained in  
 11 Ordinance No. 28493, passed March 6, 2018, for employees represented by the  
 12 IBEW, Local 483, Human Resources Unit; Now, Therefore,

### BE IT ORDAINED BY THE CITY OF TACOMA:

13 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 14 amended, effective retroactive to January 1, 2017, to read as follows:  
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Code	A	Job Title	1	2	3	4	5
5511		Sales & Service Representative	19.68	20.66	21.70	22.79	23.92
5516		Telecommunications Utility Worker	18.63	19.56	20.53	21.56	22.64
5517		Network Operations Center Technician	22.20	23.31	24.48	25.71	26.98
5518		Telecommunications Technician 1	23.76	24.94	26.18	27.50	28.86
5540		Telecommunications Network Construction Technician	26.40	27.72	29.11	30.56	32.09
5543		Telecommunications Network Technician	29.80	31.30	32.87	34.51	36.23

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Code	A	Job Title	1	2	3	4	5
5511		Sales & Service Representative	<a href="#">20.07</a>	<a href="#">21.07</a>	<a href="#">22.13</a>	<a href="#">23.25</a>	<a href="#">24.40</a>
5516		Telecommunications Utility Worker	<a href="#">19.00</a>	<a href="#">19.95</a>	<a href="#">20.94</a>	<a href="#">21.99</a>	<a href="#">23.09</a>
5517		Network Operations Center Technician	<a href="#">22.64</a>	<a href="#">23.78</a>	<a href="#">24.97</a>	<a href="#">26.23</a>	<a href="#">27.52</a>
5518		Telecommunications Technician 1	<a href="#">24.24</a>	<a href="#">25.44</a>	<a href="#">26.70</a>	<a href="#">28.05</a>	<a href="#">29.44</a>
5540		Telecommunications Network Construction Technician	<a href="#">26.93</a>	<a href="#">28.28</a>	<a href="#">29.69</a>	<a href="#">31.17</a>	<a href="#">32.73</a>
5543		Telecommunications Network Technician	<a href="#">30.40</a>	<a href="#">31.93</a>	<a href="#">33.53</a>	<a href="#">35.20</a>	<a href="#">36.96</a>

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2018, to read as follows:

Code	A	Job Title	1	2	3	4	5
5511		Sales & Service Representative	<a href="#">20.07</a>	<a href="#">21.07</a>	<a href="#">22.13</a>	<a href="#">23.25</a>	<a href="#">24.40</a>
5516		Telecommunications Utility Worker	<a href="#">19.00</a>	<a href="#">19.95</a>	<a href="#">20.94</a>	<a href="#">21.99</a>	<a href="#">23.09</a>
5517		Network Operations Center Technician	<a href="#">22.64</a>	<a href="#">23.78</a>	<a href="#">24.97</a>	<a href="#">26.23</a>	<a href="#">27.52</a>
5518		Telecommunications Technician 1	<a href="#">24.24</a>	<a href="#">25.44</a>	<a href="#">26.70</a>	<a href="#">28.05</a>	<a href="#">29.44</a>
5540		Telecommunications Network Construction Technician	<a href="#">26.93</a>	<a href="#">28.28</a>	<a href="#">29.69</a>	<a href="#">31.17</a>	<a href="#">32.73</a>
5543		Telecommunications Network Technician	<a href="#">30.40</a>	<a href="#">31.93</a>	<a href="#">33.53</a>	<a href="#">35.20</a>	<a href="#">36.96</a>

Code	A	Job Title	1	2	3	4	5
5511		Sales & Service Representative	<a href="#">20.67</a>	<a href="#">21.70</a>	<a href="#">22.79</a>	<a href="#">23.95</a>	<a href="#">25.13</a>
5516		Telecommunications Utility Worker	<a href="#">19.57</a>	<a href="#">20.55</a>	<a href="#">21.57</a>	<a href="#">22.65</a>	<a href="#">23.78</a>
5517		Network Operations Center Technician	<a href="#">23.32</a>	<a href="#">24.49</a>	<a href="#">25.72</a>	<a href="#">27.02</a>	<a href="#">28.35</a>
5518		Telecommunications Technician 1	<a href="#">24.97</a>	<a href="#">26.20</a>	<a href="#">27.50</a>	<a href="#">28.89</a>	<a href="#">30.32</a>
5540		Telecommunications Network Construction Technician	<a href="#">27.74</a>	<a href="#">29.13</a>	<a href="#">30.58</a>	<a href="#">32.11</a>	<a href="#">33.71</a>
5543		Telecommunications Network Technician	<a href="#">31.31</a>	<a href="#">32.89</a>	<a href="#">34.54</a>	<a href="#">36.26</a>	<a href="#">38.07</a>



Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2018, to read as follows:

Code	A	Job Title	1	2	3	4	5
1106		Human Resources Assistant	21.62	22.70	23.84	25.03	26.28
1114		Human Resources Specialist	<del>28.14</del>	<del>29.55</del>	<del>31.03</del>	32.58	34.21
1115		Human Resources Analyst	<del>33.11</del>	<del>34.77</del>	<del>36.51</del>	<del>38.34</del>	40.26

Code	A	Job Title	1	2	3	4	5
1106		Human Resources Assistant	21.62	22.70	23.84	25.03	26.28
1114		Human Resources Specialist	<u>28.16</u>	<u>29.56</u>	<u>31.04</u>	32.58	34.21
1115		Human Resources Analyst	<u>33.12</u>	<u>34.78</u>	<u>36.52</u>	<u>38.35</u>	40.26

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5
1106		Human Resources Assistant	22.21	23.32	<del>24.49</del>	<del>25.71</del>	27.00
1114		Human Resources Specialist	<del>28.92</del>	30.37	31.89	33.48	35.15
1115		Human Resources Analyst	34.03	<del>35.73</del>	37.52	39.40	41.37

Code	A	Job Title	1	2	3	4	5
1106		Human Resources Assistant	22.21	23.32	<u>24.50</u>	<u>25.72</u>	27.00
1114		Human Resources Specialist	<u>28.93</u>	30.37	31.89	33.48	35.15
1115		Human Resources Analyst	34.03	<u>35.74</u>	37.52	39.40	41.37

Section 5. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:

**1.12.640 Application of additional rates.**

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L483 CK An employee in a classification represented by the International Brotherhood of Electrical Workers, Local 483, Click! Unit, active as of the date of ratification of the 2017-2018 collective bargaining agreement and in a frozen wage rate, will receive a one-time lump sum payment of \$1,000.00. An employee will receive a one-time lump sum payment of \$1,000.00, if they remain in a frozen rate after the 2018 wage increase is applied.

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Section 6. That Section 1 is effective retroactive to January 1, 2017. That

Sections 2 and 3 are effective retroactive to January 1, 2018. That Section 4 is effective January 1, 2019. That Section 5 is effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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