



# ORDINANCE NO. 28227

1 AN ORDINANCE relating to the Compensation Plan; amending Chapters 1.12.355  
 2 and 1.12.640 of the Tacoma Municipal Code to implement rates of pay and  
 3 compensation and changes to classifications to reflect the organizational  
 4 structure; and declaring the effective dates thereof to implement rates of pay  
 and compensation.

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 April 1, 2013, to read as follows:

8 \* \* \*

| Code  | Job Title  | 1     | 2     | 3     | 4     | 5     | 6     | 7     |
|-------|--|-------|-------|-------|-------|-------|-------|-------|
| 4120  | Communications System Technician   | 42.95 |       |       |       |       |       |       |
| 4121  | Communications System Technician,<br>Senior                                    | 44.09 |       |       |       |       |       |       |
| 4119  | Communications Systems Technician,<br>Apprentice                               | 29.65 | 30.41 | 31.36 | 32.31 | 33.26 | 34.21 | 35.16 |
| 5004  | Craft Helper   | 16.51 | 17.54 | 18.60 | 19.65 | 20.72 |       |       |
| 2125  | Electrical Inspector   | 38.01 | 39.91 | 41.81 |       |       |       |       |
| 5260  | <del>Electrical Maintenance &amp; Construction<br/>Supervisor, Assistant</del> | 46.75 |       |       |       |       |       |       |
| 5230  | Electrical Meter & Relay Technician  | 39.63 |       |       |       |       |       |       |
| 5242A | Electrical Meter & Relay Technician,<br>Apprentice                             | 29.65 | 30.41 | 31.36 | 32.31 | 33.26 | 34.21 | 35.16 |
| 5239  | Electrical Trainee   | 22.81 | 25.85 |       |       |       |       |       |
| 5240  | Electrical Worker  | 23.95 | 25.85 | 27.75 | 29.65 |       |       |       |
| 5236  | Electrician  | 35.27 |       |       |       |       |       |       |
| 0623  | Energy Services Representative   | 25.19 | 26.36 | 27.63 | 28.99 | 30.38 |       |       |
| 6008  | Facilities Maintenance Mechanic  | 31.54 | 33.11 | 34.77 |       |       |       |       |
| 6009  | Facilities Maintenance Mechanic, Lead  | 34.43 | 36.14 | 37.95 |       |       |       |       |
| 5270  | Fire Maintenance Electrician   | 38.01 |       |       |       |       |       |       |
| 5244  | Fire Maintenance Electrician,<br>Apprentice                                    | 29.65 | 30.41 | 31.36 | 32.31 | 33.26 | 34.21 | 35.16 |
| 5145  | Heating/AC Maintenance Mechanic<br>Supervisor                                  | 46.07 |       |       |       |       |       |       |
| 5132  | Hydro Project Electrician  | 39.72 |       |       |       |       |       |       |
| 5301  | Hydro Project Mechanic   | 39.72 |       |       |       |       |       |       |
| 5056  | Hydro Utility Worker   | 23.95 | 25.85 | 27.75 | 31.17 |       |       |       |
| 5057  | Hydro Utility Worker, Senior   | 39.15 |       |       |       |       |       |       |
| 5253  | Line Clearance Tree Trimmer  | 36.11 |       |       |       |       |       |       |
| 5254  | Line Clearance Tree Trimmer, Senior  | 39.15 |       |       |       |       |       |       |



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|-------|--|-------|-------|-------|-------|-------|-------|-------|
| 5255  | Line Electrician   | 41.62 |       |       |       |       |       |       |
| 5241A | Line Electrician, Apprentice                             | 29.65 | 30.41 | 31.36 | 32.31 | 33.26 | 34.21 | 35.16 |
| 5257  | Line Electrician, Senior                                 | 46.37 |       |       |       |       |       |       |
| 5256  | Line Equipment Operator                                  | 34.97 |       |       |       |       |       |       |
| 5141  | Mechanical Maintenance Worker                            | 38.01 |       |       |       |       |       |       |
| 5275  | Signal & Lighting Electrician                            | 38.01 |       |       |       |       |       |       |
| 5273  | Signal & Lighting Electrician, Apprentice                | 29.65 | 30.41 | 31.36 | 32.31 | 33.26 | 34.21 | 35.16 |
| 5274  | Signal & Lighting Electrician, Senior                    | 44.85 |       |       |       |       |       |       |
| 5116  | Substation Operator, Senior                              | 37.25 | 38.77 |       |       |       |       |       |
| 5120  | Systems Power Dispatcher -<br><a href="#">Generation</a> | 51.22 |       |       |       |       |       |       |
| 5119  | Systems Power Dispatcher Candidate                       | 37.25 | 38.77 | 39.91 | 42.95 | 44.85 |       |       |
| 5238  | Tool & Equipment Room Coordinator                        | 29.65 | 31.35 |       |       |       |       |       |
| 5252  | Transmission & Distribution Arborist                     | 42.19 |       |       |       |       |       |       |
| 5003  | Transmission & Distribution Flagger                      | 18.31 | 19.53 | 20.73 |       |       |       |       |
| 0617  | Utility Service Specialist                               | 35.78 | 37.61 | 39.51 | 41.44 | 43.53 | 45.68 | 47.98 |
| 5245  | Wire Electrician   | 41.62 |       |       |       |       |       |       |
| 5243A | Wire Electrician, Apprentice                             | 29.65 | 30.41 | 31.36 | 32.31 | 33.26 | 34.21 | 35.16 |
| 5246  | Wire Electrician, Senior                                 | 46.37 |       |       |       |       |       |       |
| 5302  | Wynoochee Project Maintenance Technician                 | 31.90 | 32.65 | 33.41 | 34.17 |       |       |       |

| Code  | Job Title   | 1     | 2     | 3     | 4     | 5     | 6     | 7     |
|-------|---|-------|-------|-------|-------|-------|-------|-------|
| 4120  | Communications System Technician  | 43.26 |       |       |       |       |       |       |
| 4121  | Communications System Technician, Senior  | 45.95 |       |       |       |       |       |       |
| 4119  | Communications Systems Technician, Apprentice                                   | 29.92 | 30.70 | 31.65 | 32.60 | 33.56 | 34.51 | 35.39 |
| 5004  | Craft Helper  | 18.71 | 19.64 | 20.63 | 21.66 | 22.74 |       |       |
| 2125  | Electrical Inspector  | 35.85 | 37.64 | 39.52 |       |       |       |       |
| 5260  | <a href="#">Electrical Maintenance &amp; Construction Supervisor, Assistant</a> |       |       |       |       |       |       |       |
| 5230  | Electrical Meter & Relay Technician   | 41.37 |       |       |       |       |       |       |
| 5242A | Electrical Meter & Relay Technician, Apprentice                                 | 30.95 | 31.74 | 32.74 | 33.72 | 34.72 | 35.71 | 36.70 |
| 5239  | Electrical Trainee  | 22.14 | 25.16 |       |       |       |       |       |
| 5240  | Electrical Worker   | 25.09 | 26.35 | 27.67 | 29.05 |       |       |       |
| 5236  | Electrician   | 35.27 |       |       |       |       |       |       |
| 0623  | Energy Services Representative  | 27.58 | 28.96 | 30.40 | 31.92 | 33.52 |       |       |
| 6008  | Facilities Maintenance Mechanic   | 29.53 | 31.01 | 32.56 |       |       |       |       |
| 6009  | Facilities Maintenance Mechanic, Lead   | 32.49 | 34.11 | 35.82 |       |       |       |       |
| 5270  | Fire Maintenance Electrician  | 39.71 |       |       |       |       |       |       |
| 5244  | Fire Maintenance Electrician, Apprentice  | 30.97 | 31.77 | 32.76 | 33.75 | 34.75 | 35.74 | 36.73 |
| 5145  | Heating/AC Maintenance Mechanic Supervisor                                      | 34.33 | 36.05 | 37.85 | 39.74 | 41.73 |       |       |



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|-------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 5132  | Hydro Project Electrician                                | <a href="#">42.06</a> |                       |                       |                       |                       |                       |                       |
| 5301  | Hydro Project Mechanic                                   | <a href="#">42.06</a> |                       |                       |                       |                       |                       |                       |
| 5056  | Hydro Utility Worker                                     | <a href="#">27.27</a> | <a href="#">28.63</a> | <a href="#">30.07</a> | <a href="#">31.57</a> |                       |                       |                       |
| 5057  | Hydro Utility Worker, Senior                             | <a href="#">36.31</a> |                       |                       |                       |                       |                       |                       |
| 5253  | Line Clearance Tree Trimmer                              | <a href="#">36.77</a> |                       |                       |                       |                       |                       |                       |
| 5254  | Line Clearance Tree Trimmer, Senior                      | <a href="#">40.05</a> |                       |                       |                       |                       |                       |                       |
| 5255  | Line Electrician   | <a href="#">42.77</a> |                       |                       |                       |                       |                       |                       |
| 5241A | Line Electrician, Apprentice                             | <a href="#">30.54</a> | <a href="#">31.32</a> | <a href="#">32.29</a> | <a href="#">33.26</a> | <a href="#">34.23</a> | <a href="#">35.20</a> | <a href="#">36.17</a> |
| 5257  | Line Electrician, Senior                                 | <a href="#">47.90</a> |                       |                       |                       |                       |                       |                       |
| 5256  | Line Equipment Operator                                  | <a href="#">35.43</a> |                       |                       |                       |                       |                       |                       |
| 5141  | Mechanical Maintenance Worker                            | <a href="#">32.56</a> |                       |                       |                       |                       |                       |                       |
| 5275  | Signal & Lighting Electrician                            | <a href="#">36.83</a> |                       |                       |                       |                       |                       |                       |
| 5273  | Signal & Lighting Electrician, Apprentice                | <a href="#">28.78</a> | <a href="#">29.51</a> | <a href="#">30.43</a> | <a href="#">31.34</a> | <a href="#">32.26</a> | <a href="#">33.17</a> | <a href="#">34.09</a> |
| 5274  | Signal & Lighting Electrician, Senior                    | <a href="#">41.26</a> |                       |                       |                       |                       |                       |                       |
| 5116  | Substation Operator, Senior                              | <a href="#">40.13</a> | <a href="#">42.14</a> |                       |                       |                       |                       |                       |
| 5120  | Systems Power Dispatcher -<br><a href="#">Generation</a> | <a href="#">52.00</a> |                       |                       |                       |                       |                       |                       |
| 5119  | Systems Power Dispatcher Candidate                       | <a href="#">36.81</a> | <a href="#">38.65</a> | <a href="#">40.58</a> | <a href="#">42.61</a> | <a href="#">44.74</a> |                       |                       |
| 5238  | Tool & Equipment Room Coordinator                        | <a href="#">30.80</a> | <a href="#">32.34</a> |                       |                       |                       |                       |                       |
| 5252  | Transmission & Distribution Arborist                     | <a href="#">43.15</a> |                       |                       |                       |                       |                       |                       |
| 5003  | Transmission & Distribution Flagger                      | <a href="#">18.25</a> | <a href="#">19.27</a> | <a href="#">20.28</a> |                       |                       |                       |                       |
| 0617  | Utility Service Specialist                               | <a href="#">33.61</a> | <a href="#">35.29</a> | <a href="#">37.06</a> | <a href="#">38.91</a> | <a href="#">40.86</a> | <a href="#">42.90</a> | <a href="#">45.05</a> |
| 5245  | Wire Electrician   | <a href="#">42.08</a> |                       |                       |                       |                       |                       |                       |
| 5243A | Wire Electrician, Apprentice                             | <a href="#">30.27</a> | <a href="#">30.72</a> | <a href="#">31.69</a> | <a href="#">32.65</a> | <a href="#">33.66</a> | <a href="#">34.59</a> | <a href="#">35.56</a> |
| 5246  | Wire Electrician, Senior                                 | <a href="#">47.03</a> |                       |                       |                       |                       |                       |                       |
| 5302  | Wynoochee Project Maintenance Technician                 | <a href="#">32.67</a> | <a href="#">33.44</a> | <a href="#">34.23</a> | <a href="#">35.04</a> |                       |                       |                       |

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Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective retroactive to April 1, 2014, to read as follows:

\* \* \*

| Code | Job Title                                     | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     |
|------|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 4120 | Communications System Technician              | <a href="#">43.26</a> |                       |                       |                       |                       |                       |                       |
| 4121 | Communications System Technician, Senior      | <a href="#">45.95</a> |                       |                       |                       |                       |                       |                       |
| 4119 | Communications Systems Technician, Apprentice | <a href="#">29.92</a> | <a href="#">30.70</a> | <a href="#">31.65</a> | <a href="#">32.60</a> | <a href="#">33.56</a> | <a href="#">34.51</a> | <a href="#">35.39</a> |
| 5004 | Craft Helper                                  | <a href="#">18.71</a> | <a href="#">19.64</a> | <a href="#">20.63</a> | <a href="#">21.66</a> | <a href="#">22.74</a> |                       |                       |
| 2125 | Electrical Inspector                          | <a href="#">35.85</a> | <a href="#">37.64</a> | <a href="#">39.52</a> |                       |                       |                       |                       |



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|-------|---|-------|-------|-------|-------|-------|-------|-------|
| 5260  | <a href="#">Electrical Maintenance &amp; Construction Supervisor, Assistant</a> |       |       |       |       |       |       |       |
| 5230  | Electrical Meter & Relay Technician   | 41.37 |       |       |       |       |       |       |
| 5242A | Electrical Meter & Relay Technician, Apprentice                                 | 30.95 | 31.74 | 32.74 | 33.72 | 34.72 | 35.71 | 36.40 |
| 5239  | Electrical Trainee  | 22.14 | 25.16 |       |       |       |       |       |
| 5240  | Electrical Worker   | 25.09 | 26.35 | 27.67 | 29.05 |       |       |       |
| 5236  | Electrician   | 35.27 |       |       |       |       |       |       |
| 0623  | Energy Services Representative  | 27.58 | 28.96 | 30.40 | 31.92 | 33.52 |       |       |
| 6008  | Facilities Maintenance Mechanic   | 29.53 | 31.01 | 32.56 |       |       |       |       |
| 6009  | Facilities Maintenance Mechanic, Lead   | 32.49 | 34.11 | 35.82 |       |       |       |       |
| 5270  | Fire Maintenance Electrician  | 41.30 |       |       |       |       |       |       |
| 5244  | Fire Maintenance Electrician, Apprentice  | 30.97 | 31.77 | 32.76 | 33.75 | 34.75 | 35.74 | 36.73 |
| 5145  | Heating/AC Maintenance Mechanic Supervisor                                      | 34.33 | 36.05 | 37.85 | 39.74 | 41.73 |       |       |
| 5132  | Hydro Project Electrician   | 42.06 |       |       |       |       |       |       |
| 5301  | Hydro Project Mechanic  | 42.06 |       |       |       |       |       |       |
| 5056  | Hydro Utility Worker  | 27.27 | 28.63 | 30.07 | 31.57 |       |       |       |
| 5057  | Hydro Utility Worker, Senior  | 36.31 |       |       |       |       |       |       |
| 5253  | Line Clearance Tree Trimmer   | 36.77 |       |       |       |       |       |       |
| 5254  | Line Clearance Tree Trimmer, Senior   | 40.05 |       |       |       |       |       |       |
| 5255  | Line Electrician  | 42.77 |       |       |       |       |       |       |
| 5241A | Line Electrician, Apprentice  | 30.54 | 31.32 | 32.29 | 33.26 | 34.23 | 35.20 | 36.17 |
| 5257  | Line Electrician, Senior  | 47.90 |       |       |       |       |       |       |
| 5256  | Line Equipment Operator   | 35.43 |       |       |       |       |       |       |
| 5141  | Mechanical Maintenance Worker   | 32.56 |       |       |       |       |       |       |
| 5275  | Signal & Lighting Electrician   | 36.83 |       |       |       |       |       |       |
| 5273  | Signal & Lighting Electrician, Apprentice                                       | 28.78 | 29.51 | 30.43 | 31.34 | 32.26 | 33.17 | 34.09 |
| 5274  | Signal & Lighting Electrician, Senior   | 41.26 |       |       |       |       |       |       |
| 5116  | Substation Operator, Senior   | 40.13 | 42.14 |       |       |       |       |       |
| 5120  | Systems Power Dispatcher - <a href="#">Generation</a>                           | 52.00 |       |       |       |       |       |       |
| 5119  | Systems Power Dispatcher Candidate  | 36.81 | 38.65 | 40.58 | 42.61 | 44.74 |       |       |
| 5238  | Tool & Equipment Room Coordinator   | 30.80 | 32.34 |       |       |       |       |       |
| 5252  | Transmission & Distribution Arborist  | 43.15 |       |       |       |       |       |       |
| 5003  | Transmission & Distribution Flagger   | 18.25 | 19.27 | 20.28 |       |       |       |       |
| 0617  | Utility Service Specialist  | 33.61 | 35.29 | 37.06 | 38.91 | 40.86 | 42.90 | 45.05 |
| 5245  | Wire Electrician  | 42.08 |       |       |       |       |       |       |
| 5243A | Wire Electrician, Apprentice  | 30.27 | 30.72 | 31.69 | 32.65 | 33.66 | 34.59 | 35.56 |
| 5246  | Wire Electrician, Senior  | 47.03 |       |       |       |       |       |       |
| 5302  | Wynoochee Project Maintenance Technician  | 32.67 | 33.44 | 34.23 | 35.04 |       |       |       |



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| Code  | Job Title   | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     |
|-------|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 4120  | Communications System Technician  | <a href="#">44.13</a> |                       |                       |                       |                       |                       |                       |
| 4121  | Communications System Technician, Senior  | <a href="#">46.87</a> |                       |                       |                       |                       |                       |                       |
| 4119  | Communications Systems Technician, Apprentice                                   | <a href="#">30.52</a> | <a href="#">31.32</a> | <a href="#">32.29</a> | <a href="#">33.25</a> | <a href="#">34.23</a> | <a href="#">35.20</a> | <a href="#">36.10</a> |
| 5004  | Craft Helper  | <a href="#">19.08</a> | <a href="#">20.04</a> | <a href="#">21.04</a> | <a href="#">22.09</a> | <a href="#">23.19</a> |                       |                       |
| 2125  | Electrical Inspector  | <a href="#">36.57</a> | <a href="#">38.39</a> | <a href="#">40.31</a> |                       |                       |                       |                       |
| 5260  | <a href="#">Electrical Maintenance &amp; Construction Supervisor, Assistant</a> |                       |                       |                       |                       |                       |                       |                       |
| 5230  | Electrical Meter & Relay Technician   | <a href="#">42.20</a> |                       |                       |                       |                       |                       |                       |
| 5242A | Electrical Meter & Relay Technician, Apprentice                                 | <a href="#">31.57</a> | <a href="#">32.38</a> | <a href="#">33.39</a> | <a href="#">34.40</a> | <a href="#">35.41</a> | <a href="#">36.42</a> | <a href="#">37.44</a> |
| 5239  | Electrical Trainee  | <a href="#">22.58</a> | <a href="#">25.66</a> |                       |                       |                       |                       |                       |
| 5240  | Electrical Worker   | <a href="#">25.60</a> | <a href="#">26.88</a> | <a href="#">28.22</a> | <a href="#">29.63</a> |                       |                       |                       |
| 5236  | Electrician   | <a href="#">35.98</a> |                       |                       |                       |                       |                       |                       |
| 0623  | Energy Services Representative  | <a href="#">28.13</a> | <a href="#">29.53</a> | <a href="#">31.01</a> | <a href="#">32.56</a> | <a href="#">34.19</a> |                       |                       |
| 6008  | Facilities Maintenance Mechanic   | <a href="#">30.12</a> | <a href="#">31.63</a> | <a href="#">33.21</a> |                       |                       |                       |                       |
| 6009  | Facilities Maintenance Mechanic, Lead   | <a href="#">33.14</a> | <a href="#">34.79</a> | <a href="#">36.53</a> |                       |                       |                       |                       |
| 5270  | Fire Maintenance Electrician  | <a href="#">40.50</a> |                       |                       |                       |                       |                       |                       |
| 5244  | Fire Maintenance Electrician, Apprentice  | <a href="#">31.59</a> | <a href="#">32.40</a> | <a href="#">33.42</a> | <a href="#">34.43</a> | <a href="#">35.44</a> | <a href="#">36.45</a> | <a href="#">37.47</a> |
| 5145  | Heating/AC Maintenance Mechanic Supervisor                                      | <a href="#">35.02</a> | <a href="#">36.77</a> | <a href="#">38.61</a> | <a href="#">40.54</a> | <a href="#">42.56</a> |                       |                       |
| 5132  | Hydro Project Electrician   | <a href="#">42.90</a> |                       |                       |                       |                       |                       |                       |
| 5301  | Hydro Project Mechanic  | <a href="#">42.90</a> |                       |                       |                       |                       |                       |                       |
| 5056  | Hydro Utility Worker  | <a href="#">27.82</a> | <a href="#">29.21</a> | <a href="#">30.67</a> | <a href="#">32.20</a> |                       |                       |                       |
| 5057  | Hydro Utility Worker, Senior  | <a href="#">37.03</a> |                       |                       |                       |                       |                       |                       |
| 5253  | Line Clearance Tree Trimmer   | <a href="#">37.51</a> |                       |                       |                       |                       |                       |                       |
| 5254  | Line Clearance Tree Trimmer, Senior   | <a href="#">40.85</a> |                       |                       |                       |                       |                       |                       |
| 5255  | Line Electrician  | <a href="#">43.63</a> |                       |                       |                       |                       |                       |                       |
| 5241A | Line Electrician, Apprentice  | <a href="#">31.15</a> | <a href="#">31.95</a> | <a href="#">32.93</a> | <a href="#">33.93</a> | <a href="#">34.91</a> | <a href="#">35.90</a> | <a href="#">36.89</a> |
| 5257  | Line Electrician, Senior  | <a href="#">48.86</a> |                       |                       |                       |                       |                       |                       |
| 5256  | Line Equipment Operator   | <a href="#">36.14</a> |                       |                       |                       |                       |                       |                       |
| 5141  | Mechanical Maintenance Worker   | <a href="#">33.21</a> |                       |                       |                       |                       |                       |                       |
| 5275  | Signal & Lighting Electrician   | <a href="#">37.57</a> |                       |                       |                       |                       |                       |                       |
| 5273  | Signal & Lighting Electrician, Apprentice                                       | <a href="#">29.36</a> | <a href="#">30.10</a> | <a href="#">31.03</a> | <a href="#">31.97</a> | <a href="#">32.90</a> | <a href="#">33.84</a> | <a href="#">34.77</a> |
| 5274  | Signal & Lighting Electrician, Senior   | <a href="#">42.09</a> |                       |                       |                       |                       |                       |                       |
| 5116  | Substation Operator, Senior   | <a href="#">40.94</a> | <a href="#">42.98</a> |                       |                       |                       |                       |                       |
| 5120  | Systems Power Dispatcher - <a href="#">Generation</a>                           | <a href="#">53.04</a> |                       |                       |                       |                       |                       |                       |
| 5119  | Systems Power Dispatcher Candidate  | <a href="#">37.55</a> | <a href="#">39.42</a> | <a href="#">41.39</a> | <a href="#">43.46</a> | <a href="#">45.64</a> |                       |                       |
| 5238  | Tool & Equipment Room Coordinator   | <a href="#">31.42</a> | <a href="#">32.99</a> |                       |                       |                       |                       |                       |
| 5252  | Transmission & Distribution Arborist  | <a href="#">44.01</a> |                       |                       |                       |                       |                       |                       |
| 5003  | Transmission & Distribution Flagger   | <a href="#">18.62</a> | <a href="#">19.65</a> | <a href="#">20.69</a> |                       |                       |                       |                       |



|       |  |                       |                       |                       |                       |                       |                       |                       |
|-------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 0617  | Utility Service Specialist               | <a href="#">34.29</a> | <a href="#">36.00</a> | <a href="#">37.80</a> | <a href="#">39.69</a> | <a href="#">41.67</a> | <a href="#">43.76</a> | <a href="#">45.95</a> |
| 5245  | Wire Electrician                         | <a href="#">42.92</a> |                       |                       |                       |                       |                       |                       |
| 5243A | Wire Electrician, Apprentice             | <a href="#">30.87</a> | <a href="#">31.33</a> | <a href="#">32.32</a> | <a href="#">33.30</a> | <a href="#">34.33</a> | <a href="#">35.28</a> | <a href="#">36.27</a> |
| 5246  | Wire Electrician, Senior                 | <a href="#">47.97</a> |                       |                       |                       |                       |                       |                       |
| 5302  | Wynoochee Project Maintenance Technician | <a href="#">33.33</a> | <a href="#">34.11</a> | <a href="#">34.92</a> | <a href="#">35.74</a> |                       |                       |                       |

\* \* \*

Section 3. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended effective retroactive to April 1, 2013, to read as follows:

**1.12.640 Application of additional rates.**

\* \* \*

0617 A Utility Services Specialist (CSC 0617), who has been in the classification eight (8) years with three (3) years at Step 6, shall be eligible to receive non-automatic Step 7.

\* \* \*

2125 An Electrical Inspector (CSC 2125), assigned lead duties, shall be paid ~~at 118 percent of the journey-level rate~~ [6.3 percent above the Step 3 rate of pay](#). Such assignment shall be at the sole discretion of management.

\* \* \*

5003 Employees, in the classification of Transmission & Distribution Flagger (CSC 5003), are excluded from the RHS Medical Savings Account plan. The classification of Transmission & Distribution Flagger (CSC 5003) will be comprised of a three-step range and step 2 rate of pay will be reached after working 1,040 hours, and step 3 rate of pay will be reached after working an additional 1,040 hours.

\* \* \*

5119 The classification of Systems Power Dispatcher Candidate (CSC 5119) is comprised of all non-automatic steps, and progression through Step 4 of the salary range is based on passing a written exam and/or performance examination process. Upon successful completion of Step 4, a Systems Power Dispatcher Candidate will be advanced to Step 5 and given up to 6 months maximum to obtain the NERC dispatcher certification.

5120 A qualified Systems Power Dispatcher (CSC 5120) shall be paid ~~124.75~~ [90.94](#) percent of the ~~journey-level rate~~ [Generation Desk Dispatcher rate of pay](#) ~~when assigned to dispatching duties under the supervision of a Systems Power Dispatcher being paid 134.75 percent of the journey-level rate~~. A System Power Dispatcher assigned to perform coordination duties shall receive ~~141.75~~ [108.06](#) percent of ~~the journey-level rate~~ [Generation Desk rate of pay](#).

\* \* \*

5132 Hydro Project Electrician (CSC 5132). When two or more Hydro Project Electricians are assigned to the same task, one shall be designated as the lead worker and shall receive ~~116.5 percent of the journey-level rate~~ [an additional 6.5 percent](#). When a Hydro



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Project Electrician (CSC 5132), working at the Cowlitz, Cushman or Nisqually hydroelectric projects, has two or more City employees assigned to them for the same task, or has been assigned to oversee the work of two or more contract employees, the employee shall receive ~~116.5 percent of the journey level rate~~ an additional 6.5 percent as the lead worker. The above shall not apply when assigned to do specific workplace skills and/or safety training, or when working as a safety watch at a confined space.

\* \* \*

5230 Electrical Meter & Relay Technician (CSC 5230). Steps shall be as follows:  
5230.0 Journey Meter Technician 404.25% base; 1st step AMRT Training 405.25% 1 percent over base; 2nd step AMRT Training 2 percent over base 406.25%; 3rd step AMRT Training 3 percent over base 407.25%; 4th step AMRT Training 4 percent over base 408.25%; 5th step AMRT Training 5 percent over base 409.25%; 6th step AMRT Training 6 percent over base 410.25%; 7th step AMRT Training 7 percent over base 411.25%; Senior Meter/Relay Technician 14.25 percent over base 419.25%; Assistant Supervisor Meters & Relays 25 percent over base 430.25%.

5236 Electrician (CSC 5236) The City will reimburse employees in this classification for the cost of license recertification every three years. The City will pay the full cost of tuition for any required CEU training when approved in advance by management. Training may be taken during a regularly scheduled shift, with prior management approval.

~~5240 An Electrical Worker (CSC 5240) assigned as a tool room attendant shall receive 78 percent of the journey-level rate for the first three years so assigned and 82.5 percent thereafter. An Electrical Worker in the (Tree Trimmer Training Program). There shall be 1.5 percent between each step of the Departmental Pre-journey training program up to and including Step 5 shall receive 78 percent of the journey-level rate in Step 1, 79 percent of the journey-level rate in Step 2, 82 percent of the journey-level rate in Step 3, and 84 percent of the journey-level rate at Step 4.~~

5240 An Electrical Worker (Fire Electrical Maintenance and Signal and Lighting) with journey-level qualifications performing the highest level of helper's assignments, such as those which require performance of some journey-level duties, shall be paid 87.5 percent of the journey-level rate receive Step 7 rate of pay.

~~5240 An Electrical Worker (Signal & Lighting and Fire Maintenance), There shall be 1.5 percent between each step upon completion of step 1 of the departmental pre-journey level training program, shall receive 68 percent; upon completion of step 2 — 73 percent; upon completion of step 3 — 78 percent; upon completion of step 4 — 83 percent; upon completion of step 5 — 85 percent; and upon completion of step 6 — 87.5 percent.~~

5241 Employees in the classification of Line Electrician Apprentice (CSC 5241) working (excluding housekeeping) in a vault or manhole that (1) exceeds 60 inches in depth, and (2) contains energized (exposed) secondary bus or involves working on or within two feet of energized primary equipment shall ~~be compensated at the pay rates which follow~~ receive 3 percent above their base rate of pay for the time actually worked in the vault (with a two-hour minimum), without regard to Article 9.1 of the Collective Bargaining Agreement: ~~Step 1 — 81 percent; Step 2 — 83 percent; Step 3 — 85.5 percent; Step 4 — 88 percent; Step 5 — 90.5 percent; Step 6 — 93 percent; and Step 7 — 95.5 percent.~~

5243 Employees in the classification of Wire Electrician Apprentice (CSC 5243) working (excluding housekeeping) in a vault or manhole that (1) exceeds 60 inches in depth, and





1 (2) contains energized (exposed) secondary bus or involves working on or within two feet  
2 of energized primary equipment shall ~~be compensated at the pay rates which~~  
3 ~~follow~~ receive 3 percent above their base rate of pay for the time actually worked in the  
4 vault (with a two-hour minimum), without regard to Article 9.1 of the Collective Bargaining  
5 Agreement: ~~Step 1—81 percent; Ste 2—83 percent; Step 3—85.5 percent; Step 4—~~  
6 ~~88 percent; Step 5—90.5 percent; Step 6—93 percent; and Step 7—95.5 percent.~~

7 5245 Employees in the classification of Wire Electrician (CSC 5245) working (excluding  
8 housekeeping) in a vault or manhole that (1) exceeds 60 inches in depth, and (2) contains  
9 energized (exposed) secondary bus or involves working on or within two feet of energized  
10 primary equipment shall ~~be compensated at 112.5 percent of journey pay~~ receive  
11 3 percent above their base rate of pay for the time actually worked in the vault (with a two-  
12 hour minimum), without regard to Article 9.1 of the Collective Bargaining Agreement.

13 5246 Employees in the classification of Wire Electrician Senior working (excluding  
14 housekeeping) in a vault or manhole that (1) exceeds 60 inches in depth, and (2) contains  
15 energized (exposed) secondary bus or involves working on or within two feet of energized  
16 primary equipment shall ~~be compensated at 125 percent of journey pay~~ receive 3 percent  
17 above their base rate of pay for the time actually worked in the vault (with a two-hour  
18 minimum), without regard to Article 9.1 of the Collective Bargaining Agreement.

19 5246 Employees in the classification of Wire Electrician, Senior assigned and working as  
20 Coordinators shall receive a 3 percent applied rate for all hours so worked. Employees will  
21 be eligible for scheduled and emergency overtime. After six months, the employee is  
22 ineligible for scheduled overtime. The applied rate shall not be subject to the provisions of  
23 Article 9.1 of the Collective Bargaining Agreement.

24 \* \* \*

25 5253 Employees in the classification of Line Clearance Tree Trimmer (CSC 5253)  
26 inspecting two or more contract line clearance tree crews shall be paid at the Senior Line  
Clearance Tree Trimmer rate of pay.

5254 Senior Line Clearance Tree Trimmers (CSC 5254) shall be paid ~~408 percent an~~  
additional 5 percent when supervising five or more persons.

5254 Employees in the classification of Senior Line Clearance Tree Trimmer (CSC 5254),  
who acquire and maintain an International Society of Arborist (ISA) Certification, shall  
receive an additional 3 percent.

5255 Employees in the classification of Line Electrician working (excluding housekeeping)  
in a vault or manhole that (1) exceeds 60 inches in depth, and (2) contains energized  
(exposed) secondary bus or involves working on or within two feet of energized primary  
equipment shall ~~be compensated at 112.5 percent of journey pay~~ receive 3 percent above  
their base rate of pay for the time actually worked in the vault (with a two-hour minimum),  
without regard to Article 9.1 of the Collective Bargaining Agreement.

All Line Electrician (CSC 5255) applied rates shall be calculated using the ~~400 percent~~  
journey-level base Line Electrician rate. A journey-level Line Electrician (CSC 5255) shall  
be paid ~~8579.9~~ percent of the journey-level rate in the event he or she shall be required to  
perform all the duties of a Line Electrician with the exception of normal climbing duties as  
established in the civil service class specification 5255 Line Electrician. A Line Electrician  
when assigned as a trouble person shall receive ~~115.5 percent of the journey-level~~  
rate 6 percent above the Line Electrician rate.





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5256 Employees in the classification of Line Equipment Operator (CSC 5256), who are certified instructors for Commercial Driver Training (CDL), will receive an additional 3 percent for all hours spent training and for class preparation.

5257 Employees in the classification of Line Electrician Senior working (excluding housekeeping) in a vault or manhole that (1) exceeds 60 inches in depth, and (2) contains energized (exposed) secondary bus or involves working on or within two feet of energized primary equipment shall ~~be compensated at 125 percent of journey pay~~ receive 3 percent above their base rate of pay for the time actually worked in the vault (with a two-hour minimum), without regard to Article 9.1 of the Collective Bargaining Agreement.

5257 Employees in the classification of Line Electrician, Senior assigned and working as Coordinators shall receive a 3 percent applied rate for all hours so worked. Employees will be eligible for scheduled and emergency overtime. After six months, the employee is ineligible for scheduled overtime. The applied rate shall not be subject to the provisions of Article 9.1 of the Collective Bargaining Agreement.

~~5260 Employees in the classification of Electrical Construction & Maintenance Supervisor Assistant working (excluding housekeeping) in a vault or manhole that (1) exceeds 60 inches in depth, and (2) contains energized (exposed) secondary bus or involves working on or within two feet of energized primary equipment shall be compensated at 126 percent of journey pay for the time actually worked in the vault (with a two-hour minimum), without regard to Article 9.1 of the Collective Bargaining Agreement.~~

5270 When two or more Fire Electrical Maintenance journey-level employees, or one journey-level employee and more than one helper, are assigned to work together as a crew without direct supervision, one employee shall be paid 4 percent above Fire Maintenance Electrician. This shall not apply when two or more Fire Electrical Maintenance journey-level employees or one Fire Electrical Maintenance journey-level employee and more than one helper are assigned for reasons of inspection or testing or when two or more Fire Electrical Maintenance journey-level employees or one journey-level employee and more than one helper performs fire station maintenance of fire alarm battery room. This shall not apply unless a supervisor is absent from the work site for more than two hours.

5273 Signal & Lighting Electrician Apprentice (CSC 5273) employees working (excluding housekeeping) in a vault or manhole that (1) exceeds 60 inches in depth, and (2) contains energized (exposed) secondary bus or involves working on or within two feet of energized primary equipment shall ~~be compensated at the pay rate that follows~~ receive 3 percent above their base rate of pay for the time actually worked in the vault (with a two hour minimum) without regard to Article 9.1 of the Collective Bargaining Agreement: ~~Step 1—81 percent; Step 2—83 percent; Step 3—85.5 percent; Step 4—88 percent; Step 5—90.5 percent; Step 6—93 percent; Step 7—95.5 percent; and non-automatic Step 8—100 percent.~~ Effective October 1, 2004, the Step 8 rate shall increase to 103 percent of the journey level rate.

5274 Signal and Lighting Electrician Senior (CSC 5274) employees working (excluding housekeeping) in a vault or manhole that (1) exceeds 60 inches in depth; and (2) contains energized (exposed) secondary bus or involves working on or within two feet of energized primary equipment shall ~~be compensated at 121 percent of journey pay~~ receive 3 percent above their base rate of pay for the time actually worked in the vault (with a two hour minimum) without regard to Article 9.1 of the Collective Bargaining Agreement.



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5275 Signal and Lighting Electrician (CSC 5275) employees working (excluding housekeeping) in a vault or manhole that (1) exceeds 60 inches in depth; and (2) contains energized (exposed) secondary bus or involves working on or within two feet of energized primary equipment shall ~~be compensated at 103 percent of journey pay~~ receive 3 percent above their base rate of pay for the time actually worked in the vault (with a two hour minimum) without regard to Article 9.1 of the Collective Bargaining Agreement. A journey-level Signal and Lighting Electrician assigned to modify or repair electrical, mechanical or solid-state traffic signal control devices shall be paid 104 percent of the journey-level rate.

5275 When two or more journey-level Signal and Lighting Electricians and/or a Signal and Lighting Electrician and any other Signal and Lighting employee are assigned to work together as a crew without direct supervision, one employee (i.e. the most senior Signal and Lighting Electrician in the case of two or more Signal and Lighting Electricians), shall be paid ~~4 percent above the Signal and Lighting Electrician 104 percent of the journey-level rate.~~ Signal and Lighting Electricians assigned to Swing Crew shall receive 4 percent above their base rate of pay. This shall not apply when two or more Signal and Lighting Electricians are assigned for reasons of inspection or testing. This shall further not apply unless a supervisor is absent from the work site for more than two hours.

~~5275 The Signal and Lighting Electricians assigned to the Maintenance Crew shall be paid at a rate of 4 percent above Signal and Lighting Electrician. Signal and Lighting Electricians assigned to perform locate duties shall receive 103 percent of the journey-level rate. Signal and Lighting Electricians assigned as construction inspectors responsible for inspecting more than one crew shall receive 116.5 percent of the journey-level rate as Inspector/Locators shall receive 10 percent above their base rate of pay.~~

5275 Signal and Lighting Electrician (CSC 5275) who are assigned to the controller shop and responsible for duties as outlined in the collective bargaining agreement shall receive 4 percent above their base rate of pay.

5301 When two or more Hydro Project Mechanics (CSC 5301) are assigned to the same task, one shall be designated as the lead worker and shall receive ~~116.5 percent of the journey-level rate~~ an additional 6.5 percent. When a Hydro Project Mechanic (CSC 5301), working at the Cowlitz, Cushman or Nisqually hydroelectric projects, has two or more City employees assigned to them for the same task, or has been assigned to oversee the work of two or more contract employees, the employee shall receive ~~116.5 percent of the journey-level rate~~ an additional 6.5 percent as the lead worker. The above shall not apply when assigned to do specific workplace skills and/or safety training, or when working as a safety watch at a confined space.

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Section 4. That Sections 1 and 3 of this ordinance shall become effective retroactive to April 1, 2013. That Section 2 of this ordinance shall become effective retroactive to April 1, 2014.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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