



# ORDINANCE NO. 28960

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 Tacoma Joint Labor Committee agreement;  
 4 International Brotherhood of Electrical Workers, Local 483, Water Pollution  
 5 Control Unit; District Lodge No. 160, on behalf of Local Lodge No. 297 of  
 6 the International Association of Machinists and Aerospace Workers, Yard  
 7 Clerks, General, and Rail Mechanics Units; and the Tacoma Police  
 8 Management Association, Local 26; and declaring the effective dates  
 9 thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

10 Section 1. That Section 1.12.355 of the Tacoma Municipal Code (“TMC”) is  
 11 hereby amended, effective retroactive to January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	<del>37.20</del>	<del>39.06</del>	<del>41.02</del>	<del>43.07</del>	<del>45.21</del>
06290		Environmental Systems Technician	<del>31.37</del>	<del>32.94</del>	<del>34.56</del>	<del>36.31</del>	<del>38.13</del>
50360		Landfill Gas Systems Operator	<del>36.05</del>	<del>37.85</del>	<del>39.74</del>	<del>41.76</del>	<del>43.83</del>
50960		WWTP Electrician/Instrumentation Technician	<del>38.42</del>	<del>40.32</del>	<del>42.34</del>	<del>44.46</del>	<del>46.68</del>
51010		WWTP Operator	<del>34.40</del>	<del>36.10</del>	<del>37.90</del>	<del>39.82</del>	
51030		WWTP Operator, Senior	<del>41.74</del>	<del>43.81</del>			
50940		WWTP Operator-in-Training	<del>29.24</del>	<del>30.96</del>	<del>32.68</del>		

Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	<u>38.78</u>	<u>40.72</u>	<u>42.76</u>	<u>44.90</u>	<u>47.15</u>
06290		Environmental Systems Technician	<u>32.72</u>	<u>34.36</u>	<u>36.08</u>	<u>37.88</u>	<u>39.77</u>
50360		Landfill Gas Systems Operator	<u>37.61</u>	<u>39.49</u>	<u>41.46</u>	<u>43.53</u>	<u>45.71</u>
50960		WWTP Electrician/Instrumentation Technician	<u>40.54</u>	<u>42.57</u>	<u>44.70</u>	<u>46.93</u>	<u>49.28</u>
51010		WWTP Operator	<u>36.49</u>	<u>38.31</u>	<u>40.23</u>	<u>42.24</u>	
51030		WWTP Operator, Senior	<u>44.48</u>	<u>46.70</u>			
50940		WWTP Operator-in-Training	<u>31.02</u>	<u>32.84</u>	<u>34.67</u>		



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

Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	<del>38.78</del>	<del>40.72</del>	<del>42.76</del>	<del>44.90</del>	<del>47.15</del>
06290		Environmental Systems Technician	<del>32.72</del>	<del>34.36</del>	<del>36.08</del>	<del>37.88</del>	<del>39.77</del>
50360		Landfill Gas Systems Operator	<del>37.64</del>	<del>39.49</del>	<del>41.46</del>	<del>43.53</del>	<del>45.74</del>
50960		WWTP Electrician/Instrumentation Technician	<del>40.54</del>	<del>42.57</del>	<del>44.70</del>	<del>46.93</del>	<del>49.28</del>
51010		WWTP Operator	<del>36.49</del>	<del>38.34</del>	<del>40.23</del>	<del>42.24</del>	
51030		WWTP Operator, Senior	<del>44.48</del>	<del>46.70</del>			
50940		WWTP Operator-in-Training	<del>31.02</del>	<del>32.84</del>	<del>34.67</del>		

Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	<u>42.88</u>	<u>45.03</u>	<u>47.29</u>	<u>49.65</u>	<u>52.14</u>
06290		Environmental Systems Technician	<u>34.46</u>	<u>36.19</u>	<u>38.00</u>	<u>39.89</u>	<u>41.89</u>
50360		Landfill Gas Systems Operator	<u>39.61</u>	<u>41.59</u>	<u>43.67</u>	<u>45.85</u>	<u>48.14</u>
50960		WWTP Electrician/Instrumentation Technician	<u>43.74</u>	<u>45.93</u>	<u>48.23</u>	<u>50.63</u>	<u>53.17</u>
51010		WWTP Operator	<u>38.99</u>	<u>40.94</u>	<u>42.99</u>	<u>45.14</u>	
51030		WWTP Operator, Senior	<u>47.76</u>	<u>50.14</u>			
50940		WWTP Operator-in-Training	<u>33.14</u>	<u>35.09</u>	<u>37.04</u>		

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	<u>42.88</u>	<u>45.03</u>	<u>47.29</u>	<u>49.65</u>	<u>52.14</u>
06290		Environmental Systems Technician	<u>34.46</u>	<u>36.19</u>	<u>38.00</u>	<u>39.89</u>	<u>41.89</u>
50360		Landfill Gas Systems Operator	<u>39.61</u>	<u>41.59</u>	<u>43.67</u>	<u>45.85</u>	<u>48.14</u>
50960		WWTP Electrician/Instrumentation Technician	<u>43.74</u>	<u>45.93</u>	<u>48.23</u>	<u>50.63</u>	<u>53.17</u>
51010		WWTP Operator	<u>38.99</u>	<u>40.94</u>	<u>42.99</u>	<u>45.14</u>	
51030		WWTP Operator, Senior	<u>47.76</u>	<u>50.14</u>			
50940		WWTP Operator-in-Training	<u>33.14</u>	<u>35.09</u>	<u>37.04</u>		



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Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	<a href="#">45.16</a>	<a href="#">47.43</a>	<a href="#">49.81</a>	<a href="#">52.29</a>	<a href="#">54.91</a>
06290		Environmental Systems Technician	<a href="#">36.29</a>	<a href="#">38.11</a>	<a href="#">40.02</a>	<a href="#">42.01</a>	<a href="#">44.12</a>
50360		Landfill Gas Systems Operator	<a href="#">41.72</a>	<a href="#">43.80</a>	<a href="#">45.99</a>	<a href="#">48.29</a>	<a href="#">50.70</a>
50960		WWTP Electrician/Instrumentation Technician	<a href="#">46.18</a>	<a href="#">48.49</a>	<a href="#">50.92</a>	<a href="#">53.45</a>	<a href="#">56.13</a>
51010		WWTP Operator	<a href="#">41.26</a>	<a href="#">43.33</a>	<a href="#">45.50</a>	<a href="#">47.77</a>	
51030		WWTP Operator, Senior	<a href="#">50.30</a>	<a href="#">52.81</a>			
50940		WWTP Operator-in-Training	<a href="#">35.07</a>	<a href="#">37.13</a>	<a href="#">39.20</a>		

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2
71010		Railway Yard Clerk	<del><a href="#">30.38</a></del>	<del><a href="#">40.50</a></del>

Code	A	Job Title	1	2
71010		Railway Yard Clerk	<a href="#">31.59</a>	<a href="#">42.12</a>

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2
71010		Railway Yard Clerk	<del><a href="#">31.59</a></del>	<del><a href="#">42.12</a></del>

Code	A	Job Title	1	2
71010		Railway Yard Clerk	<a href="#">32.85</a>	<a href="#">43.80</a>

Section 6. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2026, to read as follows:

Code	A	Job Title	1	2
71010		Railway Yard Clerk	<del><a href="#">32.85</a></del>	<del><a href="#">43.80</a></del>

Code	A	Job Title	1	2
71010		Railway Yard Clerk	<a href="#">33.51</a>	<a href="#">44.68</a>



Section 7. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	<del>34.46</del>	<del>36.18</del>	<del>37.99</del>	<del>39.89</del>	<del>41.89</del>
71410		Locomotive Mechanic, Senior	<del>45.62</del>				
71420		Railway Shop Worker	<del>27.71</del>	<del>29.10</del>	<del>30.55</del>	<del>32.08</del>	<del>33.68</del>

Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	<u>36.19</u>	<u>38.00</u>	<u>39.90</u>	<u>41.89</u>	<u>43.98</u>
71410		Locomotive Mechanic, Senior	<u>47.90</u>				
71420		Railway Shop Worker	<u>29.09</u>	<u>30.55</u>	<u>32.08</u>	<u>33.68</u>	<u>35.36</u>

Section 8. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	<del>36.19</del>	<del>38.00</del>	<del>39.90</del>	<del>41.89</del>	<del>43.98</del>
71410		Locomotive Mechanic, Senior	<del>47.90</del>				
71420		Railway Shop Worker	<del>29.09</del>	<del>30.55</del>	<del>32.08</del>	<del>33.68</del>	<del>35.36</del>

Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	<u>38.00</u>	<u>39.90</u>	<u>41.89</u>	<u>43.98</u>	<u>46.18</u>
71410		Locomotive Mechanic, Senior	<u>50.30</u>				
71420		Railway Shop Worker	<u>30.55</u>	<u>32.08</u>	<u>33.68</u>	<u>35.36</u>	<u>37.13</u>

Section 9. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	<del>38.00</del>	<del>39.90</del>	<del>41.89</del>	<del>43.98</del>	<del>46.18</del>
71410		Locomotive Mechanic, Senior	<del>50.30</del>				
71420		Railway Shop Worker	<del>30.55</del>	<del>32.08</del>	<del>33.68</del>	<del>35.36</del>	<del>37.13</del>



Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	<u>39.90</u>	<u>41.89</u>	<u>43.98</u>	<u>46.18</u>	<u>48.49</u>
71410		Locomotive Mechanic, Senior	<u>52.81</u>				
71420		Railway Shop Worker	<u>32.08</u>	<u>33.68</u>	<u>35.36</u>	<u>37.13</u>	<u>38.99</u>

Section 10. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	<u>37.89</u>				
53100		Fabrication Welder	<u>37.85</u>	<u>39.74</u>			
53350		Fire & Marine Diesel Mechanic	<u>41.34</u>				
53360		Fire & Marine Shop Supervisor	<u>51.64</u>				
53120		Machinist	<u>38.59</u>				
53380		Solid Waste Mechanic	<u>37.36</u>				
53300		Vehicle & Equipment Shop Attendant	<u>27.33</u>	<u>28.70</u>	<u>30.14</u>	<u>31.65</u>	<u>33.23</u>
53340		Vehicle & Equipment Shop Supervisor	<u>46.85</u>	<u>49.19</u>			
50990		WWTP Assistant	<u>29.24</u>	<u>30.70</u>	<u>32.23</u>		
51050		WWTP Maintenance Machinist	<u>40.28</u>	<u>42.29</u>	<u>44.40</u>		
51060		WWTP Maintenance Machinist, Senior	<u>46.50</u>	<u>48.82</u>	-		
51110		WWTP Maintenance Technician	<u>34.52</u>	<u>36.25</u>	<u>38.06</u>		

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	<u>37.08</u>	<u>38.93</u>	<u>40.88</u>		
53100		Fabrication Welder	<u>40.83</u>	<u>42.87</u>			
53350		Fire & Marine Diesel Mechanic	<u>44.98</u>				
53360		Fire & Marine Shop Supervisor	<u>56.24</u>				
53120		Machinist	<u>41.63</u>				
53380		Solid Waste Mechanic	<u>40.31</u>				
53300		Vehicle & Equipment Shop Attendant	<u>28.66</u>	<u>30.09</u>	<u>31.59</u>	<u>33.17</u>	<u>34.83</u>
53340		Vehicle & Equipment Shop Supervisor	<u>50.54</u>	<u>53.07</u>			
50990		WWTP Assistant	<u>30.64</u>	<u>32.17</u>	<u>33.78</u>		
51050		WWTP Maintenance Machinist	<u>43.45</u>	<u>45.62</u>	<u>47.90</u>		
51060		WWTP Maintenance Machinist, Senior	<u>50.16</u>	<u>52.67</u>			
51110		WWTP Maintenance Technician	<u>36.92</u>	<u>38.77</u>	<u>40.71</u>		



Section 11. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	<del>37.08</del>	<del>38.93</del>	<del>40.88</del>		
53100		Fabrication Welder	<del>40.83</del>	<del>42.87</del>			
53350		Fire & Marine Diesel Mechanic	<del>44.98</del>				
53360		Fire & Marine Shop Supervisor	<del>56.24</del>				
53120		Machinist	<del>41.63</del>				
53380		Solid Waste Mechanic	<del>40.31</del>				
53300		Vehicle & Equipment Shop Attendant	<del>28.66</del>	<del>30.09</del>	<del>31.59</del>	<del>33.17</del>	<del>34.83</del>
53340		Vehicle & Equipment Shop Supervisor	<del>50.54</del>	<del>53.07</del>			
50990		WWTP Assistant	<del>30.64</del>	<del>32.17</del>	<del>33.78</del>		
51050		WWTP Maintenance Machinist	<del>43.45</del>	<del>45.62</del>	<del>47.90</del>		
51060		WWTP Maintenance Machinist, Senior	<del>50.16</del>	<del>52.67</del>			
51110		WWTP Maintenance Technician	<del>36.92</del>	<del>38.77</del>	<del>40.71</del>		

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	<u>41.14</u>	<u>43.20</u>	<u>45.36</u>		
53100		Fabrication Welder	<u>42.06</u>	<u>44.16</u>			
53350		Fire & Marine Diesel Mechanic	<u>49.91</u>				
53360		Fire & Marine Shop Supervisor	<u>62.41</u>				
53120		Machinist	<u>46.20</u>				
53380		Solid Waste Mechanic	<u>42.25</u>				
53300		Vehicle & Equipment Shop Attendant	<u>29.45</u>	<u>30.92</u>	<u>32.47</u>	<u>34.09</u>	<u>35.79</u>
53340		Vehicle & Equipment Shop Supervisor	<u>52.45</u>	<u>55.07</u>			
50990		WWTP Assistant	<u>31.49</u>	<u>33.06</u>	<u>34.71</u>		
51050		WWTP Maintenance Machinist	<u>45.31</u>	<u>47.58</u>	<u>49.96</u>		
51060		WWTP Maintenance Machinist, Senior	<u>52.31</u>	<u>54.93</u>			
51110		WWTP Maintenance Technician	<u>38.51</u>	<u>40.44</u>	<u>42.46</u>		



Section 12. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	41.14	43.20	45.36		
53100		Fabrication Welder	42.06	44.16			
53350		Fire & Marine Diesel Mechanic	49.94				
53360		Fire & Marine Shop Supervisor	62.44				
53120		Machinist	46.20				
53380		Solid Waste Mechanic	42.25				
53300		Vehicle & Equipment Shop Attendant	29.45	30.92	32.47	34.09	35.79
53340		Vehicle & Equipment Shop Supervisor	52.45	55.07			
50990		WWTP Assistant	31.49	33.06	34.71		
51050		WWTP Maintenance Machinist	45.34	47.58	49.96		
51060		WWTP Maintenance Machinist, Senior	52.34	54.93			
51110		WWTP Maintenance Technician	38.54	40.44	42.46		

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	43.75	45.94	48.24		
53100		Fabrication Welder	43.31	45.48			
53350		Fire & Marine Diesel Mechanic	53.08				
53360		Fire & Marine Shop Supervisor	66.37				
53120		Machinist	48.66				
53380		Solid Waste Mechanic	43.52				
53300		Vehicle & Equipment Shop Attendant	30.32	31.84	33.43	35.10	36.86
53340		Vehicle & Equipment Shop Supervisor	54.02	56.72			
50990		WWTP Assistant	32.43	34.05	35.75		
51050		WWTP Maintenance Machinist	46.68	49.01	51.46		
51060		WWTP Maintenance Machinist, Senior	53.89	56.58			
51110		WWTP Maintenance Technician	39.67	41.65	43.73		

Section 13. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2
42060		Police Captain	94.24	95.80
42050		Police Lieutenant	79.34	83.34



Code	A	Job Title	1	2
42060		Police Captain	<a href="#">97.17</a>	<a href="#">102.03</a>
42050		Police Lieutenant	<a href="#">84.50</a>	<a href="#">88.72</a>

Section 14. That Section 1.12.355 of the TMC is hereby amended, (correcting Ordinance 28954, passed January 30, 2024), effective retroactive to February 12, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
11480		Police Digital Evidence & Records Support <a href="#">Specialist Analyst</a>	35.11	36.87	36.70	40.64	42.69

Section 15. 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.**

\* \* \*

5099, 5105, 5110 An employee in the classification of Wastewater Treatment Plant Assistant (CSC 5099), Wastewater Treatment Plant Maintenance Machinist (CSC 5105), or Wastewater Treatment Plant Maintenance Technician (CSC 5110) shall receive a maximum certification premium of 3 percent above their base rate of pay for holding a Water Backflow Assembly Technician license.

5099, 5105, 5110 An employee in the classification of Wastewater Treatment Plant Assistant (CSC 5099), Wastewater Treatment Plant Maintenance Machinist (CSC 5105), or Wastewater Treatment Plant Maintenance Technician (CSC 5110), who as of January 1, 2020, is receiving the maximum certification premium of 3 percent above their base rate of pay for holding a Crane Operators certification, shall continue to receive the premium as long as they are in the classification, and per the specific terms of the collective bargaining agreement.

~~5100 An employee in the classification of Biosolids Coordinator (CSC 5100) that receives the Master Gardener Certification and/or the Washington Organic Recycling Compost Certification shall receive certification pay of 2.5 percent for each certification.~~

5101, 5103 ~~Effective October 1, 2008, a~~ An employee in the classification of Wastewater Treatment Plant Operator (CSC 5101) or Senior Wastewater Treatment Plant Operator (CSC 5103) who receives a [WWTP Operator 2 certification will be eligible for an additional 2 percent in certification pay; who receives a WWTP Operator 3 certification will be eligible for an additional 6 percent in certification pay; who receives a WWTP Operator 4 certification will be eligible to receive an additional 7 percent in certification pay.](#)

5105 See 5099, 5105, 5110.

5105, 5106 An employee in the classification of Wastewater Treatment Plant Maintenance Machinist (CSC5105) or Wastewater Treatment Plant Maintenance Machinist, Senior (CSAC 5106), when assigned as a Primary Machinist, will receive an application of rate of 5 percent of their hourly rate when working unscheduled overtime while on standby duty. This applies only to the Primary Machinist.





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5105 An employee in the classification of WWTP Maintenance Machinist (CSC 5105) with a valid Crane Operators Certification will receive an applied rate of 3 percent above their base rate of pay when operating a boom truck.

5106 See 5099, 5105, 5106.

5106 See 5105, 5106.

\* \* \*

5111 An employee in the classification of WWTP Maintenance Technician (CSC 5111), with a valid Crane Operators Certification will receive an applied rate of 3 percent above their base rate of pay when operating a boom truck.

\* \* \*

5332 A Heavy Equipment Mechanic (CSC 5332) assigned to General Government Fleet Annex Shop with a NGVi CNG Fuel System Inspector certification will receive an applied rate of 3 percent above their base rate of pay when performing an inspection requiring such a certification.

5332 A Heavy Equipment Mechanic (CSC 5332) shall receive an applied rate of 5 percent above their base rate of pay when, at the sole discretion of management, is assigned to act in a lead capacity.

5332 An employee who meets the certification requirements established by the collective bargaining agreement, in the classifications of Heavy Equipment Mechanic (CSC 5332) shall receive an additional 5 percent over their regular rate of pay.

\* \* \*

5338 An employee in the classification of Solid Waste Mechanic (CSC 5338) shall receive a certification premium of 3 percent above their base rate of pay for holding a Water Backflow Assembly Technician license.

5338 An employee in the classification of Solid Waste Mechanic (CSC 5338), who as of January 1, 2020, is receiving the maximum certification premium of 3 percent above their base rate of pay for holding a Crane Operators certification, shall continue to receive the premium as long as they are in the classification, per the specific terms of the collective bargaining agreement.

5338 An employee in the classification of Solid Waste Mechanic (CSC 5338) with a valid Crane Operators Certification will receive an applied rate of 3 percent above their base rate of pay when operating a boom truck. An employee receiving the maximum certification premium for holding a Crane Operators certification as of January 1, 2020, is not eligible for this application rate.

\* \* \*

7101 A Railway Yard Clerk (CSC 7101), when assigned by management as training coordinator, shall be paid one hour of straight time pay for each day so assigned.

7101 A Railway Yard Clerk (CSC 7101) employed on the date of union ratification of the 2024-26 collective bargaining agreement will receive a one-time, lump sum payment of \$2,000.

7101 A VEBA eligible Railway Yard Clerk (CSC 7101) as soon as administratively practicable and following City Council ratification of the 2024-26 collective bargaining agreement, and per the terms of the agreement, will receive a one-time payment into their individual VEBA account based on the eligible employee's years of service with Tacoma Rail.

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Section 16. That Section 1 is effective retroactive to January 1, 2023, that Sections 2, 4, 7, 10, and 13 are effective retroactive to January 1, 2024, that Sections 3, 5, 8, and 11 are effective January 1, 2025, that Sections 6, 9, and 12 are effective January 1, 2026, that Section 14 is effective retroactive to February 12, 2024, and Section 15 is effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
  
\_\_\_\_\_  
City Clerk

Approved as to form:  
  
\_\_\_\_\_  
Deputy City Attorney