



# ORDINANCE NO. 28627

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the  
 2 Tacoma Municipal Code to align with provisions contained in the  
 3 agreements negotiated with the Tacoma Joint Labor Committee; the  
 4 International Brotherhood of Electrical Workers, Local 483, Customer and  
 5 Field Services Unit; the Teamsters Local Union No. 117, Tacoma Venues &  
 6 Events Units; and declaring the effective dates thereof.

7 BE IT ORDAINED BY THE CITY OF TACOMA:

8 Section 1. That Section 1.12.095 of the Tacoma Municipal Code is hereby  
 9 amended, effective January 1, 2020, to read as follows:

10 **1.12.095 Health Care and Disability Benefits.**

11 \* \* \*

12 2. Employees hired into a part-time status after January 1, 1983, shall have the option of  
 13 electing to enroll in either the medical benefits plan, the dental benefits plan, the vision benefits  
 14 plan, or all three, with the cost of the coverage elected being prorated on the hours the employee  
 15 is hired to work (such as three-quarter time, half-time, and so forth). Employees electing  
 16 coverage under this paragraph shall contribute the cost of elected coverage by payroll  
 17 deduction. Beginning January 1, 2020, eligible employees hired into a part-time status and  
 18 working thirty (30) hours per week or more, will make contributions for medical, dental, and  
 19 vision coverage equal to those of full-time employees.

20 \* \* \*

21 Section 2. That Section 1.12.135 is effective retroactive to January 1, 2019,  
 22 to read as follows:

23 **1.12.135 Clothing allowance.**

24 \* \* \*

25 ~~D. Permanent employees in the classes of 0602 Utilities Field Investigator and 0601 Meter  
 26 Reader shall be provided with two pair of safety shoes, and, at the request of the employee, will  
 be provided one winter hat with a logo, and one pair of winter gloves, pursuant to their  
 collective bargaining agreement.~~

\* \* \*



1 Section 3. That Section 1.12.355 is effective retroactive to January 1, 2019, to  
 2 read as follows:

Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<u>23.84</u>	<u>25.02</u>	<u>26.28</u>	<u>27.59</u>	<u>28.97</u>
0608		Customer Service Representative, Lead	<u>33.24</u>	<u>34.89</u>	<u>36.64</u>		
0612		Customer Service Representative, Technical	<u>30.22</u>	<u>31.72</u>	<u>33.31</u>		
0018		Mail & Stock Processor	<u>19.71</u>	<u>20.70</u>	<u>21.74</u>	<u>22.82</u>	<u>23.95</u>
0012		Mail & Stock Processor, Senior	<u>24.12</u>	<u>25.36</u>	<u>26.61</u>		
0601		Meter Reader	<u>22.68</u>	<u>23.82</u>	<u>24.99</u>	<u>26.23</u>	<u>27.56</u>
0602		Utilities Field Investigator	<u>31.69</u>				
0305		Warehouse Supervisor	<u>31.44</u>	<u>33.02</u>	<u>34.67</u>	<u>36.40</u>	<u>38.22</u>

Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<u>24.55</u>	<u>25.78</u>	<u>27.07</u>	<u>28.42</u>	<u>29.84</u>
0608		Customer Service Representative, Lead	<u>34.23</u>	<u>35.94</u>	<u>37.74</u>	<u>39.63</u>	
0612		Customer Service Representative, Technical	<u>31.12</u>	<u>32.68</u>	<u>34.31</u>		
0018		Mail & Stock Processor	<u>20.30</u>	<u>21.31</u>	<u>22.38</u>	<u>23.50</u>	<u>24.67</u>
0012		Mail & Stock Processor, Senior	<u>24.86</u>	<u>26.10</u>	<u>27.41</u>		
0601		Meter Reader	<u>23.35</u>	<u>24.52</u>	<u>25.75</u>	<u>27.04</u>	<u>28.39</u>
0602		Utilities Field Investigator	<u>32.64</u>				
0305		Warehouse Supervisor	<u>35.71</u>	<u>37.50</u>	<u>39.37</u>		
<u>0607</u>		<u>Workforce Coordinator</u>	<u>34.23</u>	<u>35.94</u>	<u>37.74</u>	<u>39.63</u>	

17 Section 4. That Section 1.12.355 is effective January 1, 2020, to read as  
 18 follows:

Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<u>24.55</u>	<u>25.78</u>	<u>27.07</u>	<u>28.42</u>	<u>29.84</u>
0608		Customer Service Representative, Lead	<u>34.23</u>	<u>35.94</u>	<u>37.74</u>	<u>39.63</u>	
0612		Customer Service Representative, Technical	<u>31.12</u>	<u>32.68</u>	<u>34.31</u>		
0018		Mail & Stock Processor	<u>20.30</u>	<u>21.31</u>	<u>22.38</u>	<u>23.50</u>	<u>24.67</u>
0012		Mail & Stock Processor, Senior	<u>24.86</u>	<u>26.10</u>	<u>27.41</u>		
0601		Meter Reader	<u>23.35</u>	<u>24.52</u>	<u>25.75</u>	<u>27.04</u>	<u>28.39</u>
0602		Utilities Field Investigator	<u>32.64</u>				
0305		Warehouse Supervisor	<u>35.71</u>	<u>37.50</u>	<u>39.37</u>		
<u>0607</u>		<u>Workforce Coordinator</u>	<u>34.23</u>	<u>35.94</u>	<u>37.74</u>	<u>39.63</u>	



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Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<u>25.29</u>	<u>26.55</u>	<u>27.88</u>	<u>29.27</u>	<u>30.74</u>
0608		Customer Service Representative, Lead	<u>35.26</u>	<u>37.02</u>	<u>38.87</u>	<u>40.82</u>	
0612		Customer Service Representative, Technical	<u>32.05</u>	<u>33.66</u>	<u>35.34</u>		
0018		Mail & Stock Processor	<u>20.91</u>	<u>21.95</u>	<u>23.05</u>	<u>24.21</u>	<u>25.41</u>
0012		Mail & Stock Processor, Senior	<u>25.61</u>	<u>26.88</u>	<u>28.23</u>		
0601		Meter Reader	<u>24.05</u>	<u>25.26</u>	<u>26.52</u>	<u>27.85</u>	<u>29.24</u>
0602		Utilities Field Investigator	<u>33.62</u>				
0305		Warehouse Supervisor	<u>36.78</u>	<u>38.63</u>	<u>40.55</u>		
<u>0607</u>		<u>Workforce Coordinator</u>	<u>35.26</u>	<u>37.02</u>	<u>38.87</u>	<u>40.82</u>	

Section 5. That Section 1.12.355 is effective January 1, 2021, to read as

follows:

Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<u>25.29</u>	<u>26.55</u>	<u>27.88</u>	<u>29.27</u>	<u>30.74</u>
0608		Customer Service Representative, Lead	<u>35.26</u>	<u>37.02</u>	<u>38.87</u>	<u>40.82</u>	
0612		Customer Service Representative, Technical	<u>32.05</u>	<u>33.66</u>	<u>35.34</u>		
0018		Mail & Stock Processor	<u>20.91</u>	<u>21.95</u>	<u>23.05</u>	<u>24.21</u>	<u>25.41</u>
0012		Mail & Stock Processor, Senior	<u>25.61</u>	<u>26.88</u>	<u>28.23</u>		
0601		Meter Reader	<u>24.05</u>	<u>25.26</u>	<u>26.52</u>	<u>27.85</u>	<u>29.24</u>
0602		Utilities Field Investigator	<u>33.62</u>				
0305		Warehouse Supervisor	<u>36.78</u>	<u>38.63</u>	<u>40.55</u>		
<u>0607</u>		<u>Workforce Coordinator</u>	<u>35.26</u>	<u>37.02</u>	<u>38.87</u>	<u>40.82</u>	

Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<u>25.92</u>	<u>27.21</u>	<u>28.58</u>	<u>30.00</u>	<u>31.51</u>
0608		Customer Service Representative, Lead	<u>36.14</u>	<u>37.95</u>	<u>39.84</u>	<u>41.84</u>	
0612		Customer Service Representative, Technical	<u>32.85</u>	<u>34.50</u>	<u>36.22</u>		
0018		Mail & Stock Processor	<u>21.43</u>	<u>22.50</u>	<u>23.63</u>	<u>24.82</u>	<u>26.05</u>
0012		Mail & Stock Processor, Senior	<u>26.25</u>	<u>27.55</u>	<u>28.94</u>		
0601		Meter Reader	<u>24.65</u>	<u>25.89</u>	<u>27.18</u>	<u>28.55</u>	<u>29.97</u>
0602		Utilities Field Investigator	<u>34.46</u>				
0305		Warehouse Supervisor	<u>37.70</u>	<u>39.60</u>	<u>41.56</u>		
<u>0607</u>		<u>Workforce Coordinator</u>	<u>36.14</u>	<u>37.95</u>	<u>39.84</u>	<u>41.84</u>	



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Section 6. That Section 1.12.355 is effective as provided by law:

Code	A	Job Title	1	2	3	4	5
<u>5053</u>		<u>Tacoma Venues &amp; Events HVAC Mechanic II</u>	<u>31.64</u>	<u>33.21</u>	<u>34.88</u>	<u>36.62</u>	<u>38.46</u>

Section 7. That Section 1.12.355 is hereby amended, effective January 1, 2020:

Code	A	Job Title	1	2	3	4	5
<u>5053</u>		<u>Tacoma Venues &amp; Events HVAC Mechanic II</u>	<u>31.64</u>	<u>33.21</u>	<u>34.88</u>	<u>36.62</u>	<u>38.46</u>

Code	A	Job Title	1	2	3	4	5
<u>5053</u>		<u>Tacoma Venues &amp; Events HVAC Mechanic II</u>	<u>32.59</u>	<u>34.21</u>	<u>35.93</u>	<u>37.72</u>	<u>39.61</u>

Section 8. That Section 1.12.640 is effective as provided by law:

**1.12.640 Application of additional rates.**

\* \* \*

0601 A Meter Reader (CSC 0601), when assigned by his or her supervisor to training functions for a minimum of four hours, shall receive a 10 percent differential above ~~his or her~~their regular rate of pay.

0601 A Meter Reader (CSC 0601), when assigned to lead functions, shall receive a 10 percent application of rate above ~~his or her~~their regular rate of pay.

0602 A Utilities Field Investigator (CSC 0602) when assigned by his or her supervisor to training functions for a minimum of four hours shall receive a five percent differential above ~~his or her~~their regular rate of pay.

0602 A Utilities Field Investigator (CSC 0602), when assigned to lead functions, shall receive a 10 percent application of rate above ~~his or her~~their regular rate of pay.

0602 A Utilities Field Investigator (CSC 0602), when assigned by ~~his or her~~their supervisor to work the second shift, will receive a 3 percent shift differential.

~~0608 An application of rate of 5 percent will be applied to the Customer Service Representative, Lead (CSC 0608) position which is assigned the Workforce Coordinator modeling and forecasting functions.~~

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Section 9. That Sections 1, 4, and 7 are effective January 1, 2020. That Sections 2 and 3 are effective retroactive to January 1, 2019. That Section 5 is effective January 1, 2021. That Sections 6 and 8 are effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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