



ORDINANCE NO. 28802

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 International Association of Sheet Metal, Air,
 4 Rail, and Transportation Workers – Transportation Division (SMART-TD),
 5 Local 1977 – Yardmasters; and the Teamsters Local Union No. 117,
 6 Tacoma Venues and Events (TVE) Unit; and declaring the effective dates
 7 thereof.

8 BE IT ORDAINED BY THE CITY OF TACOMA:

9 Section 1. That Section 1.12.115 of the Tacoma Municipal Code (“TMC”) is
 10 hereby amended, effective as provided by law, to read as follows:

11 **1.12.115 Deferred compensation.**

12 * * *

13 G. The City will match the deferred compensation contribution of Rail personnel in the
 14 classification of Railway Yardmaster (CSC 7115) ~~based on criteria~~ as set forth in the collective
 15 bargaining agreement between the City of Tacoma and the ~~United Transportation~~
 16 ~~Union~~ International Association of Sheet Metal, Air Rail and Transportation Workers -
 17 Transportation Division (SMART-TD), Yardmasters Unit. The amount of the deferred
 18 compensation match will be determined by the financial performance of Tacoma Rail in the prior
 19 year. If a negative net income is posted, the employer match will be an amount up to 2 percent of
 20 base salary. If a positive net income is posted, the employer match will be an amount of up to
 21 3 percent of base salary. In accordance with the City’s deferred compensation rules, there will be
 22 no employer match on Roth contributions.

23 * * *

24 Section 2. That Section 1.12.355 of the TMC is hereby amended, effective
 25 retroactive to January 1, 2021, to read as follows:

Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>39.64</u>	<u>49.54</u>

Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>40.42</u>	<u>50.53</u>



Section 3. That Section 1.12.355 of the TMC is hereby amended, effective
 1 retroactive to January 1, 2022, to read as follows:

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Code	A	Job Title	1	2
7115		Railway Yardmaster	40.42	50.53

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Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>41.23</u>	<u>51.54</u>

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6 Section 4. That Section 1.12.355 of the TMC is hereby amended, effective
 7 January 1, 2023, to read as follows:

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Code	A	Job Title	1	2
7115		Railway Yardmaster	41.23	51.54

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Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>42.06</u>	<u>52.57</u>

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12 Section 5. That Section 1.12.355 of the TMC is hereby amended, effective
 13 January 1, 2024, to read as follows:

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Code	A	Job Title	1	2
7115		Railway Yardmaster	42.06	52.57

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Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>42.90</u>	<u>53.62</u>



Section 6. That Section 1.12.355 of the TMC is hereby amended, effective

1 retroactive to January 1, 2022, to read as follows:

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Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	17.13	17.99	18.90	19.84	20.83	
5051		Tacoma Venues & Events Electrician	29.95	31.45	33.02	34.67	36.40	
5050		Tacoma Venues & Events HVAC Mechanic	29.32	30.80	32.34	33.96	35.66	
5053		Tacoma Venues & Events HVAC Mechanic II	32.59	34.21	35.93	37.72	39.61	
5048		Tacoma Venues & Events Maintenance Chief	32.11	33.71	35.40	37.17	39.04	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	26.22	27.53	28.92	30.36	31.87	
6014		Tacoma Venues & Events Maintenance Worker I	17.98	18.88	19.83	20.82	21.86	
6015		Tacoma Venues & Events Maintenance Worker II	22.89	24.03	25.23	26.49	27.82	29.21

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Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	19.70	20.69	21.72	22.81	23.95	
5051		Tacoma Venues & Events Electrician	34.44	36.16	37.97	39.87	41.86	
5050		Tacoma Venues & Events HVAC Mechanic	33.74	35.43	37.20	39.06	41.01	
5053		Tacoma Venues & Events HVAC Mechanic II	37.47	39.34	41.31	43.38	45.55	
5048		Tacoma Venues & Events Maintenance Chief	36.93	38.78	40.72	42.76	44.90	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	30.15	31.66	33.24	34.90	36.65	
6014		Tacoma Venues & Events Maintenance Worker I	20.68	21.71	22.80	23.94	25.14	
6015		Tacoma Venues & Events Maintenance Worker II	24.97	26.22	27.53	28.91	30.36	31.88

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Section 7. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	19.70	20.69	21.72	22.81	23.95	
5051		Tacoma Venues & Events Electrician	34.44	36.16	37.97	39.87	41.86	
5050		Tacoma Venues & Events HVAC Mechanic	33.74	35.43	37.20	39.06	41.01	
5053		Tacoma Venues & Events HVAC Mechanic II	37.47	39.34	41.31	43.38	45.55	
5048		Tacoma Venues & Events Maintenance Chief	36.93	38.78	40.72	42.76	44.90	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	30.15	31.66	33.24	34.90	36.65	
6014		Tacoma Venues & Events Maintenance Worker I	20.68	21.71	22.80	23.94	25.14	
6015		Tacoma Venues & Events Maintenance Worker II	24.97	26.22	27.53	28.91	30.36	31.88

Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	<u>21.08</u>	<u>22.14</u>	<u>23.24</u>	<u>24.41</u>	<u>25.63</u>	
5051		Tacoma Venues & Events Electrician	<u>36.23</u>	<u>38.04</u>	<u>39.94</u>	<u>41.94</u>	<u>44.04</u>	
5050		Tacoma Venues & Events HVAC Mechanic	<u>36.24</u>	<u>38.05</u>	<u>39.95</u>	<u>41.95</u>	<u>44.04</u>	
5053		Tacoma Venues & Events HVAC Mechanic II	<u>39.83</u>	<u>41.82</u>	<u>43.91</u>	<u>46.11</u>	<u>48.42</u>	
5048		Tacoma Venues & Events Maintenance Chief	<u>39.83</u>	<u>41.82</u>	<u>43.92</u>	<u>46.12</u>	<u>48.42</u>	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	<u>32.29</u>	<u>33.91</u>	<u>35.60</u>	<u>37.38</u>	<u>39.25</u>	
6014		Tacoma Venues & Events Maintenance Worker I	<u>22.85</u>	<u>23.99</u>	<u>25.19</u>	<u>26.45</u>	<u>27.78</u>	
6015		Tacoma Venues & Events Maintenance Worker II	<u>25.59</u>	<u>26.88</u>	<u>28.22</u>	<u>29.63</u>	<u>31.12</u>	<u>32.68</u>



Section 8. That Section 1.12.355 of the TMC is hereby amended, effective

1 January 1, 2024, to read as follows:

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Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	21.08	22.14	23.24	24.41	25.63	
5051		Tacoma Venues & Events Electrician	36.23	38.04	39.94	41.94	44.04	
5050		Tacoma Venues & Events HVAC Mechanic	36.24	38.05	39.95	41.95	44.04	
5053		Tacoma Venues & Events HVAC Mechanic II	39.83	41.82	43.91	46.11	48.42	
5048		Tacoma Venues & Events Maintenance Chief	39.83	41.82	43.92	46.12	48.42	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	32.29	33.91	35.60	37.38	39.25	
6014		Tacoma Venues & Events Maintenance Worker I	22.85	23.99	25.19	26.45	27.78	
6015		Tacoma Venues & Events Maintenance Worker II	25.59	26.88	28.22	29.63	31.12	32.68

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Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	<u>21.66</u>	<u>22.75</u>	<u>23.88</u>	<u>25.08</u>	<u>26.33</u>	
5051		Tacoma Venues & Events Electrician	<u>37.23</u>	<u>39.09</u>	<u>41.04</u>	<u>43.09</u>	<u>45.25</u>	
5050		Tacoma Venues & Events HVAC Mechanic	<u>37.24</u>	<u>39.10</u>	<u>41.05</u>	<u>43.10</u>	<u>45.25</u>	
5053		Tacoma Venues & Events HVAC Mechanic II	<u>40.93</u>	<u>42.97</u>	<u>45.12</u>	<u>47.38</u>	<u>49.75</u>	
5048		Tacoma Venues & Events Maintenance Chief	<u>40.93</u>	<u>42.97</u>	<u>45.13</u>	<u>47.39</u>	<u>49.75</u>	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	<u>33.18</u>	<u>34.84</u>	<u>36.58</u>	<u>38.41</u>	<u>40.33</u>	
6014		Tacoma Venues & Events Maintenance Worker I	<u>23.48</u>	<u>24.65</u>	<u>25.88</u>	<u>27.18</u>	<u>28.54</u>	
6015		Tacoma Venues & Events Maintenance Worker II	<u>26.29</u>	<u>27.62</u>	<u>29.00</u>	<u>30.44</u>	<u>31.98</u>	<u>33.58</u>



Section 9. 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	6
6225		Tacoma Venues & Events Custodian	21.66	22.75	23.88	25.08	26.33	
5051		Tacoma Venues & Events Electrician	37.23	39.09	41.04	43.09	45.25	
5050		Tacoma Venues & Events HVAC Mechanic	37.24	39.10	41.05	43.10	45.25	
5053		Tacoma Venues & Events HVAC Mechanic II	40.93	42.97	45.12	47.38	49.75	
5048		Tacoma Venues & Events Maintenance Chief	40.93	42.97	45.13	47.39	49.75	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	33.18	34.84	36.58	38.41	40.33	
6014		Tacoma Venues & Events Maintenance Worker I	23.48	24.65	25.88	27.18	28.54	
6015		Tacoma Venues & Events Maintenance Worker II	26.29	27.62	29.00	30.44	31.98	33.58

Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	<u>22.26</u>	<u>23.38</u>	<u>24.54</u>	<u>25.77</u>	<u>27.05</u>	
5051		Tacoma Venues & Events Electrician	<u>38.25</u>	<u>40.16</u>	<u>42.17</u>	<u>44.27</u>	<u>46.49</u>	
5050		Tacoma Venues & Events HVAC Mechanic	<u>38.26</u>	<u>40.18</u>	<u>42.18</u>	<u>44.29</u>	<u>46.49</u>	
5053		Tacoma Venues & Events HVAC Mechanic II	<u>42.06</u>	<u>44.15</u>	<u>46.36</u>	<u>48.68</u>	<u>51.12</u>	
5048		Tacoma Venues & Events Maintenance Chief	<u>42.06</u>	<u>44.15</u>	<u>46.37</u>	<u>48.69</u>	<u>51.12</u>	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	<u>34.09</u>	<u>35.80</u>	<u>37.59</u>	<u>39.47</u>	<u>41.44</u>	
6014		Tacoma Venues & Events Maintenance Worker I	<u>24.13</u>	<u>25.33</u>	<u>26.59</u>	<u>27.93</u>	<u>29.32</u>	
6015		Tacoma Venues & Events Maintenance Worker II	<u>27.01</u>	<u>28.38</u>	<u>29.80</u>	<u>31.28</u>	<u>32.86</u>	<u>34.50</u>



Section 10. That Section 1.12.640 of the TMC is hereby amended, effective

1 as provided by law, to read as follows:

2 **1.12.640 Application of additional rates.**

3 * * *

4 SMART-TD Yardmaster. In recognition of concessions made during the negotiations of the 2021-
5 24 collective bargaining agreement, each regular Yardmaster employed on the date of City
6 Council ratification of the agreement will receive a one-time, lump sum payment of \$2,000.

6 SMART-TD Yardmaster. Permanent and extra list Yardmasters who qualify for participation in
7 the longevity program consistent with Ordinance 20938 will continue to participate and
8 progress with the current percentage factors for continuous years of employment. Employees
9 (including extra list Yardmasters) hired into the Yardmaster classification after City Council
10 ratification of the 2021-24 collective bargaining agreement, shall not be eligible or participate in
11 the longevity program.

10 * * *

11 Section 11. That Sections 1 and 10 are effective as provided by law; that
12 Section 2 is effective retroactive to January 1, 2021; that Sections 3 and 6 are
13 effective retroactive to January 1, 2022; that Sections 4 and 7 are effective
14 January 1, 2023; that Sections 5 and 8 are effective January 1, 2024; and that
15 Section 9 is effective January 1, 2025.

16 Passed _____

19 _____
20 Mayor

21 Attest:
22 _____
23 City Clerk

24 Approved as to form:
25 _____
26 Deputy City Attorney