



ORDINANCE NO. 28405

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 non-represented and represented employees, and to implement changes to
 reflect the organizational structure; and declaring the effective dates thereof.

4 BE IT ORDAINED BY THE CITY OF TACOMA:

5 Section 1. That Section 1.12.229 of the Tacoma Municipal Code is hereby
 6 amended, effective January 1, 2017, to read as follows:

7 **1.12.229 VEBA Accounts.**

8 * * *

9 D. In addition to VEBA benefits for which an employee may be eligible under subsections A
 10 and B above, the City shall deposit \$5100.00 per month into an individual VEBA Account for
 11 each employee represented by the Tacoma Police Management Association, Local 26, who is
 12 also an LEOFF II pension system member, per the collective bargaining agreement; provided,
 however, contributions for employees who become represented by said bargaining unit after
 May 21, 2001, will be made beginning the first full month following an employee's permanent
 appointment to a classification represented by the bargaining unit.

13 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 14 amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	26.50	27.82	29.22	30.67	32.21	
6010		Building Maintenance Supervisor	38.99	40.95	43.00			
5202		Carpenter Crew Leader	36.04					
2003		Chief Of Party	29.84	31.32	32.89	34.53	36.27	
2006		Chief Surveyor	41.29	43.36	45.54	47.81	50.21	
2005		Chief Surveyor, Assistant	33.69	35.39	37.14	39.01	40.96	
2102		Code Inspector Supervisor	36.01	37.81	39.70	41.68	43.76	
5008		Collection Systems Technician	22.59	23.72	24.91	26.15	27.46	
5007		Collection Systems Worker	21.20	22.28	23.41	24.60	25.86	
5006		Community Service Work Crew Leader	27.50	28.88	30.33	31.84	33.43	
2104		Construction Inspection Supervisor	36.01	37.81	39.70	41.68	43.76	
2016		Construction Inspector	31.22	32.77	34.42	36.13	37.95	40.22
2015		Construction Inspector, Assistant	27.55	28.94	30.38	31.90	33.49	
2043		Construction Manager	40.26	42.31	44.49	46.74	49.12	51.62
2045		Construction Manager, Associate	36.01	37.81	39.70	41.68	43.76	



	Code	A	Job Title	1	2	3	4	5	6
1	2046		Engineering Construction Coordinator	35.32	37.08	38.94	40.88	42.93	
	2019		Engineering Instrumentation Technician	31.85	33.44	35.12	36.87	38.70	
2	2021		Engineering Office Coordinator	31.85	33.44	35.12	36.87	38.70	
3	2010		Engineering Technician I	23.50	24.66	25.91	27.21	28.56	
	2011		Engineering Technician II	26.73	28.10	29.49	30.97	32.52	
4	2012		Engineering Technician III	29.48	30.96	32.49	34.12	35.82	
5	2004		Engineering Technician IV	32.42	34.08	35.76	37.54	39.42	
	3102		Environmental Lab Scientist I	24.12	25.33	26.59	27.93	29.32	
6	3105		Environmental Lab Scientist II	29.03	30.47	32.00	33.60	35.28	
	3106		Environmental Lab Scientist III	33.23	34.89	36.62	38.46	40.39	
7	3107		Environmental Lab Scientist in Training	18.99	19.94	20.94	21.98	23.08	
8	4209		Forensic Services Supervisor	43.03	45.18				
	5042		Grounds Maintenance Supervisor	39.15	41.11	43.17			
9	2101		Inspector	31.22	32.77	34.42	36.13	37.95	
	2122		Inspector, Senior	33.09	34.75	36.49	38.32	40.22	
10	2026		L I D Representative	32.10	33.70	35.39	37.15	39.02	
	2027		L I D Representative, Senior	37.79	39.68	41.66	43.74	45.92	
11	3104		Lab Assistant	18.30	19.22	20.18	21.19	22.25	23.36
12	5206		Painter Crew Leader	33.57					
13	0070		Parking Enforcement Officer	20.30	21.32	22.38	23.50	24.67	
	0071		Parking Enforcement Officer, Lead	22.43	23.54	24.72	25.96	27.26	
14	0072		Parking Enforcement Supervisor	26.52	27.85	29.25	30.70	32.25	
15	2008		Permit Specialist	25.92	27.21	28.57	30.00	31.50	
	2009		Permit Specialist, Senior	29.37	30.85	32.39	34.01	35.71	
16	0035		Real Estate Specialist	24.05	25.26	26.50	27.84	29.23	
	0401		Real Estate Specialist, Senior	32.08	33.68	35.37	37.13	38.99	
17	5014		Recovery & Transfer Center Supervisor	35.52	37.30	39.16	41.11	43.17	
18	2108		Road Use Compliance Officer	26.52	27.85	29.25	30.70	32.25	
	2109		Road Use Compliance Supervisor	29.18	30.63	32.17	33.77	35.46	
19	5028		Sewer Transmission Systems Maintenance Coordinator	31.63	33.22	34.88	36.61	38.45	
20	5030		Sewer Transmission Systems Maintenance Supervisor	32.29	33.90	35.59	37.38	39.24	
21	5017		Solid Waste Collection Supervisor	41.11	43.17				
22	5037		Solid Waste Route Supervisor	39.24					
23	0625		Source Control Representative	28.92	30.37	31.89	33.48	35.16	
	0626		Source Control Representative, Senior	31.82	33.41	35.08	36.83	38.67	
24	5026		Street Maintenance Supervisor	39.15	41.11	43.17			
25	2001		Survey Technician II	22.88	24.02	25.21	26.48	27.80	
	2002		Survey Technician III	26.29	27.59	28.98	30.42	31.94	
26	0613		Utility Services Representative I	25.92	27.21	28.57	30.00	31.50	



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Code	A	Job Title	1	2	3	4	5	6
0614		Utility Services Representative II	34.70	36.44	38.27	40.17	42.18	
5107		WWTP Operations Supervisor	41.24	43.30	45.47	47.75	50.13	
Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	27.03	28.38	29.80	31.28	32.85	
6010		Building Maintenance Supervisor	39.77	41.77	43.86			
5202		Carpenter Crew Leader	36.76					
2003		Chief Of Party	30.44	31.95	33.55	35.22	37.00	
2006		Chief Surveyor	42.12	44.23	46.45	48.77	51.21	
2005		Chief Surveyor, Assistant	34.36	36.10	37.88	39.79	41.78	
2102		Code Inspector Supervisor	36.73	38.57	40.49	42.51	44.64	
5008		Collection Systems Technician	23.04	24.19	25.41	26.67	28.01	
5007		Collection Systems Worker	21.62	22.73	23.88	25.09	26.38	
5006		Community Service Work Crew Leader	28.05	29.46	30.94	32.48	34.10	
2104		Construction Inspection Supervisor	36.73	38.57	40.49	42.51	44.64	
2016		Construction Inspector	31.84	33.43	35.11	36.85	38.71	41.02
2015		Construction Inspector, Assistant	28.10	29.52	30.99	32.54	34.16	
2043		Construction Manager	41.07	43.16	45.38	47.67	50.10	52.65
2045		Construction Manager, Associate	36.73	38.57	40.49	42.51	44.64	
2046		Engineering Construction Coordinator	36.03	37.82	39.72	41.70	43.79	
2019		Engineering Instrumentation Technician	32.49	34.11	35.82	37.61	39.47	
2021		Engineering Office Coordinator	32.49	34.11	35.82	37.61	39.47	
2010		Engineering Technician I	23.97	25.15	26.43	27.75	29.13	
2011		Engineering Technician II	27.26	28.66	30.08	31.59	33.17	
2012		Engineering Technician III	30.07	31.58	33.14	34.80	36.54	
2004		Engineering Technician IV	33.07	34.76	36.48	38.29	40.21	
3102		Environmental Lab Scientist I	24.60	25.84	27.12	28.49	29.91	
3105		Environmental Lab Scientist II	29.61	31.08	32.64	34.27	35.99	
3106		Environmental Lab Scientist III	33.89	35.59	37.35	39.23	41.20	
3107		Environmental Lab Scientist in Training	19.37	20.34	21.36	22.42	23.54	
4209		Forensic Services Supervisor	43.89	46.08				
5042		Grounds Maintenance Supervisor	39.93	41.93	44.03			
2101		Inspector	31.84	33.43	35.11	36.85	38.71	
2122		Inspector, Senior	33.75	35.45	37.22	39.09	41.02	
2026		L I D Representative	32.74	34.37	36.10	37.89	39.80	
2027		L I D Representative, Senior	38.55	40.47	42.49	44.61	46.84	
3104		Lab Assistant	18.67	19.60	20.58	21.61	22.70	23.83
5206		Painter Crew Leader	34.24					
0070		Parking Enforcement Officer	20.71	21.75	22.83	23.97	25.16	
0071		Parking Enforcement Officer, Lead	22.88	24.01	25.21	26.48	27.81	



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Code	A	Job Title	1	2	3	4	5	6
0072		Parking Enforcement Supervisor	27.05	28.41	29.84	31.31	32.90	
2008		Permit Specialist	26.44	27.75	29.14	30.60	32.13	
2009		Permit Specialist, Senior	29.96	31.47	33.04	34.69	36.42	
0035		Real Estate Specialist	24.53	25.77	27.03	28.40	29.81	
0401		Real Estate Specialist, Senior	32.72	34.35	36.08	37.87	39.77	
5014		Recovery & Transfer Center Supervisor	36.23	38.05	39.94	41.93	44.03	
2108		Road Use Compliance Officer	27.05	28.41	29.84	31.31	32.90	
2109		Road Use Compliance Supervisor	29.76	31.24	32.81	34.45	36.17	
5028		Sewer Transmission Systems Maintenance Coordinator	32.26	33.88	35.58	37.34	39.22	
5030		Sewer Transmission Systems Maintenance Supervisor	32.94	34.58	36.30	38.13	40.02	
5017		Solid Waste Collection Supervisor	41.93	44.03				
5037		Solid Waste Route Supervisor	40.02					
0625		Source Control Representative	29.50	30.98	32.53	34.15	35.86	
0626		Source Control Representative, Senior	32.46	34.08	35.78	37.57	39.44	
5026		Street Maintenance Supervisor	39.93	41.93	44.03			
2001		Survey Technician II	23.34	24.50	25.71	27.01	28.36	
2002		Survey Technician III	26.82	28.14	29.56	31.03	32.58	
0613		Utility Services Representative I	26.44	27.75	29.14	30.60	32.13	
0614		Utility Services Representative II	35.39	37.17	39.04	40.97	43.02	
5107		WWTP Operations Supervisor	42.06	44.17	46.38	48.71	51.13	

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	24.75	25.92	29.51	30.96	32.47	34.10
4002		Fire Lieutenant	39.32	41.27				
4003		Fire Captain	45.20	47.47				
4004		Fire Chief Battalion	51.97	54.61				
4005		Fire Battalion Chief Aide	39.32	41.27				
4006		Firefighter-Paramedic	37.43	39.33				
4007		Firefighter Paramedic Supervisor	43.07	45.19				
4008	A	Fire Medical Services Officer	64.45	67.68				
4011		Fire Boat Pilot	39.32	41.27				
4015		Fire Inspector 40hr	45.32	47.62				
4016		Fire Marshal Deputy 40hr	52.15	54.77				
4022		Harbor Master Deputy 40hr	53.43	56.02				
4101		Fire Communications Center Lieutenant 40hr	47.64	50.02				



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Code	A	Job Title	1	2	3	4	5	6
4102		Fire Captain Dispatcher 40hr	53.45	56.12				
4103	A	Fire Communications Center Supervisor 40hr	57.42	60.33				

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>25.25</u>	<u>26.44</u>	<u>30.10</u>	<u>31.58</u>	<u>33.12</u>	<u>34.78</u>
4002		Fire Lieutenant	<u>40.11</u>	<u>42.10</u>				
4003		Fire Captain	<u>46.10</u>	<u>48.42</u>				
4004		Fire Chief Battalion	<u>53.01</u>	<u>55.70</u>				
4005		Fire Battalion Chief Aide	<u>40.11</u>	<u>42.10</u>				
4006		Firefighter-Paramedic	<u>38.18</u>	<u>40.12</u>				
4007		Firefighter Paramedic Supervisor	<u>43.93</u>	<u>46.09</u>				
4008	A	Fire Medical Services Officer	<u>65.74</u>	<u>69.03</u>				
4011		Fire Boat Pilot	<u>40.11</u>	<u>42.10</u>				
4015		Fire Inspector 40hr	<u>46.23</u>	<u>48.57</u>				
4016		Fire Marshal Deputy 40hr	<u>53.19</u>	<u>55.87</u>				
4022		Harbor Master Deputy 40hr	<u>54.50</u>	<u>57.14</u>				
4101		Fire Communications Center Lieutenant 40hr	<u>48.59</u>	<u>51.02</u>				
4102		Fire Captain Dispatcher 40hr	<u>54.52</u>	<u>57.24</u>				
4103	A	Fire Communications Center Supervisor 40hr	<u>58.57</u>	<u>61.54</u>				

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	23.35	24.53	25.74	27.02	28.38	
5016		Asphalt Plant Crew Leader	32.41	34.03	35.73			
5015		Asphalt Plant Operator	28.25	29.66	31.14			
5201		Carpenter	32.54					
5210		Concrete Finisher Crew Leader	32.41	34.03				
1101		Crime Analyst	27.19	28.57	30.03	31.57	33.17	34.86
1102		Crime Analyst, Senior	31.20	32.80	34.49	36.23	38.07	40.01
1099		Crime Program Technician	22.72	23.87	25.09	26.39	27.71	29.11
4210		Crime Scene Technician	27.05	28.41	29.83	31.33	32.90	
5020		Equipment Operator	29.78					
5021		Equipment Operator, Heavy	31.40	32.97				
4208		Forensic Specialist	29.77	31.27	32.83	34.46	36.18	
5041		Grounds Maintenance Crew Leader	29.40	30.87	32.41	34.03		
5040		Grounds Maintenance Worker	23.52	24.69	25.92	27.22		



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Code	A	Job Title	1	2	3	4	5	6
5047		Hydro Grounds Maintenance Worker	23.52	24.69	25.92	27.22		
5001		Laborer	12.29	12.91	13.56	14.23	14.94	
4212		Latent Print Examiner	32.77	34.39	36.11	37.92	39.80	
5205		Painter, Industrial	25.71	27.00	28.34	29.77	31.26	
0016		Police Administrative Support Specialist	23.43	24.62	25.84	27.14	28.49	
0628		Refuse Scale Operator	24.85	26.09				
0627		Solid Waste Worker	20.31	21.32	22.38	23.52	24.69	
5025		Street Maintenance Crew Leader	29.40	30.87	32.41	34.03		
5002		Street Maintenance Worker	23.52	24.69	25.92	27.22		
0530		Tax & License Field Auditor	30.37	31.89	33.48	35.15	36.93	
0531		Tax & License Field Auditor, Senior	33.11	34.76	36.50	38.32	40.25	
0529		Tax & License Office Auditor	28.37	29.79	31.28	32.85	34.49	
0525		Tax License Compliance Officer	31.37	32.94	34.59	36.32	38.12	
5023		Traffic Sign & Marking Specialist	23.81	25.01	26.26	27.56	28.94	

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	23.82	25.02	26.25	27.56	28.95	
5016		Asphalt Plant Crew Leader	33.06	34.71	36.44			
5015		Asphalt Plant Operator	28.82	30.25	31.76			
5201		Carpenter	33.19					
5210		Concrete Finisher Crew Leader	33.06	34.71				
1101		Crime Analyst	27.73	29.14	30.63	32.20	33.83	35.56
1102		Crime Analyst, Senior	31.82	33.46	35.18	36.95	38.83	40.81
1099		Crime Program Technician	23.17	24.35	25.59	26.92	28.26	29.69
4210		Crime Scene Technician	27.59	28.98	30.43	31.96	33.56	
5020		Equipment Operator	30.38					
5021		Equipment Operator, Heavy	32.03	33.63				
4208		Forensic Specialist	30.37	31.90	33.49	35.15	36.90	
5041		Grounds Maintenance Crew Leader	29.99	31.49	33.06	34.71		
5040		Grounds Maintenance Worker	23.99	25.18	26.44	27.76		
5047		Hydro Grounds Maintenance Worker	23.99	25.18	26.44	27.76		
5001		Laborer	12.54	13.17	13.83	14.51	15.24	
4212		Latent Print Examiner	33.43	35.08	36.83	38.68	40.60	
5205		Painter, Industrial	26.22	27.54	28.91	30.37	31.89	
0016		Police Administrative Support Specialist	23.90	25.11	26.36	27.68	29.06	
0628		Refuse Scale Operator	25.35	26.61				
0627		Solid Waste Worker	20.72	21.75	22.83	23.99	25.18	
5025		Street Maintenance Crew Leader	29.99	31.49	33.06	34.71		
5002		Street Maintenance Worker	23.99	25.18	26.44	27.76		
0530		Tax & License Field Auditor	30.98	32.53	34.15	35.85	37.67	



Code	A	Job Title	1	2	3	4	5	6
0531		Tax & License Field Auditor, Senior	<u>33.77</u>	<u>35.46</u>	<u>37.23</u>	<u>39.09</u>	<u>41.06</u>	
0529		Tax & License Office Auditor	<u>28.94</u>	<u>30.39</u>	<u>31.91</u>	<u>33.51</u>	<u>35.18</u>	
0525		Tax License Compliance Officer	<u>32.00</u>	<u>33.60</u>	<u>35.28</u>	<u>37.05</u>	<u>38.88</u>	
5023		Traffic Sign & Marking Specialist	<u>24.29</u>	<u>25.51</u>	<u>26.79</u>	<u>28.11</u>	<u>29.52</u>	

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
6225		PAF Custodian	<u>16.31</u>	<u>17.12</u>	<u>17.98</u>	<u>18.88</u>	<u>19.82</u>	
5051		PAF Electrician	<u>27.14</u>	<u>28.49</u>	<u>29.92</u>	<u>31.41</u>	<u>32.98</u>	
5050		PAF HVAC Mechanic	<u>26.57</u>	<u>27.90</u>	<u>29.30</u>	<u>30.76</u>	<u>32.30</u>	
5048		PAF Maintenance Chief	<u>30.55</u>	<u>32.08</u>	<u>33.68</u>	<u>35.37</u>	<u>37.14</u>	
5049		PAF Maintenance Chief, Assistant	<u>24.95</u>	<u>26.20</u>	<u>27.51</u>	<u>28.89</u>	<u>30.33</u>	
6014		PAF Maintenance Worker I	<u>17.11</u>	<u>17.97</u>	<u>18.87</u>	<u>19.81</u>	<u>20.80</u>	
6015		PAF Maintenance Worker II	<u>21.78</u>	<u>22.86</u>	<u>24.01</u>	<u>25.21</u>	<u>26.47</u>	<u>27.79</u>

Code	A	Job Title	1	2	3	4	5	6
6225		PAF Custodian	<u>16.47</u>	<u>17.29</u>	<u>18.16</u>	<u>19.07</u>	<u>20.02</u>	
5051		PAF Electrician	<u>27.68</u>	<u>29.06</u>	<u>30.52</u>	<u>32.04</u>	<u>33.64</u>	
5050		PAF HVAC Mechanic	<u>27.10</u>	<u>28.46</u>	<u>29.89</u>	<u>31.38</u>	<u>32.95</u>	
5048		PAF Maintenance Chief	<u>30.86</u>	<u>32.40</u>	<u>34.02</u>	<u>35.72</u>	<u>37.51</u>	
5049		PAF Maintenance Chief, Assistant	<u>25.20</u>	<u>26.46</u>	<u>27.79</u>	<u>29.18</u>	<u>30.63</u>	
6014		PAF Maintenance Worker I	<u>17.28</u>	<u>18.15</u>	<u>19.06</u>	<u>20.01</u>	<u>21.01</u>	
6015		PAF Maintenance Worker II	<u>22.00</u>	<u>23.09</u>	<u>24.25</u>	<u>25.46</u>	<u>26.73</u>	<u>28.07</u>

Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>28.29</u>	<u>30.02</u>	<u>31.75</u>	<u>33.49</u>	<u>35.21</u>
7141		Locomotive Mechanic, Senior	<u>38.35</u>				
7142		Railway Shop Worker	<u>21.81</u>	<u>22.88</u>	<u>24.00</u>	<u>25.16</u>	<u>26.50</u>

Code	A	Job Title	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
71400		Locomotive Mechanic 1	<u>28.86</u>	<u>30.62</u>	<u>32.39</u>	<u>34.16</u>	<u>35.91</u>
71410		Locomotive Mechanic, Senior	<u>39.12</u>				
71420		Railway Shop Worker	<u>22.25</u>	<u>23.34</u>	<u>24.48</u>	<u>25.66</u>	<u>27.03</u>

Section 7. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:



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Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	27.68	29.38	31.08	32.75	34.47	
7119		Railway Track Inspector	23.30	24.86	26.41	27.96	29.52	31.07
7119A		With 5+ years of experience	23.30	24.86	27.96	31.07		
7120		Railway Track Maintenance Worker	22.22	23.70	25.18	26.66	28.14	29.62
7120A		With 5+ years of experience	22.22	23.70	26.66	29.62		
7121		Railway Track Maintenance Supervisor	25.01	26.67	28.34	30.01	31.67	33.34
7121A		With 5+ years of experience	25.01	26.67	30.01	33.34		

Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	28.23	29.97	31.70	33.41	35.16	
7119		Railway Track Inspector	23.77	25.35	26.94	28.52	30.11	31.69
7119A		With 5+ years of experience	23.77	25.35	28.52	31.69		
7120		Railway Track Maintenance Worker	22.66	24.17	25.68	27.19	28.70	30.21
7120A		With 5+ years of experience	22.66	24.17	27.19	30.21		
Code	A	Job Title	1	2	3	4	5	6
7121		Railway Track Maintenance Supervisor	25.51	27.21	28.91	30.61	32.31	34.01
7121A		With 5+ years of experience	25.51	27.21	30.61	34.01		

Section 8. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5019		Biosolids Distribution Operator	25.65	26.94	28.28	29.70	31.18	
5012		Sewer Equipment Operator	28.28	29.70	31.18			
5013		Sewer Heavy Equipment Operator	31.74	33.32				
5010		Sewer Worker	22.26	23.38	24.54	25.77	27.06	28.41
5011		Sewer Worker, Senior	31.18	32.74	34.38	36.10		
5035		Solid Waste Collector/Driver	28.29	29.70	31.19			

Code	A	Job Title	1	2	3	4	5	6
5019		Biosolids Distribution Operator	26.16	27.48	28.85	30.29	31.80	
5012		Sewer Equipment Operator	28.85	30.29	31.80			
5013		Sewer Heavy Equipment Operator	32.37	33.99				
5010		Sewer Worker	22.71	23.85	25.03	26.29	27.60	28.98
5011		Sewer Worker, Senior	31.80	33.39	35.07	36.82		
5035		Solid Waste Collector/Driver	28.86	30.29	31.81			



Section 9. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	22.91	24.05	25.25	26.52	27.84
0608		Customer Service Representative, Lead	31.95	33.54	35.22		
0612		Customer Service Representative, Technical	29.05	30.49	32.02		
0012		Mail & Stock Processor, Senior	23.19	24.37	25.58		
0018		Mail & Stock Processor	18.94	19.89	20.89	21.93	23.02
0601		Meter Reader	21.80	22.89	24.02	25.22	26.49
0602		Utilities Field Investigator	30.46				
0305		Warehouse Supervisor, Utilities	30.22	31.74	33.32	34.99	36.74

Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<u>23.37</u>	<u>24.53</u>	<u>25.76</u>	<u>27.05</u>	<u>28.40</u>
0608		Customer Service Representative, Lead	<u>32.59</u>	<u>34.21</u>	<u>35.92</u>		
0612		Customer Service Representative, Technical	<u>29.63</u>	<u>31.10</u>	<u>32.66</u>		
Code	A	Job Title	1	2	3	4	5
0012		Mail & Stock Processor, Senior	<u>23.65</u>	<u>24.86</u>	<u>26.09</u>		
0018		Mail & Stock Processor	<u>19.32</u>	<u>20.29</u>	<u>21.31</u>	<u>22.37</u>	<u>23.48</u>
0601		Meter Reader	<u>22.24</u>	<u>23.35</u>	<u>24.50</u>	<u>25.72</u>	<u>27.02</u>
0602		Utilities Field Investigator	<u>31.07</u>				
0305		Warehouse Supervisor, Utilities	<u>30.82</u>	<u>32.37</u>	<u>33.99</u>	<u>35.69</u>	<u>37.47</u>

Section 10. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	36.95				
5225		Water Meter Repair Worker					
		First 6 months	30.92				
		Thereafter	32.31				
5226		Water Meter Repair Worker, Lead	37.16				
5108		Water Plant Maintenance Worker					
		First 6 months	32.69				
		Thereafter	34.16				
5070		Water Pumps & Storage Supervisor	43.10				
1999		Water Quality Specialist	30.89	32.43	34.05	35.75	37.54
5305		Water Service Mechanic					
		First year	35.08				



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Code	A	Job Title	1	2	3	4	5
		Thereafter	36.83				
5065		Water Service Supervisor	43.10				
5061		Water Service Worker					
		First 6 months	30.92				
		Thereafter	32.31				
5112		Water Treatment Plant Operator	38.57				
5110		Water Treatment Plant Supervisor	43.10				
5060		Water Utility Worker					
		First year	24.39				
		Thereafter	25.61				
2155		Watershed Inspector					
		First 6 months	30.89				
		7 th through 18 th month	32.43				
		19 th through 30 th month	34.05				
		31 st through 42 nd month	35.75				
		Thereafter	37.54				

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	<u>37.69</u>				
5225		Water Meter Repair Worker					
		First 6 months	<u>31.54</u>				
		Thereafter	<u>32.96</u>				
5226		Water Meter Repair Worker, Lead	<u>37.90</u>				
5108		Water Plant Maintenance Worker					
		First 6 months	<u>33.34</u>				
		Thereafter	<u>34.84</u>				
5070		Water Pumps & Storage Supervisor	<u>43.96</u>				
1999		Water Quality Specialist	<u>31.51</u>	<u>33.08</u>	<u>34.73</u>	<u>36.47</u>	<u>38.29</u>
5305		Water Service Mechanic					
		First year	<u>35.78</u>				
		Thereafter	<u>37.57</u>				
5065		Water Service Supervisor	<u>43.96</u>				
5061		Water Service Worker					
		First 6 months	<u>31.54</u>				
		Thereafter	<u>32.96</u>				
5112		Water Treatment Plant Operator	<u>39.34</u>				
5110		Water Treatment Plant Supervisor	<u>43.96</u>				
5060		Water Utility Worker					
		First year	<u>24.88</u>				
		Thereafter	<u>26.12</u>				



Code	A	Job Title	1	2	3	4	5
2155		Watershed Inspector					
		First 6 months	<u>31.51</u>				
		7 th through 18 th month	<u>33.08</u>				
		19 th through 30 th month	<u>34.73</u>				
		31 st through 42 nd month	<u>36.47</u>				
		Thereafter	<u>38.29</u>				

Section 11. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5
0629		Environmental Systems Technician	26.98	28.33	29.74	31.23	32.79
5036		Landfill Gas Systems Operator	31.02	32.57	34.20	35.91	37.71
5094		WWTP Operator-in-Training	25.15	26.63	28.11		
5096		WWTP Electrician/Instrumentation Technician	33.04	34.69	36.42	38.24	40.16
5100		Biosolids Coordinator	32.00	33.60	35.28	37.05	38.89
5101		WWTP Operator	29.59	31.07	32.62	34.25	
5103		WWTP Operator, Senior	35.89	37.69			

Code	A	Job Title	1	2	3	4	5
0629		Environmental Systems Technician	<u>27.52</u>	<u>28.90</u>	<u>30.33</u>	<u>31.85</u>	<u>33.45</u>
5036		Landfill Gas Systems Operator	<u>31.64</u>	<u>33.22</u>	<u>34.88</u>	<u>36.63</u>	<u>38.46</u>
5094		WWTP Operator-in-Training	<u>25.65</u>	<u>27.16</u>	<u>28.67</u>		
5096		WWTP Electrician/Instrumentation Technician	<u>33.70</u>	<u>35.38</u>	<u>37.15</u>	<u>39.00</u>	<u>40.96</u>
5100		Biosolids Coordinator	<u>32.64</u>	<u>34.27</u>	<u>35.99</u>	<u>37.79</u>	<u>39.67</u>
5101		WWTP Operator	<u>30.18</u>	<u>31.69</u>	<u>33.27</u>	<u>34.94</u>	
5103		WWTP Operator, Senior	<u>36.61</u>	<u>38.44</u>			

Section 12. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2
71150		Railway Yardmaster	36.26	45.32

Code	A	Job Title	1	2
71150		Railway Yardmaster	<u>37.25</u>	<u>46.57</u>



Section 13. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D
7126	A	Railway Roadmaster	49.86	50.48	51.11	51.75	52.4	53.05	53.71	54.38
			3A	3B	3C	3D	4A	4B	4C	4D
			55.06	55.75	56.45	57.16	57.87	58.59	59.32	60.06
			5A	5B	5C	5D	6A			
			60.81	61.57	62.34	63.12	63.91			

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D
7126	A	Railway Roadmaster	50.24	50.87	51.51	52.15	52.80	53.46	54.13	54.81
			3A	3B	3C	3D	4A	4B	4C	4D
			55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54
			5A	5B	5C	5D	6A			
			61.30	62.07	62.85	63.64	64.44			

Section 14. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2015, to read as follows:

Code	A	Job Title	1	2
4206		Police Captain	64.45	67.67
4205		Police Lieutenant	56.04	58.84

Code	A	Job Title	1	2
4206		Police Captain	65.87	69.16
4205		Police Lieutenant	57.27	60.13

Section 15. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2016, to read as follows:

Code	A	Job Title	1	2
4206		Police Captain	65.87	69.16
4205		Police Lieutenant	57.27	60.13

Code	A	Job Title	1	2
4206		Police Captain	66.59	69.92
4205		Police Lieutenant	57.90	60.79



Section 16. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

Code	A	Job Title	1	2
4206		Police Captain	66.59	69.92
4205		Police Lieutenant	57.90	60.79

Code	A	Job Title	1	2
4206		Police Captain	<u>67.92</u>	<u>71.32</u>
4205		Police Lieutenant	<u>59.06</u>	<u>62.01</u>

Section 17. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective January 1, 2017, to read as follows:

1.12.640 Application of additional rates.

* * *

4205, 4206 An employee in the classification of Police Lieutenant (CSC 4205) or Police Captain (CSC 4206) shall receive an applied rate of 1-2 percent above their base wage in recognition for working toward the being CALEA Accreditation-accredited and for the successful maintenance of the accreditation as outlined in the Tacoma Police Management Association, Local 26, collective bargaining agreement. Effective when the Department receives CALEA Accreditation, and paid retroactively to January 1, 2010, the application of rate will increase to 2 percent for the successful accreditation and maintenance thereof as long as accreditation is in good standing. Retroactive pay to January 1, 2010, shall sunset with the expiration of the 2009-2011 contract.

4205, 4206 Beginning January 1, 2017, in recognition of the fact that future technology creates needs which did not previously exist for internal training and mentoring, highly experienced employees shall be assigned additional duties and shall receive an applied rate of 2 percent. Highly experienced employees shall be defined as those with 25 years of service as a commissioned Tacoma police officer. These duties shall be assigned and this applied rate shall commence at the first of the calendar year in which an employee will complete the 25 years of service.

4206 See 4205, 4206

* * *

L26 An employee represented by Tacoma Police Management Association, Local 26, meeting requirements as outlined in the collective bargaining agreement are eligible to receive an annual \$3,500-\$3,750 merit allowance.

L26 An employee represented by Tacoma Police Management Association, covered by the 2015-2017 collective bargaining agreement, and otherwise eligible, shall receive one-time, lump sum payments, in lieu of retroactivity, for increases to the employer VEBA contribution and the annual merit allowance, as contained in the collective bargaining agreement.



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Section 14. That Sections 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 16, and 17 are effective January 1, 2017. That Section 14 is effective retroactive to January 1, 2015. That Section 15 is effective retroactive to January 1, 2016.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney