

**ORDINANCE NO. 29048**

AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the Tacoma Municipal Code to implement rates of pay and compensation for certain nonrepresented employees, and employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, and the Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit, and declaring the effective dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.355 of the Tacoma Municipal Code ("TMC") is hereby amended, effective retroactive to April 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8
4122		Communications System Technician I	40.64	42.67	44.79	47.03	49.38			
4120		Communications System Technician II	59.25							
4121		Communications System Technician, III	62.93							
4119		Communications Systems Technician, Apprentice	40.98	42.05	43.35	44.65	45.96	47.26	48.48	
5004		Craft Helper	24.43	25.66	26.94	28.28	29.70			
2125		Electrical Inspector	47.26	49.62	52.09					
5230		Electrical Meter & Relay Technician	58.26							
5242A		Electrical Meter & Relay Technician, Apprentice	43.59	44.70	46.10	47.49	48.89	50.29	51.69	
5239		Electrical Pre-Apprentice	30.32							
5240		Electrical Worker	34.06	35.78	37.56	39.43				
5236		Electrician	46.06							
5237		Electrician, Lead	50.67							
0623		Energy Services Representative	36.01	37.81	39.70	41.68	43.76			
6008		Facilities Maintenance Mechanic	38.97	40.89	42.93					
6009		Facilities Maintenance Mechanic, Lead	42.84	44.98	47.23					
5270		Fire Maintenance Electrician	55.42							
5244		Fire Maintenance Electrician, Apprentice	43.23	44.34	45.72	47.11	48.49	49.88	51.26	



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Code	A	Job Title	1	2	3	4	5	6	7	8
5145		Heating/AC Maintenance Mechanic Supervisor	47.53	49.92	52.39	55.02				
5132		Hydro Project Electrician	59.78							
5285		Hydro Project Electrician, Apprentice	44.89	46.09	47.29	48.48	49.68	50.87	52.07	53.26
5301		Hydro Project Mechanic	59.78							
5287		Hydro Project Mechanic, Apprentice	44.89	46.09	47.29	48.48	49.68	50.87	52.07	53.26
5056		Hydro Utility Worker	38.76	40.70	42.74	44.87				
5253		Line Clearance Tree Trimmer	53.22							
5254		Line Clearance Tree Trimmer, Senior	57.96							
5255		Line Electrician	62.99							
5241A		Line Electrician, Apprentice	44.98	46.13	47.55	48.99	50.41	51.84	53.27	
5257		Line Electrician, Senior	70.52							
5256		Line Equipment Operator	49.90							
5540		Network Construction Technician	39.87	41.86	43.94	46.15	48.45			
5275		Signal & Lighting Electrician	51.40							
5273		Signal & Lighting Electrician, Apprentice	40.16	41.18	42.47	43.74	45.02	46.29	47.58	
5274		Signal & Lighting Electrician, Senior	60.64							
5116		Substation Operator, Senior	58.58	61.52						
5119		Systems Power Dispatcher Candidate	56.90	59.74	62.73	65.86				
5120		Systems Power Dispatcher Generation	76.55							
5516		Telecommunications Utility Worker	24.92	26.16	27.48	28.84	30.29			
5238		Tool & Equipment Room Coordinator	41.41	43.47						
5252		Transmission & Distribution Arborist	62.42							
5003		Transmission & Distribution Flagger	26.40	27.84	29.31					
0617		Utility Service Specialist	43.87	46.08	48.37	50.80	53.34	55.99	58.80	
5245		Wire Electrician	62.99							
5243A		Wire Electrician, Apprentice	45.31	45.98	47.44	48.87	50.39	51.78	53.23	
5246		Wire Electrician, Senior	70.52							
5302		Wynoochee Project Maintenance Technician	46.45	47.54	48.64	49.81				



	Code	A	Job Title	1	2	3	4	5	6	7	8
1	4122		Communications System Technician I	<a href="#">46.05</a>	<a href="#">48.35</a>	<a href="#">50.77</a>	<a href="#">53.31</a>	<a href="#">55.98</a>			
2	4120		Communications System Technician II	<a href="#">67.20</a>							
3	4121		Communications System Technician, III	<a href="#">73.92</a>							
4	4119		Communications Systems Technician, Apprentice	<a href="#">46.48</a>	<a href="#">47.69</a>	<a href="#">49.17</a>	<a href="#">50.64</a>	<a href="#">52.13</a>	<a href="#">53.61</a>	<a href="#">54.98</a>	
5	5004		Craft Helper	<a href="#">28.86</a>	<a href="#">30.30</a>	<a href="#">31.81</a>	<a href="#">33.40</a>	<a href="#">35.07</a>			
6	2125		Electrical Inspector	<a href="#">56.51</a>	<a href="#">59.34</a>						
7	5230		Electrical Meter & Relay Technician	<a href="#">67.92</a>							
8	5242A		Electrical Meter & Relay Technician, Apprentice	<a href="#">50.82</a>	<a href="#">52.12</a>	<a href="#">53.75</a>	<a href="#">55.37</a>	<a href="#">57.00</a>	<a href="#">58.63</a>	<a href="#">60.26</a>	
9	5239		Electrical Pre-Apprentice	<a href="#">31.85</a>							
10	5240		Electrical Worker	<a href="#">37.58</a>	<a href="#">39.46</a>	<a href="#">41.43</a>	<a href="#">43.50</a>				
11	5236		Electrician	<a href="#">53.25</a>							
12	5237		Electrician, Lead	<a href="#">58.58</a>							
13	0623		Energy Services Representative	<a href="#">37.83</a>	<a href="#">39.72</a>	<a href="#">41.71</a>	<a href="#">43.80</a>	<a href="#">45.99</a>			
14	6008		Facilities Maintenance Mechanic	<a href="#">45.80</a>	<a href="#">48.09</a>	<a href="#">50.49</a>					
15	6009		Facilities Maintenance Mechanic, Lead	<a href="#">50.38</a>	<a href="#">52.90</a>	<a href="#">55.54</a>					
16	5270		Fire Maintenance Electrician	<a href="#">61.79</a>							
17	5244		Fire Maintenance Electrician, Apprentice	<a href="#">48.20</a>	<a href="#">49.43</a>	<a href="#">50.98</a>	<a href="#">52.52</a>	<a href="#">54.07</a>	<a href="#">55.61</a>	<a href="#">57.16</a>	
18	5145		Heating/AC Maintenance Mechanic Supervisor	<a href="#">54.39</a>	<a href="#">57.11</a>	<a href="#">59.97</a>	<a href="#">62.97</a>				
19	5132		Hydro Project Electrician	<a href="#">67.89</a>							
20	5285		Hydro Project Electrician, Apprentice	<a href="#">50.99</a>	<a href="#">52.34</a>	<a href="#">53.70</a>	<a href="#">55.06</a>	<a href="#">56.42</a>	<a href="#">57.77</a>	<a href="#">59.13</a>	<a href="#">60.49</a>
21	5301		Hydro Project Mechanic	<a href="#">67.89</a>							
22	5287		Hydro Project Mechanic, Apprentice	<a href="#">50.99</a>	<a href="#">52.34</a>	<a href="#">53.70</a>	<a href="#">55.06</a>	<a href="#">56.42</a>	<a href="#">57.77</a>	<a href="#">59.13</a>	<a href="#">60.49</a>
23	5056		Hydro Utility Worker	<a href="#">44.02</a>	<a href="#">46.22</a>	<a href="#">48.53</a>	<a href="#">50.96</a>				
24	5253		Line Clearance Tree Trimmer	<a href="#">58.21</a>							
25	5254		Line Clearance Tree Trimmer, Senior	<a href="#">63.49</a>							
26	5255		Line Electrician	<a href="#">73.57</a>							
	5241A		Line Electrician, Apprentice	<a href="#">52.54</a>	<a href="#">53.88</a>	<a href="#">55.54</a>	<a href="#">57.22</a>	<a href="#">58.88</a>	<a href="#">60.55</a>	<a href="#">62.22</a>	
	5257		Line Electrician, Senior	<a href="#">82.80</a>							



Code	A	Job Title	1	2	3	4	5	6	7	8
5256		Line Equipment Operator	<a href="#">59.17</a>							
5540		Network Construction Technician	<a href="#">46.05</a>	<a href="#">48.35</a>	<a href="#">50.77</a>	<a href="#">53.31</a>	<a href="#">55.98</a>			
5275		Signal & Lighting Electrician	<a href="#">61.79</a>							
5273		Signal & Lighting Electrician, Apprentice	<a href="#">48.28</a>	<a href="#">49.51</a>	<a href="#">51.05</a>	<a href="#">52.58</a>	<a href="#">54.12</a>	<a href="#">55.65</a>	<a href="#">57.19</a>	
5274		Signal & Lighting Electrician, Senior	<a href="#">72.91</a>							
5116		Substation Operator, Senior	<a href="#">67.98</a>	<a href="#">71.38</a>						
5119		<del>Systems</del> Power <del>Dispatcher System</del> Operator Candidate	<a href="#">68.11</a>	<a href="#">71.52</a>	<a href="#">75.10</a>	<a href="#">78.86</a>				
5120		<del>Systems</del> Power <del>Dispatcher Generation</del> System Operator-Reliability	<a href="#">91.65</a>							
5516		Telecommunications Utility Worker	<a href="#">28.63</a>	<a href="#">30.06</a>	<a href="#">31.56</a>	<a href="#">33.14</a>	<a href="#">34.80</a>			
5238		Tool & Equipment Room Coordinator	<a href="#">47.79</a>	<a href="#">50.18</a>						
5252		Transmission & Distribution Arborist	<a href="#">68.66</a>							
5003		Transmission & Distribution Flagger	<a href="#">28.52</a>	<a href="#">29.95</a>	<a href="#">31.45</a>					
0617		Utility Service Specialist	<a href="#">46.54</a>	<a href="#">48.87</a>	<a href="#">51.31</a>	<a href="#">53.88</a>	<a href="#">56.57</a>	<a href="#">59.40</a>	<a href="#">62.37</a>	
5245		Wire Electrician	<a href="#">73.57</a>							
5243A		Wire Electrician, Apprentice	<a href="#">52.92</a>	<a href="#">53.71</a>	<a href="#">55.41</a>	<a href="#">57.08</a>	<a href="#">58.85</a>	<a href="#">60.47</a>	<a href="#">62.17</a>	
5246		Wire Electrician, Senior	<a href="#">82.80</a>							
5302		Wynoochee Project <del>Operations</del> /Maintenance Technician	<a href="#">50.62</a>	<a href="#">53.15</a>	<a href="#">55.81</a>					

Section 2. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to April 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8
4122		Communications System Technician I	<a href="#">46.05</a>	<a href="#">48.35</a>	<a href="#">50.77</a>	<a href="#">53.31</a>	<a href="#">55.98</a>			
4120		Communications System Technician II	<a href="#">67.20</a>							
4121		Communications System Technician, III	<a href="#">73.92</a>							



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Code	A	Job Title	1	2	3	4	5	6	7	8
4119		Communications Systems Technician, Apprentice	46.48	47.69	49.17	50.64	52.13	53.61	54.98	
5004		Craft Helper	28.86	30.30	31.81	33.40	35.07			
2125		Electrical Inspector	56.51	59.34						
5230		Electrical Meter & Relay Technician	67.92							
5242A		Electrical Meter & Relay Technician, Apprentice	50.82	52.12	53.75	55.37	57.00	58.63	60.26	
5239		Electrical Pre-Apprentice	31.85							
5240		Electrical Worker	37.58	39.46	41.43	43.50				
5236		Electrician	53.25							
5237		Electrician, Lead	58.58							
0623		Energy Services Representative	37.83	39.72	41.71	43.80	45.99			
6008		Facilities Maintenance Mechanic	45.80	48.09	50.49					
6009		Facilities Maintenance Mechanic, Lead	50.38	52.90	55.54					
5270		Fire Maintenance Electrician	61.79							
5244		Fire Maintenance Electrician, Apprentice	48.20	49.43	50.98	52.52	54.07	55.61	57.16	
5145		Heating/AC Maintenance Mechanic Supervisor	54.39	57.11	59.97	62.97				
5132		Hydro Project Electrician	67.89							
5285		Hydro Project Electrician, Apprentice	50.99	52.34	53.70	55.06	56.42	57.77	59.13	60.49
5301		Hydro Project Mechanic	67.89							
5287		Hydro Project Mechanic, Apprentice	50.99	52.34	53.70	55.06	56.42	57.77	59.13	60.49
5056		Hydro Utility Worker	44.02	46.22	48.53	50.96				
5253		Line Clearance Tree Trimmer	58.21							
5254		Line Clearance Tree Trimmer, Senior	63.49							
5255		Line Electrician	73.57							
5241A		Line Electrician, Apprentice	52.54	53.88	55.54	57.22	58.88	60.55	62.22	
5257		Line Electrician, Senior	82.80							
5256		Line Equipment Operator	59.17							
5540		Network Construction Technician	46.05	48.35	50.77	53.31	55.98			
5275		Signal & Lighting Electrician	61.79							
5273		Signal & Lighting Electrician, Apprentice	48.28	49.51	51.05	52.58	54.12	55.65	57.19	



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Code	A	Job Title	1	2	3	4	5	6	7	8
5274		Signal & Lighting Electrician, Senior	<u>72.94</u>							
5116		Substation Operator, Senior	<u>67.98</u>	<u>71.38</u>						
5119		<u>Systems</u> Power <u>Dispatcher System</u> <u>Operator</u> Candidate	<u>68.14</u>	<u>71.52</u>	<u>75.10</u>	<u>78.86</u>				
5120		<u>Systems</u> Power <u>Dispatcher Generation</u> <u>System Operator-Reliability</u>	<u>91.65</u>							
5535		Telecommunications Engineer	<u>52.92</u>	<u>55.56</u>	<u>58.33</u>	<u>61.25</u>	<u>64.31</u>			
5536		Telecommunications Engineer, Senior	<u>61.15</u>	<u>64.21</u>	<u>67.41</u>	<u>70.78</u>	<u>74.32</u>			
5516		Telecommunications Utility Worker	<u>28.63</u>	<u>30.06</u>	<u>31.56</u>	<u>33.14</u>	<u>34.80</u>			
5238		Tool & Equipment Room Coordinator	<u>47.79</u>	<u>50.18</u>						
5252		Transmission & Distribution Arborist	<u>68.66</u>							
5003		Transmission & Distribution Flagger	<u>28.52</u>	<u>29.95</u>	<u>31.45</u>					
0617		Utility Service Specialist	<u>46.54</u>	<u>48.87</u>	<u>51.31</u>	<u>53.88</u>	<u>56.57</u>	<u>59.40</u>	<u>62.37</u>	
5245		Wire Electrician	<u>73.57</u>							
5243A		Wire Electrician, Apprentice	<u>52.92</u>	<u>53.71</u>	<u>55.41</u>	<u>57.08</u>	<u>58.85</u>	<u>60.47</u>	<u>62.17</u>	
5246		Wire Electrician, Senior	<u>82.80</u>							
5302		Wynoochee Project <u>Operations</u> /Maintenance Technician	<u>50.62</u>	<u>53.15</u>	<u>55.81</u>	<u>58.60</u>				

Code	A	Job Title	1	2	3	4	5	6	7	8
4122		Communications System Technician I	<u>47.72</u>	<u>50.11</u>	<u>52.62</u>	<u>55.25</u>	<u>58.01</u>			
4120		Communications System Technician II	<u>69.64</u>							
4121		Communications System Technician, III	<u>76.60</u>							
4119		Communications Systems Technician, Apprentice	<u>48.16</u>	<u>49.42</u>	<u>50.96</u>	<u>52.48</u>	<u>54.02</u>	<u>55.55</u>	<u>56.97</u>	
5004		Craft Helper	<u>29.90</u>	<u>31.40</u>	<u>32.97</u>	<u>34.62</u>	<u>36.35</u>			
2125		Electrical Inspector	<u>58.57</u>	<u>61.50</u>						
5230		Electrical Meter & Relay Technician	<u>70.39</u>							
5242A		Electrical Meter & Relay Technician, Apprentice	<u>52.67</u>	<u>54.01</u>	<u>55.70</u>	<u>57.38</u>	<u>59.07</u>	<u>60.76</u>	<u>62.45</u>	
5239		Electrical Pre-Apprentice	<u>33.00</u>							



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Code	A	Job Title	1	2	3	4	5	6	7	8
5240		Electrical Worker	<a href="#">38.95</a>	<a href="#">40.90</a>	<a href="#">42.94</a>	<a href="#">45.09</a>				
5236		Electrician	<a href="#">55.19</a>							
5237		Electrician, Lead	<a href="#">60.71</a>							
0623		Energy Services Representative	<a href="#">39.22</a>	<a href="#">41.18</a>	<a href="#">43.24</a>	<a href="#">45.40</a>	<a href="#">47.67</a>			
6008		Facilities Maintenance Mechanic	<a href="#">47.47</a>	<a href="#">49.84</a>	<a href="#">52.33</a>					
6009		Facilities Maintenance Mechanic, Lead	<a href="#">52.21</a>	<a href="#">54.82</a>	<a href="#">57.56</a>					
5270		Fire Maintenance Electrician	<a href="#">64.04</a>							
5244		Fire Maintenance Electrician, Apprentice	<a href="#">49.95</a>	<a href="#">51.23</a>	<a href="#">52.83</a>	<a href="#">54.43</a>	<a href="#">56.04</a>	<a href="#">57.64</a>	<a href="#">59.24</a>	
5145		Heating/AC Maintenance Mechanic Supervisor	<a href="#">56.37</a>	<a href="#">59.19</a>	<a href="#">62.15</a>	<a href="#">65.26</a>				
5132		Hydro Project Electrician	<a href="#">70.36</a>							
5285		Hydro Project Electrician, Apprentice	<a href="#">52.84</a>	<a href="#">54.25</a>	<a href="#">55.65</a>	<a href="#">57.06</a>	<a href="#">58.47</a>	<a href="#">59.88</a>	<a href="#">61.28</a>	<a href="#">62.69</a>
5301		Hydro Project Mechanic	<a href="#">70.36</a>							
5287		Hydro Project Mechanic, Apprentice	<a href="#">52.84</a>	<a href="#">54.25</a>	<a href="#">55.65</a>	<a href="#">57.06</a>	<a href="#">58.47</a>	<a href="#">59.88</a>	<a href="#">61.28</a>	<a href="#">62.69</a>
5056		Hydro Utility Worker	<a href="#">45.62</a>	<a href="#">47.90</a>	<a href="#">50.30</a>	<a href="#">52.82</a>				
5253		Line Clearance Tree Trimmer	<a href="#">60.33</a>							
5254		Line Clearance Tree Trimmer, Senior	<a href="#">65.81</a>							
5255		Line Electrician	<a href="#">76.24</a>							
5241A		Line Electrician, Apprentice	<a href="#">54.44</a>	<a href="#">55.83</a>	<a href="#">57.55</a>	<a href="#">59.29</a>	<a href="#">61.01</a>	<a href="#">62.75</a>	<a href="#">64.48</a>	
5257		Line Electrician, Senior	<a href="#">85.81</a>							
5256		Line Equipment Operator	<a href="#">61.32</a>							
5540		Network Construction Technician	<a href="#">47.72</a>	<a href="#">50.11</a>	<a href="#">52.62</a>	<a href="#">55.25</a>	<a href="#">58.01</a>			
5275		Signal & Lighting Electrician	<a href="#">64.04</a>							
5273		Signal & Lighting Electrician, Apprentice	<a href="#">50.04</a>	<a href="#">51.31</a>	<a href="#">52.91</a>	<a href="#">54.49</a>	<a href="#">56.09</a>	<a href="#">57.67</a>	<a href="#">59.28</a>	
5274		Signal & Lighting Electrician, Senior	<a href="#">75.57</a>							
5116		Substation Operator, Senior	<a href="#">70.46</a>	<a href="#">73.98</a>						
5119		<del>Systems</del> Power Dispatcher System Operator Candidate	<a href="#">70.59</a>	<a href="#">74.12</a>	<a href="#">77.83</a>	<a href="#">81.72</a>				
5120		<del>Systems</del> Power Dispatcher Generation System Operator-Reliability	<a href="#">94.98</a>							



Code	A	Job Title	1	2	3	4	5	6	7	8
5535		Telecommunications Engineer	<a href="#">54.83</a>	<a href="#">57.57</a>	<a href="#">60.45</a>	<a href="#">63.47</a>	<a href="#">66.64</a>			
5536		Telecommunications Engineer, Senior	<a href="#">63.35</a>	<a href="#">66.52</a>	<a href="#">69.85</a>	<a href="#">73.34</a>	<a href="#">77.01</a>			
5516		Telecommunications Utility Worker	<a href="#">29.67</a>	<a href="#">31.15</a>	<a href="#">32.71</a>	<a href="#">34.35</a>	<a href="#">36.07</a>			
5238		Tool & Equipment Room Coordinator	<a href="#">49.53</a>	<a href="#">52.01</a>						
5252		Transmission & Distribution Arborist	<a href="#">71.17</a>							
5003		Transmission & Distribution Flagger	<a href="#">29.56</a>	<a href="#">31.04</a>	<a href="#">32.59</a>					
0617		Utility Service Specialist	<a href="#">48.24</a>	<a href="#">50.65</a>	<a href="#">53.18</a>	<a href="#">55.84</a>	<a href="#">58.63</a>	<a href="#">61.56</a>	<a href="#">64.64</a>	
5245		Wire Electrician	<a href="#">76.24</a>							
5243A		Wire Electrician, Apprentice	<a href="#">54.84</a>	<a href="#">55.66</a>	<a href="#">57.42</a>	<a href="#">59.15</a>	<a href="#">60.98</a>	<a href="#">62.67</a>	<a href="#">64.43</a>	
5246		Wire Electrician, Senior	<a href="#">85.81</a>							
5302		Wynoochee Project <a href="#">Operations</a> /Maintenance Technician	<a href="#">52.48</a>	<a href="#">55.10</a>	<a href="#">57.85</a>	<a href="#">60.74</a>				

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

Code	A	Job Title	1	2	3	4	5
<a href="#">N019</a>		Community Service Officer	<a href="#">31.10</a>	<a href="#">32.66</a>	<a href="#">34.29</a>	<a href="#">36.00</a>	<a href="#">37.80</a>

Code	A	Job Title	1	2	3	4	5
<a href="#">4225</a>		Community Service Officer	<a href="#">31.95</a>	<a href="#">33.55</a>	<a href="#">35.23</a>	<a href="#">36.99</a>	<a href="#">38.84</a>

Section 4. 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
<a href="#">4225</a>		Community Service Officer	<a href="#">31.95</a>	<a href="#">33.55</a>	<a href="#">35.23</a>	<a href="#">36.99</a>	<a href="#">38.84</a>

Code	A	Job Title	1	2	3	4	5
<a href="#">4225</a>		Community Service Officer	<a href="#">32.91</a>	<a href="#">34.56</a>	<a href="#">36.29</a>	<a href="#">38.10</a>	<a href="#">40.01</a>





Section 5. 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.**

\* \* \*

2125 An Electrical Inspector (CSC 2125), assigned lead duties, shall be paid 6.3 percent above the ~~Step 3~~ Step 2 rate of pay. Such assignment shall be at the sole discretion of management.

\* \* \*

4225 A Community Service Officer (CSC 4225) will be eligible to receive an application of rate of 2 percent above their base pay, according to the terms and conditions of a Bilingual Pay Program established by management for actual hours spent as a foreign language interpreter and translator in the course of their work duties.

4225 A Community Service Officer (CSC 4225) will receive an additional 4 percent per hour for actual hours spent training when assigned training duties by a Supervisor.

\* \* \*

5056 Hydro Utility Worker (CSC 5056). When a Hydro Utility Worker has two (2) or more city employees/contractors assigned to them for the same task, the employee shall receive an additional ~~6.5~~ 7.5 percent as the Lead worker, based on criteria outlined in the collective bargaining agreement. The above shall not apply when assigned to do specific workplace skills training, safety training, when working a safety watch, or when a Journey worker is assigned to the task.

\* \* \*

5119 The classification of ~~Systems-Power Dispatcher~~ System Operator Candidate (CSC 5119) is comprised of all non-automatic steps, and progression through Step 3 of the salary range is based on passing a written exam and/or performance examination process. Upon successful completion of Step 3, a ~~Systems-Power Dispatcher~~ System Operator Candidate will be advanced to Step 4 and given up to ~~6.4~~ months maximum to obtain the NERC dispatcher certification.

5120 A qualified ~~Systems-Power Dispatcher~~ System Operator (Distribution) (CSC 5120) shall be paid 90.94 percent of the ~~Generation Desk Dispatcher~~ Power System Operator (Reliability) rate of pay. A ~~System-Power Dispatcher~~ System Operator assigned to perform coordination duties shall receive 108.06 percent of ~~Generation Desk~~ the Power System Operator (Reliability) rate of pay. A Power System Operator (Coordinator) will receive an additional 10 percent when providing coverage for a Power System Operator (Reliability or Distribution) and cover their own assignment.

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 an additional ~~6.5~~ 7.5 percent. When a Hydro 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 an additional ~~6.5~~ 7.5 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 base; 1st step AMRT Training 1 percent over base; 2nd step AMRT Training 2 percent over



base; 3rd step AMRT Training 3 percent over base; 4th step AMRT Training 4 percent over base; 5th step AMRT Training 5 percent over base; 6th step AMRT Training 6 percent over base; 7th step AMRT Training 7 percent over base; Senior Meter/Relay Technician ~~14.25~~16.48 percent over base; Assistant Supervisor Meters & Relays ~~25-27.23~~ percent over base.

\* \* \*

5245 A journey-level Wire Electrician (CSC 5245) shall be paid 79.9 percent of the journey-level rate in the event he or she shall be required to perform all the duties of a Wire Electrician with the exception of normal climbing duties as established in the civil service class specification 5245 Wire Electrician.

5245, 5246 An employee in the classification of Wire Electrician (CSC 5245) or Wire Electrician, Senior (CSC 5246) shall be eligible for an application of rate of 5 percent for hours assigned to asbestos work.

\* \* \*

5255 All Line Electrician (CSC 5255) applied rates shall be calculated using the base Line Electrician rate. A journey-level Line Electrician (CSC 5255) shall be paid 79.9 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 7 percent above the Line Electrician rate.

~~5255 Effective August 26, 2019, and as long as the October 2019 Trouble Crew Letter of Agreement remains in effect, in lieu of the 7 percent above the Line Electrician rate set forth in the preceding section, a~~ A Line Electrician (CSC 5255) assigned to work on the Trouble Crew will receive 110 percent of the journey-level Line Electrician rate.

5255, 5257 An employee in the classification of Line Electrician (CSC 5255) or Line Electrician, Senior (CSC 5257) shall be eligible for an application of rate of 5 percent for hours assigned to asbestos work.

\* \* \*

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 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. ~~Effective October 1, 2004, the Step 8 rate shall increase to 103 percent of the journey level rate.~~

\* \* \*

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 an additional ~~6.5~~7.5 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 an additional ~~6.5~~7.5 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.

\* \* \*

L6 CSO. An employee represented by the Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit, in recognition of their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation, will receive a lump sum payment in the amount of \$500 in the first pay period after Council approval of the 2025-2026 collective bargaining agreement and annually thereafter. The annual lump sum will occur in a pay period in January.

L6 CSO. Employees in classifications represented by Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit, when scheduled to begin work on or after 1200 hours (Swing shift) will receive an application of rate of 3 percent over their base rate of pay.



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~~L483 Power. Employees who are represented by the International Brotherhood of Electrical Workers, Local 483, Power Unit, and assigned to the classifications of Telecommunications Engineer and Senior Telecommunications Engineer as of the date of City Council approval of the Letter of Agreement accreting the classifications into the bargaining unit will receive a one-time, lump-sum payment of \$1,500.~~

\*\*\*

NR Employees in the classifications of Assistant Section Manager, Power Utility (CSC M047); Power Field Operations Supervisor, Senior (CSC P146); and Power Utility Manager, Senior (CSC P203) will be eligible for a temporary application of rate of 9 percent or 20 percent above the regular rate of pay, where specific compression concerns have been identified, and upon approval of the Human Resources Director. It is intended that these applications of rate will expire once a thorough analysis can be completed for a longer-term solution.

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Section 6. That Section 1 is effective retroactive to April 1, 2024, that Section 2 is effective retroactive to April 1, 2025, that Section 3 is effective retroactive to January 1, 2025, that Section 4 is effective January 1, 2026, and that Section 5 is effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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