



ORDINANCE NO. 28347

1 AN ORDINANCE relating to the Compensation Plan; amending Sections 1.12.355
 2 and 1.12.640 of the Tacoma Municipal Code to implement rates of pay and
 3 compensation and changes to classifications to reflect organizational
 4 structure for employees represented by Teamsters Local No. 117, General
 Unit, and International Brotherhood of Electrical Workers, Local 483,
 Tacoma Power Unit; and declaring the effective dates thereof.

5 BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 7 amended, effective retroactive to January 1, 2015, to read as follows:
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Code	A	Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	22.65	23.78	24.96	26.24	27.52	
5016		Asphalt Plant Crew Leader	34.43	33.00	34.65			
5015		Asphalt Plant Operator	27.39	28.76	30.20			
5201		Carpenter	34.09					
5210		Concrete Finisher Crew Leader	34.43	33.00				
1101		Crime Analyst	25.85	27.17	28.55	30.04	31.54	33.15
1102		Crime Analyst, Senior	29.67	31.19	32.78	34.44	36.19	38.04
1099		Crime Program Technician	22.03	23.15	24.33	25.59	26.87	28.23
4210		Crime Scene Technician	26.24	27.55	28.93	30.38	31.90	
5020		Equipment Operator	28.88					
5021		Equipment Operator, Heavy	30.45	31.97				
4208		Forensic Specialist	28.87	30.32	31.83	33.42	35.09	
5041		Grounds Maintenance Crew Leader	28.54	29.93	31.43	33.00		
5040		Grounds Maintenance Worker	22.80	23.94	25.14	26.39		
5047		Hydro Grounds Maintenance Worker	22.80	23.94	25.14	26.39		
5001		Laborer	41.92	42.52	43.15	43.80	44.49	
4212		Latent Print Examiner	31.77	33.35	35.02	36.77	38.60	
5205		Painter, Industrial	24.56	25.79	27.08	28.44	29.86	
0016		Police Administrative Support Specialist	22.73	23.87	25.06	26.34	27.63	
0628		Refuse Scale Operator	24.40	25.30				
0627		Solid Waste Worker	19.13	20.09	21.09	22.15	23.26	
5025		Street Maintenance Crew Leader	28.54	29.93	31.43	33.00		
5002		Street Maintenance Worker	22.80	23.94	25.14	26.39		
0530		Tax & License Field Auditor	29.45	30.92	32.47	34.09	35.84	



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0531		Tax & License Field Auditor, Senior	<u>32.44</u>	<u>33.74</u>	<u>35.39</u>	<u>37.16</u>	<u>39.03</u>	
0529		Tax & License Office Auditor	<u>27.54</u>	<u>28.89</u>	<u>30.33</u>	<u>31.85</u>	<u>33.44</u>	
0525		Tax License Compliance Officer	<u>30.42</u>	<u>31.94</u>	<u>33.54</u>	<u>35.22</u>	<u>36.97</u>	
5023		Traffic Sign & Marking Specialist	<u>23.09</u>	<u>24.25</u>	<u>25.46</u>	<u>26.73</u>	<u>28.07</u>	

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>23.10</u>	<u>24.26</u>	<u>25.46</u>	<u>26.73</u>	<u>28.07</u>	
5016		Asphalt Plant Crew Leader	<u>32.06</u>	<u>33.66</u>	<u>35.34</u>			
5015		Asphalt Plant Operator	<u>27.94</u>	<u>29.34</u>	<u>30.80</u>			
5201		Carpenter	<u>31.71</u>					
5210		Concrete Finisher Crew Leader	<u>32.06</u>	<u>33.66</u>				
1101		Crime Analyst	<u>26.37</u>	<u>27.71</u>	<u>29.12</u>	<u>30.61</u>	<u>32.17</u>	<u>33.81</u>
1102		Crime Analyst, Senior	<u>30.26</u>	<u>31.81</u>	<u>33.44</u>	<u>35.13</u>	<u>36.91</u>	<u>38.80</u>
1099		Crime Program Technician	<u>22.47</u>	<u>23.61</u>	<u>24.82</u>	<u>26.10</u>	<u>27.41</u>	<u>28.79</u>
4210		Crime Scene Technician	<u>26.76</u>	<u>28.10</u>	<u>29.51</u>	<u>30.99</u>	<u>32.54</u>	
5020		Equipment Operator	<u>29.46</u>					
5021		Equipment Operator, Heavy	<u>31.06</u>	<u>32.61</u>				
4208		Forensic Specialist	<u>29.45</u>	<u>30.93</u>	<u>32.47</u>	<u>34.09</u>	<u>35.79</u>	
5041		Grounds Maintenance Crew Leader	<u>29.08</u>	<u>30.53</u>	<u>32.06</u>	<u>33.66</u>		
5040		Grounds Maintenance Worker	<u>23.26</u>	<u>24.42</u>	<u>25.64</u>	<u>26.92</u>		
5047		Hydro Grounds Maintenance Worker	<u>23.26</u>	<u>24.42</u>	<u>25.64</u>	<u>26.92</u>		
5001		Laborer	<u>12.16</u>	<u>12.77</u>	<u>13.41</u>	<u>14.08</u>	<u>14.78</u>	
4212		Latent Print Examiner	<u>32.41</u>	<u>34.02</u>	<u>35.72</u>	<u>37.51</u>	<u>39.37</u>	
5205		Painter, Industrial	<u>25.05</u>	<u>26.31</u>	<u>27.62</u>	<u>29.01</u>	<u>30.46</u>	
0016		Police Administrative Support Specialist	<u>23.18</u>	<u>24.35</u>	<u>25.56</u>	<u>26.84</u>	<u>28.18</u>	
0628		Refuse Scale Operator	<u>24.58</u>	<u>25.81</u>				
0627		Solid Waste Worker	<u>20.09</u>	<u>21.09</u>	<u>22.14</u>	<u>23.26</u>	<u>24.42</u>	
5025		Street Maintenance Crew Leader	<u>29.08</u>	<u>30.53</u>	<u>32.06</u>	<u>33.66</u>		
5002		Street Maintenance Worker	<u>23.26</u>	<u>24.42</u>	<u>25.64</u>	<u>26.92</u>		
0530		Tax & License Field Auditor	<u>30.04</u>	<u>31.54</u>	<u>33.12</u>	<u>34.77</u>	<u>36.53</u>	
0531		Tax & License Field Auditor, Senior	<u>32.75</u>	<u>34.38</u>	<u>36.10</u>	<u>37.90</u>	<u>39.81</u>	
0529		Tax & License Office Auditor	<u>28.06</u>	<u>29.47</u>	<u>30.94</u>	<u>32.49</u>	<u>34.11</u>	
0525		Tax License Compliance Officer	<u>31.03</u>	<u>32.58</u>	<u>34.21</u>	<u>35.92</u>	<u>37.71</u>	
5023		Traffic Sign & Marking Specialist	<u>23.55</u>	<u>24.74</u>	<u>25.97</u>	<u>27.26</u>	<u>28.63</u>	

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2016, to read as follows:



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Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	23.40	24.26	25.46	26.73	28.07	
5016		Asphalt Plant Crew Leader	32.06	33.66	35.34			
5015		Asphalt Plant Operator	27.94	29.34	30.80			
5201		Carpenter	31.74					
5210		Concrete Finisher Crew Leader	32.06	33.66				
1101		Crime Analyst	26.37	27.71	29.12	30.64	32.17	33.84
1102		Crime Analyst, Senior	30.26	31.84	33.44	35.13	36.94	38.80
1099		Crime Program Technician	22.47	23.64	24.82	26.10	27.41	28.79
4210		Crime Scene Technician	26.76	28.10	29.54	30.99	32.54	
5020		Equipment Operator	29.46					
5021		Equipment Operator, Heavy	34.06	32.64				
4208		Forensic Specialist	29.45	30.93	32.47	34.09	35.79	
5041		Grounds Maintenance Crew Leader	29.08	30.53	32.06	33.66		
5040		Grounds Maintenance Worker	23.26	24.42	25.64	26.92		
5047		Hydro Grounds Maintenance Worker	23.26	24.42	25.64	26.92		
5001		Laborer	12.46	12.77	13.41	14.08	14.78	
4212		Latent Print Examiner	32.44	34.02	35.72	37.54	39.37	
5205		Painter, Industrial	25.05	26.34	27.62	29.04	30.46	
0016		Police Administrative Support Specialist	23.18	24.35	25.56	26.84	28.18	
0628		Refuse Scale Operator	24.58	25.84				
0627		Solid Waste Worker	20.09	21.09	22.14	23.26	24.42	
5025		Street Maintenance Crew Leader	29.08	30.53	32.06	33.66		
5002		Street Maintenance Worker	23.26	24.42	25.64	26.92		
0530		Tax & License Field Auditor	30.04	31.54	33.12	34.77	36.53	
0531		Tax & License Field Auditor, Senior	32.75	34.38	36.10	37.90	39.84	
0529		Tax & License Office Auditor	28.06	29.47	30.94	32.49	34.11	
0525		Tax License Compliance Officer	34.03	32.58	34.24	35.92	37.74	
5023		Traffic Sign & Marking Specialist	23.55	24.74	25.97	27.26	28.63	

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	32.06					
5210		Concrete Finisher Crew Leader	32.41	34.03				
1101		Crime Analyst	26.66	28.01	29.44	30.95	32.52	34.18



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1102		Crime Analyst, Senior	<u>30.59</u>	<u>32.16</u>	<u>33.81</u>	<u>35.52</u>	<u>37.32</u>	<u>39.23</u>
1099		Crime Program Technician	<u>22.72</u>	<u>23.87</u>	<u>25.09</u>	<u>26.39</u>	<u>27.71</u>	<u>29.11</u>
4210		Crime Scene Technician	<u>27.05</u>	<u>28.41</u>	<u>29.83</u>	<u>31.33</u>	<u>32.90</u>	
5020		Equipment Operator	<u>29.78</u>					
5021		Equipment Operator, Heavy	<u>31.40</u>	<u>32.97</u>				
4208		Forensic Specialist	<u>29.77</u>	<u>31.27</u>	<u>32.83</u>	<u>34.46</u>	<u>36.18</u>	
5041		Grounds Maintenance Crew Leader	<u>29.40</u>	<u>30.87</u>	<u>32.41</u>	<u>34.03</u>		
5040		Grounds Maintenance Worker	<u>23.52</u>	<u>24.69</u>	<u>25.92</u>	<u>27.22</u>		
5047		Hydro Grounds Maintenance Worker	<u>23.52</u>	<u>24.69</u>	<u>25.92</u>	<u>27.22</u>		
5001		Laborer	<u>12.29</u>	<u>12.91</u>	<u>13.56</u>	<u>14.23</u>	<u>14.94</u>	
4212		Latent Print Examiner	<u>32.77</u>	<u>34.39</u>	<u>36.11</u>	<u>37.92</u>	<u>39.80</u>	
5205		Painter, Industrial	<u>25.33</u>	<u>26.60</u>	<u>27.92</u>	<u>29.33</u>	<u>30.80</u>	
0016		Police Administrative Support Specialist	<u>23.43</u>	<u>24.62</u>	<u>25.84</u>	<u>27.14</u>	<u>28.49</u>	
0628		Refuse Scale Operator	<u>24.85</u>	<u>26.09</u>				
0627		Solid Waste Worker	<u>20.31</u>	<u>21.32</u>	<u>22.38</u>	<u>23.52</u>	<u>24.69</u>	
5025		Street Maintenance Crew Leader	<u>29.40</u>	<u>30.87</u>	<u>32.41</u>	<u>34.03</u>		
5002		Street Maintenance Worker	<u>23.52</u>	<u>24.69</u>	<u>25.92</u>	<u>27.22</u>		
0530		Tax & License Field Auditor	<u>30.37</u>	<u>31.89</u>	<u>33.48</u>	<u>35.15</u>	<u>36.93</u>	
0531		Tax & License Field Auditor, Senior	<u>33.11</u>	<u>34.76</u>	<u>36.50</u>	<u>38.32</u>	<u>40.25</u>	
0529		Tax & License Office Auditor	<u>28.37</u>	<u>29.79</u>	<u>31.28</u>	<u>32.85</u>	<u>34.49</u>	
0525		Tax License Compliance Officer	<u>31.37</u>	<u>32.94</u>	<u>34.59</u>	<u>36.32</u>	<u>38.12</u>	
5023		Traffic Sign & Marking Specialist	<u>23.81</u>	<u>25.01</u>	<u>26.26</u>	<u>27.56</u>	<u>28.94</u>	

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2016, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5201		Carpenter	<u>32.06</u>					
1101		Crime Analyst	<u>26.66</u>	<u>28.04</u>	<u>29.44</u>	<u>30.95</u>	<u>32.52</u>	<u>34.18</u>
1102		Crime Analyst, Senior	<u>30.59</u>	<u>32.16</u>	<u>33.84</u>	<u>35.52</u>	<u>37.32</u>	<u>39.23</u>
5205		Painter, Industrial	<u>25.33</u>	<u>26.60</u>	<u>27.92</u>	<u>29.33</u>	<u>30.80</u>	

Code	A	Job Title	1	2	3	4	5	6
5201		Carpenter	<u>32.54</u>					
1101		Crime Analyst	<u>27.19</u>	<u>28.57</u>	<u>30.03</u>	<u>31.57</u>	<u>33.17</u>	<u>34.86</u>
1102		Crime Analyst, Senior	<u>31.20</u>	<u>32.80</u>	<u>34.49</u>	<u>36.23</u>	<u>38.07</u>	<u>40.01</u>
5205		Painter, Industrial	<u>25.71</u>	<u>27.00</u>	<u>28.34</u>	<u>29.77</u>	<u>31.26</u>	



Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective April 1, 2016, to read as follows:

Code	A	Title	1	2	3	4	5	6	7	8
5285		Hydro Project Electrician, Apprentice	33.58	34.48	35.37	36.27	37.16	38.06	38.95	39.85
5287		Hydro Project Mechanic, Apprentice	33.58	34.48	35.37	36.27	37.16	38.06	38.95	39.85

Section 5. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:

1.12.640 Application of additional rates.

0627 When assigned by a supervisor, a Solid Waste Worker (CSC 0627) will receive an additional 8 percent of his or her base rate to act in a lead capacity, or when assigned in writing to assist in the development and implementation of training programs and/or other projects as may be designated by management.

~~0627 A Solid Waste Worker (CSC 0627) scheduled at the Transfer Station, South Compactor, and the active working face of the landfill (where refuse is being dumped that day), or when assigned to work on the Wash Rack, shall receive an applied rate of 5 percent additional pay per hour above the current step rate of pay.~~

0627 A Solid Waste Worker (CSC 0627) when assigned to provide lunch relief or emergency back up at the Household Hazardous Waste Turn-In Center shall receive an additional 5 percent of his or her base wage.

4208, 4209 A Forensic Specialist or Forensic Services Supervisor assigned to work the swing shift shall receive an application of rate of 3 percent above his/her base rate of pay. A Forensic Specialist or Forensic Services Supervisor assigned to work the graveyard shift shall receive an applied rate of 5 percent above his/her base rate.

4208, 4210 A Forensic Specialist (CSC 4208) or Crime Scene Technician (CSC 4210) will receive an additional 2 percent per hour when assigned to train other Forensic Specialists or Crime Scene Technicians. Employees who are selected to train must have the necessary skill to perform the training, develop training plans and participate in the evaluation process for the training provided. Employees on modified status are not eligible for this premium.

4210 See 4208, 4210.

5020 An Equipment Operator (CSC 5020) shall receive additional compensation as indicated when operating the following equipment for all hours so assigned: Snow Plow \$0.50 per hour; Mule Driver or Asphalt Truck \$1.00 per hour (Water Department Only); Oil Distributor, \$2.00 per hour.



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5020 An Equipment Operator (CSC 5020) scheduled at the [Recovery and Transfer Center Station, South Compactor, and the active working face of the landfill \(where garbage is being dumped that day\)](#) shall receive an applied rate of 5 percent additional pay per hour above the current step rate of pay.

5021 A Heavy Equipment Operator (CSC 5021) scheduled at the [Recovery and Transfer Center Station, South Compactor, and the active working face of the landfill \(where garbage is being dumped that day\)](#) shall receive an applied rate of 5 percent additional pay per hour above the current step rate of pay.

5021 A Heavy Equipment Operator (CSC 5021) working at the Solid Waste Division of the Environmental Services Department, who is scheduled to train either a Solid Waste Worker (CSC 0629) or an Equipment Operator (CSC 5020) on specialized equipment as outlined in the collective bargaining agreement, shall receive 5 percent over their base wage for hours worked.

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L117 General. An employee in one of the classifications identified in the Teamsters Local Union No. 117, General Unit, collective bargaining agreement as eligible for shift incentive pay who is formally assigned one of the following shifts by management and meets all other criteria as outlined in the collective bargaining agreement, shall receive shift incentive pay above his or her regular rate of pay as follows: An employee assigned to work the swing shift shall receive an application of rate of 3 percent above his or her regular rate of pay; when assigned to work the graveyard shift shall receive an application of rate of 5 percent over his or her regular rate of pay.

L117 General. Effective January 1, 2013, employees working in classifications represented by the Teamsters Local Union No. 117, General Unit agreement, and assigned to the Tacoma Police Department, shall receive an application of rate of 2 percent according to the terms and conditions of a Bilingual Pay Program established by management for actual hours spent performing duties, as assigned.

[L117 General. Forensic Services division employees active on January 1, 2016, and represented by the Teamster Local No. 117, General Unit, shall receive a one-time lump sum payment in the amount of \\$250.00 to acknowledge the Tacoma Police Department forensics accreditation.](#)

Section 6. That Section 1 of this ordinance shall become effective retroactive to January 1, 2015. That Section 2 of this ordinance shall become effective retroactive to January 1, 2016. That Section 3 of this ordinance shall become effective July 1, 2016. That Section 4 of this ordinance shall become



1 effective April 1, 2016. That Section 5 of this ordinance shall become effective as
2 provided by law.

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4 Passed _____

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7 Mayor

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9 Attest: _____
10 City Clerk

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12 Approved as to form: _____
13 Deputy City Attorney

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