



# ORDINANCE NO. 28238

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 the organizational  
 4 structure for employees represented by the District Lodge #160, on behalf of  
 5 Local Lodge #297 of the International Association of Machinists and  
 6 Aerospace Workers, General Unit; and Teamsters Local Union No. 117,  
 7 Public Assembly Facilities Unit.

BE IT ORDAINED BY THE CITY OF TACOMA:

8 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 9 amended effective retroactive to January 1, 2012, to read as follows:

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| Code | Title  | 1                | 2                | 3                | 4                | 5                |
|------|--|------------------|------------------|------------------|------------------|------------------|
| 5332 | Equipment Mechanic, Heavy                                  | <del>28.10</del> |                  |                  |                  |                  |
| 5310 | Fabrication Welder   | <del>28.07</del> | <del>29.56</del> |                  |                  |                  |
| 5335 | Fire & Marine Diesel Mechanic                              | <del>30.82</del> |                  |                  |                  |                  |
| 5336 | Fire & Marine Shop Supervisor                              | <del>38.65</del> |                  |                  |                  |                  |
| 5312 | Machinist  | <del>28.64</del> |                  |                  |                  |                  |
| 5338 | <del>Resource Recovery Mechanic Solid Waste Mechanic</del> | <del>26.03</del> |                  |                  |                  |                  |
| 5330 | Vehicle & Equipment Shop Attendant                         | <del>20.07</del> | <del>24.15</del> | <del>22.28</del> | <del>23.47</del> | <del>24.72</del> |
| 5334 | Vehicle & Equipment Shop Supervisor                        | <del>34.86</del> | <del>36.71</del> |                  |                  |                  |
| 5346 | Vehicle & Equipment Communications Technician              | <del>22.82</del> | <del>24.04</del> | <del>25.31</del> | <del>26.65</del> | <del>28.06</del> |
| 5099 | WWTP Assistant   | <del>21.55</del> | <del>22.70</del> | <del>23.91</del> | <del>25.19</del> | <del>26.52</del> |
| 5105 | WWTP Maintenance Machinist                                 | <del>28.15</del> | <del>29.66</del> | <del>31.25</del> | <del>32.92</del> |                  |
| 5106 | WWTP Maintenance Machinist, Senior                         | <del>34.59</del> | <del>36.42</del> |                  |                  |                  |

| Code | Title  | 1            | 2            | 3            | 4            | 5            |
|------|--|--------------|--------------|--------------|--------------|--------------|
| 5332 | Equipment Mechanic, Heavy                                  | <u>30.20</u> |              |              |              |              |
| 5310 | Fabrication Welder   | <u>30.17</u> | <u>31.67</u> |              |              |              |
| 5335 | Fire & Marine Diesel Mechanic                              | <u>32.95</u> |              |              |              |              |
| 5336 | Fire & Marine Shop Supervisor                              | <u>41.16</u> |              |              |              |              |
| 5312 | Machinist  | <u>30.74</u> |              |              |              |              |
| 5338 | <del>Resource Recovery Mechanic Solid Waste Mechanic</del> | <u>27.81</u> |              |              |              |              |
| 5330 | Vehicle & Equipment Shop Attendant                         | <u>21.79</u> | <u>22.88</u> | <u>24.02</u> | <u>25.22</u> | <u>26.48</u> |
| 5334 | Vehicle & Equipment Shop Supervisor                        | <u>37.33</u> | <u>39.20</u> |              |              |              |
| 5346 | Vehicle & Equipment Communications Technician              | <u>24.56</u> | <u>25.80</u> | <u>27.08</u> | <u>28.43</u> | <u>29.86</u> |



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|------|------------------------------------|--------------|--------------|--------------|--------------|--------------|
| 5099 | WWTP Assistant                     | <u>23.28</u> | <u>24.44</u> | <u>25.66</u> | <u>26.96</u> | <u>28.30</u> |
| 5105 | WWTP Maintenance Machinist         | <u>30.55</u> | <u>32.08</u> | <u>33.68</u> | <u>35.37</u> | -            |
| 5106 | WWTP Maintenance Machinist, Senior | <u>37.06</u> | <u>38.91</u> |              |              |              |

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Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective retroactive to January 1, 2013, to read as follows:

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| Code | Title  | 1            | 2            | 3            | 4            | 5            |
|------|--|--------------|--------------|--------------|--------------|--------------|
| 5332 | Equipment Mechanic, Heavy                                  | <u>30.20</u> |              |              |              |              |
| 5310 | Fabrication Welder   | <u>30.17</u> | <u>31.67</u> |              |              |              |
| 5335 | Fire & Marine Diesel Mechanic                              | <u>32.95</u> |              |              |              |              |
| 5336 | Fire & Marine Shop Supervisor                              | <u>41.16</u> |              |              |              |              |
| 5312 | Machinist  | <u>30.74</u> |              |              |              |              |
| 5338 | <del>Resource Recovery Mechanic</del> Solid Waste Mechanic | <u>27.81</u> |              |              |              |              |
| 5330 | Vehicle & Equipment Shop Attendant                         | <u>21.79</u> | <u>22.88</u> | <u>24.02</u> | <u>25.22</u> | <u>26.48</u> |
| 5334 | Vehicle & Equipment Shop Supervisor                        | <u>37.33</u> | <u>39.20</u> |              |              |              |
| 5346 | Vehicle & Equipment Communications Technician              | <u>24.56</u> | <u>25.80</u> | <u>27.08</u> | <u>28.43</u> | <u>29.86</u> |
| 5099 | WWTP Assistant   | <u>23.28</u> | <u>24.44</u> | <u>25.66</u> | <u>26.96</u> | <u>28.30</u> |
| 5105 | WWTP Maintenance Machinist                                 | <u>30.55</u> | <u>32.08</u> | <u>33.68</u> | <u>35.37</u> | -            |
| 5106 | WWTP Maintenance Machinist, Senior                         | <u>37.06</u> | <u>38.91</u> |              |              |              |

| Code | Title  | 1            | 2            | 3            | 4            | 5            |
|------|--|--------------|--------------|--------------|--------------|--------------|
| 5332 | Equipment Mechanic, Heavy                                  | <u>30.65</u> |              |              |              |              |
| 5310 | Fabrication Welder   | <u>30.62</u> | <u>32.15</u> |              |              |              |
| 5335 | Fire & Marine Diesel Mechanic                              | <u>33.44</u> |              |              |              |              |
| 5336 | Fire & Marine Shop Supervisor                              | <u>41.77</u> |              |              |              |              |
| 5312 | Machinist  | <u>31.21</u> |              |              |              |              |
| 5338 | <del>Resource Recovery Mechanic</del> Solid Waste Mechanic | <u>28.22</u> |              |              |              |              |
| 5330 | Vehicle & Equipment Shop Attendant                         | <u>22.11</u> | <u>23.22</u> | <u>24.38</u> | <u>25.60</u> | <u>26.88</u> |
| 5334 | Vehicle & Equipment Shop Supervisor                        | <u>37.89</u> | <u>28.79</u> |              |              |              |
| 5346 | Vehicle & Equipment Communications Technician              | <u>24.93</u> | <u>26.18</u> | <u>27.48</u> | <u>28.86</u> | <u>30.30</u> |
| 5099 | WWTP Assistant   | <u>23.63</u> | <u>24.81</u> | <u>26.05</u> | <u>27.36</u> | <u>28.72</u> |
| 5105 | WWTP Maintenance Machinist                                 | <u>31.01</u> | <u>32.46</u> | <u>34.19</u> | <u>35.90</u> |              |
| 5106 | WWTP Maintenance Machinist, Senior                         | <u>37.61</u> | <u>39.49</u> |              |              |              |

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Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective retroactive to January 1, 2014, to read as follows:

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| Code | Title  | 1                | 2                | 3                | 4                | 5                |
|------|--|------------------|------------------|------------------|------------------|------------------|
| 5332 | Equipment Mechanic, Heavy                                  | <del>30.65</del> |                  |                  |                  |                  |
| 5310 | Fabrication Welder   | <del>30.62</del> | <del>32.15</del> |                  |                  |                  |
| 5335 | Fire & Marine Diesel Mechanic                              | <del>33.44</del> |                  |                  |                  |                  |
| 5336 | Fire & Marine Shop Supervisor                              | <del>41.77</del> |                  |                  |                  |                  |
| 5312 | Machinist  | <del>31.21</del> |                  |                  |                  |                  |
| 5338 | <del>Resource Recovery Mechanic</del> Solid Waste Mechanic | <del>28.22</del> |                  |                  |                  |                  |
| 5330 | Vehicle & Equipment Shop Attendant                         | <del>22.11</del> | <del>23.22</del> | <del>24.38</del> | <del>25.60</del> | <del>26.88</del> |
| 5334 | Vehicle & Equipment Shop Supervisor                        | <del>37.89</del> | <del>28.79</del> |                  |                  |                  |
| 5346 | Vehicle & Equipment Communications Technician              | <del>24.93</del> | <del>26.18</del> | <del>27.48</del> | <del>28.86</del> | <del>30.30</del> |
| 5099 | WWTP Assistant   | <del>23.63</del> | <del>24.84</del> | <del>26.05</del> | <del>27.36</del> | <del>28.72</del> |
| 5105 | WWTP Maintenance Machinist                                 | <del>31.01</del> | <del>32.46</del> | <del>34.19</del> | <del>35.90</del> |                  |
| 5106 | WWTP Maintenance Machinist, Senior                         | <del>37.61</del> | <del>39.49</del> |                  |                  |                  |

| Code | Title  | 1            | 2            | 3            | 4            | 5            |
|------|--|--------------|--------------|--------------|--------------|--------------|
| 5332 | Equipment Mechanic, Heavy                                  | <u>31.02</u> |              |              |              |              |
| 5310 | Fabrication Welder   | <u>30.99</u> | <u>32.53</u> |              |              |              |
| 5335 | Fire & Marine Diesel Mechanic                              | <u>33.84</u> |              |              |              |              |
| 5336 | Fire & Marine Shop Supervisor                              | <u>42.28</u> |              |              |              |              |
| 5312 | Machinist  | <u>31.58</u> |              |              |              |              |
| 5338 | <del>Resource Recovery Mechanic</del> Solid Waste Mechanic | <u>28.56</u> |              |              |              |              |
| 5330 | Vehicle & Equipment Shop Attendant                         | <u>22.38</u> | <u>23.50</u> | <u>24.67</u> | <u>25.91</u> | <u>27.20</u> |
| 5334 | Vehicle & Equipment Shop Supervisor                        | <u>38.34</u> | <u>40.26</u> |              |              |              |
| 5346 | Vehicle & Equipment Communications Technician              | <u>25.23</u> | <u>26.50</u> | <u>27.81</u> | <u>29.20</u> | <u>30.67</u> |
| 5099 | WWTP Assistant   | <u>23.91</u> | <u>25.11</u> | <u>26.36</u> | <u>27.69</u> | <u>29.07</u> |
| 5105 | WWTP Maintenance Machinist                                 | <u>31.38</u> | <u>32.95</u> | <u>34.60</u> | <u>36.33</u> |              |
| 5106 | WWTP Maintenance Machinist, Senior                         | <u>38.06</u> | <u>39.96</u> |              |              |              |

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Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective as provided by law, to read as follows:



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| Code | A | Job Title                        | 1                | 2                | 3                | 4                | 5                | 6                | 7                |
|------|---|----------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 6225 |   | PAF Custodian                    | <del>15.59</del> | <del>16.36</del> | <del>17.18</del> | <del>18.04</del> | <del>18.95</del> |                  |                  |
| 5051 |   | PAF Electrician                  | <del>26.00</del> | <del>27.30</del> | <del>28.66</del> | <del>30.10</del> | <del>31.60</del> |                  |                  |
| 5050 |   | PAF HVAC Mechanic                | <del>25.46</del> | <del>26.73</del> | <del>28.07</del> | <del>29.47</del> | <del>30.94</del> |                  |                  |
| 5048 |   | PAF Maintenance Chief            | <del>29.28</del> | <del>30.74</del> | <del>32.28</del> | <del>33.89</del> | <del>35.59</del> |                  |                  |
| 5049 |   | PAF Maintenance Chief, Assistant | <del>23.90</del> | <del>25.09</del> | <del>26.35</del> | <del>27.67</del> | <del>29.05</del> |                  |                  |
| 6014 |   | PAF Maintenance Worker I         | <del>16.37</del> | <del>17.18</del> | <del>18.04</del> | <del>18.95</del> | <del>19.89</del> |                  |                  |
| 6015 |   | PAF Maintenance Worker II        | <del>20.37</del> | <del>21.34</del> | <del>22.38</del> | <del>23.35</del> | <del>25.35</del> | <del>26.64</del> | <del>27.52</del> |

| Code | A | Job Title                        | 1            | 2            | 3            | 4            | 5            | 6            | 7 |
|------|---|----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---|
| 6225 |   | PAF Custodian                    | <u>15.83</u> | <u>16.62</u> | <u>17.45</u> | <u>18.32</u> | <u>19.24</u> |              |   |
| 5051 |   | PAF Electrician                  | <u>26.34</u> | <u>27.66</u> | <u>29.04</u> | <u>30.49</u> | <u>32.02</u> |              |   |
| 5050 |   | PAF HVAC Mechanic                | <u>25.79</u> | <u>27.08</u> | <u>28.44</u> | <u>29.86</u> | <u>31.35</u> |              |   |
| 5048 |   | PAF Maintenance Chief            | <u>29.66</u> | <u>31.14</u> | <u>32.70</u> | <u>34.33</u> | <u>36.05</u> |              |   |
| 5049 |   | PAF Maintenance Chief, Assistant | <u>24.22</u> | <u>25.43</u> | <u>26.70</u> | <u>28.04</u> | <u>29.44</u> |              |   |
| 6014 |   | PAF Maintenance Worker I         | <u>16.61</u> | <u>17.44</u> | <u>18.31</u> | <u>19.23</u> | <u>20.19</u> |              |   |
| 6015 |   | PAF Maintenance Worker II        | <u>21.14</u> | <u>22.19</u> | <u>23.30</u> | <u>24.47</u> | <u>25.69</u> | <u>26.98</u> |   |

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Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective July 1, 2015, to read as follows:

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| Code | A | Job Title                        | 1            | 2            | 3            | 4            | 5            | 6            |
|------|---|----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 6225 |   | PAF Custodian                    | <u>15.83</u> | <u>16.62</u> | <u>17.45</u> | <u>18.32</u> | <u>19.24</u> |              |
| 5051 |   | PAF Electrician                  | <u>26.34</u> | <u>27.66</u> | <u>29.04</u> | <u>30.49</u> | <u>32.02</u> |              |
| 5050 |   | PAF HVAC Mechanic                | <u>25.79</u> | <u>27.08</u> | <u>28.44</u> | <u>29.86</u> | <u>31.35</u> |              |
| 5048 |   | PAF Maintenance Chief            | <u>29.66</u> | <u>31.14</u> | <u>32.70</u> | <u>34.33</u> | <u>36.05</u> |              |
| 5049 |   | PAF Maintenance Chief, Assistant | <u>24.22</u> | <u>25.43</u> | <u>26.70</u> | <u>28.04</u> | <u>29.44</u> |              |
| 6014 |   | PAF Maintenance Worker I         | <u>16.61</u> | <u>17.44</u> | <u>18.31</u> | <u>19.23</u> | <u>20.19</u> |              |
| 6015 |   | PAF Maintenance Worker II        | <u>21.14</u> | <u>22.19</u> | <u>23.30</u> | <u>24.47</u> | <u>25.69</u> | <u>26.98</u> |

| Code | A | Job Title             | 1            | 2            | 3            | 4            | 5            | 6 |
|------|---|-----------------------|--------------|--------------|--------------|--------------|--------------|---|
| 6225 |   | PAF Custodian         | <u>16.07</u> | <u>16.87</u> | <u>17.71</u> | <u>18.60</u> | <u>19.53</u> |   |
| 5051 |   | PAF Electrician       | <u>26.74</u> | <u>28.07</u> | <u>29.48</u> | <u>30.95</u> | <u>32.50</u> |   |
| 5050 |   | PAF HVAC Mechanic     | <u>26.18</u> | <u>27.49</u> | <u>28.86</u> | <u>30.31</u> | <u>31.82</u> |   |
| 5048 |   | PAF Maintenance Chief | <u>30.10</u> | <u>31.61</u> | <u>33.19</u> | <u>34.85</u> | <u>36.59</u> |   |



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|------|--|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 5049 |  | PAF Maintenance Chief, Assistant | <a href="#">24.58</a> | <a href="#">25.81</a> | <a href="#">27.10</a> | <a href="#">28.46</a> | <a href="#">29.88</a> |                       |
| 6014 |  | PAF Maintenance Worker I         | <a href="#">16.86</a> | <a href="#">17.70</a> | <a href="#">18.59</a> | <a href="#">19.52</a> | <a href="#">20.49</a> |                       |
| 6015 |  | PAF Maintenance Worker II        | <a href="#">21.45</a> | <a href="#">22.53</a> | <a href="#">23.65</a> | <a href="#">24.84</a> | <a href="#">26.08</a> | <a href="#">27.38</a> |

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Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective July 1, 2016, to read as follows:

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| Code | A | Job Title                        | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     |
|------|---|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 6225 |   | PAF Custodian                    | <a href="#">16.07</a> | <a href="#">16.87</a> | <a href="#">17.74</a> | <a href="#">18.60</a> | <a href="#">19.53</a> |                       |
| 5051 |   | PAF Electrician                  | <a href="#">26.74</a> | <a href="#">28.07</a> | <a href="#">29.48</a> | <a href="#">30.95</a> | <a href="#">32.50</a> |                       |
| 5050 |   | PAF HVAC Mechanic                | <a href="#">26.48</a> | <a href="#">27.49</a> | <a href="#">28.86</a> | <a href="#">30.34</a> | <a href="#">31.82</a> |                       |
| 5048 |   | PAF Maintenance Chief            | <a href="#">30.40</a> | <a href="#">31.64</a> | <a href="#">33.19</a> | <a href="#">34.85</a> | <a href="#">36.59</a> |                       |
| 5049 |   | PAF Maintenance Chief, Assistant | <a href="#">24.58</a> | <a href="#">25.81</a> | <a href="#">27.10</a> | <a href="#">28.46</a> | <a href="#">29.88</a> |                       |
| 6014 |   | PAF Maintenance Worker I         | <a href="#">16.86</a> | <a href="#">17.70</a> | <a href="#">18.59</a> | <a href="#">19.52</a> | <a href="#">20.49</a> |                       |
| 6015 |   | PAF Maintenance Worker II        | <a href="#">21.45</a> | <a href="#">22.53</a> | <a href="#">23.65</a> | <a href="#">24.84</a> | <a href="#">26.08</a> | <a href="#">27.38</a> |

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

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Section 7. 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.**

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5099 A Wastewater Treatment Plant Assistant (CSC 5099), upon completion of 50 percent of the training modules toward a certificate, will be assigned an applied rate of 3 percent above their current step rate of pay, and upon attainment of a certificate, will be assigned an applied rate of 6 percent above their current step rate of pay. [This application of rate will not be available to employees that are hired after the implementation date of the 2012-2016 collective bargaining agreement.](#)



5099, 5105, 5106 An employee in the classification of Wastewater Treatment Plant Assistant (CSC 5099), Wastewater Treatment Plant Maintenance Machinist (CSC 5105), or Senior Wastewater Treatment Plant Maintenance Machinist (CSC 5106) shall receive a maximum certification premium of 3 percent above ~~his or her~~their base rate of pay for holding a Water Backflow Assembly Technician license and/or a Crane Operators certification.

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5310 A Fabrication Welder (CSC 5310) will receive nonautomatic step 2 rate of pay when, at the sole discretion of management, the employee is determined to be responsible for the primary operation of a structural steel fabrication weld shop. Effective January 1, 2014, the current Fabrication Welder at Public Works Fleet Services – Fleet Operations will qualify for this step 2 rate of pay.

~~5310 A Fabrication Welder (CSC 5310) assigned to work on Resource Recovery Plant equipment located at the Resource Recovery Plant shall be paid an additional 5 percent above his or her regular rate of pay.~~

~~5310 Employees in the classification of Fabrication Welder (CSC 5310), in the Sewer Division, shall receive an additional 5 percent of the regular rate of pay per hour when welding in the grit or sedimentation tank or final clarifier.~~

5310 A Fabrication Welder (CSC 5310) shall receive an applied rate of 2 percent above ~~his or her~~their regular rate of pay for holding a Washington Association of Building Officials (WABO) Structural Welder or AWS D1.1 Certification.

5310, 5332 A Heavy Equipment Mechanic (CSC 5332) or Fabrication Welder (CSC 5310) assigned to work at Solid Waste Compactor Facilities on equipment located on the landfill shall be paid an additional 5 percent above ~~his or her~~their regular rate of pay while working on the landfill.

5330 A Vehicle and Equipment Shop Attendant (CSC 5330) ~~assigned to work on Resource Recovery Plant equipment located at the Resource Recovery Plant shall be paid an additional 5 percent above his or her regular rate of pay. When assigned to work at Solid Waste Compactor Facilities on equipment located on the landfill, employees in the classification of Vehicle and Equipment Shop Attendant (CSC 5330)~~ shall be paid an additional 5 percent above ~~his or her~~their rate of pay while working on the landfill.

5330 ~~Effective on and after January 1, 2001, or any time thereafter that a~~ An employee who meets the certification requirements established by the collective bargaining agreement, ~~employees~~ in the classification of Vehicle and Equipment Shop Attendant (CSC 5330) shall receive an additional 2 percent above ~~his or her~~their regular rate of pay.

5330 ~~Effective January 1, 2011, a~~ A Vehicle and Equipment Shop Attendant (CSC 5330) assigned to the Fire Department, and who meets the certification requirements established by the collective bargaining agreement, will be eligible to receive a certification premium of 3 percent above ~~his or her~~their base rate of pay.

5331 An Apprentice Automotive Mechanic assigned to the Washington State Apprentice Program shall be assigned a rate of pay based on the appropriate journey-level rate as determined by the working area to which assigned. The beginning rate of pay shall be not less than 60 percent nor more than 70 percent based on a determination of ability and training by the Washington State Apprenticeship and Training Council.

5332 See 5310, 5332.



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5332 A Heavy Equipment Mechanic (CSC 5332) shall receive an applied rate of 5 percent above ~~his or her~~their base rate of pay when, at the sole discretion of management, is assigned to act in a lead capacity on a defined project.

~~5332 A Heavy Equipment Mechanic assigned to work on Resource Recovery Plant equipment located at the Resource Recovery Plant shall be paid an additional 5 percent above his or her regular rate of pay.~~

5332, ~~Effective on and after January 1, 2001, or any time thereafter that a~~An employee who meets the certification requirements established by the collective bargaining agreement, ~~employees~~ in the classifications of Heavy Equipment Mechanic (CSC 5332) shall receive an additional 5 percent over ~~his or her~~their regular rate of pay.

5334 ~~Effective on and after January 1, 2001, or any time thereafter that a~~An employee who meets the certification requirements established by the collective bargaining agreement, ~~employees~~ in the classification of Vehicle and Equipment Shop Supervisor (CSC 5334) shall receive an additional 5 percent above ~~his or her~~their regular rate of pay.

5335 ~~Effective on and after January 1, 2001, or any time thereafter that a~~An employee who meets the certification requirements established by the collective bargaining agreement, ~~employees~~ in the classification of Fire and Marine Diesel Mechanic (CSC 5335) shall receive an additional 5 percent above ~~his or her~~their regular rate of pay. ~~Effective January 1, 2011, a~~A Fire and Marine Diesel Mechanic shall be eligible for an application of rate of an additional 2 percent, for a total of 7 percent above ~~his or her~~their base rate, for holding both certifications outlined in the collective bargaining agreement.

5336 ~~Effective on and after January 1, 2001, or any time thereafter that a~~An employee who meets the certification requirements established by the collective bargaining agreement, ~~employees~~ in the classification of Fire and Marine Shop Supervisor (CSC 5336) shall receive an additional 5 percent above ~~his or her~~their regular rate of pay.

~~5336 Effective January 1, 2011, a~~A Fire and Marine Shop Supervisor (CSC 5336) shall be eligible for an application of rate of an additional 2 percent, for a total of 7 percent above ~~his or her~~their base rate, for holding both certifications outlined in the collective bargaining agreement.

5338 An employee in the classification of Resource Recovery Mechanic (CSC 5338) shall receive a certification premium of 3 percent above ~~his or her~~their base rate of pay for holding a Water Backflow Assembly Technician license.

\* \* \*

L160 An employee assigned to work the graveyard shift ~~at Public Works Fleets~~ shall be eligible for an application of rate of fifty cents (\$0.50) per hour for each hour worked on or after 2,100 hours.

L160 An employee assigned to the Wastewater Treatment Plant, when welding in any confined space, shall be paid an additional 5 percent above their base rate of pay.

\* \* \*

Section 8. 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.**

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6015 A PAF Maintenance Worker II (CSC 6015) assigned ~~as a specialist to perform the work of a~~ rigger, welder, or carpenter, ~~and also assigned as lead shall will~~ be compensated ~~an additional 5 percent per hour at Step 6 for all hours where the specialty work is performed.~~

\* \* \*

Section 9. That Section 1 of this ordinance shall become effective retroactive to January 1, 2012. That Section 2 of this ordinance shall become effective retroactive to January 1, 2013. That Section 3 of this ordinance shall become effective retroactive to January 1, 2014. That Sections 4, 7, and 8 shall become effective as provided by law. That Section 5 of this ordinance shall become effective July 1, 2015. That Section 6 of this ordinance shall become effective July 1, 2016.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
  
\_\_\_\_\_  
City Clerk

Approved as to form:  
  
\_\_\_\_\_  
Deputy City Attorney