



ORDINANCE NO. 28421

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the
 2 Tacoma Municipal Code to implement rates of pay and compensation for
 3 employees represented by District Lodge #160 of the International
 4 Association of Machinists and Aerospace Workers, General Unit and
 Supervisors' Unit; and to implement changes to reflect the organizational
 structure; 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, 2017, to read as follows:
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Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>32.60</u>				
5310		Fabrication Welder	<u>32.56</u>	<u>34.18</u>			
5335		Fire & Marine Diesel Mechanic	<u>35.56</u>				
5336		Fire & Marine Shop Supervisor	<u>44.42</u>				
5312		Machinist	<u>33.18</u>				
5338		Solid Waste Mechanic	<u>30.01</u>				
5330		Vehicle & Equipment Shop Attendant	<u>23.52</u>	<u>24.68</u>	<u>25.93</u>	<u>27.21</u>	<u>28.58</u>
5334		Vehicle & Equipment Shop Supervisor	<u>40.29</u>	<u>42.30</u>			
5346		Vehicle & Equipment Communications Technician	<u>26.51</u>	<u>27.84</u>	<u>29.23</u>	<u>30.69</u>	<u>32.22</u>
5099		WWTP Assistant	<u>25.12</u>	<u>26.39</u>	<u>27.70</u>	<u>29.08</u>	<u>30.54</u>
5105		WWTP Maintenance Machinist	<u>32.98</u>	<u>34.62</u>	<u>36.36</u>	<u>38.18</u>	
5106		WWTP Maintenance Machinist, Senior	<u>39.98</u>	<u>41.99</u>			

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>33.33</u>				
5310		Fabrication Welder	<u>33.29</u>	<u>34.95</u>			
5335		Fire & Marine Diesel Mechanic	<u>36.36</u>				
5336		Fire & Marine Shop Supervisor	<u>45.42</u>				
5312		Machinist	<u>33.93</u>				
5338		Solid Waste Mechanic	<u>30.69</u>				
5330		Vehicle & Equipment Shop Attendant	<u>24.04</u>	<u>25.24</u>	<u>26.50</u>	<u>27.83</u>	<u>29.22</u>
5334		Vehicle & Equipment Shop Supervisor	<u>41.19</u>	<u>43.25</u>			
5099		WWTP Assistant	<u>25.69</u>	<u>26.98</u>	<u>28.33</u>	<u>29.74</u>	<u>31.23</u>
5105		WWTP Maintenance Machinist	<u>33.72</u>	<u>35.41</u>	<u>37.18</u>	<u>39.04</u>	
5106		WWTP Maintenance Machinist, Senior	<u>40.89</u>	<u>42.93</u>			



Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2018, to read as follows:

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>33.33</u>				
5310		Fabrication Welder	<u>33.29</u>	<u>34.95</u>			
5335		Fire & Marine Diesel Mechanic	<u>36.36</u>				
5336		Fire & Marine Shop Supervisor	<u>45.42</u>				
5312		Machinist	<u>33.93</u>				
5338		Solid Waste Mechanic	<u>30.69</u>				
5330		Vehicle & Equipment Shop Attendant	<u>24.04</u>	<u>25.24</u>	<u>26.50</u>	<u>27.83</u>	<u>29.22</u>
5334		Vehicle & Equipment Shop Supervisor	<u>41.19</u>	<u>43.25</u>			
5099		WWTP Assistant	<u>25.69</u>	<u>26.98</u>	<u>28.33</u>	<u>29.74</u>	<u>31.23</u>
5105		WWTP Maintenance Machinist	<u>33.72</u>	<u>35.41</u>	<u>37.18</u>	<u>39.04</u>	
5106		WWTP Maintenance Machinist, Senior	<u>40.89</u>	<u>42.93</u>			

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>34.16</u>				
5310		Fabrication Welder	<u>34.12</u>	<u>35.82</u>			
5335		Fire & Marine Diesel Mechanic	<u>37.27</u>				
5336		Fire & Marine Shop Supervisor	<u>46.56</u>				
5312		Machinist	<u>34.78</u>				
5338		Solid Waste Mechanic	<u>31.46</u>				
5330		Vehicle & Equipment Shop Attendant	<u>24.64</u>	<u>25.87</u>	<u>27.16</u>	<u>28.53</u>	<u>29.95</u>
5334		Vehicle & Equipment Shop Supervisor	<u>42.22</u>	<u>44.33</u>			
5099		WWTP Assistant	<u>26.33</u>	<u>27.65</u>	<u>29.04</u>	<u>30.48</u>	<u>32.01</u>
5105		WWTP Maintenance Machinist	<u>34.56</u>	<u>36.30</u>	<u>38.11</u>	<u>40.02</u>	
5106		WWTP Maintenance Machinist, Senior	<u>41.91</u>	<u>44.00</u>			

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>34.16</u>				
5310		Fabrication Welder	<u>34.12</u>	<u>35.82</u>			
5335		Fire & Marine Diesel Mechanic	<u>37.27</u>				
5336		Fire & Marine Shop Supervisor	<u>46.56</u>				
5312		Machinist	<u>34.78</u>				
5338		Solid Waste Mechanic	<u>31.46</u>				
5330		Vehicle & Equipment Shop Attendant	<u>24.64</u>	<u>25.87</u>	<u>27.16</u>	<u>28.53</u>	<u>29.95</u>



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Code	A	Job Title	1	2	3	4	5
5334		Vehicle & Equipment Shop Supervisor	42.22	44.33			
5099		WWTP Assistant	26.34	27.65	29.04	30.48	32.04
5105		WWTP Maintenance Machinist	34.56	36.30	38.11	40.02	
5106		WWTP Maintenance Machinist, Senior	41.94	44.00			

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	35.01				
5310		Fabrication Welder	34.97	36.72			
5335		Fire & Marine Diesel Mechanic	38.20				
5336		Fire & Marine Shop Supervisor	47.72				
5312		Machinist	35.65				
5338		Solid Waste Mechanic	32.25				
5330		Vehicle & Equipment Shop Attendant	25.26	26.52	27.84	29.24	30.70
5334		Vehicle & Equipment Shop Supervisor	43.28	45.44			
5099		WWTP Assistant	26.99	28.34	29.77	31.24	32.81
5105		WWTP Maintenance Machinist	35.42	37.21	39.06	41.02	
5106		WWTP Maintenance Machinist, Senior	42.96	45.10			

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective April 3, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	42.68	44.74	46.89	49.16	51.53

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	43.35	45.52	47.79	50.18	52.69

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2018, to read as follows:

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	43.35	45.52	47.79	50.18	52.69

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	44.33	46.54	48.87	51.31	53.88

Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2019, to read as follows:



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Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	44.33	46.54	48.87	51.31	53.88

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	45.33	47.59	49.97	52.46	55.09

Section 7. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2017, to read as follows:

1.12.640 Application of additional rates.

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.~~ Effective January 1, 2017, this application of rate will not be available to employees that are hired after the implementation date of the 2012-2016 collective bargaining agreement for any future employees, and will only be available for employees who are receiving the premium and only as long as they remain in the WWTP Assistant classification.

Section 8. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective January 1, 2018, to read as follows:

5332 See 5310, 5332.

5332 A Heavy Equipment Mechanic (CSC 5332) shall receive an applied rate of 5 percent above 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 An employee who meets the certification requirements established by the collective bargaining agreement, in the classifications of Heavy Equipment Mechanic (CSC 5332) shall receive an additional 5 percent over their regular rate of pay. Effective January 1, 2018, a Heavy Equipment Mechanic (CSC 5332) who holds an additional International organization of Fluid Power and Motion Control Professionals Mobile Hydraulics certification as outlined in the collective bargaining agreement will receive an additional 1 percent premium over their base rate of pay. Effective January 1, 2019, this premium increases to 2 percent of their base pay.



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5335 An employee who meets the certification requirements established by the collective bargaining agreement, in the classification of Fire and Marine Diesel Mechanic (CSC 5335) shall receive an additional 5 percent above their regular rate of pay. 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 their base rate, for holding both certifications outlined in the collective bargaining agreement. Effective January 1, 2018, a Fire and Marine Diesel Mechanic (CSC 5335) who holds an additional International organization of Fluid Power and Motion Control Professionals Mobile Hydraulics certification as outlined in the collective bargaining agreement will receive an additional 1 percent premium over their base rate of pay. Effective January 1, 2019, this premium increases to 2 percent of their base pay.

5336 An employee who meets the certification requirements established by the collective bargaining agreement, in the classification of Fire and Marine Shop Supervisor (CSC 5336) shall receive an additional 5 percent above their regular rate of pay.

5336 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 their base rate, for holding both certifications outlined in the collective bargaining agreement. Effective January 1, 2018, a Fire and Marine Shop Supervisor (CSC 5336) who holds an additional International organization of Fluid Power and Motion Control Professionals Mobile Hydraulics certification as outlined in the collective bargaining agreement will receive an additional 1 percent premium over their base rate of pay. Effective January 1, 2019, this premium increases to 2 percent of their base pay.

Section 9. That Sections 1 and 7 are effective retroactive to January 1, 2017. That Sections 2, 5, and 8 are effective January 1, 2018. That Sections 3 and 6 are effective January 1, 2019. That Section 4 is effective April 3, 2017.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney