



# ORDINANCE NO. 28578

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 the International Brotherhood of Electrical  
 4 Workers, Local 483, Click! Unit, and certain employees represented by the  
 5 Washington State Council of County and City Employees, Local 120 and  
 6 International Brotherhood of Electrical Workers, Local 483; and declaring  
 7 the effective dates thereof.

8 BE IT ORDAINED BY THE CITY OF TACOMA:

9 Section 1. That Section 1.12.355 of the Tacoma Municipal Code (“TMC”) is  
 10 hereby amended, effective retroactive to January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5
5517		Network Operations Center Technician	<a href="#">23.32</a>	<a href="#">24.49</a>	<a href="#">25.72</a>	<a href="#">27.02</a>	<a href="#">28.35</a>
5540		Telecommunications Network Construction Technician	<a href="#">27.74</a>	<a href="#">29.13</a>	<a href="#">30.58</a>	<a href="#">32.11</a>	<a href="#">33.71</a>
5543		Telecommunications Network Technician	<a href="#">31.31</a>	<a href="#">32.89</a>	<a href="#">34.54</a>	<a href="#">36.26</a>	<a href="#">38.07</a>
5518		Telecommunications Technician 1	<a href="#">24.97</a>	<a href="#">26.20</a>	<a href="#">27.50</a>	<a href="#">28.89</a>	<a href="#">30.32</a>
5516		Telecommunications Utility Worker	<a href="#">19.57</a>	<a href="#">20.55</a>	<a href="#">21.57</a>	<a href="#">22.65</a>	<a href="#">23.78</a>
5511		Sales & Service Representative	<a href="#">20.67</a>	<a href="#">21.70</a>	<a href="#">22.79</a>	<a href="#">23.95</a>	<a href="#">25.13</a>
5512		Sales & Service Representative, Lead	<a href="#">25.68</a>	<a href="#">26.96</a>	<a href="#">28.31</a>	<a href="#">29.73</a>	<a href="#">31.21</a>

Code	A	Job Title	1	2	3	4	5
5517		Network Operations Center Technician	<a href="#">24.02</a>	<a href="#">25.22</a>	<a href="#">26.49</a>	<a href="#">27.81</a>	<a href="#">29.20</a>
5540		Telecommunications Network Construction Technician	<a href="#">28.56</a>	<a href="#">29.99</a>	<a href="#">31.49</a>	<a href="#">33.07</a>	<a href="#">34.72</a>
5543		Telecommunications Network Technician	<a href="#">32.25</a>	<a href="#">33.87</a>	<a href="#">35.56</a>	<a href="#">37.34</a>	<a href="#">39.21</a>
5518		Telecommunications Technician 1	<a href="#">25.69</a>	<a href="#">26.98</a>	<a href="#">28.33</a>	<a href="#">29.74</a>	<a href="#">31.23</a>
5516		Telecommunications Utility Worker	<a href="#">20.15</a>	<a href="#">21.16</a>	<a href="#">22.21</a>	<a href="#">23.32</a>	<a href="#">24.49</a>
5511		Sales & Service Representative	<a href="#">21.29</a>	<a href="#">22.36</a>	<a href="#">23.47</a>	<a href="#">24.65</a>	<a href="#">25.88</a>
5512		Sales & Service Representative, Lead	<a href="#">26.45</a>	<a href="#">27.77</a>	<a href="#">29.16</a>	<a href="#">30.62</a>	<a href="#">32.15</a>

24 Section 2. That Section 1.12.640 of the TMC is hereby amended,  
 25 effective as provided by law, to read as follows:  
 26



**1.12.640 Application of additional rates.**

\* \* \*

~~L120 An employee represented by the 2017-2019 collective bargaining agreement with the Washington State Council of County and City Employees, Local 120, who is employed as of December 21, 2017, shall receive a one-time lump sum payment of \$250.00.~~

L120 An employee represented by Washington State Council of County and City Employees, Local 120, and assigned to work for Click! may be eligible for retention incentive compensation pursuant to a Letter of Agreement negotiated between the City of Tacoma and International Brotherhood of Electrical Workers, Local 483, Click! Unit and the Washington State Council of County and City Employees, Local 120.

\* \* \*

~~L483 CK An employee in the classification of Sales & Service Representative, Lead (CSC 5512), will receive a one-time lump sum payment of \$3,500, effective upon the execution of a Letter of Agreement regarding voluntary recognition of the classification into the International Brotherhood of Electrical Workers, Local 483, Click! Unit.~~

L483 CK An employee represented by International Brotherhood of Electrical Workers, Local 483, Click! Unit, who remains in a frozen pay rate upon ratification of the 2019 collective bargaining agreement, shall receive a one-time lump sum payment of \$1,500.

L483 CK, CL, SUPV An employee represented by International Brotherhood of Electrical Workers, Local 483, may be eligible for retention incentive compensation pursuant to a Letter of Agreement negotiated between the City of Tacoma and International Brotherhood of Electrical Workers, Local 483, Click! Unit and the Washington State Council of County and City Employees, Local 120.

\* \* \*

Section 3. That Section 1 is effective retroactive to January 1, 2019. That Section 2 is effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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