



# ORDINANCE NO. 28808

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 Teamsters Local 313; and declaring the effective  
 4 dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

5 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 6 amended, effective retroactive to January 1, 2022, to read as follows:  
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Code	A	Job Title	1	2	3	4	5
50190		Biosolids Distribution Operator	29.16	30.62	32.15	33.76	35.45
50120		Sewer Equipment Operator	32.15	33.76	35.45		
50130		Sewer Heavy Equipment Operator	36.09	37.89			
50100		Sewer Worker	26.57	27.90	29.30	30.76	32.30
50110		Sewer Worker, Senior	35.46	37.23	39.09	41.04	
50350		Solid Waste Collector/Driver	32.17	33.78	35.47		

Code	A	Job Title	1	2	3	4	5
50190		Biosolids Distribution Operator	32.90	34.54	36.27		
50120		Sewer Equipment Operator	32.90	34.54	36.27		
50130		Sewer Heavy Equipment Operator	36.90	38.74			
50100		Sewer Worker	28.53	29.96	31.46	33.03	
50110		Sewer Worker, Senior	36.25	38.06	39.96	41.96	
50350		Solid Waste Collector/Driver	32.90	34.54	36.27		

18 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 19 amended, effective January 1, 2023, to read as follows:  
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Code	A	Job Title	1	2	3	4	5
50190		Biosolids Distribution Operator	32.90	34.54	36.27		
50120		Sewer Equipment Operator	32.90	34.54	36.27		
50130		Sewer Heavy Equipment Operator	36.90	38.74			
50100		Sewer Worker	28.53	29.96	31.46	33.03	
50110		Sewer Worker, Senior	36.25	38.06	39.96	41.96	
50350		Solid Waste Collector/Driver	32.90	34.54	36.27		



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Code	A	Job Title	1	2	3	4	5
50190		Biosolids Distribution Operator	<a href="#">34.71</a>	<a href="#">36.44</a>	<a href="#">38.26</a>		
50120		Sewer Equipment Operator	<a href="#">34.71</a>	<a href="#">36.44</a>	<a href="#">38.26</a>		
50130		Sewer Heavy Equipment Operator	<a href="#">38.93</a>	<a href="#">40.87</a>			
50100		Sewer Worker	<a href="#">29.24</a>	<a href="#">30.71</a>	<a href="#">32.25</a>	<a href="#">33.86</a>	
50110		Sewer Worker, Senior	<a href="#">38.24</a>	<a href="#">40.15</a>	<a href="#">42.16</a>	<a href="#">44.27</a>	
50350		Solid Waste Collector/Driver	<a href="#">34.71</a>	<a href="#">36.44</a>	<a href="#">38.26</a>		

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
50190		Biosolids Distribution Operator	<a href="#">34.71</a>	<a href="#">36.44</a>	<a href="#">38.26</a>		
50120		Sewer Equipment Operator	<a href="#">34.71</a>	<a href="#">36.44</a>	<a href="#">38.26</a>		
50130		Sewer Heavy Equipment Operator	<a href="#">38.93</a>	<a href="#">40.87</a>			
50100		Sewer Worker	<a href="#">29.24</a>	<a href="#">30.71</a>	<a href="#">32.25</a>	<a href="#">33.86</a>	
50110		Sewer Worker, Senior	<a href="#">38.24</a>	<a href="#">40.15</a>	<a href="#">42.16</a>	<a href="#">44.27</a>	
50350		Solid Waste Collector/Driver	<a href="#">34.71</a>	<a href="#">36.44</a>	<a href="#">38.26</a>		

Code	A	Job Title	1	2	3	4	5
50190		Biosolids Distribution Operator	<a href="#">36.36</a>	<a href="#">38.17</a>	<a href="#">40.08</a>		
50120		Sewer Equipment Operator	<a href="#">36.36</a>	<a href="#">38.17</a>	<a href="#">40.08</a>		
50130		Sewer Heavy Equipment Operator	<a href="#">40.78</a>	<a href="#">42.81</a>			
50100		Sewer Worker	<a href="#">30.04</a>	<a href="#">31.55</a>	<a href="#">33.14</a>	<a href="#">34.79</a>	
50110		Sewer Worker, Senior	<a href="#">40.06</a>	<a href="#">42.06</a>	<a href="#">44.16</a>	<a href="#">46.37</a>	
50350		Solid Waste Collector/Driver	<a href="#">36.36</a>	<a href="#">38.17</a>	<a href="#">40.08</a>		

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
50190		Biosolids Distribution Operator	<a href="#">36.36</a>	<a href="#">38.17</a>	<a href="#">40.08</a>		
50120		Sewer Equipment Operator	<a href="#">36.36</a>	<a href="#">38.17</a>	<a href="#">40.08</a>		
50130		Sewer Heavy Equipment Operator	<a href="#">40.78</a>	<a href="#">42.81</a>			
50100		Sewer Worker	<a href="#">30.04</a>	<a href="#">31.55</a>	<a href="#">33.14</a>	<a href="#">34.79</a>	
50110		Sewer Worker, Senior	<a href="#">40.06</a>	<a href="#">42.06</a>	<a href="#">44.16</a>	<a href="#">46.37</a>	
50350		Solid Waste Collector/Driver	<a href="#">36.36</a>	<a href="#">38.17</a>	<a href="#">40.08</a>		



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Code	A	Job Title	1	2	3	4	5
50190		Biosolids Distribution Operator	<a href="#">37.36</a>	<a href="#">39.22</a>	<a href="#">41.18</a>		
50120		Sewer Equipment Operator	<a href="#">37.36</a>	<a href="#">39.22</a>	<a href="#">41.18</a>		
50130		Sewer Heavy Equipment Operator	<a href="#">41.90</a>	<a href="#">43.99</a>			
50100		Sewer Worker	<a href="#">30.87</a>	<a href="#">32.42</a>	<a href="#">34.05</a>	<a href="#">35.75</a>	
50110		Sewer Worker, Senior	<a href="#">41.16</a>	<a href="#">43.22</a>	<a href="#">45.37</a>	<a href="#">47.65</a>	
50350		Solid Waste Collector/Driver	<a href="#">37.36</a>	<a href="#">39.22</a>	<a href="#">41.18</a>		

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.**

\* \* \*

~~5019 A Biosolids Distribution Operator (CSC 5019), pulling or loading an equipment trailer, shall be compensated an additional 5 percent over his or her base wage rate for all time spent pulling or loading the equipment trailer.~~

5019 A Biosolids Distribution Operator (CSC 5019), when assigned as a Transfer Driver, shall receive an additional 5.9 percent application of rate for all hours assigned.

\* \* \*

5035 A Solid Waste/Collector Driver (CSC 5035), when assigned as a Transfer Driver, shall be compensated at the top step of Solid Waste/Collector Driver plus 5.9 percent.

5035 Employees assigned to train and evaluate Solid Waste Collector/Drivers (CSC 5035) shall receive an additional 5 percent per hour for all hours so assigned.

5035 A Solid Waste Collector/Driver (CSC 5035), when assigned by management to a lead position, shall receive an additional 8 percent over base pay for performing additional duties and responsibilities as outlined by management.

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Section 6. That Section 1 is effective retroactive to January 1, 2022. That Section 2 is effective January 1, 2023. That Section 3 is effective January 1, 2024. That Section 4 is effective January 1, 2025. That Section 5 is effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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