



ORDINANCE NO. 28215

1 AN ORDINANCE relating to the Compensation Plan; amending Sections 1.12.355
2 and 1.12.640 of the Tacoma Municipal Code; and declaring the effective
3 dates thereof to implement rates of pay and compensation for employees
represented by the Teamsters Local Union No. 117, General Unit.

4 WHEREAS Resolution No. 38519, adopted August 28, 2012, authorized the
5 execution of the 2011-2014 Collective Bargaining Agreement between the City of
6 Tacoma and Teamsters Local Union No. 117, General Unit ("Union"), on behalf of
7 the employees represented by said Union, and
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9 WHEREAS the City and Union have negotiated Letters of Agreement which
10 provide for the following: (1) A 2014 market-based wage adjustment, retroactive to
11 January 1, 2014, based on market-rate comparables for each classification; and, for
12 employees in classifications not receiving a wage adjustment, except for the
13 classification of Laborer, employees shall receive a 1 percent lump sum payment
14 based on their 2013 base annual salary; (2) Ground Maintenance Workers at
15 Tacoma Power will be eligible to receive the Equipment Operator rate of pay while
16 operating the following equipment: Tacoma Power computer controlled spray truck,
17 backhoe, large tractor mower, dump truck requiring a Commercial Driver's License
18 ("CDL"), and skidsteer loader when operated around energized equipment;
19 (3) Ground Maintenance Workers, Hydro Grounds Maintenance Workers, and
20 Street Maintenance Workers at Tacoma Power will be eligible to receive the
21 Equipment Operator rate of pay for hours worked operating a tractor mower, bucket
22 truck, and water truck requiring a CDL; (4) Grounds Maintenance Workers at Public
23 Works will be eligible to receive the Equipment Operator rate of pay when operating
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a dump truck for four hours or more, as outlined in the agreement; and (5) an educational incentive premium of 2.5 percent for employees in the Crime Analyst or Senior Crime Analyst classifications who show proof of a Master's degree with an emphasis in math, statistics, criminal justice, behavioral science, or a related field as determined by the Police Chief or his designee, as provided for in the agreement, and

WHEREAS City Council authorization is required to implement rates of pay and compensation within the collective bargaining agreement that has been negotiated with the Union on behalf of its represented employees; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

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

Code	Job Title	1	2	3	4	5	6
5365	Animal Control & Compliance Officer	22.65	23.78	24.96	26.21	27.52	
5016	Asphalt Plant Crew Leader	31.43	33.00	34.65			
5015	Asphalt Plant Operator	26.09	27.39	28.76			
5201	Carpenter	29.89					
5210	Concrete Finisher Crew Leader	31.43	33.00				
1101	Crime Analyst	24.62	25.88	27.19	28.58	30.04	31.57
1102	Crime Analyst, Senior	28.97	30.45	32.00	33.62	35.33	37.14
1099	Crime Program Technician	21.54	22.60	23.75	24.96	26.23	27.56
4210	Crime Scene Technician	26.24	27.55	28.93	30.38	31.90	
5020	Equipment Operator	28.04					
5021	Equipment Operator, Heavy	29.56	31.04				
4208	Forensic Specialist	28.87	30.32	31.83	33.42	35.09	
5041	Grounds Maintenance Crew Leader	28.51	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		



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5001	Laborer	11.92	12.52	13.15	13.80	14.49	
4212	Latent Print Examiner	31.77	33.35	35.02	36.77	38.60	
5205	Painter, Industrial	<u>23.62</u>	<u>24.80</u>	<u>26.04</u>	<u>27.35</u>	<u>28.74</u>	
0016	Police Administrative Support Specialist	22.73	23.87	25.06	26.31	27.63	
0628	Refuse Scale Operator	<u>23.54</u>	<u>24.68</u>				
0627	Solid Waste Worker	<u>18.66</u>	<u>19.60</u>	<u>20.58</u>	<u>21.64</u>	<u>22.69</u>	
5025	Street Maintenance Crew Leader	28.51	29.93	31.43	33.00		
5002	Street Maintenance Worker	22.80	23.94	25.14	26.39		
0530	Tax & License Field Auditor	<u>28.05</u>	<u>29.45</u>	<u>30.92</u>	<u>32.47</u>	<u>34.10</u>	
0531	Tax & License Field Auditor, Senior	<u>31.17</u>	<u>32.73</u>	<u>34.36</u>	<u>36.08</u>	<u>37.89</u>	
0529	Tax & License Office Auditor	<u>26.74</u>	<u>28.05</u>	<u>29.45</u>	<u>30.92</u>	<u>32.47</u>	
0525	Tax License Compliance Officer	<u>29.53</u>	<u>31.04</u>	<u>32.56</u>	<u>34.19</u>	<u>35.89</u>	
5023	Traffic Sign & Marking Specialist	<u>22.73</u>	<u>23.87</u>	<u>25.06</u>	<u>26.31</u>	<u>27.63</u>	

Code	Job Title	1	2	3	4	5	6
5365	Animal Control & Compliance Officer	22.65	23.78	24.96	26.21	27.52	
5016	Asphalt Plant Crew Leader	31.43	33.00	34.65			
5015	Asphalt Plant Operator	<u>27.39</u>	<u>28.76</u>	<u>30.20</u>			
5201	Carpenter	<u>31.09</u>					
5210	Concrete Finisher Crew Leader	31.43	33.00				
1101	Crime Analyst	<u>25.85</u>	<u>27.17</u>	<u>28.55</u>	<u>30.01</u>	<u>31.54</u>	<u>33.15</u>
1102	Crime Analyst, Senior	<u>29.67</u>	<u>31.19</u>	<u>32.78</u>	<u>34.44</u>	<u>36.19</u>	<u>38.04</u>
1099	Crime Program Technician	<u>22.03</u>	<u>23.15</u>	<u>24.33</u>	<u>25.57</u>	<u>26.87</u>	<u>28.23</u>
4210	Crime Scene Technician	26.24	27.55	28.93	30.38	31.90	
5020	Equipment Operator	<u>28.88</u>					
5021	Equipment Operator, Heavy	<u>30.45</u>	<u>31.97</u>				
4208	Forensic Specialist	28.87	30.32	31.83	33.42	35.09	
5041	Grounds Maintenance Crew Leader	28.51	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	11.92	12.52	13.15	13.80	14.49	
4212	Latent Print Examiner	31.77	33.35	35.02	36.77	38.60	
5205	Painter, Industrial	<u>24.56</u>	<u>25.79</u>	<u>27.08</u>	<u>28.44</u>	<u>29.86</u>	
0016	Police Administrative Support Specialist	22.73	23.87	25.06	26.31	27.63	
0628	Refuse Scale Operator	<u>24.10</u>	<u>25.30</u>				



0627	Solid Waste Worker	19.13	20.09	21.09	22.15	23.26	
5025	Street Maintenance Crew Leader	28.51	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	35.81	
0531	Tax & License Field Auditor, Senior	32.11	33.71	35.39	37.16	39.03	
0529	Tax & License Office Auditor	27.51	28.89	30.33	31.85	33.44	
0525	Tax License Compliance Officer	30.42	31.94	33.54	35.22	36.97	
5023	Traffic Sign & Marking Specialist	23.09	24.25	25.46	26.73	28.07	

Section 2. 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.

0016 An employee in the classification of Police Administrative Support Specialist (CSC 0016) who assists the Emergency Operations Center personnel by providing support during a major event and support to the Incident Command System (ICS) shall receive an application of rate of 5 percent above his or her regular rate of pay for additional duties added to his or her normal duties while assigned.

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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.

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1101, 1102 For a Crime Analyst (CSC 1101) or Senior Crime Analyst (CSC 1102) who shows proof that they hold a Master's degree from an accredited post-secondary institution with emphasis in math, statistics, criminal justice, behavioral science, or a related field, as determined by the Chief of Police or his or her



designee, the City will provide a 2.5 percent educational incentive pay in addition to the base wages.

1102, See 1101, 1102.

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4208, 4209, 4211 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.

4210 See 4208, 4210

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5001 The classification of Laborer (CSC 5001) is comprised of all non-automatic steps and progression to steps 2 through 5 are discretionary and require the department/division manager's approval.

5002 A Street Maintenance Worker (CSC 5002), assigned as the Concrete Finisher's assistant shall be eligible to progress to two additional pay steps of 5 percent each added to the Street Maintenance Worker pay range.

5002 The Street Maintenance Worker (CSC 5002) assigned as Layton Box Secondary Screed Operator shall receive an additional \$0.60 per hour above base wage for all hours operating the Screed.

5002 The Street Maintenance Worker (CSC 5002) assigned to the Track Paver as Secondary Screed Operator shall receive an additional \$1.00 per hour above base wage for all hours operating the Screed.

~~5002 See 5040, 5047 A Street Maintenance Worker (CSC 5002), Grounds Maintenance Worker (CSC 5040) or Hydro Grounds Maintenance Worker (CSC 5047) will receive an application of rate of 6.2 percent for operating the following equipment: tractor mower, bucket truck, and water truck requiring a Commercial Driver's License (CDL).~~

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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; Oil Distributor, \$2.00 per hour.

5020 An Equipment Operator (CSC 5020) scheduled at the Transfer 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.

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5021 A Heavy Equipment Operator (CSC 5021) scheduled at the Transfer 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.

5023 A Traffic Sign and Marking Specialist (CSC 5023), when assigned in writing as Lead and meets the qualifications as outlined in the collective bargaining agreement shall receive an additional 10 percent of base pay. A Traffic Sign & Marking Specialist who attains and maintains an IMSA Signs and Markings Level III certification will receive an additional 5 percent.

5025 A Street Maintenance Crew Leader (CSC 5025) assigned as Primary Track Paver Operator shall receive an additional \$1.00 over his or her base wage for all hours operating the Track Paver.

5025 The Street Maintenance Crew Leader (CSC 5025) assigned to the Layton Box as Primary Screed Operator shall receive an additional \$0.60 per hour above base wage for all hours operating the Screed.

5025 The Street Maintenance Crew Leader assigned to the Track Paver as Primary Screed Operator shall receive an additional \$1.00 per hour above base wage for all hours operating the Screed.

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5040 A Grounds Maintenance Worker assigned responsibility for the greenhouse and possessing an Associate's degree or equivalent credits from an accredited college or university shall receive additional \$0.50 per hour.

~~5040 A Grounds Maintenance Worker, assigned to Public Works, when operating a dump truck for 4 hours or more will receive an application of rate of 6.2 percent. If the operation exceeds 4 hours, the total time of operation worked will be paid the application of rate of 6.2 percent.~~

~~5040 A qualified Grounds Maintenance Worker assigned to work at Tacoma Power, will receive 6.2 percent above his or her regular rate of pay while operating the following equipment: Tacoma Power computer-controlled spray truck; backhoe, large tractor mower, dump truck requiring a commercial driver's license, and a skidsteer loader when operated around energized equipment.~~

~~5040 See 5002, 5047 A Street Maintenance Worker (CSC 5002), Grounds Maintenance Worker (CSC 5040) or Hydro Grounds Maintenance Worker (CSC 5047) will receive an application of rate of 6.2 percent for operating the following equipment: tractor mower, bucket truck, and water truck requiring a Commercial Driver's License (CDL).~~

~~5047 See 5002, 5040 A Street Maintenance Worker (CSC 5002), Grounds Maintenance Worker (CSC 5040) or Hydro Grounds Maintenance Worker~~



~~(CSC 5047) will receive an application of rate of 6.2 percent for operating the following equipment: tractor mower, bucket truck, and water truck requiring a Commercial Driver's License (CDL).~~

* * *

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.

* * *

Section 3. That Section 1 of this ordinance shall become effective retroactive to January 1, 2014. That Section 2 of this ordinance shall become effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney