



ORDINANCE NO. 28346

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 for non-represented employees and employees represented
 4 by the International Brotherhood of Electrical Workers, Local 483, Click!
 Unit, Supervisors' Unit, and Water Division Unit; 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, 2016, to read as follows:
 8

Code	A	Title	1	2	3	4	5
5517		Network Operations Center Technician	24.96	23.06	24.24	25.43	26.69
5511		Sales & Service Representative	19.47	20.44	21.46	22.54	23.66
5540		Telecommunications Network Construction Technician	26.44	27.42	28.79	30.23	31.74
5543		Telecommunications Network Technician	29.48	30.96	32.54	34.13	35.84
5518		Telecommunications Technician 1	23.50	24.67	25.90	27.20	28.55
5516		Telecommunications Utility Worker	18.43	19.35	20.34	21.33	22.39

Code	A	Title	1	2	3	4	5
5517		Network Operations Center Technician	<u>22.20</u>	<u>23.31</u>	<u>24.48</u>	<u>25.71</u>	<u>26.98</u>
5511		Sales & Service Representative	<u>19.68</u>	<u>20.66</u>	<u>21.70</u>	<u>22.70</u>	<u>23.92</u>
5540		Telecommunications Network Construction Technician	<u>26.40</u>	<u>27.72</u>	<u>29.11</u>	<u>30.56</u>	<u>32.09</u>
5543		Telecommunications Network Technician	<u>29.80</u>	<u>31.30</u>	<u>32.87</u>	<u>34.51</u>	<u>36.23</u>
5518		Telecommunications Technician 1	<u>23.76</u>	<u>24.94</u>	<u>26.18</u>	<u>27.50</u>	<u>28.86</u>
5516		Telecommunications Utility Worker	<u>18.63</u>	<u>19.56</u>	<u>20.53</u>	<u>21.56</u>	<u>22.64</u>

21 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 22 amended, effective retroactive to January 1, 2016, to read as follows:
 23
 24
 25
 26



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

Code	A	Title	1	2	3	4	5
5097		Biosolids Supervisor	34.86	36.64	38.44	40.36	42.37
0041		Customer Accounts Supervisor	34.20	35.90	37.69	39.58	41.56
5271		Fire Electrical Maintenance Supervisor	49.82	52.34	54.92	57.67	60.55
5519		Telecommunications Supervisor, Assistant	29.77	31.26	32.83	34.46	36.19
5276		Traffic Field Operations Supervisor	49.82	52.34	54.92	57.67	60.55

Code	A	Title	1	2	3	4	5
5097		Biosolids Supervisor	<u>35.24</u>	<u>37.01</u>	<u>38.86</u>	<u>40.80</u>	<u>42.84</u>
0041		Customer Accounts Supervisor	<u>34.58</u>	<u>36.29</u>	<u>38.10</u>	<u>40.02</u>	<u>42.02</u>
5271		Fire Electrical Maintenance Supervisor	<u>50.37</u>	<u>52.89</u>	<u>55.52</u>	<u>58.30</u>	<u>61.22</u>
5519		Telecommunications Supervisor, Assistant	<u>30.10</u>	<u>31.60</u>	<u>33.19</u>	<u>34.84</u>	<u>36.59</u>
5276		Traffic Field Operations Supervisor	<u>50.37</u>	<u>52.89</u>	<u>55.52</u>	<u>58.30</u>	<u>61.22</u>

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2015, to read as follows:

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	35.83				
5225		Water Meter Repair Worker					
		First 6 months	<u>29.84</u>				
		Thereafter	<u>31.33</u>				
5226		Water Meter Repair Worker, Lead	36.03				
5108		Water Plant Maintenance Worker					
		First 6 months	<u>31.55</u>				
		Thereafter	<u>33.13</u>				
5070		Water Pumps & Storage Supervisor, Assistant	41.49				
1999		Water Quality Specialist	29.95	31.45	33.02	34.67	36.40
5305		Water Service Mechanic					
		First year	<u>34.02</u>				
		Thereafter	<u>35.72</u>				
5065		Water Service Supervisor	41.79				
5061		Water Service Worker					
		First 6 months	<u>29.84</u>				
		Thereafter	<u>31.33</u>				
5112		Water Treatment Plant Operator	35.62				
5110		Water Treatment Plant Supervisor	39.44				



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

5060	Water Utility Worker					
	First year	23.65				
	Thereafter	24.83				
2155	Watershed Inspector					
	First 6 months	29.95				
	7 th through 18 th month	31.45				
	19 th through 30 th month	33.02				
	31 st through 42 nd month	34.67				
	Thereafter	36.40				

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	36.55				
5225		Water Meter Repair Worker					
		First 6 months	30.59				
		Thereafter	31.96				
5226		Water Meter Repair Worker, Lead	36.75				
5108		Water Plant Maintenance Worker					
		First 6 months	32.34				
		Thereafter	33.79				
5070		Water Pumps & Storage Supervisor, Assistant	42.63				
1999		Water Quality Specialist	30.55	32.08	33.68	35.36	37.13
5305		Water Service Mechanic					
		First year	34.70				
		Thereafter	36.43				
5065		Water Service Supervisor	42.63				
5061		Water Service Worker					
		First 6 months	30.59				
		Thereafter	31.96				
5112		Water Treatment Plant Operator	38.15				
5110		Water Treatment Plant Supervisor	42.63				
5060		Water Utility Worker					
		First year	24.12				
		Thereafter	25.33				
2155		Watershed Inspector					
		First 6 months	30.55				
		7 th through 18 th month	32.08				
		19 th through 30 th month	33.68				
		31 st through 42 nd month	35.36				
		Thereafter	37.13				



Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2016, to read as follows:

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	36.55				
5225		Water Meter Repair Worker					
		First 6 months	30.59				
		Thereafter	31.96				
5226		Water Meter Repair Worker, Lead	36.75				
5108		Water Plant Maintenance Worker					
		First 6 months	32.34				
		Thereafter	33.79				
5070		Water Pumps & Storage Supervisor, Assistant	42.63				
1999		Water Quality Specialist	30.55	32.08	33.68	35.36	37.13
5305		Water Service Mechanic					
		First year	34.70				
		Thereafter	36.43				
5065		Water Service Supervisor	42.63				
5061		Water Service Worker					
		First 6 months	30.59				
		Thereafter	31.96				
5112		Water Treatment Plant Operator	38.15				
5110		Water Treatment Plant Supervisor	42.63				
5060		Water Utility Worker					
		First year	24.12				
		Thereafter	25.33				
2155		Watershed Inspector					
		First 6 months	30.55				
		7 th through 18 th month	32.08				
		19 th through 30 th month	33.68				
		31 st through 42 nd month	35.36				
		Thereafter	37.13				

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	36.95				
5225		Water Meter Repair Worker					
		First 6 months	30.92				
		Thereafter	32.31				
5226		Water Meter Repair Worker, Lead	37.16				



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

5108	Water Plant Maintenance Worker					
	First 6 months	32.69				
	Thereafter	34.16				
5070	Water Pumps & Storage Supervisor, Assistant	43.10				
1999	Water Quality Specialist	30.89	32.43	34.05	35.75	37.54
5305	Water Service Mechanic					
	First year	35.08				
	Thereafter	36.83				
5065	Water Service Supervisor	43.10				
5061	Water Service Worker					
	First 6 months	30.92				
	Thereafter	32.31				
5112	Water Treatment Plant Operator	38.57				
5110	Water Treatment Plant Supervisor	43.10				
5060	Water Utility Worker					
	First year	24.39				
	Thereafter	25.61				
2155	Watershed Inspector					
	First 6 months	30.89				
	7 th through 18 th month	32.43				
	19 th through 30 th month	34.05				
	31 st through 42 nd month	35.75				
	Thereafter	37.54				

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.

* * *

5060, 5061 A Water Utility Worker (CSC 5060) who has completed a JATC-approved Water Quality course and is assigned to a Flush Truck shall receive ~~88.103~~ percent of the ~~400 percent~~ [top step Water Utility Worker](#) rate for all hours so assigned. A Water Utility Worker in the Apprenticeship rotation shall receive \$10.00 per day for travel expenses during the first 20 working days of his or her rotation to ~~Enumclaw~~, McMillin and the Headworks.

5060 A Water Utility Worker when enrolled in the departmental pre-journey level training program shall be paid 79.25 percent for Step 1, 82.75 percent for Step 2, 84.25 percent for Step 3, 85.75 percent for Step 4, and 86.75 percent, upon successful completion, of the top step of the journey-level rate.

5060 A Water Utility Worker operating a jackhammer shall receive 81 percent of the Water Service Worker rate, with a four-hour minimum, for all hours so assigned.

5061 See 5060, 5061.



1 5061 A Water Service Worker (CSC 5061) assigned as a Locator shall receive 103 percent of the
2 Water Service Worker rate for those hours so assigned. A Water Service Worker assigned as a
3 Lead as his or her regular position will receive 115 percent of the Water Service Worker rate for all
4 hours so assigned.

5 5065 When in an on-call status, a Water Service Supervisor (CSC 5065) shall be compensated for
6 1 (one) hour at the overtime rate for the first emergency call not requiring a return to headquarters
7 or the work site. Subsequent calls after the first hour of paid time shall be paid at the overtime rate
8 for the actual time spent to handle the call, as provided for in the collective bargaining agreement.

9 * * *

10 5108 A Water Plant Maintenance Worker (CSC 5108) assigned as a Lead will receive 115 percent
11 of the Water Service Worker rate for all hours so assigned.

12 ~~5109 A Water Control Station Operator (CSC 5109), when assigned to "coordinator duties," shall
13 receive an additional 3 percent.~~

14 5110 An employee in the classification of Water Treatment Plant Supervisor (CSC 5110) who
15 receives and maintains a Level 4 certification issued by the State of Washington, Department of
16 Health, Water Works Operator Certification per Chapter 246-292 WAC, will be eligible to receive an
17 additional 5 percent in certification pay.

18 5112 An employee in the classification of Water Treatment Plant Operator (CSC 5112) who
19 receives and maintains a Level ~~3~~4 certification issued by the State of Washington, Department of
20 Health, Water Works Operator Certification per Chapter 246-292 WAC, will be eligible to receive an
21 additional 5 percent in certification pay; ~~who receives and maintains a Level 4 certification, will be
22 eligible to receive an additional 10 percent in certification pay.~~

23 * * *

24 5225 A Water Meter Repair Worker (CSC 5225) assigned as a crew chief and supervising a Heavy
25 Equipment Operator will receive 103 percent of the Water Meter Repair Worker rate for all hours so
26 assigned.

* * *

5305 A Water Service Mechanic (CSC 5305), when certified by management as fulfilling the Water
Quality classes, the WABO training, or the Electrical Telemetry classes will be eligible to receive an
additional 4 percent in certification pay.

5305 A Water Service Mechanic (CSC 5305), when certified by management as fulfilling either the
Water Quality classes, or the WABO training, and the Electrical Telemetry classes, will be eligible
to receive an additional 8 percent in certification pay.

* * *

L483 Click!. An active employee in a classification covered by the collective bargaining agreement
with the International Brotherhood of Electrical Workers, Local 483, Click! Unit, as of January 1,
2016, will receive a one-time, lump sum payment of \$1000.00. An employee within the bargaining
unit whose base wage remains redlined after the January 1, 2016, wage increase is applied shall
receive a one-time lump sum payment in the amount of \$500.00.

L483 Supervisors. An employee in the classification of Assistant Telecommunications Supervisor,
and represented by the International Brotherhood of Electrical Workers, Local 483, Supervisors'
Unit, as of January 1, 2016, will receive a one-time, lump sum payment of \$1000.00.

L483 Water. A Water Division employee holding permanent status in a journey level classification
or above, and designated by the Water Division as "Safety Coordinator," will receive
~~145~~118 percent of the ~~journey~~Water Service Worker rate.



L483 Water. A Water Division employee, assigned by management to work either a swing or night shift, shall receive an additional 3 percent compensation for all hours worked on said shift.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

L483 Water. An employee in a classification covered by the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Water Unit, when performing work fully inside an installed pipe, shall be paid an additional five percent (5%) of their regular base rate for hours spent working in the pipe.

* * *

NR Effective January 5, 2009, classifications within the nonrepresented salary plan are not eligible for longevity pay.

NR Upon adoption of this provision by the City Council, an active employee in a nonrepresented classification who works for Click! Network will receive a one-time, lump sum payment of \$1000.00.

* * *

Section 6. That Sections 1, 2, and 4 of this ordinance shall become effective retroactive to January 1, 2016. That Section 3 of this ordinance shall become effective retroactive to January 1, 2015. That Section 5 of this ordinance shall become effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney