



## ORDINANCE NO. 28658

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of  
2 the Tacoma Municipal Code to implement rates of pay and compensation  
3 and changes in the organizational structure for nonrepresented  
4 classifications and employees represented by the International  
5 Brotherhood of Electrical Workers, Local 483, Click! Unit, Power Unit, and  
6 Water Division Unit; and declaring the effective dates thereof.

7 WHEREAS this ordinance provides for the implementation of provisions  
8 contained in agreements negotiated with the International Brotherhood of  
9 Electrical Workers ("IBEW"), Local 483, Click! Unit, Power Unit, and Water  
10 Division Unit; and includes a change to the overtime designation for  
11 nonrepresented classifications in the Power Engineering classification series,  
12 and

13 WHEREAS the Collective Bargaining Agreement ("CBA") with IBEW,  
14 Local 483, Click! Unit, includes a wage increase of 3 percent for the  
15 classifications of Network Operations Center Technician (5517),  
16 Telecommunications Technician 1 (5518), Sales and Service Representative  
17 (5511), and Lead Sales and Service Representative (5512), and

18 WHEREAS a Letter of Agreement ("LOA") with IBEW, Local 483, Click!  
19 and Power Units, provides for the consolidation of the classifications of  
20 Telecommunications Network Construction Technician (5540) and  
21 Telecommunications Network Technician (5543) into a single classification titled  
22 Network Construction Technician (5540), effective April 1, 2020, and  
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1 WHEREAS these classifications will cease to be represented by IBEW,  
2 Local 483 Click! Unit, and will be moved under the CBA with IBEW, Local 483,  
3 Power Unit, and

4 WHEREAS the LOA further provides for a wage increase of 2.25 percent,  
5 effective April 1, 2020; a change in the overtime designation for the titles to  
6 overtime category C; and for employees in the impacted classifications on  
7 March 31, 2020, to receive a one-time, lump sum payment of \$700, and

8 WHEREAS a LOA with IBEW, Local 483, Water Division Unit, provides  
9 for the accretion of the nonrepresented classification of Water Supply  
10 Supervisor into the bargaining unit; establishes a one-step pay rate of \$47.80  
11 per hour, effective retroactive to January 1, 2020; and provides that the  
12 classification will be eligible for longevity pay, and

13 WHEREAS the current incumbent in the classification will receive a wage  
14 increase of 3 percent, and after the wage increase has been applied, the  
15 incumbent's wage will be frozen until such time as the pay rate for the  
16 classification exceeds the frozen rate, and

17 WHEREAS this ordinance also provides for a change to the overtime  
18 designation for the nonrepresented classifications of Power Engineer I, Power  
19 Engineer II, Power Engineer III, and Power Engineer IV, from overtime  
20 category D (salaried) to overtime category E, in order to provide for overtime  
21 compensation during emergency situations; Now, Therefore,  
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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, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5
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>
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>
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>

Code	A	Job Title	1	2	3	4	5
5511		Sales & Service Representative	<a href="#">21.93</a>	<a href="#">23.03</a>	<a href="#">24.17</a>	<a href="#">25.39</a>	<a href="#">26.66</a>
5512		Sales & Service Representative, Lead	<a href="#">27.24</a>	<a href="#">28.60</a>	<a href="#">30.03</a>	<a href="#">31.54</a>	<a href="#">33.11</a>
5517		Network Operations Center Technician	<a href="#">24.74</a>	<a href="#">25.98</a>	<a href="#">27.28</a>	<a href="#">28.64</a>	<a href="#">30.08</a>
5518		Telecommunications Technician 1	<a href="#">26.46</a>	<a href="#">27.79</a>	<a href="#">29.18</a>	<a href="#">30.63</a>	<a href="#">32.17</a>

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective April 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5
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>
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>
<del>5543</del>		<del>Telecommunications Network Technician</del>	<del><a href="#">32.25</a></del>	<del><a href="#">33.87</a></del>	<del><a href="#">35.56</a></del>	<del><a href="#">37.34</a></del>	<del><a href="#">39.21</a></del>

Code	A	Job Title	1	2	3	4	5
5516		Telecommunications Utility Worker	<a href="#">22.52</a>	<a href="#">23.65</a>	<a href="#">24.85</a>	<a href="#">26.10</a>	<a href="#">27.42</a>
5540		<del>Telecommunications</del> -Network Construction Technician	<a href="#">34.30</a>	<a href="#">36.02</a>	<a href="#">37.81</a>	<a href="#">39.70</a>	<a href="#">41.68</a>

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2020, to read as follows:



Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D
5068		Water Supply Supervisor	<u>38.34</u>	<u>38.82</u>	<u>39.31</u>	<u>39.80</u>	<u>40.30</u>	<u>40.80</u>	<u>41.31</u>	<u>41.83</u>
			3A	3B	3C	3D	4A	4B	4C	4D
			<u>42.35</u>	<u>42.88</u>	<u>43.42</u>	<u>43.96</u>	<u>44.51</u>	<u>45.07</u>	<u>45.63</u>	<u>46.20</u>
			5A	5B	5C	5D	6A			
			<u>46.78</u>	<u>47.36</u>	<u>47.95</u>	<u>48.55</u>	<u>49.16</u>			

Code	A	Job Title	1
5068		Water Supply Supervisor	<u>47.80</u>

Section 4. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective April 1, 2020, to read as follows:

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L483 Power An employee in the classification of Telecommunications Network Construction Technician (CSC 5540), Telecommunications Network Technician (CSC 5543) and Telecommunications Utility Worker (CSC 5516) as of March 31, 2020 shall receive a one-time, lump sum payment in the amount of \$700.00.

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Section 5. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:

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2131, 2132, 2133, 2134 Employees in the classifications of Power Engineer I (CSC 2131), Power Engineer II (CSC 2132), Power Engineer III (CSC 2133) and Power Engineer IV (CSC 2134), assigned to work in emergency situations outside the normal work hours shall be compensated at time and one-half of their regular rate of pay for all hours worked during emergency situations.

2132 See 2131, 2132, 2133, 2134

2133 See 2131, 2132, 2133, 2134

2133 The classification of Power Engineer III (CSC 2133) is comprised of all non-automatic steps, and progression within the salary range is based on management discretion.

2134 See 2131, 2132, 2133, 2134

2134 The classification of Power Engineer IV (CSC 2134) is comprised of all non-automatic steps, and progression within the salary range is based on management discretion.

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Section 6. That Sections 1 and 3 are effective retroactive to January 1,  
2020. That Sections 2 and 4 are effective April 1, 2020. That Section 5 is effective  
as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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