

## **ORDINANCE NO. 28954**

AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the Tacoma Municipal Code to implement rates of pay and compensation for employees represented by the Teamsters Local Union No. 117, General Unit, and declaring the effective dates thereof.

## 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, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	27.15	28.50	29.92	31.42	33.00	
50160		Asphalt Plant Crew Leader	<del>37.66</del>	39.54	41.52			
50150		Asphalt Plant Operator	32.83	34.48	36.20			
52010		Carpenter	37.82					
52100		Concrete Finisher Crew Leader	<del>37.68</del>	<del>39.56</del>				
11010		Crime Analyst	<del>33.42</del>	35.08	36.83	<del>38.67</del>	40.61	42.65
11020		Crime Analyst, Senior	38.33	40.26	42.27	44.39	46.61	48.94
10990		Crime Program Technician	27.88	<del>29.27</del>	30.74	32.28	33.90	35.59
42100		Crime Scene Technician	31.46	33.04	<del>34.69</del>	<del>36.42</del>	38.24	
50200		Equipment Operator	<del>34.62</del>					
50210		Equipment Operator, Heavy	<del>36.50</del>	38.32				
42080		Forensic Specialist	34.60	<del>36.33</del>	38.14	40.05	42.05	
50410		Grounds Maintenance Crew Leader	34.18	35.89	<del>37.68</del>	<del>39.56</del>		
50400		Grounds Maintenance Worker	<del>27.32</del>	<del>28.68</del>	30.12	31.63		
50470		Hydro Grounds Maintenance Worker	<del>27.32</del>	<del>28.68</del>	30.12	31.63		
50010		Laborer	<del>18.60</del>	19.54	20.51			
42120		Latent Print Examiner	38.08	<del>39.98</del>	41.98	44.08	46.28	
52050		Painter, Industrial	<del>29.90</del>	31.40	32.98	<del>34.62</del>	<del>36.35</del>	
00160		Police Administrative Support Specialist	<del>27.25</del>	<del>28.61</del>	30.05	31.54	33.12	
06280		Refuse Scale Operator	28.89	30.33				
06270		Solid Waste Worker	23.61	24.80	<del>26.03</del>	<del>27.33</del>	<del>28.69</del>	
50250		Street Maintenance Crew Leader	34.18	<del>35.89</del>	<del>37.68</del>	<del>39.56</del>		
50020		Street Maintenance Worker	27.32	<del>28.68</del>	30.12	31.63		
05300		Tax & License Field Auditor	35.32	<del>37.08</del>	38.94	40.89	42.92	_
05310		Tax & License Field Auditor, Senior	38.50	40.42	42.44	44.56	46.80	_
05290		Tax & License Office Auditor	33.00	34.64	<del>36.37</del>	38.18	40.09	
05250		Tax License Compliance Officer	36.45	38.27	40.19	42.21	44.32	
05270		Tax License Compliance Officer, Lead	40.10	42.11	44.22	46.43	48.75	



Job Title Code 2 3 5 6 29.06 50230 Traffic Sign & Marking Specialist 27.68 30.52 32.05 33.65 1 Job Title Code 2 3 4 5 1 6 2 53650 Animal Control & Compliance Officer 29.63 31.11 32.67 34.30 36.02 3 42.15 44.26 50160 40.14 Asphalt Plant Crew Leader 50150 35.00 38.59 Asphalt Plant Operator 36.75 4 52010 40.32 Carpenter 5 52100 Concrete Finisher Crew Leader 40.16 42.17 11010 35.63 37.41 39.28 41.24 43.30 45.46 Crime Analyst 6 11020 40.88 42.92 45.07 47.32 49.69 52.17 Crime Analyst, Senior 7 10990 29.72 32.77 37.94 Crime Program Technician 31.21 34.41 36.13 33.53 35.21 36.97 42100 Crime Scene Technician 38.82 40.76 8 50200 **Equipment Operator** 36.90 9 50210 Equipment Operator, Heavy 38.90 40.85 42080 36.52 38.35 40.27 42.28 44.39 Forensic Specialist 10 50410 40.16 42.17 Grounds Maintenance Crew Leader 36.43 38.25 11 50400 Grounds Maintenance Worker 29.12 30.58 32.11 33.72 50470 29.12 30.58 32.11 33.72 Hydro Grounds Maintenance Worker 12 50010 Laborer 19.64 20.62 21.65 42120 Latent Print Examiner 40.19 42.20 44.31 46.53 48.86 13 35.14 36.90 52050 Painter, Industrial 31.88 33.47 38.75 14 00160 29.05 30.50 32.03 33.63 35.31 Police Administrative Support Specialist 06280 Refuse Scale Operator 30.79 32.33 15 06270 25.15 27.73 29.12 30.58 Solid Waste Worker 26.41 16 50250 Street Maintenance Crew Leader 36.43 38.25 40.16 42.17 50020 Street Maintenance Worker 29.12 30.58 32.11 33.72 17 05300 37.28 39.14 41.10 43.15 Tax & License Field Auditor 45.31 18 05310 Tax & License Field Auditor, Senior 40.66 42.69 44.82 47.06 49.41 05290 Tax & License Office Auditor 34.82 36.56 38.39 40.31 42.33 19 05250 Tax License Compliance Officer 38.50 40.42 42.44 44.56 46.79 20 05270 42.35 46.69 49.02 44.47 51.47 Tax License Compliance Officer, Lead 50230 Traffic Sign & Marking Specialist 29.50 30.98 32.53 34.16 35.87 21

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<del>29.63</del>	31.11	<del>32.67</del>	34.30	<del>36.02</del>	
50160		Asphalt Plant Crew Leader	40.14	42.15	44.26			
50150		Asphalt Plant Operator	35.00	<del>36.75</del>	<del>38.59</del>			

22

23

24

25

26



	Code	A	Job Title	1	2	3	4	5	6
	52010		Carpenter	40.32					
1	52100		Concrete Finisher Crew Leader	40.16	42.17				
2	11010		Crime Analyst	35.63	37.41	39.28	41.24	43.30	45.46
	11020		Crime Analyst, Senior	40.88	42.92	45.07	4 <del>7.32</del>	49.69	52.17
3	10990		Crime Program Technician	<del>29.72</del>	31.21	32.77	34.41	36.13	37.94
4	42100		Crime Scene Technician	33.53	35.21	<del>36.97</del>	38.82	40.76	
_	50200		Equipment Operator	36.90					
5	50210		Equipment Operator, Heavy	38.90	40.85				
6	42080		Forensic Specialist	36.52	38.35	40.27	42.28	44.39	
	50410		Grounds Maintenance Crew Leader	36.43	38.25	40.16	42.17		
7	50400		Grounds Maintenance Worker	<del>29.12</del>	30.58	32.11	33.72		
8	50470		Hydro Grounds Maintenance Worker	<del>29.12</del>	30.58	32.11	33.72		
	50010		Laborer	19.64	<del>20.62</del>	<del>21.65</del>			
9	42120		Latent Print Examiner	40.19	42.20	44.31	46.53	48.86	
10	52050		Painter, Industrial	31.88	33.47	35.14	<del>36.90</del>	38.75	
.	00160		Police Administrative Support Specialist	<del>29.05</del>	30.50	32.03	33.63	35.31	
11	06280		Refuse Scale Operator	30.79	32.33				
12	06270		Solid Waste Worker	25.15	<del>26.41</del>	<del>27.73</del>	<del>29.12</del>	30.58	
12	50250		Street Maintenance Crew Leader	36.43	38.25	40.16	42.17		
13	50020		Street Maintenance Worker	<del>29.12</del>	30.58	32.11	33.72		
14	05300		Tax & License Field Auditor	37.28	39.14	41.10	43.15	45.31	
14	05310		Tax & License Field Auditor, Senior	40.66	42.69	44.82	47.06	49.41	
15	05290		Tax & License Office Auditor	34.82	<del>36.56</del>	38.39	40.31	42.33	
16	05250		Tax License Compliance Officer	38.50	40.42	42.44	44.56	46.79	
16	05270		Tax License Compliance Officer, Lead	42.35	44.47	46.69	49.02	51.47	
17	50230		Traffic Sign & Marking Specialist	<del>29.50</del>	30.98	32.53	34.16	35.87	
18									
19	Code	A	Job Title	1	2	3	4	5	6
	53650		Animal Control & Compliance Officer	31.51	33.08	34.74	36.48	38.31	
20	50160		Asphalt Plant Crew Leader	<u>41.86</u>	43.96	<u>46.16</u>			
21	50150		Asphalt Plant Operator	<u>36.50</u>	38.33	40.25			
_	52010		Carpenter	41.84					
22	52100		Concrete Finisher Crew Leader	41.88	43.98				
23	11010		Crime Analyst	36.79	38.63	40.56	42.59	44.71	<u>46.94</u>
23	11020		Crime Analyst, Senior	<u>42.21</u>	44.32	<u>46.54</u>	48.86	<u>51.31</u>	<u>53.87</u>
24	10990		Crime Program Technician	30.69	32.23	33.84	<u>35.53</u>	<u>37.31</u>	<u>39.18</u>
25	42100		Crime Scene Technician	35.14	36.90	<u>38.75</u>	40.69	<u>42.72</u>	
25	50200		Equipment Operator	38.29					
26	50210		Equipment Operator, Heavy	40.37	42.39				
		•	,						



Job Title 2 3 Code 1 42080 Forensic Specialist 37.52 39.40 41.38 43.44 1 50410 Grounds Maintenance Crew Leader 37.99 39.89 41.88 43.98 50400 Grounds Maintenance Worker 30.37 31.89 33.49 35.17 2 50470 Hydro Grounds Maintenance Worker 30.37 31.89 33.49 35.17 3 50010 22.47 Laborer 20.38 21.40 45.53 42120 Latent Print Examiner 41.30 43.36 47.81 4 52050 Painter, Industrial 33.17 34.82 36.56 38.39 5 00160 Police Administrative Support Specialist 30.15 31.65 33.24 34.90 06280 31.95 Refuse Scale Operator 33.55 6 06270 Solid Waste Worker 26.10 27.41 28.78 30.22 7 50250 Street Maintenance Crew Leader 37.99 39.89 41.88 43.98 50020 Street Maintenance Worker 30.37 31.89 33.49 35.17 8 05300 Tax & License Field Auditor 38.40 40.32 42.34 44.45 9 05310 Tax & License Field Auditor, Senior 43.97 41.88 46.17 48.48 05290 Tax & License Office Auditor 35.87 39.54 41.52 37.66 10 05250 Tax License Compliance Officer 45.90 39.66 41.64 43.72 11 05270 Tax License Compliance Officer, Lead 43.62 45.81 48.09 50.49 33.93 50230 Traffic Sign & Marking Specialist 30.77 32.31 35.63 12

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

6

45.61

50.20

40.31

36.64

31.74

46.67

50.90

43.60

48.20

53.02

37.41

15 16

17

18

19

20

21

22

23

24

25

26

13

14

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	31.51	33.08	34.74	<del>36.48</del>	38.31	
50160		Asphalt Plant Crew Leader	41.86	43.96	46.16			
50150		Asphalt Plant Operator	36.50	38.33	40.25			
52010		Carpenter	41.84					
52100		Concrete Finisher Crew Leader	41.88	43.98				
11010		Crime Analyst	<del>36.79</del>	38.63	40.56	42.59	44.71	46.94
11020		Crime Analyst, Senior	42.21	44.32	46.54	48.86	51.31	53.87
10990		Crime Program Technician	<del>30.69</del>	32.23	33.84	35.53	<del>37.31</del>	39.18
42100		Crime Scene Technician	35.14	<del>36.90</del>	<del>38.75</del>	40.69	42.72	
50200		Equipment Operator	38.29					
50210		Equipment Operator, Heavy	40.37	42.39				
42080		Forensic Specialist	<del>37.52</del>	<del>39.40</del>	41.38	43.44	45.61	
50410		Grounds Maintenance Crew Leader	<del>37.99</del>	<del>39.89</del>	41.88	43.98		
50400		Grounds Maintenance Worker	30.37	31.89	33.49	35.17		
50470		Hydro Grounds Maintenance Worker	30.37	31.89	33.49	35.17		
50010		Laborer	20.38	21.40	22.47			

-4-



Job Title 2 3 5 Code 6 42120 Latent Print Examiner 41.30 43.36 45.53 47.81 50.20 1 52050 Painter, Industrial 33.17 34.82 36.56 38.39 40.31 33.24 00160 30.15 31.65 34.90 36.64 Police Administrative Support Specialist 2 06280 31,95 33.55 Refuse Scale Operator 3 06270 27.41 28.78 30.22 31.74 Solid Waste Worker 26.10 39.89 Street Maintenance Crew Leader 37.99 41.88 43.98 50250 4 Street Maintenance Worker 30.37 33.49 35.17 50020 31.89 5 05300 Tax & License Field Auditor 38.40 40.32 42.34 44.45 46.67 05310 Tax & License Field Auditor, Senior 41.88 43.97 48.48 50.90 46.17 6 05290 Tax & License Office Auditor 35.87 37.66 39.54 41.52 43.60 7 48.20 05250 Tax License Compliance Officer 39.66 41.64 43.72 45.90 05270 Tax License Compliance Officer, Lead 43.62 45.81 48.09 50.49 53.02 8 30.77 33.93 50230 32.31 35.63 37.41 Traffic Sign & Marking Specialist 9 10 Code Job Title 2 3 1 4 5 6 53650 Animal Control & Compliance Officer 32.46 34.07 35.78 37.57 39.46 11 50160 Asphalt Plant Crew Leader 42.49 44.62 46.85 12 50150 37.05 38.90 40.85 Asphalt Plant Operator 52010 42.26 Carpenter 13 52100 Concrete Finisher Crew Leader 42.51 44.64 14 11010 Crime Analyst 37.16 39.02 40.97 43.02 45.16 47.41 11020 Crime Analyst, Senior 42.63 44.76 47.01 49.35 51.82 54.41 15 10990 Crime Program Technician 31.00 32.55 34.18 35.89 37.68 39.57 16 42100 Crime Scene Technician 35.67 37.45 39.33 41.30 43.36 50200 **Equipment Operator** 38.67 17 50210 Equipment Operator, Heavy 40.77 42.81 18 42080 Forensic Specialist 37.52 39.40 41.38 43.44 45.61 50410 Grounds Maintenance Crew Leader 38.56 40.49 42.51 44.64 19 50400 Grounds Maintenance Worker 30.83 32.37 33.99 35.70 20 50470 Hydro Grounds Maintenance Worker 30.83 32.37 33.99 35.70 50010 Laborer 20.38 21.40 22.47 21 42120 Latent Print Examiner 41.30 43.36 45.53 47.81 50.20 22 52050 Painter, Industrial 33.17 34.82 36.56 38.39 40.3100160 Police Administrative Support Specialist 30.15 31.65 33.24 34.90 36.64 23 06280 Refuse Scale Operator 32.27 33.89 24 06270 Solid Waste Worker 30.52 26.36 27.68 29.07 32.06 50250 38.56 40.49 42.51 44.64 Street Maintenance Crew Leader 25 50020 Street Maintenance Worker 30.83 32.37 33.99 35.70 26 05300 Tax & License Field Auditor 38.59 40.52 42.55 44.67 46.90



3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

Job Title Code 2 3 5 1 6 05310 Tax & License Field Auditor, Senior 42.09 44.19 46.40 48.72 <u>51.15</u> 05290 37.85 Tax & License Office Auditor 39.74 36.05 41.73 <u>43.82</u> 05250 43.94 Tax License Compliance Officer 39.86 41.85 46.13 48.44 05270 Tax License Compliance Officer, Lead 43.84 46.04 48.33 50.74 53.29 50230 32.79 Traffic Sign & Marking Specialist 31.23 34.44 <u>36.16</u> <u>37.97</u>

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	6
53650		Animal Control & Compliance Officer	<del>32.46</del>	34.07	35.78	<del>37.57</del>	<del>39.46</del>	
50160		Asphalt Plant Crew Leader	42.49	44.62	46.85			
50150		Asphalt Plant Operator	<del>37.05</del>	<del>38.90</del>	40.85			
52010		Carpenter	42.26					
52100		Concrete Finisher Crew Leader	42.51	44.64				
11010		Crime Analyst	<del>37.16</del>	39.02	40.97	43.02	45.16	47.41
11020		Crime Analyst, Senior	42.63	44.76	47.01	49.35	<del>51.82</del>	54.41
10990		Crime Program Technician	31.00	32.55	34.18	35.89	<del>37.68</del>	39.57
42100		Crime Scene Technician	<del>35.67</del>	<del>37.45</del>	39.33	41.30	43.36	
50200		Equipment Operator	<del>38.67</del>					
50210		Equipment Operator, Heavy	40.77	42.81				
42080		Forensic Specialist	<del>37.52</del>	<del>39.40</del>	41.38	43.44	<del>45.61</del>	
50410		Grounds Maintenance Crew Leader	<del>38.56</del>	40.49	42.51	44.64	-	
50400		Grounds Maintenance Worker	30.83	32.37	33.99	35.70	-	
50470		Hydro Grounds Maintenance Worker	30.83	32.37	33.99	35.70	-	
50010		Laborer	<del>20.38</del>	21.40	22.47	-	-	
42120		Latent Print Examiner	41.30	43.36	45.53	<del>47.81</del>	50.20	
52050		Painter, Industrial	33.17	34.82	<del>36.56</del>	38.39	40.31	
00160		Police Administrative Support Specialist	30.15	31.65	33.24	34.90	<del>36.64</del>	
06280		Refuse Scale Operator	32.27	33.89				
06270		Solid Waste Worker	<del>26.36</del>	<del>27.68</del>	<del>29.07</del>	<del>30.52</del>	<del>32.06</del>	
50250		Street Maintenance Crew Leader	<del>38.56</del>	40.49	42.51	44.64		
50020		Street Maintenance Worker	30.83	32.37	33.99	35.70		
05300		Tax & License Field Auditor	38.59	40.52	42.55	44.67	46.90	
05310		Tax & License Field Auditor, Senior	42.09	44.19	46.40	48.72	51.15	
05290		Tax & License Office Auditor	<del>36.05</del>	<del>37.85</del>	<del>39.74</del>	41.73	43.82	
05250		Tax License Compliance Officer	<del>39.86</del>	41.85	43.94	46.13	48.44	
05270		Tax License Compliance Officer, Lead	43.84	46.04	48.33	50.74	53.29	
50230		Traffic Sign & Marking Specialist	31.23	32.79	34.44	<del>36.16</del>	37.97	



Job Title 2 3 5 Code 1 6 Animal Control & Compliance Officer 53650 33.35 35.01 36.76 38.60 40.55 1 50160 Asphalt Plant Crew Leader 43.66 45.85 48.14 50150 Asphalt Plant Operator 38.07 39.97 41.97 2 52010 Carpenter 43.42 3 52100 Concrete Finisher Crew Leader 43.68 45.87 11010 40.09 42.10 44.20 48.71 Crime Analyst 38.18 46.40 4 11020 Crime Analyst, Senior 43.80 45.99 48.30 50.71 53.25 55.91 5 10990 Crime Program Technician 31.85 33.45 35.12 38.72 36.88 40.66 42100 Crime Scene Technician 38.48 40.41 42.44 44.55 36.65 6 50200 **Equipment Operator** 39.73 7 50210 Equipment Operator, Heavy 41.89 43.99 42080 Forensic Specialist 38.55 40.48 42.52 44.63 46.86 8 50410 Grounds Maintenance Crew Leader 39.62 43.68 45.87 41.60 9 50400 Grounds Maintenance Worker 33.26 34.92 31.68 36.68 50470 Hydro Grounds Maintenance Worker 34.92 31.68 33.26 36.68 10 50010 20.94 21.99 23.09 Laborer 11 49.12 42120 Latent Print Examiner 42.44 44.55 46.78 51.58 35.78 37.57 52050 Painter, Industrial 34.08 39.45 41.42 12 00160 Police Administrative Support Specialist 30.98 32.52 34.15 35.86 37.65 06280 13 Refuse Scale Operator 33.16 34.82 06270 Solid Waste Worker 27.08 28.44 29.87 31.36 32.94 14 50250 Street Maintenance Crew Leader 39.62 43.68 45.87 41.60 50020 Street Maintenance Worker 31.68 33.26 34.92 36.68 15 43.72 05300 Tax & License Field Auditor 45.90 39.65 41.63 48.19 16 43.25 45.41 05310 Tax & License Field Auditor, Senior 52.56 47.68 50.06 Tax & License Office Auditor 05290 37.04 38.89 40.83 42.88 45.03 17 05250 Tax License Compliance Officer 40.96 43.00 45.15 47.40 49.77 18 05270 Tax License Compliance Officer, Lead 45.05 47.31 49.66 52.14 54.76 50230 Traffic Sign & Marking Specialist 32.09 33.69 35.39 37.15 39.01 19

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	33.35	35.01	<del>36.76</del>	<del>38.60</del>	40.55	
50160		Asphalt Plant Crew Leader	43.66	4 <del>5.85</del>	48.14			
50150		Asphalt Plant Operator	38.07	39.97	41.97			
52010		Carpenter	43.42					
52100		Concrete Finisher Crew Leader	43.68	45.87				
11010		Crime Analyst	38.18	40.09	42.10	44.20	46.40	48.71

-7-

20

21

22

23

24

25

26



		Code	Α	Job Title	1	2	3	4	5	6
		11020		Crime Analyst, Senior	43.80	45.99	48.30	50.71	53.25	<del>55.91</del>
1	li	10990		Crime Program Technician	31.85	33.45	35.12	<del>36.88</del>	38.72	40.66
2	li	42100		Crime Scene Technician	<del>36.65</del>	<del>38.48</del>	40.41	42.44	44.55	
	li	50200		Equipment Operator	39.73					
3		50210		Equipment Operator, Heavy	41.89	43.99				
4		42080		Forensic Specialist	38.55	40.48	42.52	44.63	46.86	
_		50410		Grounds Maintenance Crew Leader	<del>39.62</del>	41.60	43.68	45.87		
5		50400		Grounds Maintenance Worker	31.68	33.26	34.92	<del>36.68</del>		
6		50470		Hydro Grounds Maintenance Worker	31.68	33.26	34.92	<del>36.68</del>		
		50010		Laborer	20.94	21.99	23.09			
7		42120		Latent Print Examiner	42.44	44.55	46.78	49.12	51.58	
8		52050		Painter, Industrial	34.08	35.78	37.57	39.45	41.42	
		00160		Police Administrative Support Specialist	30.98	32.52	34.15	35.86	<del>37.65</del>	
9		06280		Refuse Scale Operator	33.16	34.82				
10		06270		Solid Waste Worker	<del>27.08</del>	28.44	<del>29.87</del>	31.36	32.94	
		50250		Street Maintenance Crew Leader	<del>39.62</del>	41.60	43.68	45.87		
11		50020		Street Maintenance Worker	31.68	33.26	34.92	<del>36.68</del>		
12		05300		Tax & License Field Auditor	<del>39.65</del>	41.63	43.72	45.90	48.19	
'^		05310		Tax & License Field Auditor, Senior	43.25	45.41	4 <del>7.68</del>	50.06	<del>52.56</del>	
13		05290		Tax & License Office Auditor	37.04	38.89	40.83	42.88	45.03	
14		05250		Tax License Compliance Officer	40.96	43.00	45.15	<del>47.40</del>	49.77	
'"		05270		Tax License Compliance Officer, Lead	45.05	47.31	49.66	52.14	<del>54.76</del>	
15		50230		Traffic Sign & Marking Specialist	32.09	<del>33.69</del>	35.39	<del>37.15</del>	39.01	
16	١.									
''		Code	A	Job Title	1	2	3	4	5	6
17		53650		Animal Control & Compliance Officer	<u>33.85</u>	<u>35.54</u>	<u>37.31</u>	<u>39.18</u>	<u>41.16</u>	
18		50160		Asphalt Plant Crew Leader	<u>44.10</u>	<u>46.31</u>	<u>48.62</u>			
10		50150		Asphalt Plant Operator	<u>38.45</u>	40.37	<u>42.39</u>			
19		52010		Carpenter	43.64					
20		52100		Concrete Finisher Crew Leader	44.12	46.33				
20		11010		Crime Analyst	<u>38.18</u>	<u>40.09</u>	<u>42.10</u>	44.20	<u>46.40</u>	<u>48.71</u>
21		11020		Crime Analyst, Senior	43.80	<u>45.99</u>	<u>48.30</u>	<u>50.71</u>	<u>53.25</u>	<u>55.91</u>
		10990		Crime Program Technician	<u>31.85</u>	<u>33.45</u>	<u>35.12</u>	<u>36.88</u>	<u>38.72</u>	<u>40.66</u>
22		42100		Crime Scene Technician	<u>37.93</u>	<u>39.83</u>	<u>41.82</u>	43.93	<u>46.11</u>	
23		50200		Equipment Operator	<u>39.83</u>					
		50210		Equipment Operator, Heavy	41.99	<u>44.10</u>				
24		42080		Forensic Specialist	<u>38.55</u>	<u>40.48</u>	<u>42.52</u>	<u>44.63</u>	<u>46.86</u>	
25		50410		Grounds Maintenance Crew Leader	40.02	<u>42.02</u>	<u>44.12</u>	<u>46.33</u>		
		50400		Grounds Maintenance Worker	<u>32.00</u>	<u>33.59</u>	<u>35.27</u>	<u>37.05</u>		
26		50470		Hydro Grounds Maintenance Worker	<u>32.00</u>	<u>33.59</u>	<u>35.27</u>	<u>37.05</u>		



Code	A	Job Title	1	2	3	4	5	6
50010		Laborer	21.04	22.10	23.21			
42120		Latent Print Examiner	42.44	44.55	<u>46.78</u>	<u>49.12</u>	<u>51.58</u>	
52050		Painter, Industrial	34.08	<u>35.78</u>	<u>37.57</u>	<u>39.45</u>	<u>41.42</u>	
00160		Police Administrative Support Specialist	31.44	33.01	<u>34.66</u>	<u>36.40</u>	<u>38.21</u>	
06280		Refuse Scale Operator	33.49	<u>35.17</u>				
06270		Solid Waste Worker	<u>27.35</u>	<u>28.72</u>	30.17	31.67	33.27	
50250		Street Maintenance Crew Leader	40.02	42.02	44.12	46.33		
50020		Street Maintenance Worker	32.00	33.59	<u>35.27</u>	<u>37.05</u>		
05300		Tax & License Field Auditor	<u>39.85</u>	41.84	43.94	46.13	<u>48.43</u>	
05310		Tax & License Field Auditor, Senior	43.47	<u>45.64</u>	<u>47.92</u>	<u>50.31</u>	<u>52.82</u>	
05290		Tax & License Office Auditor	<u>37.23</u>	39.08	41.03	43.09	<u>45.26</u>	
05250		Tax License Compliance Officer	41.16	43.22	45.38	47.64	50.02	
05270		Tax License Compliance Officer, Lead	45.28	<u>47.55</u>	<u>49.91</u>	<u>52.40</u>	<u>55.03</u>	
50230		Traffic Sign & Marking Specialist	<u>32.41</u>	<u>34.03</u>	<u>35.74</u>	<u>37.52</u>	<u>39.40</u>	

Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective as provided by law:

Code	A	Job Title	1	2	3	4	5	6
<u>11480</u>		Police Digital Evidence & Records Support Specialist	<u>35.11</u>	36.87	<u>36.70</u>	40.64	42.69	

Section 7. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law:

## 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 their regular rate of pay for additional duties added to their normal duties while assigned.

0016 An employee in the classification of Police Administrative Support Specialist (CSC 0016), assigned to work the swing shift shall receive an application of rate of 3 percent above their base rate of pay; and when assigned to work the graveyard shift shall receive an application of rate of 5 percent above their base rate of pay.

0016 An employee in the classification of Police Administrative Support Specialist (CSC 0016) shall receive an application of rate of 4 percent above their base rate of pay when assigned by a supervisor and performing the following specific tasks: (1) training other Police Administrative Support Specialists; (2) developing training plans; and/or



(3) participating in the evaluation process for the training provided. Employees selected must have the necessary skill and training to perform these tasks. Employees on modified status are not eligible for this premium.

\* \* \*

4208, 4209 A Forensic Specialist or Forensic Services Supervisor assigned to work the swing shift shall receive an application of rate of 3 percent above their 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 their base rate.

4208, 4210, 4212 A Forensic Specialist (CSC 4208), Crime Scene Technician (CSC 4210), or, Latent Print Examiner (CSC 4212) will receive an additional 4 percent per hour when assigned by a supervisor and performing the following specific tasks: (1) training other Forensic Specialists, Crime Scene Technicians or Latent Print Examiners, respectively; (2) developing training plans; and/or (3) participating in the evaluation process for the training provided. Employees selected must have the necessary skill and training to perform these tasks. Employees on modified status are not eligible for this premium.

4208, 4210 A Forensic Specialist (CSC 4208) or Crime Scene Technician (CSC 4210) who is PCFIT certified, will receive an additional 5 percent per hour for all hours assigned to and worked when performing a PCFIT investigation. When a PCFIT Commander has approved a waiver of PCFIT certification, a non-certified Forensic Specialist (CSC 4208) or Crime Scene Technician (CSC 4210) may be assigned and receive the 5 percent application of rate for time spent working on the investigation.

4208, 4210 A Forensic Specialist (CSC 4208) or a Crime Scene Technician (CSC 4210), upon PCFIT certification during a calendar year, will receive a lump-sum payment of \$750 dollars for recognition of that certification. At the start of a new calendar year, a Forensic Specialist (CSC 4208) or a Crime Scene Technician (CSC 4210) will receive another certification payment of \$750 if they have remained continuously certified from the previous calendar year's certification payment.

4209 A Forensic Services Supervisor (CSC 4209) shall receive in the first pay period of each year, retroactive to January 1, 2019, a lump sum payment of \$500, in recognition of their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

4210 See 4208, 4210.

4212 See 4208, 4210, 4212

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.



L117 General. An employee represented by the Teamsters Local Union No. 117, General Unit, assigned to work within the Tacoma Police Department and employed as of the date of City Council approval of the 2019-22 collective bargaining agreement, shall will receive in the first pay period of each year of the agreement, with retroactivity to January 1, 2019, a lump sum payment of \$500 in recognition of their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

Section 8. That Section 1 is effective retroactive to January 1, 2023; Section 2 is effective retroactive to January 1, 2024; Section 3 is effective July 1, 2024; Section 4 is effective January 1, 2025, Section 5 is effective July 1, 2025; and Sections 6 and 7 are effective as provided by law.

Passed	_	
Attest:	Mayor	
City Clerk	_	
Approved as to form:		

**Deputy City Attorney**