



ORDINANCE NO. 28975

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 the Sheet Metal, Air, Rail and Transportation –
4 Transportation Division, Conductor Unit, and the International Brotherhood
of Electrical Workers, Local 483, Supervisors’ Unit, and declaring the
effective dates thereof.

5 WHEREAS this ordinance provides for implementation of a Collective
6 Bargaining Agreement (CBA) as negotiated with the Sheet, Metal, Air, Rail and
7 Transportation - Transportation Division (SMART-TD), Conductor Unit, and three
8 Letters of Agreement as negotiated with the International Brotherhood of Electrical
9 Workers (IBEW), Local 483, Supervisors’ Unit, and
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11 WHEREAS the CBA with the SMART-TD Conductor Unit provides for a
12 wage increase of 3 percent effective retroactive to July 1, 2021; a wage increase of
13 3 percent effective retroactive to July 1, 2022; a wage increase of 3 percent
14 effective retroactive to July 1, 2023; a wage increase of 5 percent effective
15 retroactive to July 1, 2024; a wage increase of 3 percent effective July 1, 2025; and
16 a wage increase of 2 percent effective July 1, 2026, and
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18 WHEREAS the ordinance also provides that Rail Conductors active on the
19 date of City Council ratification of the agreement will receive a one-time lump sum
20 payment of \$1000, and
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22 WHEREAS the three Letters of Agreement with the IBEW, Local 483,
23 Supervisors’ Unit provide for the following:

24 1) The accretion of Hydro Park Supervisor and Assistant Hydro Park
25 Supervisor to the 483 Supervisors’ Unit, with a general wage increase of 2.75
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percent, effective retroactive to June 10, 2024; the wage scale will be reduced from 9 steps to 5 steps; the positions will be classified, salaried, and not eligible for overtime; each Hydro Parks Supervisor and Assistant Hydro Parks Supervisor employed on the date of City Council approval will receive a one-time, lump sum payment of \$1,000; and employees will be eligible to receive longevity pay;

2) The classification of Biosolids Supervisor will have a wage adjustment of 1.75 percent effective retroactive to January 1, 2023, a wage adjustment of 2.5 percent effective retroactive to January 1, 2024, plus a one-time roll in of previously earned certification pay, and a wage adjustment of 2.5 percent effective January 1, 2025;

3) A new classification to be titled Water Electrical & Controls Field Supervisor, which will be part of the classified service, hourly, overtime eligible, and represented and covered by the terms of the IBEW, Local 483, Supervisors' Unit CBA; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.355 of the Tacoma Municipal Code ("TMC") is hereby amended, effective retroactive to July 1, 2021, to read as follows:

Code	A	Job Title	1	2
7106		Railway Conductor	28.64	38.14

Code	A	Job Title	1	2
7106		Railway Conductor	<u>29.46</u>	<u>39.28</u>

Section 2. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to July 1, 2022, to read as follows:



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Code	A	Job Title	1	2
7106		Railway Conductor	29.46	39.28

Code	A	Job Title	1	2
7106		Railway Conductor	<u>30.35</u>	<u>40.46</u>

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to July 1, 2023, to read as follows:

Code	A	Job Title	1	2
7106		Railway Conductor	<u>30.35</u>	<u>40.46</u>

Code	A	Job Title	1	2
7106		Railway Conductor	<u>31.26</u>	<u>41.68</u>

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to July 1, 2024, to read as follows:

Code	A	Job Title	1	2
7106		Railway Conductor	<u>31.26</u>	<u>41.68</u>

Code	A	Job Title	1	2
7106		Railway Conductor	<u>32.82</u>	<u>43.76</u>

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

Code	A	Job Title	1	2
7106		Railway Conductor	<u>31.26</u>	<u>41.68</u>

Code	A	Job Title	1	2
7106		Railway Conductor	<u>33.80</u>	<u>45.07</u>

Section 6. That Section 1.12.355 of the TMC is hereby amended, effective July 1, 2026, to read as follows:



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Code	A	Job Title	1	2
7106		Railway Conductor	33.80	<u>45.07</u>

Code	A	Job Title	1	2
7106		Railway Conductor	<u>34.48</u>	<u>45.97</u>

Section 7. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5
5097		Biosolids Supervisor	42.00	<u>44.11</u>	<u>46.34</u>	<u>48.63</u>	<u>51.06</u>

Code	A	Job Title	1	2	3	4	5
5097		Biosolids Supervisor	<u>42.74</u>	<u>44.88</u>	<u>47.12</u>	<u>49.48</u>	<u>51.95</u>

Section 8. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
5097		Biosolids Supervisor	43.16	<u>45.32</u>	<u>47.58</u>	<u>49.97</u>	<u>52.46</u>

Code	A	Job Title	1	2	3	4	5
5097		Biosolids Supervisor	<u>47.26</u>	<u>49.63</u>	<u>52.11</u>	<u>54.72</u>	<u>57.45</u>

Section 9. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5	
5097		Biosolids Supervisor	<u>44.35</u>		<u>46.57</u>	<u>48.89</u>	<u>51.34</u>	<u>53.90</u>

Code	A	Job Title	1	2	3	4	5
5097		Biosolids Supervisor	<u>49.77</u>	<u>52.27</u>	<u>54.88</u>	<u>57.63</u>	<u>60.51</u>

Section 10. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to June 10, 2024, to read as follows:



Code	A	Job Title	1	2	3	4	5	6	7	8	9
P092	A	Hydro Parks Supervisor	46.74	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
N008	A	Hydro Parks Supervisor, Assistant	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94

Code	A	Job Title	1	2	3	4	5
2085		Hydro Parks Supervisor	52.92	55.56	58.33	61.25	64.31
2086		Hydro Parks Supervisor, Assistant	42.59	44.72	46.96	49.31	51.78

Section 11. That Section 1.12.355 of the TMC is hereby amended, effective as provided by law, to read as follows:

Code	A	Job Title	1	2	3	4	5
5278		Water Electrical and Controls Field Supervisor	53.06	55.71	58.49	61.42	64.49

Section 12. That Section 1.12.640 of the TMC is hereby amended, effective as provided by law, to read as follows:

1.12.640 Application of additional rates.

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[L483 Supervisors. Employees who are represented by the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, and assigned to the classifications of Hydro Park Supervisor or Assistant Hydro Parks Supervisor as of the date of City Council approval of the Letter of Agreement accreting the classifications into the bargaining unit will receive a one-time, lump sum payment of \\$1,000.](#)

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[SMART-TD Conductor. In recognition of concessions made during the negotiations of the 2021-27 collective bargaining agreement, each Conductor employed on the date of City Council ratification of the agreement will receive a one-time, lump sum payment of \\$1,000.](#)

[SMART-TD Conductor. An employee in a classification represented by the Sheet Metal, Air, Rail and Transportation – Transportation Division \(SMART-TD\), Conductor Unit, employed on the date of union ratification of the 2021-2027 collective bargaining agreement, will receive a one-time lump sum payment equivalent to a basic day's wages for each Wellness Day earned by that individual employee in the twelve 12 months preceding the date of the union's ratification of this Agreement.](#)

[SMART-TD Conductor. An employee in a classification represented by the Sheet Metal, Air, Rail and Transportation – Transportation Division \(SMART-TD\), Conductor Unit, and hired after the City Council approval of the 2021-2027 collective bargaining agreement shall not be eligible to participate in the longevity program.](#)



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Section 13. That Section 1 is effective retroactive to July 1, 2021; that Section 2 is effective retroactive to July 1, 2022; that Section 3 is effective retroactive to July 1, 2023; that Section 4 is effective retroactive to July 1, 2024; that Section 5 is effective July 1, 2025; that Section 6 is effective July 1, 2026; that Section 7 is effective retroactive to January 1, 2023; that Section 8 is effective retroactive to January 1, 2024; that Section 9 is effective January 1, 2025; that Section 10 is effective retroactive to June 10, 2024; and that Sections 11 and 12 are effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney