## Req. #19-0636



## SUBSTITUTE ORDINANCE NO. 28597

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 International Brotherhood of Electrical Workers (IBEW), Local 483, Human Resources Unit, and the IBEW, Local 483, Water Division Unit; and declaring the effective dates thereof.

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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

7 amended, effective January 1, 2020, to read as follows:

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8	Code	А	Job Title	1	2	3	4	5
9	1115		Human Resources Analyst	<del>34.03</del>	<del>35.74</del>	<del>37.52</del>	<del>39.40</del>	4 <del>1.37</del>
10	1106		Human Resources Assistant	<del>22.21</del>	<del>23.32</del>	<del>24.50</del>	<del>25.72</del>	<del>27.00</del>
11	1114		Human Resources Specialist	<del>28.93</del>	<del>30.37</del>	<del>31.89</del>	<del>33.48</del>	<del>35.15</del>

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13	(	Code	Α	Job Title	1	2	3	4	5
13		1115		Human Resources Analyst	<u>35.05</u>	<u>36.81</u>	<u>38.65</u>	<u>40.58</u>	<u>42.61</u>
14		1106		Human Resources Assistant	<u>22.88</u>	<u>24.02</u>	<u>25.24</u>	<u>26.49</u>	<u>27.81</u>
15		1114		Human Resources Specialist	<u>29.80</u>	<u>31.28</u>	<u>32.85</u>	<u>34.48</u>	<u>36.20</u>



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Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby

amended, effective retroactive to January 1, 2019, to read as follows:

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2	Code	Α	Job Title	1	2	3	4	5
3	1999		Water Quality Specialist	<del>32.30</del>	<del>33.91</del>	<del>35.60</del>	<del>37.38</del>	<del>39.25</del>
4	2155		Watershed Inspector	<del>32.30</del>	<del>33.91</del>	<del>35.60</del>	<del>37.38</del>	<del>39.25</del>
5	5060		Water Utility Worker	<del>25.50</del>	<del>26.77</del>			
6	5061		Water Service Worker	<del>32.33</del>	<del>33.78</del>			
	5065		Water Service Supervisor	<del>45.06</del>				
7	5070		Water Pumps & Storage Supervisor	4 <del>5.06</del>				
8	5108		Water Plant Maintenance Worker	<del>34.17</del>	<del>35.71</del>			
9	5109		Water Control Station Operator	<del>38.63</del>				
10	5110		Water Treatment Plant Supervisor	4 <del>5.06</del>				
	5112		Water Treatment Plant Operator	4 <del>0.32</del>				
11	5225		Water Meter Repair Worker	<del>32.33</del>	<del>33.78</del>			
12	5226		Water Meter Repair Worker, Lead	<del>38.85</del>				
13	5305		Water Service Mechanic	<del>36.67</del>	<del>38.51</del>			
14								
14 15	Code	A	Job Title	1	2	3	4	5
15	Code 1999	A	Job Title Water Quality Specialist	1 <u>33.26</u>	2 <u>34.92</u>	3 <u>36.67</u>	4 <u>38.50</u>	5 <u>40.43</u>
15 16		A						
15	1999	A	Water Quality Specialist	<u>33.26</u>	<u>34.92</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
15 16	1999 2155	A	Water Quality Specialist Watershed Inspector	<u>33.26</u> <u>33.26</u>	<u>34.92</u> <u>34.92</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
15 16 17	1999 2155 5060	A	Water Quality Specialist Watershed Inspector Water Utility Worker	<u>33.26</u> <u>33.26</u> <u>26.26</u>	<u>34.92</u> <u>34.92</u> <u>27.57</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
15 16 17 18 19	1999 2155 5060 5061	A	Water Quality Specialist Watershed Inspector Water Utility Worker Water Service Worker	33.26 33.26 26.26 33.29	<u>34.92</u> <u>34.92</u> <u>27.57</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
15 16 17 18 19 20	1999 2155 5060 5061 5065	A	Water Quality SpecialistWatershed InspectorWater Utility WorkerWater Service WorkerWater Service Supervisor	33.26         33.26         26.26         33.29         46.41	<u>34.92</u> <u>34.92</u> <u>27.57</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
15 16 17 18 19 20 21	1999 2155 5060 5061 5065 5070	A	Water Quality Specialist Watershed Inspector Water Utility Worker Water Service Worker Water Service Supervisor Water Pumps & Storage Supervisor	33.26         33.26         26.26         33.29         46.41         46.41	<u>34.92</u> <u>34.92</u> <u>27.57</u> <u>34.79</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
15 16 17 18 19 20	1999 2155 5060 5061 5065 5070 5108	A	Water Quality SpecialistWatershed InspectorWater Utility WorkerWater Service WorkerWater Service SupervisorWater Pumps & Storage SupervisorWater Plant Maintenance Worker	33.26         33.26         26.26         33.29         46.41         46.41         35.20	<u>34.92</u> <u>34.92</u> <u>27.57</u> <u>34.79</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
15 16 17 18 19 20 21	1999 2155 5060 5061 5065 5070 5108 5109	A	Water Quality SpecialistWatershed InspectorWater Utility WorkerWater Service WorkerWater Service SupervisorWater Pumps & Storage SupervisorWater Plant Maintenance WorkerWater Control Station Operator	33.26         33.26         26.26         33.29         46.41         46.41         35.20         39.79	<u>34.92</u> <u>34.92</u> <u>27.57</u> <u>34.79</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
15 16 17 18 19 20 21 22	1999 2155 5060 5061 5065 5070 5108 5109 5110	A	Water Quality SpecialistWatershed InspectorWater Utility WorkerWater Service WorkerWater Service SupervisorWater Pumps & Storage SupervisorWater Plant Maintenance WorkerWater Control Station OperatorWater Treatment Plant Supervisor	33.26         33.26         26.26         33.29         46.41         35.20         39.79         46.41	<u>34.92</u> <u>34.92</u> <u>27.57</u> <u>34.79</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
<ol> <li>15</li> <li>16</li> <li>17</li> <li>18</li> <li>19</li> <li>20</li> <li>21</li> <li>22</li> <li>23</li> <li>24</li> </ol>	1999 2155 5060 5061 5065 5070 5108 5109 5110 5112	A	Water Quality SpecialistWatershed InspectorWater Utility WorkerWater Service WorkerWater Service SupervisorWater Pumps & Storage SupervisorWater Plant Maintenance WorkerWater Control Station OperatorWater Treatment Plant SupervisorWater Treatment Plant Operator	33.26         33.26         26.26         33.29         46.41         35.20         39.79         46.41         45.20         39.79         46.41	<u>34.92</u> <u>34.92</u> <u>27.57</u> <u>34.79</u> <u>36.78</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
<ol> <li>15</li> <li>16</li> <li>17</li> <li>18</li> <li>19</li> <li>20</li> <li>21</li> <li>22</li> <li>23</li> </ol>	1999 2155 5060 5061 5065 5070 5108 5109 5110 5112 5225	A	Water Quality SpecialistWatershed InspectorWater Utility WorkerWater Service WorkerWater Service SupervisorWater Pumps & Storage SupervisorWater Plant Maintenance WorkerWater Control Station OperatorWater Treatment Plant SupervisorWater Treatment Plant OperatorWater Meter Repair Worker	33.26         33.26         26.26         33.29         46.41         46.41         35.20         39.79         46.41         41.53         33.29	<u>34.92</u> <u>34.92</u> <u>27.57</u> <u>34.79</u> <u>36.78</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>

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Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby

amended, effective January 1, 2020, to read as follows:

2			.,.	, <u> </u>		-			
2		Code	Α	Job Title	1	2	3	4	5
3		1999		Water Quality Specialist	<del>33.26</del>	<del>34.92</del>	<del>36.67</del>	<del>38.50</del>	4 <del>0.43</del>
4		2155		Watershed Inspector	<del>33.26</del>	<del>34.92</del>	<del>36.67</del>	<del>38.50</del>	4 <del>0.43</del>
5		5060		Water Utility Worker	<del>26.26</del>	<del>27.57</del>			
6		5061		Water Service Worker	<del>33.29</del>	<del>34.79</del>			
		5065		Water Service Supervisor	<del>46.41</del>				
7		5070		Water Pumps & Storage Supervisor	4 <del>6.</del> 41				
8		5108		Water Plant Maintenance Worker	<del>35.20</del>	<del>36.78</del>			
9		5109		Water Control Station Operator	<del>39.79</del>				
10		5110		Water Treatment Plant Supervisor	4 <del>6.</del> 41				
		5112		Water Treatment Plant Operator	4 <del>1.53</del>				
11		5225		Water Meter Repair Worker	<del>33.29</del>	<del>34.79</del>			
12		5226		Water Meter Repair Worker, Lead	4 <del>0.01</del>				
13		5305		Water Service Mechanic	<del>37.77</del>				
14									
15		Code	A	Job Title	1	2	3	4	5
16		1999		Water Quality Specialist	34.26	<u>35.97</u>	37.77	<u>39.66</u>	<u>41.64</u>
		2155		Watershed Inspector	<u>34.26</u>	<u>35.97</u>	<u>37.77</u>	<u>39.66</u>	<u>41.64</u>
17		5060		Water Utility Worker	<u>27.05</u>	<u>28.40</u>			
18		5061		Water Service Worker	<u>34.29</u>	<u>35.83</u>			
19		5065		Water Service Supervisor	<u>47.80</u>				
20		5070		Water Pumps & Storage Supervisor	<u>47.80</u>				
		5108		Water Plant Maintenance Worker	<u>36.26</u>	<u>37.88</u>			
21		5109		Water Control Station Operator	<u>40.98</u>				
22		5110		Water Treatment Plant Supervisor	<u>47.80</u>				
23		5112		Water Treatment Plant Operator	42.78				
24		5225		Water Meter Repair Worker	<u>34.29</u>	<u>35.83</u>			
25		5226		Water Meter Repair Worker, Lead	<u>41.20</u>				
		5305		Water Service Mechanic	<u>38.90</u>				
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Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby

amended, effective January 1, 2021, to read as follows:

2		,	······································		-			
	Code	Α	Job Title	1	2	3	4	5
3	1999		Water Quality Specialist	<del>34.26</del>	<del>35.97</del>	<del>37.77</del>	<del>39.66</del>	4 <del>1.6</del> 4
4	2155		Watershed Inspector	<del>34.26</del>	<del>35.97</del>	<del>37.77</del>	<del>39.66</del>	4 <u>1.6</u> 4
5	5060		Water Utility Worker	<del>27.05</del>	<del>28.40</del>			
6	5061		Water Service Worker	<del>34.29</del>	<del>35.83</del>			
7	5065		Water Service Supervisor	<del>47.80</del>				
	5070		Water Pumps & Storage Supervisor	4 <del>7.80</del>				
8	5108		Water Plant Maintenance Worker	<del>36.26</del>	<del>37.88</del>			
9	5109		Water Control Station Operator	<del>40.98</del>				
10	5110		Water Treatment Plant Supervisor	4 <del>7.80</del>				
	5112		Water Treatment Plant Operator	4 <del>2.78</del>				
11	5225		Water Meter Repair Worker	<del>34.29</del>	<del>35.83</del>			
12	5226		Water Meter Repair Worker, Lead	41. <del>20</del>				
13	5305		Water Service Mechanic	<del>38.90</del>				
14								
15	Code	Α	Job Title	1	2	3	4	5
16	1999		Water Quality Specialist	<u>35.11</u>	<u>36.87</u>	<u>38.71</u>	<u>40.65</u>	<u>42.68</u>
	2155		Watershed Inspector	<u>35.11</u>	<u>36.87</u>	<u>38.71</u>	<u>40.65</u>	<u>42.68</u>
17	5060		Water Utility Worker	<u>27.72</u>	<u>29.11</u>			
18	5061		Water Service Worker	<u>35.31</u>	<u>36.90</u>			
19	5065		Water Service Supervisor	<u>49.00</u>				
20	5070		Water Pumps & Storage Supervisor	<u>49.00</u>				
	5108		Water Plant Maintenance Worker	<u>37.17</u>	<u>38.83</u>			
21	5109		Water Control Station Operator	<u>42.00</u>				
22	5110		Water Treatment Plant Supervisor	<u>49.00</u>				
23	5112		Water Treatment Plant Operator	<u>43.85</u>				
24	5225		Water Meter Repair Worker	<u>35.31</u>	<u>36.90</u>			
25	5226		Water Meter Repair Worker, Lead	<u>42.44</u>				
	5305		Water Service Mechanic	<u>39.87</u>				
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	Section 5. That Sections 1	and 3 are effective January 1, 2020. That
1	Section 2 is effective retroactive to	January 1, 2019. That Section 4 is effective
2	January 1, 2021.	
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4	Passed	
5		Mayor
6	Attest:	
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8 9	City Clerk	
10	Approved as to form:	
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12	City Attorney	
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