Req. #19-1149



ORDINANCE NO. 28627

1	AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the Tacoma Municipal Code to align with provisions contained in the						
2	agreements negotiated with the Tacoma Joint Labor Committee; the						
3	International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit; the Teamsters Local Union No. 117,Tacoma Venues &						
4	Events Units; and declaring the effective dates thereof.						
5	BE IT ORDAINED BY THE CITY OF TACOMA:						
6	Section 1. That Section 1.12.095 of the Tacoma Municipal Code is hereby						
7	amended, effective January 1, 2020, to read as follows:						
8							
9	1.12.095 Health Care and Disability Benefits.						
10	* * *						
11	2. Employees hired into a part-time status after January 1, 1983, shall have the option of electing to enroll in either the medical benefits plan, the dental benefits plan, the vision benefits						
12	plan, or all three, with the cost of the coverage elected being prorated on the hours the employee						
13	is hired to work (such as three-quarter time, half-time, and so forth). Employees electing coverage under this paragraph shall contribute the cost of elected coverage by payroll deduction. <u>Beginning January 1, 2020, eligible employees hired into a part-time status and</u> working thirty (30) hours per week or more, will make contributions for medical, dental, and						
14							
15	vision coverage equal to those of full-time employees.						
16	* * * Section 2. That Section 1.12.135 is effective retroactive to January 1, 2019,						
17	to read as follows:						
18							
19	1.12.135 Clothing allowance.						
20	* * *						
21	D. Permanent employees in the classes of 0602 Utilities Field Investigator and 0601 Meter Reader shall be provided with two pair of safety shoes, and, at the request of the employee, will						
22	be provided one winter hat with a logo, and one pair of winter gloves, pursuant to their collective bargaining agreement.						
23	* * *						
24							
25							
26							
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1 2 read as follows: 3 Code А Job Title 1 2 3 4 5 0611 **Customer Service Representative** 23.84 25.02 26.28 27.59 28.97 4 0608 Customer Service Representative, Lead 33.24 34.89 36.64 5 0612 Customer Service Representative, Technical 30.22 31.72 33.31 0018 20.70 21.74 22.82 23.95 Mail & Stock Processor 19.71 6 0012 Mail & Stock Processor, Senior 25.36 26.61 24.12 7 0601 Meter Reader 22.68 23.82 24.99 26.23 27.56 0602 Utilities Field Investigator 31.69 8 0305 Warehouse Supervisor 31.44 33.02 34.67 36.40 38.22 9 Code А Job Title 1 2 3 4 5 10 24.55 0611 **Customer Service Representative** 25.78 27.07 28.42 29.84 0608 11 Customer Service Representative, Lead 34.23 35.94 37.74 39.63 0612 Customer Service Representative, Technical 32.68 34.31 31.12 12 0018 Mail & Stock Processor 21.31 22.38 23.50 20.30 24.67 0012 Mail & Stock Processor, Senior 27.41 24.86 26.10 13 0601 Meter Reader 24.52 25.75 <u>23.35</u> 27.04 28.39 14 0602 Utilities Field Investigator 32.64 0305 Warehouse Supervisor 37.50 39.37 35.71 15 0607 Workforce Coordinator <u>34.23</u> 35.94 37.74 39.63 16 17 Section 4. That Section 1.12.355 is effective January 1, 2020, to read as 18 follows: 19 Code Job Title А 1 2 3 4 5 20 0611 29.84 **Customer Service Representative** 24.55 25.78 27.07 28.42 21 0608 34.23 35.94 37.74 39.63 Customer Service Representative, Lead 0612 Customer Service Representative, Technical 31.12 32.68 34.31 22 0018 Mail & Stock Processor 20.30 21.31 22.38 23.50 24.67 23 0012 Mail & Stock Processor, Senior 24.86 26.10 27.41 0601 Meter Reader 23.35 24.52 25.75 27.04 28.39 24 0602 Utilities Field Investigator 32.64 25 0305 Warehouse Supervisor 35.71 37.50 39.37 0607 Workforce Coordinator 34.23 35.94 37.74 39.63

Section 3. That Section 1.12.355 is effective retroactive to January 1, 2019, to

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							-
Code	Α	Job Title	1	2	3	4	5
0611		Customer Service Representative	<u>25.29</u>	<u>26.55</u>	<u>27.88</u>	<u>29.27</u>	<u>30.74</u>
0608		Customer Service Representative, Lead	<u>35.26</u>	<u>37.02</u>	<u>38.87</u>	<u>40.82</u>	
0612		Customer Service Representative, Technical	<u>32.05</u>	<u>33.66</u>	<u>35.34</u>		
0018		Mail & Stock Processor	<u>20.91</u>	<u>21.95</u>	<u>23.05</u>	<u>24.21</u>	<u>25.41</u>
0012		Mail & Stock Processor, Senior	<u>25.61</u>	<u>26.88</u>	<u>28.23</u>		
0601		Meter Reader	<u>24.05</u>	<u>25.26</u>	<u>26.52</u>	<u>27.85</u>	<u>29.2</u> 4
0602		Utilities Field Investigator	<u>33.62</u>				
0305		Warehouse Supervisor	<u>36.78</u>	<u>38.63</u>	<u>40.55</u>		
<u>0607</u>		Workforce Coordinator	<u>35.26</u>	<u>37.02</u>	<u>38.87</u>	<u>40.82</u>	
follow		ction 5. That Section 1.12.355 is effe	ective .	Januar	y 1, 20)21, to	read
Code	•	Job Title	1	2	3	4	5
	Α						
0611	A	Customer Service Representative	25.29	26.55	27.88	29.27	30.74
0611 0608	A			26.55 37.02	27.88 38.87	29.27 40.82	30.74
	A	Customer Service Representative	25.29				30.74
0608		Customer Service Representative Customer Service Representative, Lead	25.29 35.26	37.02	38.87		
0608 0612		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical	25.29 35.26 32.05	37.02 33.66	38.87 35.34	4 0.82	
0608 0612 0018		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor	25.29 35.26 32.05 20.91	37.02 33.66 21.95	38.87 35.34 23.05	4 0.82	25.4
0608 0612 0018 0012		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior	25.29 35.26 32.05 20.91 25.61	37.02 33.66 21.95 26.88	38.87 35.34 23.05 28.23	40.82 24.21	25.4
0608 0612 0018 0012 0601		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader	25.29 35.26 32.05 20.91 25.61 24.05	37.02 33.66 21.95 26.88	38.87 35.34 23.05 28.23	40.82 24.21	25.4
0608 0612 0018 0012 0601 0602		Customer Service RepresentativeCustomer Service Representative, LeadCustomer Service Representative, TechnicalMail & Stock ProcessorMail & Stock Processor, SeniorMeter ReaderUtilities Field Investigator	25.29 35.26 32.05 20.91 25.61 24.05 33.62	37.02 33.66 21.95 26.88 25.26	38.87 35.34 23.05 28.23 26.52	40.82 24.21	25.4
0608 0612 0018 0012 0601 0602 0305 <u>0607</u>		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader Utilities Field Investigator Warehouse Supervisor <u>Workforce Coordinator</u>	25.29 35.26 32.05 20.91 25.61 24.05 33.62 36.78 35.26	37.02 33.66 21.95 26.88 25.26 38.63 37.02	38.87 35.34 23.05 28.23 26.52 40.55 38.87	40.82 24.21 27.85 40.82	25.41 29.24
0608 0612 0018 0012 0601 0602 0305 0607 Code		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader Utilities Field Investigator Warehouse Supervisor Workforce Coordinator	25.29 35.26 32.05 20.91 25.61 24.05 33.62 36.78 35.26	37.02 33.66 21.95 26.88 25.26 38.63 37.02	38.87 35.34 23.05 28.23 26.52 40.55 38.87 3	40.82 24.21 27.85 40.82 4	25.4 ⁻¹ 29.2 ²
0608 0612 0018 0012 0601 0602 0305 0607 Code 0611		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader Utilities Field Investigator Warehouse Supervisor Workforce Coordinator Job Title Customer Service Representative	25.29 35.26 32.05 20.91 25.61 24.05 33.62 36.78 35.26 1 25.92	37.02 33.66 21.95 26.88 25.26 38.63 37.02 2 27.21	38.87 35.34 23.05 28.23 26.52 40.55 38.87 38.87 3 28.58	40.82 24.21 27.85 40.82 40.82	25.4 ⁻¹ 29.2 ²
0608 0612 0018 0012 0601 0602 0305 0607 Code 0611 0608		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader Utilities Field Investigator Warehouse Supervisor Workforce Coordinator Job Title Customer Service Representative Customer Service Representative, Lead	25.29 35.26 32.05 20.91 25.61 24.05 33.62 36.78 35.26 1 25.92 36.14	37.02 33.66 21.95 26.88 25.26 38.63 37.02 2 27.21 37.95	38.87 35.34 23.05 28.23 26.52 40.55 38.87 38.87 3 28.58 39.84	40.82 24.21 27.85 40.82 4	25.4 ⁻¹ 29.2 ²
0608 0612 0018 0012 0601 0602 0305 <u>0607</u> Code 0611 0608 0612		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader Utilities Field Investigator Warehouse Supervisor Workforce Coordinator Job Title Customer Service Representative, Lead Customer Service Representative, Lead	25.29 35.26 32.05 20.91 25.61 24.05 33.62 36.78 35.26 1 25.92 36.14 32.85	37.02 33.66 21.95 26.88 25.26 38.63 37.02 2 2 37.95 34.50	38.87 35.34 23.05 28.23 26.52 40.55 38.87 28.58 39.84 36.22	40.82 24.21 27.85 40.82 40.82 40.82 40.82	25.4 ²
0608 0612 0018 0012 0601 0602 0305 0607 Code 0611 0608 0612 0018		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader Utilities Field Investigator Warehouse Supervisor Workforce Coordinator Job Title Customer Service Representative, Lead Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor	25.29 35.26 32.05 20.91 25.61 24.05 33.62 36.78 35.26 1 25.92 36.14 32.85 21.43	37.02 33.66 21.95 26.88 25.26 38.63 37.02 2 27.21 37.95 34.50 22.50	38.87 35.34 23.05 28.23 26.52 40.55 38.87 28.58 39.84 36.22 23.63	40.82 24.21 27.85 40.82 40.82	25.41 29.24 5 31.51
0608 0612 0018 0012 0601 0602 0305 <u>0607</u> Code 0611 0608 0612 0018 0012		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader Utilities Field Investigator Warehouse Supervisor Workforce Coordinator Job Title Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior	25.29 35.26 32.05 20.91 25.61 24.05 33.62 36.78 35.26 1 25.92 36.14 32.85 21.43 26.25	37.02 33.66 21.95 26.88 25.26 38.63 37.02 2 27.21 37.95 34.50 22.50 27.55	38.87 35.34 23.05 28.23 26.52 40.55 38.87 28.58 39.84 36.22 23.63 28.94	40.82 24.21 27.85 40.82 40.82 40.82 40.82 40.82 24.82	<u>31.51</u> <u>26.05</u>
0608 0612 0018 0012 0601 0602 0305 0607 Code 0611 0608 0612 0018 0012 0601		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader Utilities Field Investigator Warehouse Supervisor Workforce Coordinator Job Title Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader	25.29 35.26 32.05 20.91 25.61 24.05 33.62 36.78 35.26 1 25.92 36.14 32.85 21.43 26.25 24.65	37.02 33.66 21.95 26.88 25.26 38.63 37.02 2 27.21 37.95 34.50 22.50	38.87 35.34 23.05 28.23 26.52 40.55 38.87 28.58 39.84 36.22 23.63	40.82 24.21 27.85 40.82 40.82 40.82 40.82	25.41 29.24 5 31.51 26.05
0608 0612 0018 0012 0601 0602 0305 <u>0607</u> Code 0611 0608 0612 0018 0012		Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior Meter Reader Utilities Field Investigator Warehouse Supervisor Workforce Coordinator Job Title Customer Service Representative Customer Service Representative, Lead Customer Service Representative, Lead Customer Service Representative, Technical Mail & Stock Processor Mail & Stock Processor, Senior	25.29 35.26 32.05 20.91 25.61 24.05 33.62 36.78 35.26 1 25.92 36.14 32.85 21.43 26.25	37.02 33.66 21.95 26.88 25.26 38.63 37.02 2 27.21 37.95 34.50 22.50 27.55	38.87 35.34 23.05 28.23 26.52 40.55 38.87 28.58 39.84 36.22 23.63 28.94	40.82 24.21 27.85 40.82 40.82 40.82 40.82 40.82 24.82	25.41 29.24 5 31.51

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Section 6. That Section 1.12.355 is effective as provided by law:

2		.				1	1	· · · · · · · · · · · · · · · · · · ·
2	Code	А	Job Title	1	2	3	4	5
3	<u>5053</u>		Tacoma Venues & Events HVAC Mechanic II	<u>31.64</u>	<u>33.21</u>	<u>34.88</u>	<u>36.62</u>	<u>38.46</u>
4	Section 7. That Section 1.12.355 is hereby amended, effective January 1,							
5		Section 7. That Section 1.12.355 is hereby amended, effective January 1,						
6	2020:							
7	Code	А	Job Title	1	2	3	4	5
8	<u>5053</u>		Tacoma Venues & Events HVAC Mechanic II	31.64	33.21	34.88	36.62	38.46
9	Code	A	Job Title	1	2	3	4	5
10	<u>5053</u>		Tacoma Venues & Events HVAC Mechanic II	<u>32.59</u>	<u>34.21</u>	<u>35.93</u>	<u>37.72</u>	<u>39.61</u>
11								
12		Se	ction 8. That Section 1.12.640 is effe	ective a	as prov	/ided b	y law:	
13	1.12.64	10	Application of additional rates.					
14	* * *							
15	0601 A	Met	er Reader (CSC 0601), when assigned by hi	s or her	supervi	sor to ti	aining t	functions
	for a m	inim	um of four hours, shall receive a 10 percent					
16	rate of pay.							
17	0601 A Meter Reader (CSC 0601), when assigned to lead functions, shall receive a 10 percent application of rate above <u>his or her their</u> regular rate of pay.							
18		0602 A Utilities Field Investigator (CSC 0602) when assigned by his or her supervisor to						
19	training functions for a minimum of four hours shall receive a five percent differential above his or her <u>their</u> regular rate of pay.							
20	0602 A Utilities Field Investigator (CSC 0602), when assigned to lead functions, shall receive a						receive a	
21	10 percent application of rate above his or her <u>their</u> regular rate of pay.							
22	0602 A Utilities Field Investigator (CSC 0602), when assigned by his or hertheir supervisor to work the second shift, will receive a 3 percent shift differential.							
23	0608 An application of rate of 5 percent will be applied to the Customer Service Representative, Lead (CSC 0608) position which is assigned the Workforce Coordinator modeling and							
24	forecasting functions.							
25	* * *							
26								
20								
			_					
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)	
	Section 9. That Sections 1, 4, and 7 are effective January 1, 2020. That
1	Sections 2 and 3 are effective retroactive to January 1, 2019. That Section 5 is
2	effective January 1, 2021. That Sections 6 and 8 are effective as provided by law.
3	Decord
4	Passed
5 6	Mayor
7	Attest:
8	
9	City Clerk
10	Approved as to form:
11	
12	Deputy City Attorney
13	
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18 19	
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