



ORDINANCE NO. 28663

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 International Brotherhood of Electrical
 4 Workers, Local 483, Water Pollution Control Unit; and declaring the effective
 5 dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

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

Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	<u>34.46</u>	<u>36.18</u>	<u>38.00</u>	<u>39.89</u>	<u>41.88</u>
0629		Environmental Systems Technician	<u>29.06</u>	<u>30.51</u>	<u>32.02</u>	<u>33.63</u>	<u>35.32</u>
5036		Landfill Gas Systems Operator	<u>33.40</u>	<u>35.07</u>	<u>36.82</u>	<u>38.68</u>	<u>40.60</u>
5096		WWTP Electrician/Instrumentation Technician	<u>35.58</u>	<u>37.35</u>	<u>39.22</u>	<u>41.18</u>	<u>43.24</u>
5101		WWTP Operator	<u>31.86</u>	<u>33.45</u>	<u>35.12</u>	<u>36.88</u>	
5103		WWTP Operator, Senior	<u>38.66</u>	<u>40.58</u>			
5094		WWTP Operator-in-Training	<u>27.08</u>	<u>28.67</u>	<u>30.27</u>		

Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	<u>35.49</u>	<u>37.27</u>	<u>39.14</u>	<u>41.09</u>	<u>43.14</u>
0629		Environmental Systems Technician	<u>29.93</u>	<u>31.43</u>	<u>32.98</u>	<u>34.64</u>	<u>36.38</u>
5036		Landfill Gas Systems Operator	<u>34.40</u>	<u>36.12</u>	<u>37.92</u>	<u>39.84</u>	<u>41.82</u>
5096		WWTP Electrician/Instrumentation Technician	<u>36.65</u>	<u>38.47</u>	<u>40.40</u>	<u>42.42</u>	<u>44.54</u>
5101		WWTP Operator	<u>32.82</u>	<u>34.45</u>	<u>36.17</u>	<u>37.99</u>	
5103		WWTP Operator, Senior	<u>39.82</u>	<u>41.80</u>			
5094		WWTP Operator-in-Training	<u>27.90</u>	<u>29.54</u>	<u>31.18</u>		



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Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2021.

Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	<u>35.49</u>	<u>37.27</u>	<u>39.14</u>	<u>41.09</u>	<u>43.14</u>
0629		Environmental Systems Technician	<u>29.93</u>	<u>31.43</u>	<u>32.98</u>	<u>34.64</u>	<u>36.38</u>
5036		Landfill Gas Systems Operator	<u>34.40</u>	<u>36.12</u>	<u>37.92</u>	<u>39.84</u>	<u>41.82</u>
5096		WWTP Electrician/Instrumentation Technician	<u>36.65</u>	<u>38.47</u>	<u>40.40</u>	<u>42.42</u>	<u>44.54</u>
5101		WWTP Operator	<u>32.82</u>	<u>34.45</u>	<u>36.17</u>	<u>37.99</u>	
5103		WWTP Operator, Senior	<u>39.82</u>	<u>41.80</u>			
5094		WWTP Operator-in-Training	<u>27.90</u>	<u>29.54</u>	<u>31.18</u>		

Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	<u>36.38</u>	<u>38.20</u>	<u>40.12</u>	<u>42.12</u>	<u>44.22</u>
0629		Environmental Systems Technician	<u>30.68</u>	<u>32.22</u>	<u>33.80</u>	<u>35.51</u>	<u>37.29</u>
5036		Landfill Gas Systems Operator	<u>35.26</u>	<u>37.02</u>	<u>38.87</u>	<u>40.84</u>	<u>42.87</u>
5096		WWTP Electrician/Instrumentation Technician	<u>37.57</u>	<u>39.43</u>	<u>41.41</u>	<u>43.48</u>	<u>45.65</u>
5101		WWTP Operator	<u>33.64</u>	<u>35.31</u>	<u>37.07</u>	<u>38.94</u>	
5103		WWTP Operator, Senior	<u>40.82</u>	<u>42.85</u>			
5094		WWTP Operator-in-Training	<u>28.59</u>	<u>30.28</u>	<u>31.96</u>		

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2022.

Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	<u>36.38</u>	<u>38.20</u>	<u>40.12</u>	<u>42.12</u>	<u>44.22</u>
0629		Environmental Systems Technician	<u>30.68</u>	<u>32.22</u>	<u>33.80</u>	<u>35.51</u>	<u>37.29</u>
5036		Landfill Gas Systems Operator	<u>35.26</u>	<u>37.02</u>	<u>38.87</u>	<u>40.84</u>	<u>42.87</u>
5096		WWTP Electrician/Instrumentation Technician	<u>37.57</u>	<u>39.43</u>	<u>41.41</u>	<u>43.48</u>	<u>45.65</u>
5101		WWTP Operator	<u>33.64</u>	<u>35.31</u>	<u>37.07</u>	<u>38.94</u>	
5103		WWTP Operator, Senior	<u>40.82</u>	<u>42.85</u>			
5094		WWTP Operator-in-Training	<u>28.59</u>	<u>30.28</u>	<u>31.96</u>		



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Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	37.20	39.06	41.02	43.07	45.21
0629		Environmental Systems Technician	31.37	32.94	34.56	36.31	38.13
5036		Landfill Gas Systems Operator	36.05	37.85	39.74	41.76	43.83
5096		WWTP Electrician/Instrumentation Technician	38.42	40.32	42.34	44.46	46.68
5101		WWTP Operator	34.40	36.10	37.90	39.82	
5103		WWTP Operator, Senior	41.74	43.81			
5094		WWTP Operator-in-Training	29.24	30.96	32.68		

Section 4. 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.

* * *

5096 An employee in the classification of WWTP Electrician/Instrumentation Technician, with a minimum of three (3) years of employment in the Operations and Maintenance Division, when designated as a Lead, shall receive an additional 5 percent over their base rate of pay for all hours worked when specific criteria is met.

5096 An employee in the classification of WWTP Electrician/Instrumentation Technician who holds a Crane Operators Certification as of the date of ratification of the 2020-2022 collective bargaining agreement shall continue to receive the 2 percent premium as long as they maintain their certification. The premium is not available to any other current and/or future employees.

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5100 An employee in the classification of Biosolids Coordinator (CSC 5100) that receives the Master Gardener Certification and/or the Washington Organic Recycling Compost Certification shall receive certification pay of 2.5 percent for each certification.

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L 483 WPC An employee in a classification represented by the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, working any straight time hours during the "B" Shift shall receive an additional 5 percent over their base rate of pay for such hours worked.



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Section 5. That Section 1 shall become effective retroactive to
January 1, 2020. That Section 2 shall become effective January 1, 2021. That
Section 3 shall become effective January 1, 2022. That Section 4 shall
become effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney