



ORDINANCE NO. 29116

AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit and Custodial and Building Maintenance Unit; the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, AFSCME, AFL-CIO; and the Sheet Metal, Air, Rail, and Transportation - Transportation Division, (SMART-TD), Conductor 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 ("TMC") is hereby amended, effective retroactive to January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9
5097		Biosolids Supervisor	49.77	52.27	54.88	57.63	60.51				
0041		Customer Accounts Supervisor	43.92	46.12	48.43	50.84	53.39				
2047	A	Engineering Support Supervisor	63.94	67.14	70.49	74.02	77.72				
5271		Fire Electrical Maintenance Supervisor	68.41	71.83	75.42	79.19	83.16				
2085		Hydro Parks Supervisor	54.38	57.09	59.93	62.93	66.08				
2086		Hydro Parks Supervisor, Assistant	43.76	45.95	48.25	50.67	53.20				
A0090	A	Office Administrator	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36
5017		Solid Waste Collection Supervisor	58.45	61.37							
5276		Traffic Field Operations Supervisor	68.41	71.83	75.42	79.19	83.16				
0305		Warehouse Supervisor	43.75	45.94	48.23						
5278		Water Electrical and Controls Field Supervisor	54.52	57.24	60.10	63.11	66.26				



Code	A	Job Title	1	2	3	4	5	6
5097		Biosolids Supervisor	<u>51.28</u>	<u>53.84</u>	<u>56.53</u>	<u>59.36</u>	<u>62.33</u>	
0041		Customer Accounts Supervisor	<u>47.37</u>	<u>49.74</u>	<u>52.23</u>	<u>54.84</u>	<u>57.58</u>	
2047	A	Engineering Support Supervisor	<u>65.86</u>	<u>69.15</u>	<u>72.61</u>	<u>76.24</u>	<u>80.05</u>	
5271		Fire Electrical Maintenance Supervisor	<u>70.47</u>	<u>73.99</u>	<u>77.69</u>	<u>81.57</u>	<u>85.65</u>	
2085		Hydro Parks Supervisor	<u>55.99</u>	<u>58.79</u>	<u>61.73</u>	<u>64.82</u>	<u>68.06</u>	
2086		Hydro Parks Supervisor, Assistant	<u>45.08</u>	<u>47.33</u>	<u>49.70</u>	<u>52.19</u>	<u>54.80</u>	
<u>0738</u>	A	Office Administrator	<u>39.03</u>	<u>40.98</u>	<u>43.03</u>	<u>45.18</u>	<u>47.44</u>	<u>49.81</u>
5017		Solid Waste Collection Supervisor	<u>63.21</u>	<u>66.37</u>				
5276		Traffic Field Operations Supervisor	<u>74.00</u>	<u>77.70</u>	<u>81.58</u>	<u>85.66</u>	<u>89.94</u>	
0305		Warehouse Supervisor	<u>49.61</u>	<u>52.09</u>	<u>54.69</u>			
5278		Water Electrical and Controls Field Supervisor	<u>57.27</u>	<u>60.13</u>	<u>63.14</u>	<u>66.30</u>	<u>69.61</u>	

Section 2. That Section 1.12.355 of the TMC is hereby amended,
effective January 1, 2027, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5097		Biosolids Supervisor	<u>51.28</u>	<u>53.84</u>	<u>56.53</u>	<u>59.36</u>	<u>62.33</u>	
0041		Customer Accounts Supervisor	<u>47.37</u>	<u>49.74</u>	<u>52.23</u>	<u>54.84</u>	<u>57.58</u>	
2047	A	Engineering Support Supervisor	<u>65.86</u>	<u>69.15</u>	<u>72.61</u>	<u>76.24</u>	<u>80.05</u>	
5271		Fire Electrical Maintenance Supervisor	<u>70.47</u>	<u>73.99</u>	<u>77.69</u>	<u>81.57</u>	<u>85.65</u>	
2085		Hydro Parks Supervisor	<u>55.99</u>	<u>58.79</u>	<u>61.73</u>	<u>64.82</u>	<u>68.06</u>	
2086		Hydro Parks Supervisor, Assistant	<u>45.08</u>	<u>47.33</u>	<u>49.70</u>	<u>52.19</u>	<u>54.80</u>	
<u>0738</u>	A	Office Administrator	<u>39.03</u>	<u>40.98</u>	<u>43.03</u>	<u>45.18</u>	<u>47.44</u>	<u>49.81</u>
5017		Solid Waste Collection Supervisor	<u>63.21</u>	<u>66.37</u>				
5276		Traffic Field Operations Supervisor	<u>74.00</u>	<u>77.70</u>	<u>81.58</u>	<u>85.66</u>	<u>89.94</u>	
0305		Warehouse Supervisor	<u>49.61</u>	<u>52.09</u>	<u>54.69</u>			
5278		Water Electrical and Controls Field Supervisor	<u>57.27</u>	<u>60.13</u>	<u>63.14</u>	<u>66.30</u>	<u>69.61</u>	



Code	A	Job Title	1	2	3	4	5	6
5097		Biosolids Supervisor	<u>52.82</u>	<u>55.46</u>	<u>58.23</u>	<u>61.14</u>	<u>64.20</u>	
0041		Customer Accounts Supervisor	<u>48.80</u>	<u>51.24</u>	<u>53.80</u>	<u>56.49</u>	<u>59.31</u>	
2047	A	Engineering Support Supervisor	<u>67.83</u>	<u>71.22</u>	<u>74.78</u>	<u>78.52</u>	<u>82.45</u>	
5271		Fire Electrical Maintenance Supervisor	<u>72.58</u>	<u>76.21</u>	<u>80.02</u>	<u>84.02</u>	<u>88.22</u>	
2085		Hydro Parks Supervisor	<u>57.67</u>	<u>60.55</u>	<u>63.58</u>	<u>66.76</u>	<u>70.10</u>	
2086		Hydro Parks Supervisor, Assistant	<u>46.43</u>	<u>48.75</u>	<u>51.19</u>	<u>53.75</u>	<u>56.44</u>	
<u>0738</u>	A	Office Administrator	<u>40.19</u>	<u>42.20</u>	<u>44.31</u>	<u>46.53</u>	<u>48.86</u>	<u>51.30</u>
5017		Solid Waste Collection Supervisor	<u>65.10</u>	<u>68.36</u>				
5276		Traffic Field Operations Supervisor	<u>76.22</u>	<u>80.03</u>	<u>84.03</u>	<u>88.23</u>	<u>92.64</u>	
0305		Warehouse Supervisor	<u>51.10</u>	<u>53.65</u>	<u>56.33</u>			
5278		Water Electrical and Controls Field Supervisor	<u>58.99</u>	<u>61.94</u>	<u>65.04</u>	<u>68.29</u>	<u>71.70</u>	

Section 3. That Section 1.12.355 of the TMC is hereby amended,
effective January 1, 2028, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5097		Biosolids Supervisor	<u>52.82</u>	<u>55.46</u>	<u>58.23</u>	<u>61.14</u>	<u>64.20</u>	
0041		Customer Accounts Supervisor	<u>48.80</u>	<u>51.24</u>	<u>53.80</u>	<u>56.49</u>	<u>59.31</u>	
2047	A	Engineering Support Supervisor	<u>67.83</u>	<u>71.22</u>	<u>74.78</u>	<u>78.52</u>	<u>82.45</u>	
5271		Fire Electrical Maintenance Supervisor	<u>72.58</u>	<u>76.21</u>	<u>80.02</u>	<u>84.02</u>	<u>88.22</u>	
2085		Hydro Parks Supervisor	<u>57.67</u>	<u>60.55</u>	<u>63.58</u>	<u>66.76</u>	<u>70.10</u>	
2086		Hydro Parks Supervisor, Assistant	<u>46.43</u>	<u>48.75</u>	<u>51.19</u>	<u>53.75</u>	<u>56.44</u>	
<u>0738</u>	A	Office Administrator	<u>40.19</u>	<u>42.20</u>	<u>44.31</u>	<u>46.53</u>	<u>48.86</u>	<u>51.30</u>
5017		Solid Waste Collection Supervisor	<u>65.10</u>	<u>68.36</u>				
5276		Traffic Field Operations Supervisor	<u>76.22</u>	<u>80.03</u>	<u>84.03</u>	<u>88.23</u>	<u>92.64</u>	
0305		Warehouse Supervisor	<u>51.10</u>	<u>53.65</u>	<u>56.33</u>			
5278		Water Electrical and Controls Field Supervisor	<u>58.99</u>	<u>61.94</u>	<u>65.04</u>	<u>68.29</u>	<u>71.70</u>	



Code	A	Job Title	1	2	3	4	5	6
5097		Biosolids Supervisor	54.40	57.12	59.98	62.98	66.13	
0041		Customer Accounts Supervisor	50.26	52.77	55.41	58.18	61.09	
2047	A	Engineering Support Supervisor	69.87	73.36	77.03	80.88	84.92	
5271		Fire Electrical Maintenance Supervisor	74.76	78.50	82.42	86.54	90.87	
2085		Hydro Parks Supervisor	59.40	62.37	65.49	68.76	72.20	
2086		Hydro Parks Supervisor, Assistant	47.82	50.21	52.72	55.36	58.13	
0738	A	Office Administrator	41.40	43.47	45.64	47.92	50.32	52.84
5017		Solid Waste Collection Supervisor	67.06	70.41				
5276		Traffic Field Operations Supervisor	78.50	82.43	86.55	90.88	95.42	
0305		Warehouse Supervisor	52.63	55.26	58.02			
5278		Water Electrical and Controls Field Supervisor	60.75	63.79	66.98	70.33	73.85	

Section 4. That Section 1.12.355 of the TMC is hereby amended,
effective retroactive to January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5
6006		Building Maintenance Supervisor, Assistant	39.06	41.02	43.07	-	-
6005		Building Maintenance Worker	32.55	34.18	35.89	-	-
6002		Custodian	23.84	25.05	26.29	27.61	29.00

Code	A	Job Title	1	2	3	4	5
6006		Building Maintenance Supervisor, Assistant	43.26	45.42	47.69		
6005		Building Maintenance Worker	36.05	37.85	39.74		
6002		Custodian	25.44	26.71	28.05	29.45	30.92

Section 5. That Section 1.12.355 of the TMC is hereby amended,
effective January 1, 2027, to read as follows:

Code	A	Job Title	1	2	3	4	5
6006		Building Maintenance Supervisor, Assistant	43.26	45.42	47.69		
6005		Building Maintenance Worker	36.05	37.85	39.74		
6002		Custodian	25.44	26.71	28.05	29.45	30.92

Code	A	Job Title	1	2	3	4	5
6006		Building Maintenance Supervisor, Assistant	44.55	46.78	49.12		
6005		Building Maintenance Worker	37.12	38.98	40.93		
6002		Custodian	26.20	27.51	28.89	30.33	31.85



Section 6. That Section 1.12.355 of the TMC is hereby amended,
effective January 1, 2028, to read as follows:

Code	A	Job Title	1	2	3	4	5
6006		Building Maintenance Supervisor, Assistant	44.55	46.78	49.12		
6005		Building Maintenance Worker	37.12	38.98	40.93		
6002		Custodian	26.20	27.51	28.89	30.33	31.85

Code	A	Job Title	1	2	3	4	5
6006		Building Maintenance Supervisor, Assistant	<u>45.89</u>	<u>48.18</u>	<u>50.59</u>	-	-
6005		Building Maintenance Worker	<u>38.24</u>	<u>40.15</u>	<u>42.16</u>	-	-
6002		Custodian	<u>26.99</u>	<u>28.34</u>	<u>29.76</u>	<u>31.25</u>	<u>32.81</u>

Section 7. 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
0304		Buyer Contracting & Procurement Specialist	39.02	40.97	43.02	45.17	47.43
0307		Buyer, Senior Contracting & Procurement Specialist, Senior	47.12	49.48	51.95	54.55	57.28

Section 8. That Section 1.12.355 of the TMC is hereby amended,
effective retroactive to July 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4
7104		Railway Conductor Trainee	31.55	33.80	36.06	38.31

Code	A	Job Title	1	2	3	4
7104		Railway Conductor Trainee	<u>32.18</u>	<u>34.48</u>	<u>36.78</u>	<u>39.07</u>

Section 9. That Section 1.12.640 of the TMC is hereby amended,
effective as provided by law, to read as follows:

Section 1.12.640. Application of additional rates.

* * *

2085, 2086 An employee in the classification of Hydro Parks Supervisor (CSC 2085) or Hydro Parks Supervisor, Assistant (CSC 2086), who completes and is required to maintain a Wastewater Treatment Plant Certification, will be eligible to receive 2.5 percent in certification pay.

* * *



~~L483 Power/L483 Supervisors. Employees who are represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit or Supervisors' Unit, listed in the agreement, who meet all criteria as outlined in the Letter of Agreement for the Tacoma Signal & Streetlight Maintenance Employee Retention Incentive, will be eligible to receive lump sum payments per the terms of the Agreement. The Letter of Agreement is intended to sunset effective July 31, 2025.~~

~~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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Section 10. That Sections 1 and 4 are effective retroactive to January 1, 2026; that Sections 2 and 5 are effective January 1, 2027; that Sections 3 and 6 are effective January 1, 2028; that Section 8 is effective retroactive to July 1, 2026; and that Sections 7 and 9 are effective as provided by law.

Section 11. That the City Clerk, in consultation with the City Attorney, is authorized to make necessary corrections to this ordinance, including, but not limited to, the correction of scrivener's/clerical errors, references, ordinance numbering, section/subsection numbers, and any references thereto.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney