



ORDINANCE NO. 29103

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, Clerical Unit and the Teamsters Local Union No. 117,
 Tacoma Venues and Events Unit, and declaring the effective dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

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 6 Section 1. That Section 1.12.355 of the Tacoma Municipal Code (“TMC”) is
 7 hereby amended, effective as provided by law, to read as follows:

| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 |
|-------------|---|--------------------------|--------------|--------------|--------------|--------------|--------------|
| <u>0551</u> | | <u>Safety Specialist</u> | <u>36.80</u> | <u>38.64</u> | <u>40.57</u> | <u>42.60</u> | <u>44.73</u> |

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 10 Section 2. That Section 1.12.355 of the TMC is hereby amended, effective
 11 retroactive to January 1, 2026.

| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|------|---|--|--------------|--------------|--------------|--------------|--------------|--------------|
| 6225 | | Tacoma Venues & Events Custodian | <u>22.26</u> | <u>23.38</u> | <u>24.54</u> | <u>25.77</u> | <u>27.05</u> | |
| 5051 | | Tacoma Venues & Events Electrician | <u>38.25</u> | <u>40.16</u> | <u>42.17</u> | <u>44.27</u> | <u>46.49</u> | |
| 5050 | | Tacoma Venues & Events HVAC Mechanic | <u>38.26</u> | <u>40.18</u> | <u>42.18</u> | <u>44.29</u> | <u>46.49</u> | |
| 5053 | | Tacoma Venues & Events HVAC Mechanic II | <u>42.06</u> | <u>44.15</u> | <u>46.36</u> | <u>48.68</u> | <u>51.12</u> | |
| 5048 | | Tacoma Venues & Events Maintenance Chief | <u>42.06</u> | <u>44.15</u> | <u>46.37</u> | <u>48.69</u> | <u>51.12</u> | |
| 5049 | | Tacoma Venues & Events Maintenance Chief, Assistant | <u>34.09</u> | <u>35.80</u> | <u>37.59</u> | <u>39.47</u> | <u>41.44</u> | |
| 6014 | | Tacoma Venues & Events Maintenance Worker I | <u>24.13</u> | <u>25.33</u> | <u>26.59</u> | <u>27.93</u> | <u>29.32</u> | |
| 6015 | | Tacoma Venues & Events Maintenance Worker II | <u>27.01</u> | <u>28.38</u> | <u>29.80</u> | <u>31.28</u> | <u>32.86</u> | <u>34.50</u> |

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| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|------|---|---|--------------|--------------|--------------|--------------|--------------|--------------|
| 6225 | | Tacoma Venues & Events Custodian | <u>24.52</u> | <u>25.75</u> | <u>27.04</u> | <u>28.39</u> | <u>29.81</u> | |
| 5051 | | Tacoma Venues & Events Electrician | <u>42.16</u> | <u>44.27</u> | <u>46.48</u> | <u>48.80</u> | <u>51.24</u> | |
| 5050 | | Tacoma Venues & Events HVAC Mechanic | <u>42.16</u> | <u>44.27</u> | <u>46.48</u> | <u>48.80</u> | <u>51.24</u> | |
| 5053 | | Tacoma Venues & Events HVAC Mechanic II | <u>46.37</u> | <u>48.69</u> | <u>51.12</u> | <u>53.68</u> | <u>56.36</u> | |
| 5048 | | Tacoma Venues & Events Maintenance Chief | <u>46.37</u> | <u>48.69</u> | <u>51.12</u> | <u>53.68</u> | <u>56.36</u> | |
| 5049 | | Tacoma Venues & Events Maintenance Chief, Assistant | <u>38.64</u> | <u>40.57</u> | <u>42.60</u> | <u>44.73</u> | <u>46.97</u> | |
| 6014 | | Tacoma Venues & Events Maintenance Worker I | <u>26.34</u> | <u>27.66</u> | <u>29.04</u> | <u>30.49</u> | <u>32.01</u> | |
| 6015 | | Tacoma Venues & Events Maintenance Worker II | <u>29.51</u> | <u>30.99</u> | <u>32.54</u> | <u>34.17</u> | <u>35.88</u> | <u>37.67</u> |

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2027.

| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|------|---|---|--------------|--------------|--------------|--------------|--------------|--------------|
| 6225 | | Tacoma Venues & Events Custodian | <u>24.52</u> | <u>25.75</u> | <u>27.04</u> | <u>28.39</u> | <u>29.81</u> | |
| 5051 | | Tacoma Venues & Events Electrician | <u>42.16</u> | <u>44.27</u> | <u>46.48</u> | <u>48.80</u> | <u>51.24</u> | |
| 5050 | | Tacoma Venues & Events HVAC Mechanic | <u>42.16</u> | <u>44.27</u> | <u>46.48</u> | <u>48.80</u> | <u>51.24</u> | |
| 5053 | | Tacoma Venues & Events HVAC Mechanic II | <u>46.37</u> | <u>48.69</u> | <u>51.12</u> | <u>53.68</u> | <u>56.36</u> | |
| 5048 | | Tacoma Venues & Events Maintenance Chief | <u>46.37</u> | <u>48.69</u> | <u>51.12</u> | <u>53.68</u> | <u>56.36</u> | |
| 5049 | | Tacoma Venues & Events Maintenance Chief, Assistant | <u>38.64</u> | <u>40.57</u> | <u>42.60</u> | <u>44.73</u> | <u>46.97</u> | |
| 6014 | | Tacoma Venues & Events Maintenance Worker I | <u>26.34</u> | <u>27.66</u> | <u>29.04</u> | <u>30.49</u> | <u>32.01</u> | |
| 6015 | | Tacoma Venues & Events Maintenance Worker II | <u>29.51</u> | <u>30.99</u> | <u>32.54</u> | <u>34.17</u> | <u>35.88</u> | <u>37.67</u> |



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| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|------|---|---|--------------|--------------|--------------|--------------|--------------|--------------|
| 6225 | | Tacoma Venues & Events Custodian | <u>25.50</u> | <u>26.78</u> | <u>28.12</u> | <u>29.53</u> | <u>31.01</u> | |
| 5051 | | Tacoma Venues & Events Electrician | <u>43.43</u> | <u>45.60</u> | <u>47.88</u> | <u>50.27</u> | <u>52.78</u> | <u>55.42</u> |
| 5050 | | Tacoma Venues & Events HVAC Mechanic | <u>43.43</u> | <u>45.60</u> | <u>47.88</u> | <u>50.27</u> | <u>52.78</u> | <u>55.42</u> |
| 5053 | | Tacoma Venues & Events HVAC Mechanic II | <u>47.76</u> | <u>50.15</u> | <u>52.66</u> | <u>55.29</u> | <u>58.05</u> | <u>60.95</u> |
| 5048 | | Tacoma Venues & Events Maintenance Chief | <u>47.76</u> | <u>50.15</u> | <u>52.66</u> | <u>55.29</u> | <u>58.05</u> | <u>60.95</u> |
| 5049 | | Tacoma Venues & Events Maintenance Chief, Assistant | <u>39.81</u> | <u>41.80</u> | <u>43.89</u> | <u>46.08</u> | <u>48.38</u> | <u>50.80</u> |
| 6014 | | Tacoma Venues & Events Maintenance Worker I | <u>27.39</u> | <u>28.76</u> | <u>30.20</u> | <u>31.71</u> | <u>33.30</u> | |
| 6015 | | Tacoma Venues & Events Maintenance Worker II | <u>31.31</u> | <u>32.88</u> | <u>34.52</u> | <u>36.25</u> | <u>38.06</u> | <u>39.96</u> |

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2028.

| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|------|---|---|--------------|--------------|--------------|--------------|--------------|--------------|
| 6225 | | Tacoma Venues & Events Custodian | <u>25.50</u> | <u>26.78</u> | <u>28.12</u> | <u>29.53</u> | <u>31.01</u> | |
| 5051 | | Tacoma Venues & Events Electrician | <u>43.43</u> | <u>45.60</u> | <u>47.88</u> | <u>50.27</u> | <u>52.78</u> | <u>55.42</u> |
| 5050 | | Tacoma Venues & Events HVAC Mechanic | <u>43.43</u> | <u>45.60</u> | <u>47.88</u> | <u>50.27</u> | <u>52.78</u> | <u>55.42</u> |
| 5053 | | Tacoma Venues & Events HVAC Mechanic II | <u>47.76</u> | <u>50.15</u> | <u>52.66</u> | <u>55.29</u> | <u>58.05</u> | <u>60.95</u> |
| 5048 | | Tacoma Venues & Events Maintenance Chief | <u>47.76</u> | <u>50.15</u> | <u>52.66</u> | <u>55.29</u> | <u>58.05</u> | <u>60.95</u> |
| 5049 | | Tacoma Venues & Events Maintenance Chief, Assistant | <u>39.81</u> | <u>41.80</u> | <u>43.89</u> | <u>46.08</u> | <u>48.38</u> | <u>50.80</u> |
| 6014 | | Tacoma Venues & Events Maintenance Worker I | <u>27.39</u> | <u>28.76</u> | <u>30.20</u> | <u>31.71</u> | <u>33.30</u> | |
| 6015 | | Tacoma Venues & Events Maintenance Worker II | <u>31.31</u> | <u>32.88</u> | <u>34.52</u> | <u>36.25</u> | <u>38.06</u> | <u>39.96</u> |



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| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|------|---|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 6225 | | Tacoma Venues & Events Custodian | 26.28 | 27.59 | 28.97 | 30.42 | 31.94 | - |
| 5051 | | Tacoma Venues & Events Electrician | 45.17 | 47.43 | 49.80 | 52.29 | 54.90 | 57.65 |
| 5050 | | Tacoma Venues & Events HVAC Mechanic | 45.17 | 47.43 | 49.80 | 52.29 | 54.90 | 57.65 |
| 5053 | | Tacoma Venues & Events HVAC Mechanic II | 49.68 | 52.16 | 54.77 | 57.51 | 60.39 | 63.41 |
| 5048 | | Tacoma Venues & Events Maintenance Chief | 49.68 | 52.16 | 54.77 | 57.51 | 60.39 | 63.41 |
| 5049 | | Tacoma Venues & Events Maintenance Chief, Assistant | 41.41 | 43.48 | 45.65 | 47.93 | 50.33 | 52.85 |
| 6014 | | Tacoma Venues & Events Maintenance Worker I | 28.22 | 29.63 | 31.11 | 32.67 | 34.30 | - |
| 6015 | | Tacoma Venues & Events Maintenance Worker II | 32.56 | 34.19 | 35.90 | 37.70 | 39.59 | 41.57 |

Section 5. That Section 1 is effective as provided by law, that Section 2 is effective retroactive to January 1, 2026, that Section 3 is effective January 1, 2027, and that Section 4 is effective January 1, 2028.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney