



# ORDINANCE NO. 29097

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, Customer and Field Services Unit, and Human  
 5 Resources Unit, and declaring the effective dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.355 of the Tacoma Municipal Code (“TMC”) is  
 7 hereby amended, effective retroactive to January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
06110		Customer Service Representative	<del>27.92</del>	<del>29.32</del>	<del>30.78</del>	<del>32.33</del>	<del>33.94</del>
06120		Customer Service Representative, Technical	<del>35.38</del>	<del>37.14</del>	<del>39.00</del>		
06080		Customer Service Representative, Lead	<del>38.91</del>	<del>40.86</del>	<del>42.91</del>	<del>45.06</del>	
06070		Workforce Coordinator	<del>38.91</del>	<del>40.86</del>	<del>42.91</del>	<del>45.06</del>	
06020		Advanced Meter Field Investigator	<del>35.38</del>	<del>37.14</del>	<del>39.00</del>		
06030		Advanced Meter Field Investigator, Lead	<del>38.91</del>	<del>40.86</del>	<del>42.91</del>	<del>45.06</del>	
00120		Mail & Stock Processor, Senior	<del>28.69</del>	<del>30.13</del>	<del>31.63</del>		
00180		Mail & Stock Processor	<del>23.65</del>	<del>24.83</del>	<del>26.08</del>	<del>27.38</del>	<del>28.75</del>
06010		Meter Reader	<del>27.22</del>	<del>28.57</del>	<del>30.00</del>	<del>31.50</del>	<del>33.09</del>

Code	A	Job Title	1	2	3	4	5
06110		Customer Service Representative	<u>29.91</u>	<u>31.41</u>	<u>32.98</u>	<u>34.63</u>	<u>36.36</u>
06120		Customer Service Representative, Technical	<u>36.29</u>	<u>38.10</u>	<u>40.00</u>		
06080		Customer Service Representative, Lead	<u>39.73</u>	<u>41.72</u>	<u>43.81</u>	<u>46.00</u>	
06070		Workforce Coordinator	<u>39.73</u>	<u>41.72</u>	<u>43.81</u>	<u>46.00</u>	
06020		Advanced Meter Field Investigator	<u>36.29</u>	<u>38.10</u>	<u>40.00</u>		
06030		Advanced Meter Field Investigator, Lead	<u>39.73</u>	<u>41.72</u>	<u>43.81</u>	<u>46.00</u>	
00120		Mail & Stock Processor, Senior	<u>30.43</u>	<u>31.95</u>	<u>33.55</u>		
00180		Mail & Stock Processor	<u>25.10</u>	<u>26.35</u>	<u>27.67</u>	<u>29.05</u>	<u>30.50</u>
06010		Meter Reader	<u>28.53</u>	<u>29.96</u>	<u>31.46</u>	<u>33.03</u>	<u>34.68</u>

23  
 24 Section 2. That Section 1.12.355 of the TMC is hereby amended, effective  
 25 retroactive to January 1, 2026, to read as follows:  
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Code	A	Job Title	1	2	3	4	5
06110		Customer Service Representative	<del>29.91</del>	<del>31.41</del>	<del>32.98</del>	<del>34.63</del>	<del>36.36</del>
06120		Customer Service Representative, Technical	<del>36.29</del>	<del>38.10</del>	<del>40.00</del>		
06080		Customer Service Representative, Lead	<del>39.73</del>	<del>41.72</del>	<del>43.81</del>	<del>46.00</del>	
06070		Workforce Coordinator	<del>39.73</del>	<del>41.72</del>	<del>43.81</del>	<del>46.00</del>	
06020		Advanced Meter Field Investigator	<del>36.29</del>	<del>38.10</del>	<del>40.00</del>		
06030		Advanced Meter Field Investigator, Lead	<del>39.73</del>	<del>41.72</del>	<del>43.81</del>	<del>46.00</del>	
00120		Mail & Stock Processor, Senior	<del>30.43</del>	<del>31.95</del>	<del>33.55</del>		
00180		Mail & Stock Processor	<del>25.10</del>	<del>26.35</del>	<del>27.67</del>	<del>29.05</del>	<del>30.50</del>
06010		Meter Reader	<del>28.53</del>	<del>29.96</del>	<del>31.46</del>	<del>33.03</del>	<del>34.68</del>

Code	A	Job Title	1	2	3	4	5
06110		Customer Service Representative	<u>31.43</u>	<u>33.00</u>	<u>34.65</u>	<u>36.38</u>	<u>38.20</u>
06120		Customer Service Representative, Technical	<u>38.11</u>	<u>40.02</u>	<u>42.02</u>		
06080		Customer Service Representative, Lead	<u>41.75</u>	<u>43.84</u>	<u>46.03</u>	<u>48.33</u>	
06070		Workforce Coordinator	<u>41.75</u>	<u>43.84</u>	<u>46.03</u>	<u>48.33</u>	
06020		Advanced Meter Field Investigator	<u>38.11</u>	<u>40.02</u>	<u>42.02</u>		
06030		Advanced Meter Field Investigator, Lead	<u>41.75</u>	<u>43.84</u>	<u>46.03</u>	<u>48.33</u>	
00120		Mail & Stock Processor, Senior	<u>31.34</u>	<u>32.91</u>	<u>34.56</u>		
00180		Mail & Stock Processor	<u>25.85</u>	<u>27.14</u>	<u>28.50</u>	<u>29.92</u>	<u>31.42</u>
06010		Meter Reader	<u>29.98</u>	<u>31.48</u>	<u>33.05</u>	<u>34.70</u>	<u>36.43</u>

Section 3. 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
06110		Customer Service Representative	<u>31.43</u>	<u>33.00</u>	<u>34.65</u>	<u>36.38</u>	<u>38.20</u>
06120		Customer Service Representative, Technical	<u>38.11</u>	<u>40.02</u>	<u>42.02</u>		
06080		Customer Service Representative, Lead	<u>41.75</u>	<u>43.84</u>	<u>46.03</u>	<u>48.33</u>	
06070		Workforce Coordinator	<u>41.75</u>	<u>43.84</u>	<u>46.03</u>	<u>48.33</u>	
06020		Advanced Meter Field Investigator	<u>38.11</u>	<u>40.02</u>	<u>42.02</u>		
06030		Advanced Meter Field Investigator, Lead	<u>41.75</u>	<u>43.84</u>	<u>46.03</u>	<u>48.33</u>	
00120		Mail & Stock Processor, Senior	<u>31.34</u>	<u>32.91</u>	<u>34.56</u>		
00180		Mail & Stock Processor	<u>25.85</u>	<u>27.14</u>	<u>28.50</u>	<u>29.92</u>	<u>31.42</u>
06010		Meter Reader	<u>29.98</u>	<u>31.48</u>	<u>33.05</u>	<u>34.70</u>	<u>36.43</u>



Code	A	Job Title	1	2	3	4	5
06110		Customer Service Representative	<u>32.86</u>	<u>34.50</u>	<u>36.23</u>	<u>38.04</u>	<u>39.94</u>
06120		Customer Service Representative, Technical	<u>39.85</u>	<u>41.84</u>	<u>43.93</u>		
06080		Customer Service Representative, Lead	<u>43.65</u>	<u>45.83</u>	<u>48.12</u>	<u>50.53</u>	
06070		Workforce Coordinator	<u>43.65</u>	<u>45.83</u>	<u>48.12</u>	<u>50.53</u>	
06020		Advanced Meter Field Investigator	<u>39.85</u>	<u>41.84</u>	<u>43.93</u>		
06030		Advanced Meter Field Investigator, Lead	<u>43.65</u>	<u>45.83</u>	<u>48.12</u>	<u>50.53</u>	
00120		Mail & Stock Processor, Senior	<u>32.29</u>	<u>33.90</u>	<u>35.60</u>		
00180		Mail & Stock Processor	<u>26.62</u>	<u>27.95</u>	<u>29.35</u>	<u>30.82</u>	<u>32.36</u>
06010		Meter Reader	<u>31.33</u>	<u>32.90</u>	<u>34.55</u>	<u>36.28</u>	<u>38.09</u>

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<u>40.43</u>	<u>42.46</u>	<u>44.58</u>	<u>46.81</u>	<u>49.16</u>
11140		Human Resources Specialist	<u>34.35</u>	<u>36.06</u>	<u>37.87</u>	<u>39.76</u>	<u>41.75</u>
11150		Human Resources Analyst	<u>40.43</u>	<u>42.46</u>	<u>44.58</u>	<u>46.81</u>	<u>49.16</u>

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<u>29.01</u>	<u>30.46</u>	<u>31.98</u>	<u>33.58</u>	<u>35.26</u>
11140		Human Resources Specialist	<u>35.72</u>	<u>37.51</u>	<u>39.39</u>	<u>41.36</u>	<u>43.43</u>
11150		Human Resources Analyst	<u>43.01</u>	<u>45.16</u>	<u>47.42</u>	<u>49.79</u>	<u>52.28</u>

Section 5. 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
11060		Human Resources Assistant	<u>29.01</u>	<u>30.46</u>	<u>31.98</u>	<u>33.58</u>	<u>35.26</u>
11140		Human Resources Specialist	<u>35.72</u>	<u>37.51</u>	<u>39.39</u>	<u>41.36</u>	<u>43.43</u>
11150		Human Resources Analyst	<u>43.01</u>	<u>45.16</u>	<u>47.42</u>	<u>49.79</u>	<u>52.28</u>

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<u>29.88</u>	<u>31.37</u>	<u>32.94</u>	<u>34.59</u>	<u>36.32</u>
11140		Human Resources Specialist	<u>36.80</u>	<u>38.64</u>	<u>40.57</u>	<u>42.60</u>	<u>44.73</u>
11150		Human Resources Analyst	<u>44.30</u>	<u>46.52</u>	<u>48.85</u>	<u>51.29</u>	<u>53.85</u>



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Section 6. 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
11060		Human Resources Assistant	<u>29.88</u>	<u>31.37</u>	<u>32.94</u>	<u>34.59</u>	<u>36.32</u>
11140		Human Resources Specialist	<u>36.80</u>	<u>38.64</u>	<u>40.57</u>	<u>42.60</u>	<u>44.73</u>
11150		Human Resources Analyst	<u>44.30</u>	<u>46.52</u>	<u>48.85</u>	<u>51.29</u>	<u>53.85</u>

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<u>30.77</u>	<u>32.31</u>	<u>33.93</u>	<u>35.63</u>	<u>37.41</u>
11140		Human Resources Specialist	<u>37.90</u>	<u>39.80</u>	<u>41.79</u>	<u>43.88</u>	<u>46.07</u>
11150		Human Resources Analyst	<u>45.63</u>	<u>47.91</u>	<u>50.31</u>	<u>52.83</u>	<u>55.47</u>

Section 7. That Section 1.12.640 of the TMC is hereby amended, effective as provided by law, to read as follows:

**1.12.640 Application of additional rates.**

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L483 CFS. To support a pilot project “TPU Customer Service Language Proficiency Program”, an employee represented by the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Customer & Field Services Unit, who is certified in an approved language, and acts as a foreign language interpreter as assigned, will be eligible to receive an application of rate of 2 percent above their regular rate of pay.

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L483 HR. Employees who are represented by the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit, and assigned to the classifications of Human Resources Assistant or Human Resources Specialist as of the date of City Council approval of the Collective Bargaining Agreement will receive a one-time, lump sum payment of \$1,000. Employees assigned to the classification of Human Resources Analyst as of the date of City Council approval of the Collective Bargaining Agreement will receive a one-time, lump sum payment of \$2,250.

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Section 8. That Sections 1 and 4 are effective retroactive to January 1, 2025; that Sections 2 and 5 are effective retroactive to January 1, 2026; that Sections 3 and 6 are effective January 1, 2027; and that Section 7 is effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney