



Legislation Passed April 2, 2024

The Tacoma City Council, at its regular City Council meeting of April 2, 2024, adopted the following resolutions and/or ordinances. The summary of the contents of said resolutions and/or ordinances are shown below. To view the full text of the document, click on the bookmark at the left of the page.

Resolution No. 41392

A resolution awarding a contract to Axon Enterprise Inc, in the amount of \$567,112.65, plus applicable taxes, plus a 10 percent contingency, for a cumulative total of \$623,823.92, budgeted from the General Fund, for dash cameras inclusive of software, maintenance, and accessories, for an initial contract term of five years - Sourcewell Contract No. 010720-AXN - CW2253927. [Francesca Heard, Police Finance Manager; Avery Moore, Police Chief]

Resolution No. 41393

A resolution setting Tuesday, April 23, 2024, upon completion of Regular Agenda Items, no earlier than 5:15 p.m., as the date for a public hearing by the City Council on the proposed creation of the Urban Design Project Review permit and associated amendments to Title 13 of the Tacoma Municipal Code. [Stephen Antupit, Senior Planner; Peter Huffman, Director, Planning and Development Services]

Resolution No. 41394

A resolution authorizing an increase to the contract with Brown and Caldwell, in the amount of \$356,088, plus applicable taxes, for a cumulative total of \$2,604,009, budgeted from the Wastewater Fund, for additional engineering design services to include a disinfection system upgrade for the North End Treatment Plant Trickling Filter Project - Contract No. CW2254273. [Jordan Ennis, P.E., Civil Engineer; Michael P. Slevin III, P.E., Director, Environmental Services]

Resolution No. 41395

A resolution awarding a contract to Ecogrind Site Solutions LLC, in the amount of \$2,181,500, plus applicable taxes, plus a 20 percent contingency, for a cumulative total of \$2,617,800, budgeted from the Stormwater Fund, for modifications to the Leach Creek Stormwater Holding Basin - Specification No. ES23-0281F. [Steve Hoffman, Engineering Project Manager; Michael P. Slevin III, P.E., Director, Environmental Services]

Ordinance No. 28960

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by the Tacoma Joint Labor Committee agreement; International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit; District Lodge No. 160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, Yard Clerks, General, and Rail Mechanics Units; and the Tacoma Police Management Association, Local 26. [Kari Louie, Assistant Director; Shelby Fritz, Director, Human Resources]



RESOLUTION NO. 41392

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and
2 the furnishing of services; authorizing the execution of a contract with
3 Axon Enterprise Inc., in the amount of \$567,112.65, plus applicable taxes,
4 plus a 10 percent contingency, budgeted from the General Fund, for the
5 purchase of dash cameras inclusive of software, maintenance and
6 accessories, for an initial contract term of five years, for a projected contract
7 total of \$623,823.92, pursuant to Sourcewell Contract No. 010720-AXN -
8 CW2253927.

9 WHEREAS the City has complied with all applicable laws and processes
10 governing the acquisition of those supplies, and/or the procurement of those
11 services, inclusive of public works, as is shown by the attached Exhibit "A,"
12 incorporated herein as though fully set forth, and

13 WHEREAS the Board of Contracts and Awards has concurred with the
14 recommendation for award as set forth in the attached Exhibit "A"; Now, Therefore,

15 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

16 Section 1. That the Council of the City of Tacoma concurs with the Board of
17 Contracts and Awards to adopt the recommendation for award as set forth in the
18 attached Exhibit "A."

19 Section 2. That the proper officers of the City are hereby authorized to
20 enter into a contract with Axon Enterprise Inc., in the amount of \$567,112.65, plus
21 applicable taxes, plus a 10 percent contingency, budgeted from the General Fund,
22 the purchase of dash cameras inclusive of software, maintenance and
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accessories, for an initial contract term of five years, for a projected contract total of \$623,823.92, pursuant to Sourcewell Contract No. 010720-AXN - CW2253927, consistent with Exhibit "A."

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



RESOLUTION NO. 41393

1 A RESOLUTION setting Tuesday, April 23, 2024, upon completion of Regular
2 Agenda Items, no earlier than 5:15 p.m., as the date for a public hearing by
3 the City Council on the proposed creation of the Urban Design Project
4 Review permit and associated amendments to Title 13 of the Tacoma
5 Municipal Code.

6 WHEREAS the City recognizes the importance of a high-quality built
7 environment, including the relationship with other City goals related to equity,
8 mobility, safety, and sustainability, and these priorities specifically identify
9 employing design guidance to achieve a desired urban form within the One
10 Tacoma Comprehensive Plan, and

11 WHEREAS in 2016, the Design Review Analysis Manual was completed
12 to identify the key components and options for the potential development of a
13 design review program, and the City Council approved the project budget for the
14 development of a design review program in 2017, and

15 WHEREAS consultants were hired to develop a work plan and initiate the
16 program development, and the Planning Commission (“Commission”) chartered
17 a Project Advisory Group (“PAG”) in 2019, and

18 WHEREAS Urban Design Studio staff have worked closely with the PAG to
19 develop the proposed Urban Design Project Review (“UDPR”) project package, and

20 WHEREAS the PAG’s membership reflects a range of industry and
21 community interests, including affordable housing organizations, whose members
22 were instrumental in the project’s development, and from early 2022 through 2023,
23 the PAG had more than 20 working meetings and technical workshops, and
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1 WHEREAS City staff also engaged with the community through an online
2 open house/survey, particularly to guide program priorities, garnering 314 unique
3 responses, and more than a dozen in-person events and online presentations
4 created opportunities for discussion with various stakeholder groups such as
5 neighborhood councils and neighborhood planning groups, business districts,
6 Permit Advisory Group, Sustainable Tacoma Commission, and other subject matter
7 experts, and
8

9 WHEREAS the Commission released the proposal package for public
10 review on July 19, 2023, and a public hearing was held on August 16, 2023, and
11

12 WHEREAS public notice was mailed to over 24,000 potentially affected
13 property owners and occupants, with written comments provided by 20 individuals
14 and oral testimony provided by seven additional community members, and the
15 Commission made a recommendation of a revised proposal package to the City
16 Council on October 18, 2023, and
17

18 WHEREAS at its meeting of February 18, 2024, the Infrastructure, Planning,
19 and Sustainability Committee voted to recommend the proposal to the full City
20 Council for a public hearing and consideration, and
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22 WHEREAS the proposal comprises the following elements:

23 (1) Establish an UDPR permit process consisting of administrative and
24 Urban Design Board (“UDB”) review paths,
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(2) Establish an UDB of a specified size and composition, with its nominees to be solicited by the City Clerk, in consultation with the Office of Equity and Human Rights, and to be appointed by the City Council for specific terms of service,

(3) Employ an UDPR manual to provide clear and objective guidance that meets UDPR permit approval criteria,

(4) Amend the Tacoma Municipal Code (“TMC”) to: a) create an UDPR permit, b) establish an UDB, and

(5) Amend certain development and design standards to Mixed-Use Center and Downtown Zoning Districts, and

WHEREAS the City desires to fix a time and date for public hearing for the purpose of considering the proposed creation of the UDPR permit and associated amendments to Title 13 of the TMC; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

Section 1. That Tuesday, April 23, 2024, upon completion of Regular Agenda Items, no earlier than 5:15 p.m., is hereby fixed as the time, and the City Council Chambers on the First Floor of the Tacoma Municipal Building, 747 Market Street, Tacoma, Washington, and may be offered in a hybrid format that includes a remote option, as the place when and where a public hearing shall be held on the proposed creation of the Urban Design Project Review permit and associated amendments to Title 13 of the Tacoma Municipal Code.



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Section 2. That the City Clerk shall give proper notice of the time and place of said hearing.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 41394

1 A RESOLUTION related to Environmental Services; authorizing an increase to the
2 contract with Brown and Caldwell, in the amount of \$356,088, plus
3 applicable taxes, for a cumulative total of \$2,604,009, budgeted from the
4 Wastewater Fund, for additional engineering design services to include a
disinfection system upgrade for the North End Treatment Plant Trickling
Filter Project - Contract No. CW2254273.

5 WHEREAS this contract increase supports the North End Treatment Plant
6 (NETP) Trickling Filter Project to include the design of an upgrade to the existing
7 disinfection system to allow compliance with the National Pollutant Discharge
8 Elimination System (NPDES) permit regulations beyond 2050, and
9

10 WHEREAS the contract was originally awarded to Brown and Caldwell as a
11 result of an Architectural and Engineering Roster selection process in February
12 2023 via Purchase Resolution No. 41139 in the amount of \$2,247,921 plus
13 applicable taxes. The increase would result in a new contract amount of
14 \$2,604,009, and
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16 WHEREAS the City has complied with all applicable laws and processes
17 governing the acquisition of those supplies, and/or the procurement of those
18 services, inclusive of public works, as is shown by the attached Exhibit "A,"
19 incorporated herein as though fully set forth, and
20

21 WHEREAS the Board of Contracts and Awards has concurred with the
22 recommendation for award as set forth in the attached Exhibit "A"; Now, Therefore,

23 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:
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Section 1. That the Council of the City of Tacoma concurs with the Board of Contracts and Awards to adopt the recommendation for award as set forth in the attached Exhibit "A."

Section 2. That the City Manager or designee hereby authorized to increase the amount of the contract with Brown and Caldwell in the amount of \$356,088, plus applicable taxes, for a cumulative total of \$2,604,009, budgeted from the Wastewater Fund, for additional engineering design services to include a disinfection system upgrade for the North End Treatment Plant Trickling Filter Project, consistent with Exhibit "A."

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 41395

1 A RESOLUTION related to Environmental Services; authorizing the execution of a
2 contract with Ecogrind Site Solutions LLC, in the amount of \$2,181,500, plus
3 applicable taxes, plus a 20 percent contingency, budgeted from the
4 Stormwater Fund, for modifications to the Leach Creek Stormwater Holding
Basin, for a projected contract total of \$2,617,800, pursuant to Specification
No. ES23-0281F.

5 WHEREAS the Leach Creek Stormwater Holding Basin provides critical
6 storage capacity that protects the downstream built and natural environments. The
7 holding basin was constructed in 1960 and retains stormwater runoff from over
8 2,500 acres of residential and commercial development within the cities of Tacoma
9 and Fircrest. Stormwater from this holding basin is conveyed through Leach Creek,
10 Chambers Creek, and eventually into the Puget Sound, and
11

12 WHEREAS over years, through the buildup of accumulated sediments and
13 overgrown vegetation, the capacity and operational efficiency of this holding basin
14 has been reduced. The purpose of the proposed project is to alleviate future
15 destructive flooding events that could occur downstream of the holding basin in
16 Leach Creek and Chambers Creek, and improve the operational efficiency of the
17 stormwater pump station and address maintenance concerns at the outlet
18 structure, and
19

20 WHEREAS the City has complied with all applicable laws and processes
21 governing the acquisition of those supplies, and/or the procurement of those
22 services, inclusive of public works, as is shown by the attached Exhibit "A,"
23 incorporated herein as though fully set forth, and
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WHEREAS the Board of Contracts and Awards has concurred with the recommendation for award as set forth in the attached Exhibit "A"; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

Section 1. That the Council of the City of Tacoma concurs with the Board of Contracts and Awards to adopt the recommendation for award as set forth in the attached Exhibit "A."

Section 2. That the City Manager or Designee is hereby authorized to enter into a contract with Ecogrind Site Solutions LLC, in the amount of \$2,181,500, plus applicable taxes, plus a 20 percent contingency, budgeted from the Stormwater Fund, for modifications to the Leach Creek Stormwater Holding Basin, for a projected contract total of \$2,617,800, pursuant to Specification No. ES23-0281F, consistent with Exhibit "A."

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



ORDINANCE NO. 28960

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 Tacoma Joint Labor Committee agreement;
 4 International Brotherhood of Electrical Workers, Local 483, Water Pollution
 5 Control Unit; District Lodge No. 160, on behalf of Local Lodge No. 297 of
 6 the International Association of Machinists and Aerospace Workers, Yard
 7 Clerks, General, and Rail Mechanics Units; and the Tacoma Police
 8 Management Association, Local 26; and declaring the effective dates
 9 thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

10 Section 1. That Section 1.12.355 of the Tacoma Municipal Code ("TMC") is
 11 hereby amended, effective retroactive to January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	37.20	39.06	41.02	43.07	45.21
06290		Environmental Systems Technician	31.37	32.94	34.56	36.31	38.13
50360		Landfill Gas Systems Operator	36.05	37.85	39.74	41.76	43.83
50960		WWTP Electrician/Instrumentation Technician	38.42	40.32	42.34	44.46	46.68
51010		WWTP Operator	34.40	36.10	37.90	39.82	
51030		WWTP Operator, Senior	41.74	43.81			
50940		WWTP Operator-in-Training	29.24	30.96	32.68		

Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	<u>38.78</u>	<u>40.72</u>	<u>42.76</u>	<u>44.90</u>	<u>47.15</u>
06290		Environmental Systems Technician	<u>32.72</u>	<u>34.36</u>	<u>36.08</u>	<u>37.88</u>	<u>39.77</u>
50360		Landfill Gas Systems Operator	<u>37.61</u>	<u>39.49</u>	<u>41.46</u>	<u>43.53</u>	<u>45.71</u>
50960		WWTP Electrician/Instrumentation Technician	<u>40.54</u>	<u>42.57</u>	<u>44.70</u>	<u>46.93</u>	<u>49.28</u>
51010		WWTP Operator	<u>36.49</u>	<u>38.31</u>	<u>40.23</u>	<u>42.24</u>	
51030		WWTP Operator, Senior	<u>44.48</u>	<u>46.70</u>			
50940		WWTP Operator-in-Training	<u>31.02</u>	<u>32.84</u>	<u>34.67</u>		



Section 2. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	38.78	40.72	42.76	44.90	47.15
06290		Environmental Systems Technician	32.72	34.36	36.08	37.88	39.77
50360		Landfill Gas Systems Operator	37.64	39.49	41.46	43.53	45.74
50960		WWTP Electrician/Instrumentation Technician	40.54	42.57	44.70	46.93	49.28
51010		WWTP Operator	36.49	38.34	40.23	42.24	
51030		WWTP Operator, Senior	44.48	46.70			
50940		WWTP Operator-in-Training	31.02	32.84	34.67		

Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	<u>42.88</u>	<u>45.03</u>	<u>47.29</u>	<u>49.65</u>	<u>52.14</u>
06290		Environmental Systems Technician	<u>34.46</u>	<u>36.19</u>	<u>38.00</u>	<u>39.89</u>	<u>41.89</u>
50360		Landfill Gas Systems Operator	<u>39.61</u>	<u>41.59</u>	<u>43.67</u>	<u>45.85</u>	<u>48.14</u>
50960		WWTP Electrician/Instrumentation Technician	<u>43.74</u>	<u>45.93</u>	<u>48.23</u>	<u>50.63</u>	<u>53.17</u>
51010		WWTP Operator	<u>38.99</u>	<u>40.94</u>	<u>42.99</u>	<u>45.14</u>	
51030		WWTP Operator, Senior	<u>47.76</u>	<u>50.14</u>			
50940		WWTP Operator-in-Training	<u>33.14</u>	<u>35.09</u>	<u>37.04</u>		

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	<u>42.88</u>	<u>45.03</u>	<u>47.29</u>	<u>49.65</u>	<u>52.14</u>
06290		Environmental Systems Technician	<u>34.46</u>	<u>36.19</u>	<u>38.00</u>	<u>39.89</u>	<u>41.89</u>
50360		Landfill Gas Systems Operator	<u>39.61</u>	<u>41.59</u>	<u>43.67</u>	<u>45.85</u>	<u>48.14</u>
50960		WWTP Electrician/Instrumentation Technician	<u>43.74</u>	<u>45.93</u>	<u>48.23</u>	<u>50.63</u>	<u>53.17</u>
51010		WWTP Operator	<u>38.99</u>	<u>40.94</u>	<u>42.99</u>	<u>45.14</u>	
51030		WWTP Operator, Senior	<u>47.76</u>	<u>50.14</u>			
50940		WWTP Operator-in-Training	<u>33.14</u>	<u>35.09</u>	<u>37.04</u>		



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Code	A	Job Title	1	2	3	4	5
51000		Biosolids Coordinator	45.16	47.43	49.81	52.29	54.91
06290		Environmental Systems Technician	36.29	38.11	40.02	42.01	44.12
50360		Landfill Gas Systems Operator	41.72	43.80	45.99	48.29	50.70
50960		WWTP Electrician/Instrumentation Technician	46.18	48.49	50.92	53.45	56.13
51010		WWTP Operator	41.26	43.33	45.50	47.77	
51030		WWTP Operator, Senior	50.30	52.81			
50940		WWTP Operator-in-Training	35.07	37.13	39.20		

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2
71010		Railway Yard Clerk	30.38	40.50

Code	A	Job Title	1	2
71010		Railway Yard Clerk	31.59	42.12

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2
71010		Railway Yard Clerk	31.59	42.12

Code	A	Job Title	1	2
71010		Railway Yard Clerk	32.85	43.80

Section 6. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2026, to read as follows:

Code	A	Job Title	1	2
71010		Railway Yard Clerk	32.85	43.80

Code	A	Job Title	1	2
71010		Railway Yard Clerk	33.51	44.68



Section 7. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	34.46	36.18	37.99	39.89	41.89
71410		Locomotive Mechanic, Senior	45.62				
71420		Railway Shop Worker	27.71	29.10	30.55	32.08	33.68

Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	<u>36.19</u>	<u>38.00</u>	<u>39.90</u>	<u>41.89</u>	<u>43.98</u>
71410		Locomotive Mechanic, Senior	<u>47.90</u>				
71420		Railway Shop Worker	<u>29.09</u>	<u>30.55</u>	<u>32.08</u>	<u>33.68</u>	<u>35.36</u>

Section 8. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	36.19	38.00	39.90	41.89	43.98
71410		Locomotive Mechanic, Senior	47.90				
71420		Railway Shop Worker	29.09	30.55	32.08	33.68	35.36

Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	<u>38.00</u>	<u>39.90</u>	<u>41.89</u>	<u>43.98</u>	<u>46.18</u>
71410		Locomotive Mechanic, Senior	<u>50.30</u>				
71420		Railway Shop Worker	<u>30.55</u>	<u>32.08</u>	<u>33.68</u>	<u>35.36</u>	<u>37.13</u>

Section 9. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	38.00	39.90	41.89	43.98	46.18
71410		Locomotive Mechanic, Senior	50.30				
71420		Railway Shop Worker	30.55	32.08	33.68	35.36	37.13



Code	A	Job Title	1	2	3	4	5
71400		Locomotive Mechanic 1	<u>39.90</u>	<u>41.89</u>	<u>43.98</u>	<u>46.18</u>	<u>48.49</u>
71410		Locomotive Mechanic, Senior	<u>52.81</u>				
71420		Railway Shop Worker	<u>32.08</u>	<u>33.68</u>	<u>35.36</u>	<u>37.13</u>	<u>38.99</u>

Section 10. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	<u>37.89</u>				
53100		Fabrication Welder	<u>37.85</u>	<u>39.74</u>			
53350		Fire & Marine Diesel Mechanic	<u>41.34</u>				
53360		Fire & Marine Shop Supervisor	<u>51.64</u>				
53120		Machinist	<u>38.59</u>				
53380		Solid Waste Mechanic	<u>37.36</u>				
53300		Vehicle & Equipment Shop Attendant	<u>27.33</u>	<u>28.70</u>	<u>30.14</u>	<u>31.65</u>	<u>33.23</u>
53340		Vehicle & Equipment Shop Supervisor	<u>46.85</u>	<u>49.19</u>			
50990		WWTP Assistant	<u>29.24</u>	<u>30.70</u>	<u>32.23</u>		
51050		WWTP Maintenance Machinist	<u>40.28</u>	<u>42.29</u>	<u>44.40</u>		
51060		WWTP Maintenance Machinist, Senior	<u>46.50</u>	<u>48.82</u>	-		
51110		WWTP Maintenance Technician	<u>34.52</u>	<u>36.25</u>	<u>38.06</u>		

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	<u>37.08</u>	<u>38.93</u>	<u>40.88</u>		
53100		Fabrication Welder	<u>40.83</u>	<u>42.87</u>			
53350		Fire & Marine Diesel Mechanic	<u>44.98</u>				
53360		Fire & Marine Shop Supervisor	<u>56.24</u>				
53120		Machinist	<u>41.63</u>				
53380		Solid Waste Mechanic	<u>40.31</u>				
53300		Vehicle & Equipment Shop Attendant	<u>28.66</u>	<u>30.09</u>	<u>31.59</u>	<u>33.17</u>	<u>34.83</u>
53340		Vehicle & Equipment Shop Supervisor	<u>50.54</u>	<u>53.07</u>			
50990		WWTP Assistant	<u>30.64</u>	<u>32.17</u>	<u>33.78</u>		
51050		WWTP Maintenance Machinist	<u>43.45</u>	<u>45.62</u>	<u>47.90</u>		
51060		WWTP Maintenance Machinist, Senior	<u>50.16</u>	<u>52.67</u>			
51110		WWTP Maintenance Technician	<u>36.92</u>	<u>38.77</u>	<u>40.71</u>		



Section 11. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	37.08	38.93	40.88		
53100		Fabrication Welder	40.83	42.87			
53350		Fire & Marine Diesel Mechanic	44.98				
53360		Fire & Marine Shop Supervisor	56.24				
53120		Machinist	41.63				
53380		Solid Waste Mechanic	40.31				
53300		Vehicle & Equipment Shop Attendant	28.66	30.09	31.59	33.17	34.83
53340		Vehicle & Equipment Shop Supervisor	50.54	53.07			
50990		WWTP Assistant	30.64	32.17	33.78		
51050		WWTP Maintenance Machinist	43.45	45.62	47.90		
51060		WWTP Maintenance Machinist, Senior	50.16	52.67			
51110		WWTP Maintenance Technician	36.92	38.77	40.71		

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	<u>41.14</u>	<u>43.20</u>	<u>45.36</u>		
53100		Fabrication Welder	<u>42.06</u>	<u>44.16</u>			
53350		Fire & Marine Diesel Mechanic	<u>49.91</u>				
53360		Fire & Marine Shop Supervisor	<u>62.41</u>				
53120		Machinist	<u>46.20</u>				
53380		Solid Waste Mechanic	<u>42.25</u>				
53300		Vehicle & Equipment Shop Attendant	<u>29.45</u>	<u>30.92</u>	<u>32.47</u>	<u>34.09</u>	<u>35.79</u>
53340		Vehicle & Equipment Shop Supervisor	<u>52.45</u>	<u>55.07</u>			
50990		WWTP Assistant	<u>31.49</u>	<u>33.06</u>	<u>34.71</u>		
51050		WWTP Maintenance Machinist	<u>45.31</u>	<u>47.58</u>	<u>49.96</u>		
51060		WWTP Maintenance Machinist, Senior	<u>52.31</u>	<u>54.93</u>			
51110		WWTP Maintenance Technician	<u>38.51</u>	<u>40.44</u>	<u>42.46</u>		



Section 12. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	41.14	43.20	45.36		
53100		Fabrication Welder	42.06	44.16			
53350		Fire & Marine Diesel Mechanic	49.94				
53360		Fire & Marine Shop Supervisor	62.44				
53120		Machinist	46.20				
53380		Solid Waste Mechanic	42.25				
53300		Vehicle & Equipment Shop Attendant	29.45	30.92	32.47	34.09	35.79
53340		Vehicle & Equipment Shop Supervisor	52.45	55.07			
50990		WWTP Assistant	31.49	33.06	34.71		
51050		WWTP Maintenance Machinist	45.34	47.58	49.96		
51060		WWTP Maintenance Machinist, Senior	52.34	54.93			
51110		WWTP Maintenance Technician	38.54	40.44	42.46		

Code	A	Job Title	1	2	3	4	5
53320		Equipment Mechanic, Heavy	43.75	45.94	48.24		
53100		Fabrication Welder	43.31	45.48			
53350		Fire & Marine Diesel Mechanic	53.08				
53360		Fire & Marine Shop Supervisor	66.37				
53120		Machinist	48.66				
53380		Solid Waste Mechanic	43.52				
53300		Vehicle & Equipment Shop Attendant	30.32	31.84	33.43	35.10	36.86
53340		Vehicle & Equipment Shop Supervisor	54.02	56.72			
50990		WWTP Assistant	32.43	34.05	35.75		
51050		WWTP Maintenance Machinist	46.68	49.01	51.46		
51060		WWTP Maintenance Machinist, Senior	53.89	56.58			
51110		WWTP Maintenance Technician	39.67	41.65	43.73		

Section 13. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2
42060		Police Captain	94.24	95.80
42050		Police Lieutenant	79.34	83.34



Code	A	Job Title	1	2
42060		Police Captain	97.17	102.03
42050		Police Lieutenant	84.50	88.72

Section 14. That Section 1.12.355 of the TMC is hereby amended, (correcting Ordinance 28954, passed January 30, 2024), effective retroactive to February 12, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
11480		Police Digital Evidence & Records Support Specialist Analyst	35.11	36.87	36.70	40.64	42.69

Section 15. 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.

* * *

5099, 5105, 5110 An employee in the classification of Wastewater Treatment Plant Assistant (CSC 5099), Wastewater Treatment Plant Maintenance Machinist (CSC 5105), or Wastewater Treatment Plant Maintenance Technician (CSC 5110) shall receive a maximum certification premium of 3 percent above their base rate of pay for holding a Water Backflow Assembly Technician license.

5099, 5105, 5110 An employee in the classification of Wastewater Treatment Plant Assistant (CSC 5099), Wastewater Treatment Plant Maintenance Machinist (CSC 5105), or Wastewater Treatment Plant Maintenance Technician (CSC 5110), who as of January 1, 2020, is receiving the maximum certification premium of 3 percent above their base rate of pay for holding a Crane Operators certification, shall continue to receive the premium as long as they are in the classification, and per the specific terms of the collective bargaining agreement.

~~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.~~

5101, 5103 ~~Effective October 1, 2008, a~~ An employee in the classification of Wastewater Treatment Plant Operator (CSC 5101) or Senior Wastewater Treatment Plant Operator (CSC 5103) who receives a [WWTP Operator 2 certification will be eligible for an additional 2 percent in certification pay; who receives a WWTP Operator 3 certification will be eligible for an additional 6 percent in certification pay; who receives a WWTP Operator 4 certification will be eligible to receive an additional 7 percent in certification pay.](#)

5105 See 5099, 5105, 5110.

5105, 5106 An employee in the classification of Wastewater Treatment Plant Maintenance Machinist (CSC5105) or Wastewater Treatment Plant Maintenance Machinist, Senior (CSAC 5106), when assigned as a Primary Machinist, will receive an application of rate of 5 percent of their hourly rate when working unscheduled overtime while on standby duty. This applies only to the Primary Machinist.



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5105 An employee in the classification of WWTP Maintenance Machinist (CSC 5105) with a valid Crane Operators Certification will receive an applied rate of 3 percent above their base rate of pay when operating a boom truck.

5106 See 5099, 5105, 5106.

5106 See 5105, 5106.

* * *

5111 An employee in the classification of WWTP Maintenance Technician (CSC 5111), with a valid Crane Operators Certification will receive an applied rate of 3 percent above their base rate of pay when operating a boom truck.

* * *

5332 A Heavy Equipment Mechanic (CSC 5332) assigned to General Government Fleet Annex Shop with a NGVi CNG Fuel System Inspector certification will receive an applied rate of 3 percent above their base rate of pay when performing an inspection requiring such a certification.

5332 A Heavy Equipment Mechanic (CSC 5332) shall receive an applied rate of 5 percent above their base rate of pay when, at the sole discretion of management, is assigned to act in a lead capacity.

5332 An employee who meets the certification requirements established by the collective bargaining agreement, in the classifications of Heavy Equipment Mechanic (CSC 5332) shall receive an additional 5 percent over their regular rate of pay.

* * *

5338 An employee in the classification of Solid Waste Mechanic (CSC 5338) shall receive a certification premium of 3 percent above their base rate of pay for holding a Water Backflow Assembly Technician license.

5338 An employee in the classification of Solid Waste Mechanic (CSC 5338), who as of January 1, 2020, is receiving the maximum certification premium of 3 percent above their base rate of pay for holding a Crane Operators certification, shall continue to receive the premium as long as they are in the classification, per the specific terms of the collective bargaining agreement.

5338 An employee in the classification of Solid Waste Mechanic (CSC 5338) with a valid Crane Operators Certification will receive an applied rate of 3 percent above their base rate of pay when operating a boom truck. An employee receiving the maximum certification premium for holding a Crane Operators certification as of January 1, 2020, is not eligible for this application rate.

* * *

7101 A Railway Yard Clerk (CSC 7101), when assigned by management as training coordinator, shall be paid one hour of straight time pay for each day so assigned.

7101 A Railway Yard Clerk (CSC 7101) employed on the date of union ratification of the 2024-26 collective bargaining agreement will receive a one-time, lump sum payment of \$2,000.

7101 A VEBA eligible Railway Yard Clerk (CSC 7101) as soon as administratively practicable and following City Council ratification of the 2024-26 collective bargaining agreement, and per the terms of the agreement, will receive a one-time payment into their individual VEBA account based on the eligible employee's years of service with Tacoma Rail.

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Section 16. That Section 1 is effective retroactive to January 1, 2023, that Sections 2, 4, 7, 10, and 13 are effective retroactive to January 1, 2024, that Sections 3, 5, 8, and 11 are effective January 1, 2025, that Sections 6, 9, and 12 are effective January 1, 2026, that Section 14 is effective retroactive to February 12, 2024, and Section 15 is effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney