



## Legislation Passed January 30, 2024

The Tacoma City Council, at its regular City Council meeting of January 30, 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.

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### **Resolution No. 41349**

A resolution authorizing an increase and extending the contract with Rebuilding Hope! Sexual Assault Center of Pierce County, in the amount of \$290,875, plus applicable taxes, for a cumulative total of \$606,750, budgeted from various department funds, for sexual assault services and outreach, through December 31, 2024  
- Contract No. CW2254935.

[Vicky McLaurin, Systems and Strategy Division Manager;  
Allyson Griffith, Director, Neighborhood and Community Services]

### **Resolution No. 41350**

A resolution setting Tuesday, February 20, 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 consideration for extending an existing moratorium on certain uses within the South Tacoma Groundwater Protection District as recommended by the Infrastructure, Planning, and Sustainability Committee.

[Maryam Moeinian, Senior Planner; Peter Huffman, Director,  
Planning and Development Services]

### **Resolution No. 41351**

A resolution appointing Alexandra Abplanalp to the Citizen Commission on Elected Salaries.

[Kari Louie, Assistant Director; Shelby Fritz, Director, Human Resources]

### **Resolution No. 41352**

A resolution authorizing the execution of a Multi-Family Housing 12-Year Limited Property Tax Exemption Agreement with 709 E 34TH ST LLC and Farrow Real Estate Holdings LLC, for the development of 12 multi-family market and regulated rate rental housing units, located at 709 East 34th Street, in the McKinley Mixed-Use Center.

[Debbie Bingham, Program Manager; Jeff Robinson, Director,  
Community and Economic Development]

### **Resolution No. 41353**

A resolution authorizing the execution of a Letter of Agreement with the Tacoma Firefighters Union, Local 31, regarding Christmas holiday scheduling.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

**Resolution No. 41354**

A resolution authorizing the one-time use of Council Contingency Funds, in the amount of \$10,000, to support the distribution of 500 Raising Girls winter care bags with essential hygiene items and winter warm items to youth and young adults in the City.  
[Council Member Daniels]

**Ordinance No. 28954**

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 Teamsters Local Union No. 117, General Unit, effective retroactive to January 1, 2023, through December 31, 2025.  
[Kari Louie, Assistant Director; Shelby Fritz, Director, Human Resources]



## RESOLUTION NO. 41349

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and  
2 the furnishing of services; authorizing an increase and extending the contract  
3 with Rebuilding Hope! Sexual Assault Center of Pierce County, in the  
4 amount of \$290,875, plus applicable taxes, for a cumulative contract total of  
5 \$606,750, budgeted from various department funds, for sexual assault  
6 services and outreach, through December 31, 2024, pursuant to Contract  
7 No. CW2254935.

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

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

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

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

18 Section 2. That the proper officers of the City are hereby authorized to  
19 increase and extend the contract with Rebuilding Hope! Sexual Assault Center of  
20 Pierce County, in the amount of \$290,875, plus applicable taxes, for a cumulative  
21 contract total of \$606,750, budgeted from the General and Human Rights & Human  
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1 Services Funds, for sexual assault services and outreach, to extend the contract  
2 to December 31, 2024, pursuant to Contract No. CW2254935, consistent with  
3 Exhibit "A."

4  
5 Adopted \_\_\_\_\_

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\_\_\_\_\_  
Mayor

8 Attest:

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

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12 Approved as to form:

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City Attorney

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## RESOLUTION NO. 41350

1 A RESOLUTION setting Tuesday, February 20, 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 consideration for extending an existing moratorium  
4 on certain uses within the South Tacoma Groundwater Protection District, as  
5 recommended by the Infrastructure, Planning, and Sustainability Committee.

6 WHEREAS the City Council adopted Amended Substitute Resolution No.  
7 40985, on June 28, 2022, approving the Work Plan for the South Tacoma  
8 Ground Protection District (“STGPD”) Code Amendments, and directed the  
9 Planning Commission to conduct a public process to develop findings of fact  
10 and recommendations as to whether a moratorium on heavy industrial uses and  
11 storage of hazardous materials within the STGPD is warranted, and

12 WHEREAS the City Council’s initiation of the STGPD moratorium  
13 consideration was in response to public comments received by the Planning  
14 Commission and the City Council during the review and adoption processes for  
15 the 2022 Annual Amendment to the Comprehensive Plan, and

16 WHEREAS the Planning Commission conducted four meetings in  
17 response to public comments regarding the moratorium, and

18 WHEREAS the Planning Commission completed its review and  
19 deliberations of the matter through a public process, and forwarded its Findings  
20 of Fact and Recommendations Report, along with a letter of recommendation,  
21 to the City Council for consideration on August 17, 2022, and

22 WHEREAS a summary of this recommendation is as follows:

23 (1) That the City Council consider enacting a targeted and specific  
24 moratorium on the establishment of the following uses: Underground storage  
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tanks; Metal recycling/auto wrecking; Vehicle service and repair; Vehicle  
1 service and repair – industrial; (2) That the moratorium should additionally limit  
2 the expansion of existing facilities but allow for normal maintenance, repair, and  
3 replacement activities of existing uses; and (3) The duration of the moratorium  
4 should apply initially for a period of one year, to be resolved through the  
5 STGPD code update, and  
6

7 WHEREAS, in response, the City Council referred the recommendation to  
8 the Infrastructure, Planning, and Sustainability (“IPS”) Committee for further  
9 consideration, and following that referral, the IPS Committee, on November 30,  
10 2022, approved the following amendments to the Planning Commission proposal,  
11 and forwarded the amended moratorium proposal to the City Council:  
12

13 1. Use Categories: The IPS Committee did not find sufficient risk to  
14 groundwater resources from the establishment or expansion of vehicle service  
15 and repair, or industrial vehicle service and repair uses to warrant a moratorium.  
16 Therefore, the moratorium should apply only to the metal recycling/auto wrecking  
17 and underground storage tanks;  
18

19 2. Expansion of Existing Uses: The IPS Committee found that a  
20 moratorium that is too restrictive on the expansion of existing uses could have the  
21 counter effect of prohibiting improvements that provide environmental benefit or  
22 reduce the risks and impacts of existing uses. Therefore, the moratorium should  
23 allow for reasonable facility and site development that improves environmental  
24 outcomes while avoiding the introduction of new risks to the City’s groundwater  
25 resources, and  
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1 WHEREAS, on March 7, 2023, the City Council adopted Ordinance No.  
2 28872, enacting a moratorium on certain uses within the STGPD as  
3 recommended by the IPS Committee, and

4 WHEREAS the moratorium in Ordinance No. 28872 became effective  
5 March 20, 2023, and was enacted for an initial period of up to one year, to expire  
6 on March 20, 2024, and

7 WHEREAS, on December 20, 2023, the Planning Commission affirmed an  
8 updated timeline to complete the STGPD code review concurrent with the One  
9 Tacoma Plan update, scheduled to be completed by mid-2025, and  
10

11 WHEREAS, the initial moratorium was intended to be in effect for the  
12 duration of the STGPD code review and amendment process, and

13 WHEREAS the City desires to fix a time and date for public hearing for the  
14 purpose of considering the proposed extension of the existing moratorium on  
15 certain uses within the STGPD; Now, Therefore,  
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17 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

18 Section 1. That Tuesday, February 20, 2024, upon completion of  
19 Regular Agenda Items, no earlier than 5:15 p.m., is hereby fixed as the time,  
20 and the City Council Chambers on the First Floor of the Tacoma Municipal  
21 Building, 747 Market Street, Tacoma, Washington, and may be offered in a  
22 hybrid format that includes a remote option, as the place when and where a  
23 public hearing shall be held on the extension of the moratorium on certain uses  
24 within the South Tacoma Groundwater Protection District, as recommended by  
25 the Infrastructure, Planning, and Sustainability Committee.  
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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. 41351

1 A RESOLUTION relating to committees, boards, and commissions; appointing  
2 Alexandra Abplanalp to the Citizen Commission on Elected Salaries to fill an  
unexpired term for Council District No. 3, to expire September 30, 2026.

3 WHEREAS the Citizen Commission on Elected Salaries (“Commission”)  
4 shall consist of seven members appointed as follows: five members, one from each  
5 City Council district, selected by lot by the Pierce County Auditor from registered  
6 City of Tacoma voters eligible to vote at the time of selection; and two members  
7 who are residents of the City of Tacoma, to be appointed by the Mayor and  
8 confirmed by the City Council, one with experience in human resource management  
9 and the other with experience in the legal profession, and  
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12 WHEREAS a vacancy exists on the Commission, and

13 WHEREAS, pursuant to City Charter Section 2.3, Alexandra Abplanalp has  
14 been selected by the Auditor to serve on the Commission; Now, Therefore,

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

16 That Alexandra Abplanalp is hereby confirmed and appointed as a member  
17 of the Citizen Commission on Elected Salaries, for the Council District No. 3  
18 position, to expire September 30, 2026.  
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20 Adopted \_\_\_\_\_

21 \_\_\_\_\_  
Mayor

22 Attest:  
23 \_\_\_\_\_  
24 City Clerk

25 Approved as to form:  
26 \_\_\_\_\_  
City Attorney



## RESOLUTION NO. 41352

1 A RESOLUTION relating to the multi-family property tax exemption program;  
 2 authorizing the execution of a Multi-Family Housing 12-Year Limited Property  
 3 Tax Exemption Agreement with 709 E 34th Street LLC and Farrow Real  
 4 Estate Holdings LLC, for the development of 12 multi-family market-rate and  
 affordable rental housing units to be located at 709 East 34th Street in the  
 McKinley Mixed-Use Center.

5 WHEREAS the City has, pursuant to Chapter 84.14 of the Revised Code of  
 6 Washington, designated several Residential Target Areas for the allowance of a  
 7 limited property tax exemption for new multi-family residential housing, and  
 8

9 WHEREAS the City has, through Ordinance No. 25789, enacted a program  
 10 whereby property owners in Residential Target Areas may qualify for a Final  
 11 Certificate of Tax Exemption which certifies to the Pierce County  
 12 Assessor-Treasurer that the owner is eligible to receive a limited property tax  
 13 exemption, and  
 14

15 WHEREAS 709 E 34th Street LLC and Farrow Real Estate Holdings LLC are  
 16 proposing to develop 12 new market-rate and affordable rental housing units to  
 17 consist of:

Number of Units	Type of Unit	Average Size
Market Rate		
3	Studio	450 Square Feet
2	One bedroom, one bath	534 Square Feet
4	Two bedroom, one bath	630 Square Feet
Affordable Rate		
2	Studio	450 Square Feet
1	Two bedroom, one bath	630 Square Feet

23 WHEREAS the affordable units will be rented to households whose income  
 24 is at or below 70 percent of Pierce County Area Median Income, adjusted for  
 25 household size, as determined by the Department of Housing and Urban  
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Development on an annual basis, and rent will be capped at 30 percent of those income levels, adjusted annually, and

WHEREAS the project will also include five on-site residential parking stalls, and

WHEREAS the Director of Community and Economic Development has reviewed the proposed property tax exemption and recommends that a conditional property tax exemption be awarded for the property located at 709 East 34th Street in the McKinley Mixed-Use Center, as more particularly described in the attached Exhibit "A"; Now, Therefore,

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

Section 1. That the City Council does hereby approve and authorize a conditional property tax exemption, for a period of 12 years, to 709 E 34th Street LLC and Farrow Real Estate Holdings LLC, for the property located at 709 East 34th Street in the McKinley Mixed-Use Center, as more particularly described in the attached Exhibit "A."



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Section 2. That the proper officers of the City are authorized to execute a Multi-Family Housing 12-Year Limited Property Tax Exemption Agreement with 709 E 34th Street LLC and Farrow Real Estate Holdings LLC, said document to be substantially in the form of the proposed agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
\_\_\_\_\_  
City Clerk

Approved as to form:  
\_\_\_\_\_  
Deputy City Attorney

Legal description approved:  
\_\_\_\_\_  
Chief Surveyor  
Public Works Department



**EXHIBIT "A"**

**PROJECT DESCRIPTION**

Number of Units	Type of Unit	Average Size	Expected Rental Rate
<b>Market Rate</b>			
3	Studio	450 Square Feet	\$1,350
2	One bedroom, one bath	534 Square Feet	\$1,600
4	Two bedroom, one bath	630 Square Feet	\$1,750
<b>Affordable Rate</b>			
2	Studio	450 Square Feet	\$1,247 (including utility allowance)
1	Two bedroom, one bath	630 Square Feet	\$1,603 (including utility allowance)

The affordable units will be rented to households whose income is at or below 70% of Pierce County AMI, adjusted for household size, as determined by HUD on an annual basis. Rent will be capped at 30% of those income levels, adjusted annually. The project will include five parking stalls.

**LEGAL DESCRIPTION**

Tax Parcel: 2084270020

Legal Description:

LOTS 4 AND 5, BLOCK 8427, TACOMA LAND COMPANY'S FIRST ADDITION TO TACOMA, W.T., ACCORDIG TO THE PLAT THEREOF FILED FOR RECORD JULY 7, 1884 IN THE OFFICE OF THE COUNTY AUDITOR, RECORDS OF PIERCE COUNTY, WASHINGTON.

SITUATE IN THE CITY OF TACOMA, COUNTY OF PIERCE, STATE OF WASHINGTON.



## RESOLUTION NO. 41353

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a  
2 Letter of Agreement negotiated between the City of Tacoma and the Tacoma  
3 Firefighters Union, Local 31, regarding 2023 Christmas holiday scheduling.

4 WHEREAS the City has, for years, adopted the policy of collective  
5 bargaining between the various labor organizations representing employees and  
6 the administration, and

7 WHEREAS Resolution No. 41148, adopted March 7, 2023, authorized the  
8 execution of the three-year Collective Bargaining Agreement ("CBA") between the  
9 City of Tacoma and the Tacoma Firefighters Union, Local 31 ("Union"), on behalf of  
10 the employees represented by said Union, and

11 WHEREAS the City and Union have negotiated a Letter of Agreement  
12 ("LOA") to the CBA which provides for the following: (1) allowing employees to  
13 volunteer for overtime at least 48 hours in advance of the holiday to fill schedule  
14 vacancies for Christmas Day of 2023, and (2) as an incentive to volunteers, and to  
15 avoid or minimize mandatory overtime of Christmas Day of 2023, employees who  
16 volunteer will be paid at double time rate for work performed on Christmas Day of  
17 2023, and  
18 2023, and

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20 WHEREAS it appears in the best interest of the City that the LOA negotiated  
21 by said Union and the City be approved; Now, Therefore,  
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the Letter of Agreement negotiated between the City of Tacoma and the Tacoma Firefighters Union, Local 31, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## RESOLUTION NO. 41354

1 BY REQUEST OF COUNCIL MEMBERS DANIELS, RUMBAUGH, AND WALKER

2 A RESOLUTION authorizing the one-time use of funds in the amount of \$10,000,  
3 budgeted from the Council Contingency Fund, to support the distribution of  
4 500 Raising Girls winter care bags with essential hygiene items and winter  
5 warm items to youth and young adults in the City.

6 WHEREAS the Raising Girls non-profit organization (“Raising Girls”), as a  
7 trusted community resource, partners with schools and local organizations to  
8 address hygiene insecurity and period poverty by providing and distributing care  
9 bags with essential products to elementary, middle, and high school students and  
10 young adults in need in the Puget Sound area, and

11 WHEREAS this sponsorship will allow Raising Girls to improve the health  
12 and well-being of students, encourage school attendance, and promote pride and  
13 dignity among young people by providing 500 students with hygiene products and  
14 winter warm items, and

15 WHEREAS Raising Girls has purchased, packed, and distributed more than  
16 12,000 care bags to date and has partnered with nearly 97 schools, the Boys and  
17 Girls Clubs, Metro Parks, Eastside Community Center, People’s Center, and the  
18 Tacoma Urban League, and

19 WHEREAS Raising Girls mainly focuses on schools that have the highest  
20 free and reduced lunch percentages, enabling them to support those most in need,  
21 and

22 WHEREAS youths who cannot afford hundreds of dollars a year on  
23 menstrual products often resort to problematic alternatives such as toilet paper,  
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1 paper towels, fast food napkins, rags, and socks or extend the use of menstrual  
2 products, and

3 WHEREAS the lack of access to proper and sufficient menstrual hygiene  
4 products can lead to health issues, infections, and toxic shock syndrome, and  
5 can also lead to anxiety and depression at a critical time in a young person's  
6 development, and

7 WHEREAS furthermore those who lack access to proper menstrual hygiene  
8 products are often absent from school during their periods, which is detrimental to  
9 their education, and

10 WHEREAS without proper period protection, students can become reluctant  
11 to participate in important confidence-building activities in the classroom, on the  
12 sports field, and in other extra-curricular school programs at a critical time in their  
13 development, and

14 WHEREAS each winter care bag costs approximately \$20.00 and contains  
15 full-sized hygiene supplies, including menstrual products, body wash, deodorant,  
16 shampoo, conditioner, toothpaste, toothbrush brush, lotion, washcloths, and also  
17 includes warm hats, scarves, socks, and gloves, and

18 WHEREAS Raising Girls includes menstrual hygiene information and hand-  
19 written notes of love reminding young people to feel pride in who they are, and

20 WHEREAS, at the January 23, 2024, Study Session, Council Members  
21 Daniels, Rumbaugh and Walker shared a Council Consideration Request to  
22 authorize the one-time use of \$10,000, from the Council Contingency Fund for the  
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1 distribution of 500 Raising Girls winter care bags with essential hygiene items and  
2 warm winter items to youth and young adults in the City, and

3 WHEREAS City staff will execute a one-time donation in support of Raising  
4 Girls "winter care bags", and

5 WHEREAS RCW 35.34.250 and 35.34.260 authorize a withdrawal from the  
6 Council Contingency Fund for any municipal expense, the necessity or extent of  
7 which could not have been foreseen or reasonably evaluated at the time of  
8 adopting the budget, and

9 WHEREAS Ordinance No. 22569 requires an affirmative vote of not less  
10 than six members of the Council in order to withdraw moneys from this fund; Now,  
11 Therefore,

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

13 Section 1. That one-time funding in the amount of \$10,000, budgeted from  
14 the Council Contingency Fund, is hereby approved for the purpose of supporting  
15 the distribution of 500 winter care bags with essential hygiene items and warm  
16 winter items to youth and young adults in the City.  
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Section 2. That the proper officers of the City are hereby authorized to confirm deliverables with Raising Girls for the purposes hereinabove enumerated, and document as appropriate.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



# ORDINANCE NO. 28954

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 Teamsters Local Union No. 117, General  
 Unit, and declaring the effective dates thereof.

4 BE IT ORDAINED BY THE CITY OF TACOMA:

5 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 6 amended, effective retroactive to January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	27.15	28.50	29.92	31.42	33.00	
50160		Asphalt Plant Crew Leader	37.66	39.54	41.52			
50150		Asphalt Plant Operator	32.83	34.48	36.20			
52010		Carpenter	37.82					
52100		Concrete Finisher Crew Leader	37.68	39.56				
11010		Crime Analyst	33.42	35.08	36.83	38.67	40.61	42.65
11020		Crime Analyst, Senior	38.33	40.26	42.27	44.39	46.61	48.94
10990		Crime Program Technician	27.88	29.27	30.74	32.28	33.90	35.59
42100		Crime Scene Technician	31.46	33.04	34.69	36.42	38.24	
50200		Equipment Operator	34.62					
50210		Equipment Operator, Heavy	36.50	38.32				
42080		Forensic Specialist	34.60	36.33	38.14	40.05	42.05	
50410		Grounds Maintenance Crew Leader	34.18	35.89	37.68	39.56		
50400		Grounds Maintenance Worker	27.32	28.68	30.12	31.63		
50470		Hydro Grounds Maintenance Worker	27.32	28.68	30.12	31.63		
50010		Laborer	18.60	19.54	20.51			
42120		Latent Print Examiner	38.08	39.98	41.98	44.08	46.28	
52050		Painter, Industrial	29.90	31.40	32.98	34.62	36.35	
00160		Police Administrative Support Specialist	27.25	28.61	30.05	31.54	33.12	
06280		Refuse Scale Operator	28.89	30.33				
06270		Solid Waste Worker	23.61	24.80	26.03	27.33	28.69	
50250		Street Maintenance Crew Leader	34.18	35.89	37.68	39.56		
50020		Street Maintenance Worker	27.32	28.68	30.12	31.63		
05300		Tax & License Field Auditor	35.32	37.08	38.94	40.89	42.92	
05310		Tax & License Field Auditor, Senior	38.50	40.42	42.44	44.56	46.80	
05290		Tax & License Office Auditor	33.00	34.64	36.37	38.18	40.09	
05250		Tax License Compliance Officer	36.45	38.27	40.19	42.21	44.32	
05270		Tax License Compliance Officer, Lead	40.10	42.11	44.22	46.43	48.75	



Code	A	Job Title	1	2	3	4	5	6
50230		Traffic Sign & Marking Specialist	<u>27.68</u>	<u>29.06</u>	<u>30.52</u>	<u>32.05</u>	<u>33.65</u>	

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<u>29.63</u>	<u>31.11</u>	<u>32.67</u>	<u>34.30</u>	<u>36.02</u>	
50160		Asphalt Plant Crew Leader	<u>40.14</u>	<u>42.15</u>	<u>44.26</u>			
50150		Asphalt Plant Operator	<u>35.00</u>	<u>36.75</u>	<u>38.59</u>			
52010		Carpenter	<u>40.32</u>					
52100		Concrete Finisher Crew Leader	<u>40.16</u>	<u>42.17</u>				
11010		Crime Analyst	<u>35.63</u>	<u>37.41</u>	<u>39.28</u>	<u>41.24</u>	<u>43.30</u>	<u>45.46</u>
11020		Crime Analyst, Senior	<u>40.88</u>	<u>42.92</u>	<u>45.07</u>	<u>47.32</u>	<u>49.69</u>	<u>52.17</u>
10990		Crime Program Technician	<u>29.72</u>	<u>31.21</u>	<u>32.77</u>	<u>34.41</u>	<u>36.13</u>	<u>37.94</u>
42100		Crime Scene Technician	<u>33.53</u>	<u>35.21</u>	<u>36.97</u>	<u>38.82</u>	<u>40.76</u>	
50200		Equipment Operator	<u>36.90</u>					
50210		Equipment Operator, Heavy	<u>38.90</u>	<u>40.85</u>				
42080		Forensic Specialist	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.28</u>	<u>44.39</u>	
50410		Grounds Maintenance Crew Leader	<u>36.43</u>	<u>38.25</u>	<u>40.16</u>	<u>42.17</u>		
50400		Grounds Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
50470		Hydro Grounds Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
50010		Laborer	<u>19.64</u>	<u>20.62</u>	<u>21.65</u>			
42120		Latent Print Examiner	<u>40.19</u>	<u>42.20</u>	<u>44.31</u>	<u>46.53</u>	<u>48.86</u>	
52050		Painter, Industrial	<u>31.88</u>	<u>33.47</u>	<u>35.14</u>	<u>36.90</u>	<u>38.75</u>	
00160		Police Administrative Support Specialist	<u>29.05</u>	<u>30.50</u>	<u>32.03</u>	<u>33.63</u>	<u>35.31</u>	
06280		Refuse Scale Operator	<u>30.79</u>	<u>32.33</u>				
06270		Solid Waste Worker	<u>25.15</u>	<u>26.41</u>	<u>27.73</u>	<u>29.12</u>	<u>30.58</u>	
50250		Street Maintenance Crew Leader	<u>36.43</u>	<u>38.25</u>	<u>40.16</u>	<u>42.17</u>		
50020		Street Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
05300		Tax & License Field Auditor	<u>37.28</u>	<u>39.14</u>	<u>41.10</u>	<u>43.15</u>	<u>45.31</u>	
05310		Tax & License Field Auditor, Senior	<u>40.66</u>	<u>42.69</u>	<u>44.82</u>	<u>47.06</u>	<u>49.41</u>	
05290		Tax & License Office Auditor	<u>34.82</u>	<u>36.56</u>	<u>38.39</u>	<u>40.31</u>	<u>42.33</u>	
05250		Tax License Compliance Officer	<u>38.50</u>	<u>40.42</u>	<u>42.44</u>	<u>44.56</u>	<u>46.79</u>	
05270		Tax License Compliance Officer, Lead	<u>42.35</u>	<u>44.47</u>	<u>46.69</u>	<u>49.02</u>	<u>51.47</u>	
50230		Traffic Sign & Marking Specialist	<u>29.50</u>	<u>30.98</u>	<u>32.53</u>	<u>34.16</u>	<u>35.87</u>	

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

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<u>29.63</u>	<u>31.11</u>	<u>32.67</u>	<u>34.30</u>	<u>36.02</u>	
50160		Asphalt Plant Crew Leader	<u>40.14</u>	<u>42.15</u>	<u>44.26</u>			
50150		Asphalt Plant Operator	<u>35.00</u>	<u>36.75</u>	<u>38.59</u>			



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Code	A	Job Title	1	2	3	4	5	6
52010		Carpenter	<u>40.32</u>					
52100		Concrete Finisher Crew Leader	<u>40.16</u>	<u>42.17</u>				
11010		Crime Analyst	<u>35.63</u>	<u>37.41</u>	<u>39.28</u>	<u>41.24</u>	<u>43.30</u>	<u>45.46</u>
11020		Crime Analyst, Senior	<u>40.88</u>	<u>42.92</u>	<u>45.07</u>	<u>47.32</u>	<u>49.69</u>	<u>52.17</u>
10990		Crime Program Technician	<u>29.72</u>	<u>31.21</u>	<u>32.77</u>	<u>34.41</u>	<u>36.13</u>	<u>37.94</u>
42100		Crime Scene Technician	<u>33.53</u>	<u>35.21</u>	<u>36.97</u>	<u>38.82</u>	<u>40.76</u>	
50200		Equipment Operator	<u>36.90</u>					
50210		Equipment Operator, Heavy	<u>38.90</u>	<u>40.85</u>				
42080		Forensic Specialist	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.28</u>	<u>44.39</u>	
50410		Grounds Maintenance Crew Leader	<u>36.43</u>	<u>38.25</u>	<u>40.16</u>	<u>42.17</u>		
50400		Grounds Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
50470		Hydro Grounds Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
50010		Laborer	<u>19.64</u>	<u>20.62</u>	<u>21.65</u>			
42120		Latent Print Examiner	<u>40.19</u>	<u>42.20</u>	<u>44.31</u>	<u>46.53</u>	<u>48.86</u>	
52050		Painter, Industrial	<u>31.88</u>	<u>33.47</u>	<u>35.14</u>	<u>36.90</u>	<u>38.75</u>	
00160		Police Administrative Support Specialist	<u>29.05</u>	<u>30.50</u>	<u>32.03</u>	<u>33.63</u>	<u>35.31</u>	
06280		Refuse Scale Operator	<u>30.79</u>	<u>32.33</u>				
06270		Solid Waste Worker	<u>25.15</u>	<u>26.41</u>	<u>27.73</u>	<u>29.12</u>	<u>30.58</u>	
50250		Street Maintenance Crew Leader	<u>36.43</u>	<u>38.25</u>	<u>40.16</u>	<u>42.17</u>		
50020		Street Maintenance Worker	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	<u>33.72</u>		
05300		Tax & License Field Auditor	<u>37.28</u>	<u>39.14</u>	<u>41.10</u>	<u>43.15</u>	<u>45.31</u>	
05310		Tax & License Field Auditor, Senior	<u>40.66</u>	<u>42.69</u>	<u>44.82</u>	<u>47.06</u>	<u>49.41</u>	
05290		Tax & License Office Auditor	<u>34.82</u>	<u>36.56</u>	<u>38.39</u>	<u>40.31</u>	<u>42.33</u>	
05250		Tax License Compliance Officer	<u>38.50</u>	<u>40.42</u>	<u>42.44</u>	<u>44.56</u>	<u>46.79</u>	
05270		Tax License Compliance Officer, Lead	<u>42.35</u>	<u>44.47</u>	<u>46.69</u>	<u>49.02</u>	<u>51.47</u>	
50230		Traffic Sign & Marking Specialist	<u>29.50</u>	<u>30.98</u>	<u>32.53</u>	<u>34.16</u>	<u>35.87</u>	

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<u>31.51</u>	<u>33.08</u>	<u>34.74</u>	<u>36.48</u>	<u>38.31</u>	
50160		Asphalt Plant Crew Leader	<u>41.86</u>	<u>43.96</u>	<u>46.16</u>			
50150		Asphalt Plant Operator	<u>36.50</u>	<u>38.33</u>	<u>40.25</u>			
52010		Carpenter	<u>41.84</u>					
52100		Concrete Finisher Crew Leader	<u>41.88</u>	<u>43.98</u>				
11010		Crime Analyst	<u>36.79</u>	<u>38.63</u>	<u>40.56</u>	<u>42.59</u>	<u>44.71</u>	<u>46.94</u>
11020		Crime Analyst, Senior	<u>42.21</u>	<u>44.32</u>	<u>46.54</u>	<u>48.86</u>	<u>51.31</u>	<u>53.87</u>
10990		Crime Program Technician	<u>30.69</u>	<u>32.23</u>	<u>33.84</u>	<u>35.53</u>	<u>37.31</u>	<u>39.18</u>
42100		Crime Scene Technician	<u>35.14</u>	<u>36.90</u>	<u>38.75</u>	<u>40.69</u>	<u>42.72</u>	
50200		Equipment Operator	<u>38.29</u>					
50210		Equipment Operator, Heavy	<u>40.37</u>	<u>42.39</u>				



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Code	A	Job Title	1	2	3	4	5	6
42080		Forensic Specialist	<a href="#">37.52</a>	<a href="#">39.40</a>	<a href="#">41.38</a>	<a href="#">43.44</a>	<a href="#">45.61</a>	
50410		Grounds Maintenance Crew Leader	<a href="#">37.99</a>	<a href="#">39.89</a>	<a href="#">41.88</a>	<a href="#">43.98</a>		
50400		Grounds Maintenance Worker	<a href="#">30.37</a>	<a href="#">31.89</a>	<a href="#">33.49</a>	<a href="#">35.17</a>		
50470		Hydro Grounds Maintenance Worker	<a href="#">30.37</a>	<a href="#">31.89</a>	<a href="#">33.49</a>	<a href="#">35.17</a>		
50010		Laborer	<a href="#">20.38</a>	<a href="#">21.40</a>	<a href="#">22.47</a>			
42120		Latent Print Examiner	<a href="#">41.30</a>	<a href="#">43.36</a>	<a href="#">45.53</a>	<a href="#">47.81</a>	<a href="#">50.20</a>	
52050		Painter, Industrial	<a href="#">33.17</a>	<a href="#">34.82</a>	<a href="#">36.56</a>	<a href="#">38.39</a>	<a href="#">40.31</a>	
00160		Police Administrative Support Specialist	<a href="#">30.15</a>	<a href="#">31.65</a>	<a href="#">33.24</a>	<a href="#">34.90</a>	<a href="#">36.64</a>	
06280		Refuse Scale Operator	<a href="#">31.95</a>	<a href="#">33.55</a>				
06270		Solid Waste Worker	<a href="#">26.10</a>	<a href="#">27.41</a>	<a href="#">28.78</a>	<a href="#">30.22</a>	<a href="#">31.74</a>	
50250		Street Maintenance Crew Leader	<a href="#">37.99</a>	<a href="#">39.89</a>	<a href="#">41.88</a>	<a href="#">43.98</a>		
50020		Street Maintenance Worker	<a href="#">30.37</a>	<a href="#">31.89</a>	<a href="#">33.49</a>	<a href="#">35.17</a>		
05300		Tax & License Field Auditor	<a href="#">38.40</a>	<a href="#">40.32</a>	<a href="#">42.34</a>	<a href="#">44.45</a>	<a href="#">46.67</a>	
05310		Tax & License Field Auditor, Senior	<a href="#">41.88</a>	<a href="#">43.97</a>	<a href="#">46.17</a>	<a href="#">48.48</a>	<a href="#">50.90</a>	
05290		Tax & License Office Auditor	<a href="#">35.87</a>	<a href="#">37.66</a>	<a href="#">39.54</a>	<a href="#">41.52</a>	<a href="#">43.60</a>	
05250		Tax License Compliance Officer	<a href="#">39.66</a>	<a href="#">41.64</a>	<a href="#">43.72</a>	<a href="#">45.90</a>	<a href="#">48.20</a>	
05270		Tax License Compliance Officer, Lead	<a href="#">43.62</a>	<a href="#">45.81</a>	<a href="#">48.09</a>	<a href="#">50.49</a>	<a href="#">53.02</a>	
50230		Traffic Sign & Marking Specialist	<a href="#">30.77</a>	<a href="#">32.31</a>	<a href="#">33.93</a>	<a href="#">35.63</a>	<a href="#">37.41</a>	

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<a href="#">31.51</a>	<a href="#">33.08</a>	<a href="#">34.74</a>	<a href="#">36.48</a>	<a href="#">38.31</a>	
50160		Asphalt Plant Crew Leader	<a href="#">41.86</a>	<a href="#">43.96</a>	<a href="#">46.16</a>			
50150		Asphalt Plant Operator	<a href="#">36.50</a>	<a href="#">38.33</a>	<a href="#">40.25</a>			
52010		Carpenter	<a href="#">41.84</a>					
52100		Concrete Finisher Crew Leader	<a href="#">41.88</a>	<a href="#">43.98</a>				
11010		Crime Analyst	<a href="#">36.79</a>	<a href="#">38.63</a>	<a href="#">40.56</a>	<a href="#">42.59</a>	<a href="#">44.71</a>	<a href="#">46.94</a>
11020		Crime Analyst, Senior	<a href="#">42.21</a>	<a href="#">44.32</a>	<a href="#">46.54</a>	<a href="#">48.86</a>	<a href="#">51.31</a>	<a href="#">53.87</a>
10990		Crime Program Technician	<a href="#">30.69</a>	<a href="#">32.23</a>	<a href="#">33.84</a>	<a href="#">35.53</a>	<a href="#">37.31</a>	<a href="#">39.18</a>
42100		Crime Scene Technician	<a href="#">35.14</a>	<a href="#">36.90</a>	<a href="#">38.75</a>	<a href="#">40.69</a>	<a href="#">42.72</a>	
50200		Equipment Operator	<a href="#">38.29</a>					
50210		Equipment Operator, Heavy	<a href="#">40.37</a>	<a href="#">42.39</a>				
42080		Forensic Specialist	<a href="#">37.52</a>	<a href="#">39.40</a>	<a href="#">41.38</a>	<a href="#">43.44</a>	<a href="#">45.61</a>	
50410		Grounds Maintenance Crew Leader	<a href="#">37.99</a>	<a href="#">39.89</a>	<a href="#">41.88</a>	<a href="#">43.98</a>		
50400		Grounds Maintenance Worker	<a href="#">30.37</a>	<a href="#">31.89</a>	<a href="#">33.49</a>	<a href="#">35.17</a>		
50470		Hydro Grounds Maintenance Worker	<a href="#">30.37</a>	<a href="#">31.89</a>	<a href="#">33.49</a>	<a href="#">35.17</a>		
50010		Laborer	<a href="#">20.38</a>	<a href="#">21.40</a>	<a href="#">22.47</a>			



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Code	A	Job Title	1	2	3	4	5	6
42120		Latent Print Examiner	41.30	43.36	45.53	47.81	50.20	
52050		Painter, Industrial	33.17	34.82	36.56	38.39	40.31	
00160		Police Administrative Support Specialist	30.15	31.65	33.24	34.90	36.64	
06280		Refuse Scale Operator	31.95	33.55				
06270		Solid Waste Worker	26.10	27.41	28.78	30.22	31.74	
50250		Street Maintenance Crew Leader	37.99	39.89	41.88	43.98		
50020		Street Maintenance Worker	30.37	31.89	33.49	35.17		
05300		Tax & License Field Auditor	38.40	40.32	42.34	44.45	46.67	
05310		Tax & License Field Auditor, Senior	41.88	43.97	46.17	48.48	50.90	
05290		Tax & License Office Auditor	35.87	37.66	39.54	41.52	43.60	
05250		Tax License Compliance Officer	39.66	41.64	43.72	45.90	48.20	
05270		Tax License Compliance Officer, Lead	43.62	45.81	48.09	50.49	53.02	
50230		Traffic Sign & Marking Specialist	30.77	32.31	33.93	35.63	37.41	

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	32.46	34.07	35.78	37.57	39.46	
50160		Asphalt Plant Crew Leader	42.49	44.62	46.85			
50150		Asphalt Plant Operator	37.05	38.90	40.85			
52010		Carpenter	42.26					
52100		Concrete Finisher Crew Leader	42.51	44.64				
11010		Crime Analyst	37.16	39.02	40.97	43.02	45.16	47.41
11020		Crime Analyst, Senior	42.63	44.76	47.01	49.35	51.82	54.41
10990		Crime Program Technician	31.00	32.55	34.18	35.89	37.68	39.57
42100		Crime Scene Technician	35.67	37.45	39.33	41.30	43.36	
50200		Equipment Operator	38.67					
50210		Equipment Operator, Heavy	40.77	42.81				
42080		Forensic Specialist	37.52	39.40	41.38	43.44	45.61	
50410		Grounds Maintenance Crew Leader	38.56	40.49	42.51	44.64	-	
50400		Grounds Maintenance Worker	30.83	32.37	33.99	35.70	-	
50470		Hydro Grounds Maintenance Worker	30.83	32.37	33.99	35.70	-	
50010		Laborer	20.38	21.40	22.47	-	-	
42120		Latent Print Examiner	41.30	43.36	45.53	47.81	50.20	
52050		Painter, Industrial	33.17	34.82	36.56	38.39	40.31	
00160		Police Administrative Support Specialist	30.15	31.65	33.24	34.90	36.64	
06280		Refuse Scale Operator	32.27	33.89				
06270		Solid Waste Worker	26.36	27.68	29.07	30.52	32.06	
50250		Street Maintenance Crew Leader	38.56	40.49	42.51	44.64		
50020		Street Maintenance Worker	30.83	32.37	33.99	35.70		
05300		Tax & License Field Auditor	38.59	40.52	42.55	44.67	46.90	





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Code	A	Job Title	1	2	3	4	5	6
05310		Tax & License Field Auditor, Senior	<u>42.09</u>	<u>44.19</u>	<u>46.40</u>	<u>48.72</u>	<u>51.15</u>	
05290		Tax & License Office Auditor	<u>36.05</u>	<u>37.85</u>	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	
05250		Tax License Compliance Officer	<u>39.86</u>	<u>41.85</u>	<u>43.94</u>	<u>46.13</u>	<u>48.44</u>	
05270		Tax License Compliance Officer, Lead	<u>43.84</u>	<u>46.04</u>	<u>48.33</u>	<u>50.74</u>	<u>53.29</u>	
50230		Traffic Sign & Marking Specialist	<u>31.23</u>	<u>32.79</u>	<u>34.44</u>	<u>36.16</u>	<u>37.97</u>	

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

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<u>32.46</u>	<u>34.07</u>	<u>35.78</u>	<u>37.57</u>	<u>39.46</u>	
50160		Asphalt Plant Crew Leader	<u>42.49</u>	<u>44.62</u>	<u>46.85</u>			
50150		Asphalt Plant Operator	<u>37.05</u>	<u>38.90</u>	<u>40.85</u>			
52010		Carpenter	<u>42.26</u>					
52100		Concrete Finisher Crew Leader	<u>42.51</u>	<u>44.64</u>				
11010		Crime Analyst	<u>37.16</u>	<u>39.02</u>	<u>40.97</u>	<u>43.02</u>	<u>45.16</u>	<u>47.41</u>
11020		Crime Analyst, Senior	<u>42.63</u>	<u>44.76</u>	<u>47.01</u>	<u>49.35</u>	<u>51.82</u>	<u>54.41</u>
10990		Crime Program Technician	<u>31.00</u>	<u>32.55</u>	<u>34.18</u>	<u>35.89</u>	<u>37.68</u>	<u>39.57</u>
42100		Crime Scene Technician	<u>35.67</u>	<u>37.45</u>	<u>39.33</u>	<u>41.30</u>	<u>43.36</u>	
50200		Equipment Operator	<u>38.67</u>					
50210		Equipment Operator, Heavy	<u>40.77</u>	<u>42.81</u>				
42080		Forensic Specialist	<u>37.52</u>	<u>39.40</u>	<u>41.38</u>	<u>43.44</u>	<u>45.61</u>	
50410		Grounds Maintenance Crew Leader	<u>38.56</u>	<u>40.49</u>	<u>42.51</u>	<u>44.64</u>	-	
50400		Grounds Maintenance Worker	<u>30.83</u>	<u>32.37</u>	<u>33.99</u>	<u>35.70</u>	-	
50470		Hydro Grounds Maintenance Worker	<u>30.83</u>	<u>32.37</u>	<u>33.99</u>	<u>35.70</u>	-	
50010		Laborer	<u>20.38</u>	<u>21.40</u>	<u>22.47</u>	-	-	
42120		Latent Print Examiner	<u>41.30</u>	<u>43.36</u>	<u>45.53</u>	<u>47.81</u>	<u>50.20</u>	
52050		Painter, Industrial	<u>33.17</u>	<u>34.82</u>	<u>36.56</u>	<u>38.39</u>	<u>40.31</u>	
00160		Police Administrative Support Specialist	<u>30.15</u>	<u>31.65</u>	<u>33.24</u>	<u>34.90</u>	<u>36.64</u>	
06280		Refuse Scale Operator	<u>32.27</u>	<u>33.89</u>				
06270		Solid Waste Worker	<u>26.36</u>	<u>27.68</u>	<u>29.07</u>	<u>30.52</u>	<u>32.06</u>	
50250		Street Maintenance Crew Leader	<u>38.56</u>	<u>40.49</u>	<u>42.51</u>	<u>44.64</u>		
50020		Street Maintenance Worker	<u>30.83</u>	<u>32.37</u>	<u>33.99</u>	<u>35.70</u>		
05300		Tax & License Field Auditor	<u>38.59</u>	<u>40.52</u>	<u>42.55</u>	<u>44.67</u>	<u>46.90</u>	
05310		Tax & License Field Auditor, Senior	<u>42.09</u>	<u>44.19</u>	<u>46.40</u>	<u>48.72</u>	<u>51.15</u>	
05290		Tax & License Office Auditor	<u>36.05</u>	<u>37.85</u>	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	
05250		Tax License Compliance Officer	<u>39.86</u>	<u>41.85</u>	<u>43.94</u>	<u>46.13</u>	<u>48.44</u>	
05270		Tax License Compliance Officer, Lead	<u>43.84</u>	<u>46.04</u>	<u>48.33</u>	<u>50.74</u>	<u>53.29</u>	
50230		Traffic Sign & Marking Specialist	<u>31.23</u>	<u>32.79</u>	<u>34.44</u>	<u>36.16</u>	<u>37.97</u>	



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Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<a href="#">33.35</a>	<a href="#">35.01</a>	<a href="#">36.76</a>	<a href="#">38.60</a>	<a href="#">40.55</a>	
50160		Asphalt Plant Crew Leader	<a href="#">43.66</a>	<a href="#">45.85</a>	<a href="#">48.14</a>			
50150		Asphalt Plant Operator	<a href="#">38.07</a>	<a href="#">39.97</a>	<a href="#">41.97</a>			
52010		Carpenter	<a href="#">43.42</a>					
52100		Concrete Finisher Crew Leader	<a href="#">43.68</a>	<a href="#">45.87</a>				
11010		Crime Analyst	<a href="#">38.18</a>	<a href="#">40.09</a>	<a href="#">42.10</a>	<a href="#">44.20</a>	<a href="#">46.40</a>	<a href="#">48.71</a>
11020		Crime Analyst, Senior	<a href="#">43.80</a>	<a href="#">45.99</a>	<a href="#">48.30</a>	<a href="#">50.71</a>	<a href="#">53.25</a>	<a href="#">55.91</a>
10990		Crime Program Technician	<a href="#">31.85</a>	<a href="#">33.45</a>	<a href="#">35.12</a>	<a href="#">36.88</a>	<a href="#">38.72</a>	<a href="#">40.66</a>
42100		Crime Scene Technician	<a href="#">36.65</a>	<a href="#">38.48</a>	<a href="#">40.41</a>	<a href="#">42.44</a>	<a href="#">44.55</a>	
50200		Equipment Operator	<a href="#">39.73</a>					
50210		Equipment Operator, Heavy	<a href="#">41.89</a>	<a href="#">43.99</a>				
42080		Forensic Specialist	<a href="#">38.55</a>	<a href="#">40.48</a>	<a href="#">42.52</a>	<a href="#">44.63</a>	<a href="#">46.86</a>	
50410		Grounds Maintenance Crew Leader	<a href="#">39.62</a>	<a href="#">41.60</a>	<a href="#">43.68</a>	<a href="#">45.87</a>		
50400		Grounds Maintenance Worker	<a href="#">31.68</a>	<a href="#">33.26</a>	<a href="#">34.92</a>	<a href="#">36.68</a>		
50470		Hydro Grounds Maintenance Worker	<a href="#">31.68</a>	<a href="#">33.26</a>	<a href="#">34.92</a>	<a href="#">36.68</a>		
50010		Laborer	<a href="#">20.94</a>	<a href="#">21.99</a>	<a href="#">23.09</a>			
42120		Latent Print Examiner	<a href="#">42.44</a>	<a href="#">44.55</a>	<a href="#">46.78</a>	<a href="#">49.12</a>	<a href="#">51.58</a>	
52050		Painter, Industrial	<a href="#">34.08</a>	<a href="#">35.78</a>	<a href="#">37.57</a>	<a href="#">39.45</a>	<a href="#">41.42</a>	
00160		Police Administrative Support Specialist	<a href="#">30.98</a>	<a href="#">32.52</a>	<a href="#">34.15</a>	<a href="#">35.86</a>	<a href="#">37.65</a>	
06280		Refuse Scale Operator	<a href="#">33.16</a>	<a href="#">34.82</a>				
06270		Solid Waste Worker	<a href="#">27.08</a>	<a href="#">28.44</a>	<a href="#">29.87</a>	<a href="#">31.36</a>	<a href="#">32.94</a>	
50250		Street Maintenance Crew Leader	<a href="#">39.62</a>	<a href="#">41.60</a>	<a href="#">43.68</a>	<a href="#">45.87</a>		
50020		Street Maintenance Worker	<a href="#">31.68</a>	<a href="#">33.26</a>	<a href="#">34.92</a>	<a href="#">36.68</a>		
05300		Tax & License Field Auditor	<a href="#">39.65</a>	<a href="#">41.63</a>	<a href="#">43.72</a>	<a href="#">45.90</a>	<a href="#">48.19</a>	
05310		Tax & License Field Auditor, Senior	<a href="#">43.25</a>	<a href="#">45.41</a>	<a href="#">47.68</a>	<a href="#">50.06</a>	<a href="#">52.56</a>	
05290		Tax & License Office Auditor	<a href="#">37.04</a>	<a href="#">38.89</a>	<a href="#">40.83</a>	<a href="#">42.88</a>	<a href="#">45.03</a>	
05250		Tax License Compliance Officer	<a href="#">40.96</a>	<a href="#">43.00</a>	<a href="#">45.15</a>	<a href="#">47.40</a>	<a href="#">49.77</a>	
05270		Tax License Compliance Officer, Lead	<a href="#">45.05</a>	<a href="#">47.31</a>	<a href="#">49.66</a>	<a href="#">52.14</a>	<a href="#">54.76</a>	
50230		Traffic Sign & Marking Specialist	<a href="#">32.09</a>	<a href="#">33.69</a>	<a href="#">35.39</a>	<a href="#">37.15</a>	<a href="#">39.01</a>	

20 Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
21 amended, effective July 1, 2025, to read as follows:

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Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	<del>33.35</del>	<del>35.01</del>	<del>36.76</del>	<del>38.60</del>	<del>40.55</del>	
50160		Asphalt Plant Crew Leader	<del>43.66</del>	<del>45.85</del>	<del>48.14</del>			
50150		Asphalt Plant Operator	<del>38.07</del>	<del>39.97</del>	<del>41.97</del>			
52010		Carpenter	<del>43.42</del>					
52100		Concrete Finisher Crew Leader	<del>43.68</del>	<del>45.87</del>				
11010		Crime Analyst	<del>38.18</del>	<del>40.09</del>	<del>42.10</del>	<del>44.20</del>	<del>46.40</del>	<del>48.71</del>



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Code	A	Job Title	1	2	3	4	5	6
11020		Crime Analyst, Senior	43.80	45.99	48.30	50.71	53.25	55.91
10990		Crime Program Technician	31.85	33.45	35.12	36.88	38.72	40.66
42100		Crime Scene Technician	36.65	38.48	40.41	42.44	44.55	
50200		Equipment Operator	39.73					
50210		Equipment Operator, Heavy	41.89	43.99				
42080		Forensic Specialist	38.55	40.48	42.52	44.63	46.86	
50410		Grounds Maintenance Crew Leader	39.62	41.60	43.68	45.87		
50400		Grounds Maintenance Worker	31.68	33.26	34.92	36.68		
50470		Hydro Grounds Maintenance Worker	31.68	33.26	34.92	36.68		
50010		Laborer	20.94	21.99	23.09			
42120		Latent Print Examiner	42.44	44.55	46.78	49.12	51.58	
52050		Painter, Industrial	34.08	35.78	37.57	39.45	41.42	
00160		Police Administrative Support Specialist	30.98	32.52	34.15	35.86	37.65	
06280		Refuse Scale Operator	33.16	34.82				
06270		Solid Waste Worker	27.08	28.44	29.87	31.36	32.94	
50250		Street Maintenance Crew Leader	39.62	41.60	43.68	45.87		
50020		Street Maintenance Worker	31.68	33.26	34.92	36.68		
05300		Tax & License Field Auditor	39.65	41.63	43.72	45.90	48.19	
05310		Tax & License Field Auditor, Senior	43.25	45.41	47.68	50.06	52.56	
05290		Tax & License Office Auditor	37.04	38.89	40.83	42.88	45.03	
05250		Tax License Compliance Officer	40.96	43.00	45.15	47.40	49.77	
05270		Tax License Compliance Officer, Lead	45.05	47.31	49.66	52.14	54.76	
50230		Traffic Sign & Marking Specialist	32.09	33.69	35.39	37.15	39.01	

Code	A	Job Title	1	2	3	4	5	6
53650		Animal Control & Compliance Officer	33.85	35.54	37.31	39.18	41.16	
50160		Asphalt Plant Crew Leader	44.10	46.31	48.62			
50150		Asphalt Plant Operator	38.45	40.37	42.39			
52010		Carpenter	43.64					
52100		Concrete Finisher Crew Leader	44.12	46.33				
11010		Crime Analyst	38.18	40.09	42.10	44.20	46.40	48.71
11020		Crime Analyst, Senior	43.80	45.99	48.30	50.71	53.25	55.91
10990		Crime Program Technician	31.85	33.45	35.12	36.88	38.72	40.66
42100		Crime Scene Technician	37.93	39.83	41.82	43.93	46.11	
50200		Equipment Operator	39.83					
50210		Equipment Operator, Heavy	41.99	44.10				
42080		Forensic Specialist	38.55	40.48	42.52	44.63	46.86	
50410		Grounds Maintenance Crew Leader	40.02	42.02	44.12	46.33		
50400		Grounds Maintenance Worker	32.00	33.59	35.27	37.05		
50470		Hydro Grounds Maintenance Worker	32.00	33.59	35.27	37.05		



Code	A	Job Title	1	2	3	4	5	6
50010		Laborer	<a href="#">21.04</a>	<a href="#">22.10</a>	<a href="#">23.21</a>			
42120		Latent Print Examiner	<a href="#">42.44</a>	<a href="#">44.55</a>	<a href="#">46.78</a>	<a href="#">49.12</a>	<a href="#">51.58</a>	
52050		Painter, Industrial	<a href="#">34.08</a>	<a href="#">35.78</a>	<a href="#">37.57</a>	<a href="#">39.45</a>	<a href="#">41.42</a>	
00160		Police Administrative Support Specialist	<a href="#">31.44</a>	<a href="#">33.01</a>	<a href="#">34.66</a>	<a href="#">36.40</a>	<a href="#">38.21</a>	
06280		Refuse Scale Operator	<a href="#">33.49</a>	<a href="#">35.17</a>				
06270		Solid Waste Worker	<a href="#">27.35</a>	<a href="#">28.72</a>	<a href="#">30.17</a>	<a href="#">31.67</a>	<a href="#">33.27</a>	
50250		Street Maintenance Crew Leader	<a href="#">40.02</a>	<a href="#">42.02</a>	<a href="#">44.12</a>	<a href="#">46.33</a>		
50020		Street Maintenance Worker	<a href="#">32.00</a>	<a href="#">33.59</a>	<a href="#">35.27</a>	<a href="#">37.05</a>		
05300		Tax & License Field Auditor	<a href="#">39.85</a>	<a href="#">41.84</a>	<a href="#">43.94</a>	<a href="#">46.13</a>	<a href="#">48.43</a>	
05310		Tax & License Field Auditor, Senior	<a href="#">43.47</a>	<a href="#">45.64</a>	<a href="#">47.92</a>	<a href="#">50.31</a>	<a href="#">52.82</a>	
05290		Tax & License Office Auditor	<a href="#">37.23</a>	<a href="#">39.08</a>	<a href="#">41.03</a>	<a href="#">43.09</a>	<a href="#">45.26</a>	
05250		Tax License Compliance Officer	<a href="#">41.16</a>	<a href="#">43.22</a>	<a href="#">45.38</a>	<a href="#">47.64</a>	<a href="#">50.02</a>	
05270		Tax License Compliance Officer, Lead	<a href="#">45.28</a>	<a href="#">47.55</a>	<a href="#">49.91</a>	<a href="#">52.40</a>	<a href="#">55.03</a>	
50230		Traffic Sign & Marking Specialist	<a href="#">32.41</a>	<a href="#">34.03</a>	<a href="#">35.74</a>	<a href="#">37.52</a>	<a href="#">39.40</a>	

Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective as provided by law:

Code	A	Job Title	1	2	3	4	5	6
<a href="#">11480</a>		<a href="#">Police Digital Evidence &amp; Records Support Specialist</a>	<a href="#">35.11</a>	<a href="#">36.87</a>	<a href="#">36.70</a>	<a href="#">40.64</a>	<a href="#">42.69</a>	

Section 7. 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.**

0016 An employee in the classification of Police Administrative Support Specialist (CSC 0016) who assists the Emergency Operations Center personnel by providing support during a major event and support to the Incident Command System (ICS) shall receive an application of rate of 5 percent above their regular rate of pay for additional duties added to their normal duties while assigned.

0016 An employee in the classification of Police Administrative Support Specialist (CSC 0016), assigned to work the swing shift shall receive an application of rate of 3 percent above their base rate of pay; and when assigned to work the graveyard shift shall receive an application of rate of 5 percent above their base rate of pay.

[0016 An employee in the classification of Police Administrative Support Specialist \(CSC 0016\) shall receive an application of rate of 4 percent above their base rate of pay when assigned by a supervisor and performing the following specific tasks: \(1\) training other Police Administrative Support Specialists; \(2\) developing training plans; and/or](#)



1 [\(3\) participating in the evaluation process for the training provided. Employees selected](#)  
2 [must have the necessary skill and training to perform these tasks. Employees on](#)  
3 [modified status are not eligible for this premium.](#)

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5 4208, 4209 A Forensic Specialist or Forensic Services Supervisor assigned to work the  
6 swing shift shall receive an application of rate of 3 percent above their base rate of pay.  
7 A Forensic Specialist or Forensic Services Supervisor assigned to work the graveyard  
8 shift shall receive an applied rate of 5 percent above their base rate.

9 4208, 4210, [4212](#) A Forensic Specialist (CSC 4208), Crime Scene Technician  
10 (CSC 4210), [or, Latent Print Examiner \(CSC 4212\)](#) will receive an additional 4 percent  
11 per hour when assigned by a supervisor and performing the following specific tasks: (1)  
12 training other Forensic Specialists, Crime Scene Technicians [or Latent Print Examiners](#),  
13 respectively; (2) developing training plans; and/or (3) participating in the evaluation  
14 process for the training provided. Employees selected must have the necessary skill and  
15 training to perform these tasks. Employees on modified status are not eligible for this  
16 premium.

17 4208, 4210 A Forensic Specialist (CSC 4208) or Crime Scene Technician (CSC 4210)  
18 who is PCFIT certified, will receive an additional 5 percent per hour for all hours  
19 assigned to and worked when performing a PCFIT investigation. When a PCFIT  
20 Commander has approved a waiver of PCFIT certification, a non-certified Forensic  
21 Specialist (CSC 4208) or Crime Scene Technician (CSC 4210) may be assigned and  
22 receive the 5 percent application of rate for time spent working on the investigation.

23 4208, 4210 A Forensic Specialist (CSC 4208) or a Crime Scene Technician (CSC  
24 4210), upon PCFIT certification during a calendar year, will receive a lump-sum  
25 payment of \$750 dollars for recognition of that certification. At the start of a new  
26 calendar year, a Forensic Specialist (CSC 4208) or a Crime Scene Technician (CSC  
4210) will receive another certification payment of \$750 if they have remained  
continuously certified from the previous calendar year's certification payment.

4209 A Forensic Services Supervisor (CSC 4209) shall receive in the first pay period of  
each year, retroactive to January 1, 2019, a lump sum payment of \$500, in recognition  
of their assistance in the Tacoma Police Department CALEA accreditation and  
successful maintenance of the accreditation.

4210 See 4208, 4210.

[4212 See 4208, 4210, 4212](#)

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L117 General. Effective January 1, 2013, employees working in classifications  
represented by the Teamsters Local Union No. 117, General Unit agreement, and  
assigned to the Tacoma Police Department, shall receive an application of rate of  
2 percent according to the terms and conditions of a Bilingual Pay Program established  
by management for actual hours spent performing duties, as assigned.



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L117 General. An employee represented by the Teamsters Local Union No. 117, General Unit, assigned to work within the Tacoma Police Department ~~and employed as of the date of City Council approval of the 2019-22 collective bargaining agreement, shall~~ will receive in the first pay period of each year of the agreement, ~~with retroactivity to January 1, 2019,~~ a lump sum payment of \$500 in recognition of their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

Section 8. That Section 1 is effective retroactive to January 1, 2023;

Section 2 is effective retroactive to January 1, 2024; Section 3 is effective July 1, 2024; Section 4 is effective January 1, 2025, Section 5 is effective July 1, 2025; and Sections 6 and 7 are effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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