



ORDINANCE NO. 28987

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the
 2 Tacoma Municipal Code to implement rates of pay and compensation for
 3 employees represented by the International Brotherhood of Electrical
 4 Workers, Local 483, Clerical and Power Units; and the Teamsters Local
 5 Union No. 117, General 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 is hereby
 7 amended, effective retroactive to January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
0508		Accountant	35.95	37.76	39.65	41.62	43.70
0514		Accountant, Senior	41.37	43.43	45.60	47.89	50.28
0737		Administrative Assistant	28.28	29.70	31.19	32.75	34.38
0504		Financial Assistant	28.28	29.70	31.19	32.75	34.38
0006		Office Assistant	24.61	25.83	27.13	28.48	29.89
1141		Public Disclosure Analyst	35.11	36.87	38.70	40.64	42.69
1144		Public Disclosure Analyst, Lead	38.63	40.56	42.59	44.72	46.96
1140		Public Disclosure Specialist	30.71	32.24	33.86	35.55	37.32
1143		Public Disclosure Video Redaction Analyst	35.11	36.87	38.70	40.64	42.69
0547		Retirement Specialist	28.28	29.70	31.19	32.75	34.38

Code	A	Job Title	1	2	3	4	5
0508		Accountant	<u>37.96</u>	<u>39.86</u>	<u>41.85</u>	<u>43.94</u>	<u>46.14</u>
0514		Accountant, Senior	<u>43.67</u>	<u>45.85</u>	<u>48.14</u>	<u>50.55</u>	<u>53.08</u>
0737		Administrative Assistant	<u>29.94</u>	<u>31.44</u>	<u>33.01</u>	<u>34.66</u>	<u>36.39</u>
0504		Financial Assistant	<u>29.94</u>	<u>31.44</u>	<u>33.01</u>	<u>34.66</u>	<u>36.39</u>
0006		Office Assistant	<u>26.02</u>	<u>27.32</u>	<u>28.69</u>	<u>30.12</u>	<u>31.63</u>
1141		Public Disclosure Analyst	<u>37.17</u>	<u>39.03</u>	<u>40.98</u>	<u>43.03</u>	<u>45.18</u>
1144		Public Disclosure Analyst, Lead	<u>40.89</u>	<u>42.93</u>	<u>45.08</u>	<u>47.33</u>	<u>49.70</u>
1140		Public Disclosure Specialist	<u>32.50</u>	<u>34.12</u>	<u>35.83</u>	<u>37.62</u>	<u>39.50</u>
1143		Public Disclosure Video Redaction Analyst	<u>37.17</u>	<u>39.03</u>	<u>40.98</u>	<u>43.03</u>	<u>45.18</u>
0547		Retirement Specialist	<u>29.94</u>	<u>31.44</u>	<u>33.01</u>	<u>34.66</u>	<u>36.39</u>



Section 2. 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
0508		Accountant	37.96	39.86	41.85	43.94	46.14
0514		Accountant, Senior	43.67	45.85	48.14	50.55	53.08
0737		Administrative Assistant	29.94	31.44	33.01	34.66	36.39
0504		Financial Assistant	29.94	31.44	33.01	34.66	36.39
0006		Office Assistant	26.02	27.32	28.69	30.12	31.63
1141		Public Disclosure Analyst	37.17	39.03	40.98	43.03	45.18
1144		Public Disclosure Analyst, Lead	40.89	42.93	45.08	47.33	49.70
1140		Public Disclosure Specialist	32.50	34.12	35.83	37.62	39.50
1143		Public Disclosure Video Redaction Analyst	37.17	39.03	40.98	43.03	45.18
0547		Retirement Specialist	29.94	31.44	33.01	34.66	36.39

Code	A	Job Title	1	2	3	4	5
0508		Accountant	<u>39.49</u>	<u>41.46</u>	<u>43.53</u>	<u>45.71</u>	<u>48.00</u>
0514		Accountant, Senior	<u>45.43</u>	<u>47.70</u>	<u>50.09</u>	<u>52.59</u>	<u>55.22</u>
0737		Administrative Assistant	<u>31.46</u>	<u>33.03</u>	<u>34.68</u>	<u>36.41</u>	<u>38.23</u>
0504		Financial Assistant	<u>31.46</u>	<u>33.03</u>	<u>34.68</u>	<u>36.41</u>	<u>38.23</u>
0006		Office Assistant	<u>27.33</u>	<u>28.70</u>	<u>30.14</u>	<u>31.65</u>	<u>33.23</u>
1141		Public Disclosure Analyst	<u>39.44</u>	<u>41.41</u>	<u>43.48</u>	<u>45.65</u>	<u>47.93</u>
1144		Public Disclosure Analyst, Lead	<u>43.38</u>	<u>45.55</u>	<u>47.83</u>	<u>50.22</u>	<u>52.73</u>
1140		Public Disclosure Specialist	<u>34.48</u>	<u>36.20</u>	<u>38.01</u>	<u>39.91</u>	<u>41.91</u>
1143		Public Disclosure Video Redaction Analyst	<u>39.44</u>	<u>41.41</u>	<u>43.48</u>	<u>45.65</u>	<u>47.93</u>
0547		Retirement Specialist	<u>31.46</u>	<u>33.03</u>	<u>34.68</u>	<u>36.41</u>	<u>38.23</u>

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5
0508		Accountant	<u>39.49</u>	<u>41.46</u>	<u>43.53</u>	<u>45.71</u>	<u>48.00</u>
0514		Accountant, Senior	<u>45.43</u>	<u>47.70</u>	<u>50.09</u>	<u>52.59</u>	<u>55.22</u>
0737		Administrative Assistant	<u>31.46</u>	<u>33.03</u>	<u>34.68</u>	<u>36.41</u>	<u>38.23</u>
0504		Financial Assistant	<u>31.46</u>	<u>33.03</u>	<u>34.68</u>	<u>36.41</u>	<u>38.23</u>
0006		Office Assistant	<u>27.33</u>	<u>28.70</u>	<u>30.14</u>	<u>31.65</u>	<u>33.23</u>
1141		Public Disclosure Analyst	<u>39.44</u>	<u>41.41</u>	<u>43.48</u>	<u>45.65</u>	<u>47.93</u>
1144		Public Disclosure Analyst, Lead	<u>43.38</u>	<u>45.55</u>	<u>47.83</u>	<u>50.22</u>	<u>52.73</u>
1140		Public Disclosure Specialist	<u>34.48</u>	<u>36.20</u>	<u>38.01</u>	<u>39.91</u>	<u>41.91</u>



1143		Public Disclosure Video Redaction Analyst	<u>39.44</u>	<u>41.41</u>	<u>43.48</u>	<u>45.65</u>	<u>47.93</u>
0547		Retirement Specialist	<u>31.46</u>	<u>33.03</u>	<u>34.68</u>	<u>36.41</u>	<u>38.23</u>

Code	A	Job Title	1	2	3	4	5
0508		Accountant	<u>40.68</u>	<u>42.71</u>	<u>44.85</u>	<u>47.09</u>	<u>49.44</u>
0514		Accountant, Senior	<u>46.79</u>	<u>49.13</u>	<u>51.59</u>	<u>54.17</u>	<u>56.88</u>
0737		Administrative Assistant	<u>32.72</u>	<u>34.36</u>	<u>36.08</u>	<u>37.88</u>	<u>39.77</u>
0504		Financial Assistant	<u>32.72</u>	<u>34.36</u>	<u>36.08</u>	<u>37.88</u>	<u>39.77</u>
0006		Office Assistant	<u>28.44</u>	<u>29.86</u>	<u>31.35</u>	<u>32.92</u>	<u>34.57</u>
1141		Public Disclosure Analyst	<u>41.93</u>	<u>44.03</u>	<u>46.23</u>	<u>48.54</u>	<u>50.97</u>
1144		Public Disclosure Analyst, Lead	<u>46.14</u>	<u>48.45</u>	<u>50.87</u>	<u>53.41</u>	<u>56.08</u>
1140		Public Disclosure Specialist	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>	<u>42.45</u>	<u>44.57</u>
1143		Public Disclosure Video Redaction Analyst	<u>41.93</u>	<u>44.03</u>	<u>46.23</u>	<u>48.54</u>	<u>50.97</u>
0547		Retirement Specialist	<u>32.72</u>	<u>34.36</u>	<u>36.08</u>	<u>37.88</u>	<u>39.77</u>

Section 4. 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
1148		Police Digital Evidence & Records Support Analyst	<u>35.11</u>	<u>36.87</u>	<u>36.70</u>	<u>40.64</u>	<u>42.69</u>

Code	A	Job Title	1	2	3	4	5
1148		Police Digital Evidence & Records Support Analyst	<u>37.17</u>	<u>39.03</u>	<u>40.98</u>	<u>43.03</u>	<u>45.18</u>

Section 5. 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
1148		Police Digital Evidence & Records Support Analyst	<u>37.17</u>	<u>39.03</u>	<u>40.98</u>	<u>43.03</u>	<u>45.18</u>

Code	A	Job Title	1	2	3	4	5
1148		Police Digital Evidence & Records Support Analyst	<u>39.44</u>	<u>41.41</u>	<u>43.48</u>	<u>45.65</u>	<u>47.93</u>



Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to September 16, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9
T050	A	Telecommunications Engineer	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
T051	A	Telecommunications Engineer, Senior	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00

Code	A	Job Title	1	2	3	4	5
<u>5535</u>		Telecommunications Engineer	<u>52.92</u>	<u>55.56</u>	<u>58.33</u>	<u>61.25</u>	<u>64.31</u>
<u>5536</u>		Telecommunications Engineer, Senior	<u>61.15</u>	<u>64.21</u>	<u>67.41</u>	<u>70.78</u>	<u>74.32</u>

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

1.12.640 Application of additional rates.

* * *

L483 Power. Employees who are represented by the International Brotherhood of Electrical Workers, Local 483, Power Unit, and assigned to the classifications of Telecommunications Engineer and Senior Telecommunications Engineer as of the date of City Council approval of the Letter of Agreement accreting the classifications into the bargaining unit will receive a one-time, lump sum payment of \$1,500.

Section 8. That Sections 1 and 4 are effective retroactive to January 1, 2024; Sections 2 and 5 are effective January 1, 2025; Section 3 is effective



January 1, 2026; Section 6 is effective retroactive to September 16, 2024; and
1 Section 7 is effective as provided by law.

2 Passed _____
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4 _____
5 Mayor

6 Attest:
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8 City Clerk

9 Approved as to form:
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11 Deputy City Attorney
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