



ORDINANCE NO. 28493

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of
 2 the Tacoma Municipal Code to implement rates of pay and compensation,
 3 and to implement changes to reflect the organizational structure, for
 4 employees represented by the International Brotherhood of Electrical
 5 Workers, Local 483, Human Resources Unit, and the Washington State
 6 Council of County and City employees, Local 120; and declaring the
 7 effective dates thereof.

8 BE IT ORDAINED BY THE CITY OF TACOMA:

9 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 10 amended, effective retroactive to April 1, 2017, to read as follows:

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
1106		Human Resources Assistant	18.77	19.00	19.24	19.48	19.72	19.97	20.22	20.47	20.73	20.99	21.25
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			21.52	21.79	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	
Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
1114		Human Resources Specialist	25.53	25.85	26.17	26.50	26.83	27.17	27.51	27.85	28.20	28.55	28.91
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			29.27	29.64	30.01	30.39	30.77	31.15	31.54	31.93	32.33	32.73	
Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
1115		Human Resources Analyst	30.04	30.41	30.79	31.18	31.57	31.96	32.36	32.77	33.18	33.59	34.01
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			34.44	34.87	35.30	35.74	36.19	36.64	37.10	37.57	38.03	38.51	

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	20.79	21.83	22.92	24.07	25.27
11140		Human Resources Specialist	27.47	28.84	30.28	31.79	33.38
11150		Human Resources Analyst	32.31	33.93	35.63	37.41	39.28

24 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 25 amended, effective retroactive to January 1, 2018, to read as follows:
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Code	A	Job Title	1	2	3	4	5
1106		Human Resources Assistant	<u>20.79</u>	<u>21.83</u>	<u>22.92</u>	<u>24.07</u>	<u>25.27</u>
1114		Human Resources Specialist	<u>27.47</u>	<u>28.84</u>	<u>30.28</u>	<u>31.79</u>	<u>33.38</u>
1115		Human Resources Analyst	<u>32.31</u>	<u>33.93</u>	<u>35.63</u>	<u>37.41</u>	<u>39.28</u>

Code	A	Job Title	1	2	3	4	5
1106		Human Resources Assistant	<u>21.62</u>	<u>22.70</u>	<u>23.84</u>	<u>25.03</u>	<u>26.28</u>
1114		Human Resources Specialist	<u>28.14</u>	<u>29.55</u>	<u>31.03</u>	<u>32.58</u>	<u>34.21</u>
1115		Human Resources Analyst	<u>33.11</u>	<u>34.77</u>	<u>36.51</u>	<u>38.34</u>	<u>40.26</u>

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5
1106		Human Resources Assistant	<u>21.62</u>	<u>22.70</u>	<u>23.84</u>	<u>25.03</u>	<u>26.28</u>
1114		Human Resources Specialist	<u>28.14</u>	<u>29.55</u>	<u>31.03</u>	<u>32.58</u>	<u>34.21</u>
1115		Human Resources Analyst	<u>33.11</u>	<u>34.77</u>	<u>36.51</u>	<u>38.34</u>	<u>40.26</u>

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<u>22.21</u>	<u>23.32</u>	<u>24.49</u>	<u>25.71</u>	<u>27.00</u>
11140		Human Resources Specialist	<u>28.92</u>	<u>30.37</u>	<u>31.89</u>	<u>33.48</u>	<u>35.15</u>
11150		Human Resources Analyst	<u>34.03</u>	<u>35.73</u>	<u>37.52</u>	<u>39.40</u>	<u>41.37</u>

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2017, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	<u>29.84</u>	<u>31.33</u>	<u>32.90</u>	<u>34.55</u>	<u>36.28</u>	<u>38.09</u>	<u>39.99</u>	<u>41.99</u>		
5524		Broadband Services Technician, Lead	<u>33.15</u>	<u>34.81</u>	<u>36.36</u>	<u>38.38</u>	<u>40.30</u>	<u>42.31</u>	<u>44.43</u>	<u>46.65</u>		
0141		Business Analyst I	<u>22.55</u>	<u>23.68</u>	<u>24.86</u>	<u>26.10</u>	<u>27.41</u>	<u>28.78</u>				
0142		Business Analyst II	<u>29.70</u>	<u>31.19</u>	<u>32.75</u>	<u>34.39</u>	<u>36.11</u>	<u>37.92</u>				
0143		Business Analyst III	<u>35.83</u>	<u>37.62</u>	<u>39.50</u>	<u>41.48</u>	<u>43.55</u>	<u>45.73</u>				
0304		Buyer	<u>26.88</u>	<u>28.22</u>	<u>29.63</u>	<u>31.11</u>	<u>32.67</u>					
0307		Buyer, Senior	<u>32.67</u>	<u>34.30</u>	<u>35.93</u>	<u>37.57</u>						



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1225	Communications Service Technician	26.82	28.16	29.57	31.05	32.60	34.23					
0124	Computer Support Technician	23.06	24.21	25.42	26.69	28.02	29.42	30.89				
5538	Converter Inventory Technician	17.58	18.46	19.38	20.35	21.37						
0334	Fleet Services Parts Technician	28.96	30.41	31.93								
0220	Graphic Arts Specialist	23.84	25.03	26.28	27.59	28.97						
0222	Graphic Arts Specialist, Lead	26.21	27.52	28.90	30.34	31.86						
0150	Information Technology Analyst	28.21	29.62	31.10	32.65	34.28	35.99	37.79	39.68	41.66	43.74	
4608	Information Technology Analyst Intern	22.57										
0153	Information Technology Analyst, Principal Technical	34.51	36.24	38.05	39.95	41.95	44.06	46.25	48.56	50.99	53.54	
0151	Information Technology Analyst, Senior	31.01	32.56	34.19	35.90	37.70	39.58	41.56	43.64	45.82	48.11	
0152	Information Technology Analyst, Senior Technical	33.25	34.91	36.66	38.49	40.41	42.43	44.55	46.78	49.12	51.58	
4611	Information Technology Business Analyst Intern	18.04										
4609	Information Technology Computer Support Technician Intern	18.45										
4610	Information Technology Helpdesk Intern	17.75										
0118	Information Technology Helpdesk Specialist	22.19	23.30	24.46	25.68	26.96						
0160	Integration Developer	44.06	46.25	48.56	50.99	53.54						
0203	Reprographic Equipment Operator	17.35	18.22	19.13	20.09	21.09	22.14	23.25	24.41			
0299	Vehicle Parts Assistant	26.32	27.64	29.03								
0301	Warehouse Technician	26.32	27.64	29.02								
0302	Warehouse Technician, Senior	28.96	30.41	31.93								
0161	Web Developer	38.81	40.75	42.78	44.92	47.17						



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	30.44	31.96	33.56	35.24	37.01	38.85	40.79	42.83		
5524		Broadband Services Technician, Lead	33.81	35.51	37.09	39.15	41.11	43.16	45.32	47.58		
0141		Business Analyst I	23.00	24.15	25.36	26.62	27.96	29.36				
0142		Business Analyst II	30.29	31.81	33.41	35.08	36.83	38.68				
0143		Business Analyst III	36.55	38.37	40.29	42.31	44.42	46.64				
0304		Buyer	27.42	28.78	30.22	31.73	33.32					
0307		Buyer, Senior	33.32	34.99	36.65	38.32						
1225		Communications Service Technician	27.36	28.72	30.16	31.67	33.25	34.91				
0124		Computer Support Technician	23.52	24.69	25.93	27.22	28.58	30.01	31.51			
5538		Converter Inventory Technician	17.93	18.83	19.77	20.76	21.80					
0334		Fleet Services Parts Technician	29.54	31.02	32.57							
0220		Graphic Arts Specialist	24.32	25.53	26.81	28.14	29.55					
0222		Graphic Arts Specialist, Lead	26.73	28.07	29.48	30.95	32.50					
0150		Information Technology Analyst	28.77	30.21	31.72	33.30	34.97	36.71	38.55	40.47	42.49	44.61
4608		Information Technology Analyst Intern	23.02									
0153		Information Technology Analyst, Principal Technical	35.20	36.96	38.81	40.75	42.79	44.94	47.18	49.53	52.01	54.61
0151		Information Technology Analyst, Senior	31.63	33.21	34.87	36.62	38.45	40.37	42.39	44.51	46.74	49.07
0152		Information Technology Analyst, Senior Technical	33.92	35.61	37.39	39.26	41.22	43.28	45.44	47.72	50.10	52.61
4611		Information Technology Business Analyst Intern	18.40									
4609		Information Technology Computer Support Technician Intern	18.82									
4610		Information Technology Helpdesk Intern	18.11									



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0118	Information Technology Helpdesk Specialist	<u>22.63</u>	<u>23.77</u>	<u>24.95</u>	<u>26.19</u>	<u>27.50</u>					
0160	Integration Developer	<u>44.94</u>	<u>47.18</u>	<u>49.53</u>	<u>52.01</u>	<u>54.61</u>					
0203	Reprographic Equipment Operator										
0299	Vehicle Parts Assistant	<u>26.85</u>	<u>28.19</u>	<u>29.61</u>							
0301	Warehouse Technician	<u>26.85</u>	<u>28.19</u>	<u>29.60</u>							
0302	Warehouse Technician, Senior	<u>29.54</u>	<u>31.02</u>	<u>32.57</u>							
0161	Web Developer	<u>39.59</u>	<u>41.57</u>	<u>43.64</u>	<u>45.82</u>	<u>48.11</u>					

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2018, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	<u>30.44</u>	<u>31.96</u>	<u>33.56</u>	<u>35.24</u>	<u>37.01</u>	<u>38.85</u>	<u>40.79</u>	<u>42.83</u>		
5524		Broadband Services Technician, Lead	<u>33.81</u>	<u>35.51</u>	<u>37.09</u>	<u>39.15</u>	<u>41.11</u>	<u>43.16</u>	<u>45.32</u>	<u>47.58</u>		
0141		Business Analyst I	<u>23.00</u>	<u>24.15</u>	<u>25.36</u>	<u>26.62</u>	<u>27.96</u>	<u>29.36</u>				
0142		Business Analyst II	<u>30.29</u>	<u>31.81</u>	<u>33.41</u>	<u>35.08</u>	<u>36.83</u>	<u>38.68</u>				
0143		Business Analyst III	<u>36.55</u>	<u>38.37</u>	<u>40.29</u>	<u>42.31</u>	<u>44.42</u>	<u>46.64</u>				
0304		Buyer	<u>27.42</u>	<u>28.78</u>	<u>30.22</u>	<u>31.73</u>	<u>33.32</u>					
0307		Buyer, Senior	<u>33.32</u>	<u>34.99</u>	<u>36.65</u>	<u>38.32</u>						
1225		Communications Service Technician	<u>27.36</u>	<u>28.72</u>	<u>30.16</u>	<u>31.67</u>	<u>33.25</u>	<u>34.91</u>				
0124		Computer Support Technician	<u>23.52</u>	<u>24.69</u>	<u>25.93</u>	<u>27.22</u>	<u>28.58</u>	<u>30.01</u>	<u>31.51</u>			
5538		Converter Inventory Technician	<u>17.93</u>	<u>18.83</u>	<u>19.77</u>	<u>20.76</u>	<u>21.80</u>					
0334		Fleet Services Parts Technician	<u>29.54</u>	<u>31.02</u>	<u>32.57</u>							
0220		Graphic Arts Specialist	<u>24.32</u>	<u>25.53</u>	<u>26.81</u>	<u>28.14</u>	<u>29.55</u>					
0222		Graphic Arts Specialist, Lead	<u>26.73</u>	<u>28.07</u>	<u>29.48</u>	<u>30.95</u>	<u>32.50</u>					
0150		Information Technology Analyst	<u>28.77</u>	<u>30.21</u>	<u>31.72</u>	<u>33.30</u>	<u>34.97</u>	<u>36.71</u>	<u>38.55</u>	<u>40.47</u>	<u>42.49</u>	<u>44.61</u>
4608		Information Technology Analyst Intern	<u>23.02</u>									
0153		Information Technology Analyst, Principal Technical	<u>35.20</u>	<u>36.96</u>	<u>38.81</u>	<u>40.75</u>	<u>42.79</u>	<u>44.94</u>	<u>47.18</u>	<u>49.53</u>	<u>52.01</u>	<u>54.61</u>



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0151	Information Technology Analyst, Senior	31.63	33.21	34.87	36.62	38.45	40.37	42.39	44.51	46.74	49.07
0152	Information Technology Analyst, Senior Technical	33.92	35.61	37.39	39.26	41.22	43.28	45.44	47.72	50.10	52.61
4611	Information Technology Business Analyst Intern	18.40									
4609	Information Technology Computer Support Technician Intern	18.82									
4610	Information Technology Helpdesk Intern	18.11									
0118	Information Technology Helpdesk Specialist	22.63	23.77	24.95	26.19	27.50					
0160	Integration Developer	44.94	47.18	49.53	52.01	54.61					
0203	Reprographic Equipment Operator										
0299	Vehicle Parts Assistant	26.85	28.19	29.61							
0301	Warehouse Technician	26.85	28.19	29.60							
0302	Warehouse Technician, Senior	29.54	31.02	32.57							
0161	Web Developer	39.59	41.57	43.64	45.82	48.11					

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	31.20	32.76	34.40	36.12	37.94	39.82	41.81	43.90		
5524		Broadband Services Technician, Lead	34.66	36.40	38.02	40.13	42.14	44.24	46.45	48.77		
0141		Business Analyst I	23.86	25.06	26.31	27.62	29.01	30.46				
0142		Business Analyst II	31.05	32.61	34.25	35.96	37.75	39.65				
0143		Business Analyst III	37.46	39.33	41.30	43.37	45.53	47.81				
0304		Buyer	28.38	29.79	31.28	32.84	34.49					
0307		Buyer, Senior	34.49	36.21	37.93							
1225		Communications Service Technician	28.04	29.44	30.91	32.46	34.08	35.78				
0124		Computer Support Technician	24.11	25.31	26.58	27.90	29.29	30.76	32.30			
5538		Converter Inventory Technician	18.38	19.30	20.26	21.28	22.35					



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0334	Fleet Services Parts Technician	30.57	32.11	33.71							
0220	Graphic Arts Specialist	25.17	26.42	27.75	29.12	30.58					
0222	Graphic Arts Specialist, Lead	27.67	29.05	30.51	32.03	33.64					
0150	Information Technology Analyst	29.49	30.97	32.51	34.13	35.84	37.63	39.51	41.48	43.55	45.73
4608	Information Technology Analyst Intern	23.60									
0153	Information Technology Analyst, Principal Technical	36.34	38.16	40.07	42.07	44.18	46.40	48.71	51.14	53.70	56.38
0151	Information Technology Analyst, Senior	32.42	34.04	35.74	37.54	39.41	41.38	43.45	45.62	47.91	50.30
0152	Information Technology Analyst, Senior Technical	34.77	36.50	38.32	40.24	42.25	44.36	46.58	48.91	51.35	53.93
4611	Information Technology Business Analyst Intern	18.86									
4609	Information Technology Computer Support Technician Intern	19.29									
4610	Information Technology Helpdesk Intern	18.56									
0118	Information Technology Helpdesk Specialist	23.20	24.36	25.57	26.84	28.19					
0160	Integration Developer	46.06	48.36	50.77	53.31	55.98					
0203	Reprographic Equipment Operator										
0299	Vehicle Parts Assistant	27.79	29.18	30.65							
0301	Warehouse Technician	27.79	29.18	30.64							
0302	Warehouse Technician, Senior	30.57	32.11	33.71							
0161	Web Developer	40.58	42.61	44.73	46.97	49.31					

25 Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby
26 amended, effective January 1, 2019, to read as follows:



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	31.20	32.76	34.40	36.12	37.94	39.82	41.81	43.90		
5524		Broadband Services Technician, Lead	34.66	36.40	38.02	40.13	42.14	44.24	46.45	48.77		
0141		Business Analyst I	23.86	25.06	26.31	27.62	29.01	30.46				
0142		Business Analyst II	31.05	32.61	34.25	35.96	37.75	39.65				
0143		Business Analyst III	37.46	39.33	41.30	43.37	45.53	47.81				
0304		Buyer	28.38	29.79	31.28	32.84	34.49					
0307		Buyer, Senior	34.49	36.21	37.93							
1225		Communications Service Technician	28.04	29.44	30.91	32.46	34.08	35.78				
0124		Computer Support Technician	24.11	25.31	26.58	27.90	29.29	30.76	32.30			
5538		Converter Inventory Technician	18.38	19.30	20.26	21.28	22.35					
0334		Fleet Services Parts Technician	30.57	32.11	33.71							
0220		Graphic Arts Specialist	25.17	26.42	27.75	29.12	30.58					
0222		Graphic Arts Specialist, Lead	27.67	29.05	30.51	32.03	33.64					
0150		Information Technology Analyst	29.49	30.97	32.51	34.13	35.84	37.63	39.51	41.48	43.55	45.73
4608		Information Technology Analyst Intern	23.60									
0153		Information Technology Analyst, Principal Technical	36.34	38.16	40.07	42.07	44.18	46.40	48.71	51.14	53.70	56.38
0151		Information Technology Analyst, Senior	32.42	34.04	35.74	37.54	39.41	41.38	43.45	45.62	47.91	50.30
0152		Information Technology Analyst, Senior Technical	34.77	36.50	38.32	40.24	42.25	44.36	46.58	48.91	51.35	53.93
4611		Information Technology Business Analyst Intern	18.86									
4609		Information Technology Computer Support Technician Intern	19.29									
4610		Information Technology Helpdesk Intern	18.56									
0118		Information Technology Helpdesk Specialist	23.20	24.36	25.57	26.84	28.19					



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0160		Integration Developer	46.06	48.36	50.77	53.31	55.98					
0203		Reprographic Equipment Operator										
0299		Vehicle Parts Assistant	27.79	29.18	30.65							
0301		Warehouse Technician	27.79	29.18	30.64							
0302		Warehouse Technician, Senior	30.57	32.11	33.71							
0161		Web Developer	40.58	42.61	44.73	46.97	49.31					

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	31.98	33.58	35.26	37.02	38.89	40.82	42.86	45.00		
5524		Broadband Services Technician, Lead	35.53	37.31	38.97	41.13	43.19	45.35	47.61	49.99		
0141		Business Analyst I	24.46	25.69	26.97	28.31	29.74	31.22				
0142		Business Analyst II	31.83	33.43	35.11	36.86	38.69	40.64				
0143		Business Analyst III	38.40	40.31	42.33	44.45	46.67	49.01				
0304		Buyer	29.09	30.53	32.06	33.66	35.35					
0307		Buyer, Senior	35.35	37.12	38.88							
1225		Communications Service Technician	28.74	30.18	31.68	33.27	34.93	36.67				
0124		Computer Support Technician	24.71	25.94	27.24	28.60	30.02	31.53	33.11			
5538		Converter Inventory Technician	18.84	19.78	20.77	21.81	22.91					
0334		Fleet Services Parts Technician	31.33	32.91	34.55							
0220		Graphic Arts Specialist	25.80	27.08	28.44	29.85	31.34					
0222		Graphic Arts Specialist, Lead	28.36	29.78	31.27	32.83	34.48					
0150		Information Technology Analyst	30.23	31.74	33.32	34.98	36.74	38.57	40.50	42.52	44.64	46.87
4608		Information Technology Analyst Intern	24.19									
0153		Information Technology Analyst, Principal Technical	37.25	39.11	41.07	43.12	45.28	47.56	49.93	52.42	55.04	57.79
0151		Information Technology Analyst, Senior	33.23	34.89	36.63	38.48	40.40	42.41	44.54	46.76	49.11	51.56
0152		Information Technology Analyst, Senior Technical	35.64	37.41	39.28	41.25	43.31	45.47	47.74	50.13	52.63	55.28



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4611	Information Technology Business Analyst Intern	19.33										
4609	Information Technology Computer Support Technician Intern	19.77										
4610	Information Technology Helpdesk Intern	19.02										
0118	Information Technology Helpdesk Specialist	23.78	24.97	26.21	27.51	28.89						
0160	Integration Developer	47.21	49.57	52.04	54.64	57.38						
0203	Reprographic Equipment Operator											
0299	Vehicle Parts Assistant	28.48	29.91	31.42								
0301	Warehouse Technician	28.48	29.91	31.41								
0302	Warehouse Technician, Senior	31.33	32.91	34.55								
0161	Web Developer	41.59	43.68	45.85	48.14	50.54						

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.

* * *

[L120 An employee represented by the 2017-2019 collective bargaining agreement with the Washington State Council of County and City Employees, Local 120, who is employed as of December 21, 2017, shall receive a one-time lump sum payment of \\$250.00.](#)

* * *

Section 8. That Section 1 is effective retroactive to April 1, 2017. That Sections 2 and 5 are effective retroactive to January 1, 2018. That Sections 3



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and 6 are effective January 1, 2019. That Section 4 is effective retroactive to
January 1, 2017. That Section 7 is effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney