



ORDINANCE NO. 28727

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 City of Tacoma, Washington, City and Pierce
 4 County Employees Local Number 120 of the Washington State Council of
 County and City Employees, AFSCME, AFL-CIO; and declaring the
 effective dates thereof.

5 BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 7 corrected, effective retroactive to January 1, 2020, to read as follows:
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Code	A	Title	1	2	3	4	5
4609		Information Technology Computer Support Technician Intern	23.68				
0301		Warehouse Technician	30.23	31.74	33.33		
0302		Warehouse Technician, Senior	29.34	30.84	32.35		
0161		Web Developer	32.29	33.90	35.59		

Code	A	Title	1	2	3	4	5
4609		Information Technology Computer Support Technician Intern	<u>20.36</u>				
0301		Warehouse Technician	<u>29.34</u>	<u>30.81</u>	<u>32.35</u>		
0302		Warehouse Technician, Senior	<u>32.29</u>	<u>33.90</u>	<u>35.59</u>		
0161		Web Developer	<u>42.83</u>	<u>44.97</u>	<u>47.22</u>	<u>49.58</u>	<u>52.06</u>

17 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 18 effective January 1, 2021, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	32.93	34.58	36.34	38.13	40.04	42.04	44.14	46.35		
5524		Broadband Services Technician, Lead	36.59	38.42	40.34	42.36	44.48	46.70	49.04	51.49		
0141		Business Analyst I	25.20	26.46	27.78	29.17	30.63	32.16				
0142		Business Analyst II	32.80	34.44	36.16	37.97	39.87	41.86				
0143		Business Analyst III	39.55	41.53	43.61	45.79	48.08	50.48				
0304		Buyer	29.96	31.46	33.03	34.68	36.41					
4612		Buyer Intern	23.97									
0307		Buyer, Senior	36.44	38.23	40.05	41.87						
1225		Communications Service Technician	29.60	31.08	32.63	34.26	35.97	37.77				



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0124		Computer Support Technician	25.45	26.72	28.06	29.46	30.93	32.48	34.10			
5538		Converter Inventory Technician	19.42	20.39	21.41	22.48	23.60					
0334		Fleet Services Parts Technician	32.29	33.90	35.59							
0220		Graphic Arts Specialist	26.56	27.89	29.28	30.74	32.28					
0222		Graphic Arts Specialist, Lead	29.22	30.68	32.24	33.82	35.51					
0150		Information Technology Analyst	31.14	32.67	34.30	36.02	37.82	39.71	41.70	43.79	45.98	48.28
4608		Information Technology Analyst Intern	24.89									
0153		Information Technology Analyst, Principal Technical	38.37	40.29	42.30	44.42	46.64	48.97	51.42	53.99	56.69	59.52
0151		Information Technology Analyst, Senior	34.24	35.95	37.75	39.64	41.62	43.70	45.88	48.17	50.58	53.11
0152		Information Technology Analyst, Senior Technical	36.74	38.55	40.48	42.50	44.62	46.85	49.19	51.65	54.23	56.94
4611		Information Technology Business Analyst Intern	20.16									
4609		Information Technology Computer Support Technician Intern	20.36									
4610		Information Technology Helpdesk Intern	19.58									
0118		Information Technology Helpdesk Specialist	24.48	25.70	26.99	28.34	29.76					
0160		Integration Developer	48.63	51.06	53.64	56.29	59.10					
0299		Vehicle Parts Assistant	29.35	30.82	32.36							
0301		Warehouse Technician	29.34	30.84	32.35							
0302		Warehouse Technician, Senior	32.29	33.90	35.59							
0161		Web Developer	42.83	44.97	47.22	49.58	52.06					

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	33.27	34.93	36.68	38.51	40.44	42.46	44.58	46.81		
5524		Broadband Services Technician, Lead	36.94	38.79	40.73	42.77	44.91	47.16	49.52	52.00		
0141		Business Analyst I	25.45	26.72	28.06	29.46	30.93	32.48				
0142		Business Analyst II	33.12	34.78	36.52	38.35	40.27	42.28				
0143		Business Analyst III	39.94	41.94	44.04	46.24	48.55	50.98				
0304		Buyer	30.25	31.76	33.35	35.02	36.77					
4612		Buyer Intern	24.20									
0307		Buyer, Senior	36.52	38.35	40.27	42.29						
1225		Communications Service Technician	29.89	31.38	32.95	34.60	36.33	38.15				
0124		Computer Support Technician	25.70	26.98	28.33	29.75	31.24	32.80	34.44			
5538		Converter Inventory Technician	19.61	20.59	21.62	22.70	23.84					



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0334		Fleet Services Parts Technician	<u>32.61</u>	<u>34.24</u>	<u>35.95</u>							
0220		Graphic Arts Specialist	<u>26.82</u>	<u>28.16</u>	<u>29.57</u>	<u>31.05</u>	<u>32.60</u>					
0222		Graphic Arts Specialist, Lead	<u>29.50</u>	<u>30.98</u>	<u>32.53</u>	<u>34.16</u>	<u>35.87</u>					
0150		Information Technology Analyst	<u>31.43</u>	<u>33.00</u>	<u>34.65</u>	<u>36.38</u>	<u>38.20</u>	<u>40.11</u>	<u>42.12</u>	<u>44.23</u>	<u>46.44</u>	<u>48.76</u>
4608		Information Technology Analyst Intern	<u>25.14</u>									
0153		Information Technology Analyst, Principal Technical	<u>38.75</u>	<u>40.69</u>	<u>42.72</u>	<u>44.86</u>	<u>47.10</u>	<u>49.46</u>	<u>51.93</u>	<u>54.53</u>	<u>57.26</u>	<u>60.12</u>
0151		Information Technology Analyst, Senior	<u>34.57</u>	<u>36.30</u>	<u>38.12</u>	<u>40.03</u>	<u>42.03</u>	<u>44.13</u>	<u>46.34</u>	<u>48.66</u>	<u>51.09</u>	<u>53.64</u>
0152		Information Technology Analyst, Senior Technical	<u>37.07</u>	<u>38.92</u>	<u>40.87</u>	<u>42.91</u>	<u>45.06</u>	<u>47.31</u>	<u>49.68</u>	<u>52.16</u>	<u>54.77</u>	<u>57.51</u>
4611		Information Technology Business Analyst Intern	<u>20.36</u>									
4609		Information Technology Computer Support Technician Intern	<u>20.56</u>									
4610		Information Technology Helpdesk Intern	<u>19.78</u>									
0118		Information Technology Helpdesk Specialist	<u>24.73</u>	<u>25.97</u>	<u>27.27</u>	<u>28.63</u>	<u>30.06</u>					
0160		Integration Developer	<u>49.10</u>	<u>51.56</u>	<u>54.14</u>	<u>56.85</u>	<u>59.69</u>					
0299		Vehicle Parts Assistant	<u>29.64</u>	<u>31.12</u>	<u>32.68</u>							
0301		Warehouse Technician	<u>29.63</u>	<u>31.11</u>	<u>32.67</u>							
0302		Warehouse Technician, Senior	<u>32.61</u>	<u>34.24</u>	<u>35.95</u>							
0161		Web Developer	<u>43.27</u>	<u>45.43</u>	<u>47.70</u>	<u>50.08</u>	<u>52.58</u>					

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby effective January 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	<u>33.27</u>	<u>34.93</u>	<u>36.68</u>	<u>38.51</u>	<u>40.44</u>	<u>42.46</u>	<u>44.58</u>	<u>46.81</u>		
5524		Broadband Services Technician, Lead	<u>36.94</u>	<u>38.79</u>	<u>40.73</u>	<u>42.77</u>	<u>44.91</u>	<u>47.16</u>	<u>49.52</u>	<u>52.00</u>		
0141		Business Analyst I	<u>25.45</u>	<u>26.72</u>	<u>28.06</u>	<u>29.46</u>	<u>30.93</u>	<u>32.48</u>				
0142		Business Analyst II	<u>33.12</u>	<u>34.78</u>	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.28</u>				
0143		Business Analyst III	<u>39.94</u>	<u>41.94</u>	<u>44.04</u>	<u>46.24</u>	<u>48.55</u>	<u>50.98</u>				
0304		Buyer	<u>30.25</u>	<u>31.76</u>	<u>33.35</u>	<u>35.02</u>	<u>36.77</u>					
4612		Buyer Intern	<u>24.20</u>									
0307		Buyer, Senior	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.29</u>						
1225		Communications Service Technician	<u>29.89</u>	<u>31.38</u>	<u>32.95</u>	<u>34.60</u>	<u>36.33</u>	<u>38.15</u>				
0124		Computer Support Technician	<u>25.70</u>	<u>26.98</u>	<u>28.33</u>	<u>29.75</u>	<u>31.24</u>	<u>32.80</u>	<u>34.44</u>			
5538		Converter Inventory Technician	<u>49.64</u>	<u>20.59</u>	<u>21.62</u>	<u>22.70</u>	<u>23.84</u>					



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0334		Fleet Services Parts Technician	32.64	34.24	35.95							
0220		Graphic Arts Specialist	26.82	28.16	29.57	31.05	32.60					
0222		Graphic Arts Specialist, Lead	29.50	30.98	32.53	34.16	35.87					
0150		Information Technology Analyst	31.43	33.00	34.65	36.38	38.20	40.11	42.12	44.23	46.44	48.76
4608		Information Technology Analyst Intern	25.14									
0153		Information Technology Analyst, Principal Technical	38.75	40.69	42.72	44.86	47.10	49.46	51.93	54.53	57.26	60.12
0151		Information Technology Analyst, Senior	34.57	36.30	38.12	40.03	42.03	44.13	46.34	48.66	51.09	53.64
0152		Information Technology Analyst, Senior Technical	37.07	38.92	40.87	42.91	45.06	47.31	49.68	52.16	54.77	57.54
4611		Information Technology Business Analyst Intern	20.36									
4609		Information Technology Computer Support Technician Intern	20.56									
4610		Information Technology Helpdesk Intern	19.78									
0118		Information Technology Helpdesk Specialist	24.73	25.97	27.27	28.63	30.06					
0160		Integration Developer	49.10	51.56	54.14	56.85	59.69					
0299		Vehicle Parts Assistant	29.64	31.12	32.68							
0301		Warehouse Technician	29.63	31.11	32.67							
0302		Warehouse Technician, Senior	32.64	34.24	35.95							
0161		Web Developer	43.27	45.43	47.70	50.08	52.58					

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	33.61	35.29	37.05	38.90	40.85	42.89	45.03	47.28		
5524		Broadband Services Technician, Lead	37.32	39.19	41.15	43.21	45.37	47.64	50.02	52.52		
0141		Business Analyst I	25.70	26.98	28.33	29.75	31.24	32.80				
0142		Business Analyst II	33.46	35.13	36.89	38.73	40.67	42.70				
0143		Business Analyst III	40.34	42.36	44.48	46.70	49.04	51.49				
0304		Buyer	30.56	32.09	33.69	35.37	37.14					
4612		Buyer Intern	24.45									
0307		Buyer, Senior	36.90	38.74	40.68	42.71						
1225		Communications Service Technician	30.19	31.70	33.29	34.95	36.70	38.53				
0124		Computer Support Technician	25.95	27.25	28.61	30.04	31.54	33.12	34.78			
5538		Converter Inventory Technician	19.81	20.80	21.84	22.93	24.08					
0334		Fleet Services Parts Technician	32.93	34.58	36.31							
0220		Graphic Arts Specialist	27.10	28.45	29.87	31.36	32.93					
0222		Graphic Arts Specialist, Lead	29.81	31.30	32.86	34.50	36.23					



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0150		Information Technology Analyst	<u>31.73</u>	<u>33.32</u>	<u>34.99</u>	<u>36.74</u>	<u>38.58</u>	<u>40.51</u>	<u>42.54</u>	<u>44.67</u>	<u>46.90</u>	<u>49.25</u>
4608		Information Technology Analyst Intern	<u>25.38</u>									
0153		Information Technology Analyst, Principal Technical	<u>39.14</u>	<u>41.10</u>	<u>43.15</u>	<u>45.31</u>	<u>47.58</u>	<u>49.96</u>	<u>52.46</u>	<u>55.08</u>	<u>57.83</u>	<u>60.72</u>
0151		Information Technology Analyst, Senior	<u>34.92</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>	<u>42.45</u>	<u>44.57</u>	<u>46.80</u>	<u>49.14</u>	<u>51.60</u>	<u>54.18</u>
0152		Information Technology Analyst, Senior Technical	<u>37.44</u>	<u>39.31</u>	<u>41.28</u>	<u>43.34</u>	<u>45.51</u>	<u>47.79</u>	<u>50.18</u>	<u>52.69</u>	<u>55.32</u>	<u>58.09</u>
4611		Information Technology Business Analyst Intern	<u>20.56</u>									
4609		Information Technology Computer Support Technician Intern	<u>20.76</u>									
4610		Information Technology Helpdesk Intern	<u>19.98</u>									
0118		Information Technology Helpdesk Specialist	<u>24.97</u>	<u>26.22</u>	<u>27.53</u>	<u>28.91</u>	<u>30.36</u>					
0160		Integration Developer	<u>49.61</u>	<u>52.09</u>	<u>54.69</u>	<u>57.42</u>	<u>60.29</u>					
0299		Vehicle Parts Assistant	<u>29.94</u>	<u>31.44</u>	<u>33.01</u>							
0301		Warehouse Technician	<u>29.93</u>	<u>31.43</u>	<u>33.00</u>							
0302		Warehouse Technician, Senior	<u>32.93</u>	<u>34.58</u>	<u>36.31</u>							
0161		Web Developer	<u>43.70</u>	<u>45.88</u>	<u>48.17</u>	<u>50.58</u>	<u>53.11</u>					

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby effective July 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	<u>33.64</u>	<u>35.29</u>	<u>37.05</u>	<u>38.90</u>	<u>40.85</u>	<u>42.89</u>	<u>45.03</u>	<u>47.28</u>		
5524		Broadband Services Technician, Lead	<u>37.32</u>	<u>39.19</u>	<u>41.15</u>	<u>43.24</u>	<u>45.37</u>	<u>47.64</u>	<u>50.02</u>	<u>52.52</u>		
0141		Business Analyst I	<u>25.70</u>	<u>26.98</u>	<u>28.33</u>	<u>29.75</u>	<u>31.24</u>	<u>32.80</u>				
0142		Business Analyst II	<u>33.46</u>	<u>35.13</u>	<u>36.89</u>	<u>38.73</u>	<u>40.67</u>	<u>42.70</u>				
0143		Business Analyst III	<u>40.34</u>	<u>42.36</u>	<u>44.48</u>	<u>46.70</u>	<u>49.04</u>	<u>51.49</u>				
0304		Buyer	<u>30.56</u>	<u>32.09</u>	<u>33.69</u>	<u>35.37</u>	<u>37.14</u>					
4612		Buyer Intern	<u>24.45</u>									
0307		Buyer, Senior	<u>36.90</u>	<u>38.74</u>	<u>40.68</u>	<u>42.71</u>						
1225		Communications Service Technician	<u>30.19</u>	<u>31.70</u>	<u>33.29</u>	<u>34.95</u>	<u>36.70</u>	<u>38.53</u>				
0124		Computer Support Technician	<u>25.95</u>	<u>27.25</u>	<u>28.64</u>	<u>30.04</u>	<u>31.54</u>	<u>33.12</u>	<u>34.78</u>			
5538		Converter Inventory Technician	<u>19.84</u>	<u>20.80</u>	<u>21.84</u>	<u>22.93</u>	<u>24.08</u>					
0334		Fleet Services Parts Technician	<u>32.93</u>	<u>34.58</u>	<u>36.34</u>							
0220		Graphic Arts Specialist	<u>27.10</u>	<u>28.45</u>	<u>29.87</u>	<u>31.36</u>	<u>32.93</u>					
0222		Graphic Arts Specialist, Lead	<u>29.84</u>	<u>31.30</u>	<u>32.86</u>	<u>34.50</u>	<u>36.23</u>					



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0150		Information Technology Analyst	<u>31.73</u>	<u>33.32</u>	<u>34.99</u>	<u>36.74</u>	<u>38.58</u>	<u>40.51</u>	<u>42.54</u>	<u>44.67</u>	<u>46.90</u>	<u>49.25</u>
4608		Information Technology Analyst Intern	<u>25.38</u>									
0153		Information Technology Analyst, Principal Technical	<u>39.44</u>	<u>41.10</u>	<u>43.15</u>	<u>45.31</u>	<u>47.58</u>	<u>49.96</u>	<u>52.46</u>	<u>55.08</u>	<u>57.83</u>	<u>60.72</u>
0151		Information Technology Analyst, Senior	<u>34.92</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>	<u>42.45</u>	<u>44.57</u>	<u>46.80</u>	<u>49.14</u>	<u>51.60</u>	<u>54.18</u>
0152		Information Technology Analyst, Senior Technical	<u>37.44</u>	<u>39.34</u>	<u>41.28</u>	<u>43.34</u>	<u>45.51</u>	<u>47.79</u>	<u>50.18</u>	<u>52.69</u>	<u>55.32</u>	<u>58.09</u>
4611		Information Technology Business Analyst Intern	<u>20.56</u>									
4609		Information Technology Computer Support Technician Intern	<u>20.76</u>									
4610		Information Technology Helpdesk Intern	<u>19.98</u>									
0118		Information Technology Helpdesk Specialist	<u>24.97</u>	<u>26.22</u>	<u>27.53</u>	<u>28.91</u>	<u>30.36</u>					
0160		Integration Developer	<u>49.61</u>	<u>52.09</u>	<u>54.69</u>	<u>57.42</u>	<u>60.29</u>					
0299		Vehicle Parts Assistant	<u>29.94</u>	<u>31.44</u>	<u>33.01</u>							
0301		Warehouse Technician	<u>29.93</u>	<u>31.43</u>	<u>33.00</u>							
0302		Warehouse Technician, Senior	<u>32.93</u>	<u>34.58</u>	<u>36.31</u>							
0161		Web Developer	<u>43.70</u>	<u>45.88</u>	<u>48.17</u>	<u>50.58</u>	<u>53.11</u>					

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	<u>33.95</u>	<u>35.64</u>	<u>37.42</u>	<u>39.29</u>	<u>41.26</u>	<u>43.32</u>	<u>45.48</u>	<u>47.75</u>		
5524		Broadband Services Technician, Lead	<u>37.69</u>	<u>39.58</u>	<u>41.56</u>	<u>43.64</u>	<u>45.82</u>	<u>48.12</u>	<u>50.52</u>	<u>53.05</u>		
0141		Business Analyst I	<u>25.96</u>	<u>27.25</u>	<u>28.61</u>	<u>30.05</u>	<u>31.55</u>	<u>33.13</u>				
0142		Business Analyst II	<u>33.79</u>	<u>35.48</u>	<u>37.26</u>	<u>39.12</u>	<u>41.08</u>	<u>43.13</u>				
0143		Business Analyst III	<u>40.74</u>	<u>42.78</u>	<u>44.92</u>	<u>47.17</u>	<u>49.53</u>	<u>52.00</u>				
0304		Buyer	<u>30.87</u>	<u>32.41</u>	<u>34.03</u>	<u>35.72</u>	<u>37.51</u>					
4612		Buyer Intern	<u>24.70</u>									
0307		Buyer, Senior	<u>37.27</u>	<u>39.13</u>	<u>41.08</u>	<u>43.14</u>						
1225		Communications Service Technician	<u>30.49</u>	<u>32.02</u>	<u>33.62</u>	<u>35.30</u>	<u>37.07</u>	<u>38.92</u>				
0124		Computer Support Technician	<u>26.21</u>	<u>27.52</u>	<u>28.90</u>	<u>30.34</u>	<u>31.86</u>	<u>33.45</u>	<u>35.13</u>			
5538		Converter Inventory Technician	<u>20.01</u>	<u>21.01</u>	<u>22.06</u>	<u>23.16</u>	<u>24.32</u>					
0334		Fleet Services Parts Technician	<u>33.26</u>	<u>34.93</u>	<u>36.67</u>							
0220		Graphic Arts Specialist	<u>27.37</u>	<u>28.73</u>	<u>30.17</u>	<u>31.67</u>	<u>33.26</u>					
0222		Graphic Arts Specialist, Lead	<u>30.11</u>	<u>31.61</u>	<u>33.19</u>	<u>34.85</u>	<u>36.59</u>					
0150		Information Technology Analyst	<u>32.05</u>	<u>33.65</u>	<u>35.34</u>	<u>37.11</u>	<u>38.97</u>	<u>40.92</u>	<u>42.97</u>	<u>45.12</u>	<u>47.37</u>	<u>49.74</u>
4608		Information Technology Analyst Intern	<u>25.64</u>									



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0153		Information Technology Analyst, Principal Technical	39.53	41.51	43.58	45.76	48.06	50.46	52.98	55.63	58.41	61.33
0151		Information Technology Analyst, Senior	35.27	37.04	38.89	40.83	42.87	45.02	47.27	49.63	52.12	54.72
0152		Information Technology Analyst, Senior Technical	37.81	39.70	41.69	43.77	45.97	48.27	50.68	53.22	55.87	58.67
4611		Information Technology Business Analyst Intern	20.77									
4609		Information Technology Computer Support Technician Intern	20.97									
4610		Information Technology Helpdesk Intern	20.18									
0118		Information Technology Helpdesk Specialist	25.22	26.48	27.81	29.20	30.66					
0160		Integration Developer	50.11	52.61	55.24	57.99	60.89					
0299		Vehicle Parts Assistant	30.24	31.75	33.34							
0301		Warehouse Technician	30.23	31.74	33.33							
0302		Warehouse Technician, Senior	33.26	34.93	36.67							
0161		Web Developer	44.14	46.34	48.65	51.09	53.64					

Section 5. That Section 1.12.640 of the Tacoma Municipal Code is hereby effective January 1, 2021, to read as follows:

* * *

L120. An employee represented by the Washington State Council of County and City Employees, Local 120, assigned to work within the Tacoma Police Department, and employed as of the date of City Council approval of the [2020-2021-22](#) collective bargaining agreement, shall receive a lump sum payment [for each year of the agreement the CALEA accreditation is maintained](#) in the amount of \$500 in recognition of their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

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Section 6. Contingent upon approval of the Local 120 Collective Bargaining Agreement, effective January 1, 2021, through December 31, 2022, by the Public Utility Board at its December 9, 2020, special meeting (U-11225) and the City Council at its December 15, 2020, meeting, effective dates are as follows: Section 1 is corrected, effective retroactive to January 1, 2020; Sections 2 and 5 are effective January 1, 2021; Section 3 is effective January 1, 2022; and Section 4 is effective July 1, 2022.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney