



ORDINANCE NO. 28680

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 Washington State Council of County and City
 4 Employees, Local 120, and the International Brotherhood of Electrical
 Workers, Local 483, Clerical Unit; to implement changes to reflect the
 organizational structure 1.12.640; 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 amended, effective retroactive to January 1, 2020, 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	31.98	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	40.65						
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
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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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
4608		Information Technology Analyst Intern	24.19									
4609		Information Technology Computer Support Technician Intern	19.77									
4610		Information Technology Helpdesk Intern	19.02									
4611		Information Technology Business Analyst Intern	19.33									
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					
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					

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	32.93	34.58	36.31	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	36.17	37.98	39.88	41.87						
1225		Communications Service Technician	29.60	31.08	32.63	34.26	35.97	37.77				
0124		Computer Support Technician	25.45	26.72	28.06	29.46	30.93	32.48	34.10			



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5538	Converter Inventory Technician	<u>19.42</u>	<u>20.39</u>	<u>21.41</u>	<u>22.48</u>	<u>23.60</u>						
0334	Fleet Services Parts Technician	<u>32.29</u>	<u>33.90</u>	<u>35.59</u>								
0220	Graphic Arts Specialist	<u>26.56</u>	<u>27.89</u>	<u>29.28</u>	<u>30.74</u>	<u>32.28</u>						
0222	Graphic Arts Specialist, Lead	<u>29.22</u>	<u>30.68</u>	<u>32.21</u>	<u>33.82</u>	<u>35.51</u>						
0150	Information Technology Analyst	<u>31.11</u>	<u>32.67</u>	<u>34.30</u>	<u>36.02</u>	<u>37.82</u>	<u>39.71</u>	<u>41.70</u>	<u>43.79</u>	<u>45.98</u>	<u>48.28</u>	
0151	Information Technology Analyst, Senior	<u>34.24</u>	<u>35.95</u>	<u>37.75</u>	<u>39.64</u>	<u>41.62</u>	<u>43.70</u>	<u>45.88</u>	<u>48.17</u>	<u>50.58</u>	<u>53.11</u>	
0152	Information Technology Analyst, Senior Technical	<u>36.71</u>	<u>38.55</u>	<u>40.48</u>	<u>42.50</u>	<u>44.62</u>	<u>46.85</u>	<u>49.19</u>	<u>51.65</u>	<u>54.23</u>	<u>56.94</u>	
0153	Information Technology Analyst, Principal Technical	<u>38.37</u>	<u>40.29</u>	<u>42.30</u>	<u>44.42</u>	<u>46.64</u>	<u>48.97</u>	<u>51.42</u>	<u>53.99</u>	<u>56.69</u>	<u>59.52</u>	
4608	Information Technology Analyst Intern	<u>24.89</u>										
4609	Information Technology Computer Support Technician Intern	<u>23.68</u>										
4610	Information Technology Helpdesk Intern	<u>19.58</u>										
4611	Information Technology Business Analyst Intern	<u>20.16</u>										
0118	Information Technology Helpdesk Specialist	<u>24.48</u>	<u>25.70</u>	<u>26.99</u>	<u>28.34</u>	<u>29.76</u>						
0160	Integration Developer	<u>48.63</u>	<u>51.06</u>	<u>53.61</u>	<u>56.29</u>	<u>59.10</u>						
0299	Vehicle Parts Assistant	<u>29.35</u>	<u>30.82</u>	<u>32.36</u>								
0301	Warehouse Technician	<u>30.23</u>	<u>31.74</u>	<u>33.33</u>								
0302	Warehouse Technician, Senior	<u>29.34</u>	<u>30.81</u>	<u>32.35</u>								
0161	Web Developer	<u>32.29</u>	<u>33.90</u>	<u>35.59</u>								



Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2020.

Code	A	Job Title	1	2	3	4	5
0508		Accountant	29.82	31.31	32.88	34.52	36.25
0514		Accountant, Senior	34.30	36.01	37.82	39.71	41.70
0737		Administrative Assistant	24.14	25.36	26.61	27.96	29.35
0504		Financial Assistant	24.14	25.36	26.61	27.96	29.35
0006		Office Assistant	21.00	22.05	23.16	24.32	25.52
1141		Public Disclosure Analyst	28.57	30.00	31.50	33.07	34.72
1140		Public Disclosure Specialist	25.71	27.00	28.35	29.76	31.25
0547		Retirement Specialist	24.14	25.36	26.61	27.96	29.35

Code	A	Job Title	1	2	3	4	5
0508		Accountant	30.71	32.25	33.87	35.56	37.34
0514		Accountant, Senior	35.33	37.09	38.95	40.90	42.95
0737		Administrative Assistant	24.86	26.12	27.41	28.80	30.23
0504		Financial Assistant	24.86	26.12	27.41	28.80	30.23
0006		Office Assistant	21.63	22.71	23.85	25.05	26.29
1141		Public Disclosure Analyst	29.43	30.90	32.45	34.06	35.76
1140		Public Disclosure Specialist	26.48	27.81	29.20	30.65	32.19
0547		Retirement Specialist	24.86	26.12	27.41	28.80	30.23

Section 3. 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.

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~~L120 An employee represented by Washington State Council of County and City Employees, Local 120, and assigned to work for Click! may be eligible for retention incentive compensation pursuant to a Letter of Agreement negotiated between the City of Tacoma and International Brotherhood of Electrical Workers, Local 483, Click! Unit and the Washington State Council of County and City Employees, Local 120.~~

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 collective bargaining agreement, shall receive a lump sum payment 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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~~L483 CL. An employee in a classification represented by the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, active as of the date of ratification of the 2016-2019 collective bargaining agreement, will receive a one-time lump sum payment of \$900.00. For any year of the agreement where an employee's base wage remains redlined after the wage increase is applied, they will receive a one-time lump sum payment of \$500.00.~~

L483 CL am employee represented by the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, assigned to work within the Tacoma Police Department, and employed as of the date of City Council approval of the 2020 collective bargaining agreement, and in the first pay period of each subsequent year of the contract, shall receive a lump sum payment 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 4. That Sections 1 and 2 are effective retroactive to January 1, 2020. That Section 3 shall become effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney