



# ORDINANCE NO. 28734

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, Tacoma Power Unit, and Human Resources Unit; and  
 5 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, 2021, to read as follows:

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<del>22.88</del>	<del>24.02</del>	<del>25.24</del>	<del>26.49</del>	<del>27.81</del>
11140		Human Resources Specialist	<del>29.80</del>	<del>31.28</del>	<del>32.85</del>	<del>34.48</del>	<del>36.20</del>
11150		Human Resources Analyst	<del>35.05</del>	<del>36.84</del>	<del>38.65</del>	<del>40.58</del>	<del>42.64</del>

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<u>23.11</u>	<u>24.27</u>	<u>25.48</u>	<u>26.75</u>	<u>28.09</u>
11140		Human Resources Specialist	<u>30.08</u>	<u>31.58</u>	<u>33.16</u>	<u>34.82</u>	<u>36.56</u>
11150		Human Resources Analyst	<u>35.41</u>	<u>37.18</u>	<u>39.04</u>	<u>40.99</u>	<u>43.04</u>

15 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 16 amended, effective January 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<u>23.11</u>	<u>24.27</u>	<u>25.48</u>	<u>26.75</u>	<u>28.09</u>
11140		Human Resources Specialist	<u>30.08</u>	<u>31.58</u>	<u>33.16</u>	<u>34.82</u>	<u>36.56</u>
11150		Human Resources Analyst	<u>35.41</u>	<u>37.18</u>	<u>39.04</u>	<u>40.99</u>	<u>43.04</u>

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<u>23.34</u>	<u>24.51</u>	<u>25.73</u>	<u>27.02</u>	<u>28.37</u>
11140		Human Resources Specialist	<u>30.38</u>	<u>31.90</u>	<u>33.49</u>	<u>35.17</u>	<u>36.93</u>
11150		Human Resources Analyst	<u>35.76</u>	<u>37.55</u>	<u>39.43</u>	<u>41.40</u>	<u>43.47</u>

23 Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 24 amended, effective July 1, 2022, to read as follows:  
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Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<del>23.34</del>	<del>24.51</del>	<del>25.73</del>	<del>27.02</del>	<del>28.37</del>
11140		Human Resources Specialist	<del>30.38</del>	<del>31.90</del>	<del>33.49</del>	<del>35.17</del>	<del>36.93</del>
11150		Human Resources Analyst	<del>35.76</del>	<del>37.55</del>	<del>39.43</del>	<del>41.40</del>	<del>43.47</del>

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	<u>23.57</u>	<u>24.76</u>	<u>25.99</u>	<u>27.29</u>	<u>28.65</u>
11140		Human Resources Specialist	<u>30.68</u>	<u>32.22</u>	<u>33.82</u>	<u>35.52</u>	<u>37.30</u>
11150		Human Resources Analyst	<u>36.12</u>	<u>37.93</u>	<u>39.82</u>	<u>41.81</u>	<u>43.90</u>

Section 4. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:

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5516 A Telecommunications Utility Worker (CSC 5516), when assigned in writing as Lead, shall receive an applied rate of 10 percent additional pay per hour above the current step rate of pay. ~~The classification of Telecommunications Utility Worker (CSC 5516) is comprised of all non-automatic steps, and progression within the salary range is based on merit.~~ A Telecommunications Utility Worker (CSC 5516) will be eligible to receive non-automatic steps 4 and 5 based on criteria set forth within the collective bargaining agreement.

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Section 5. That Section 1 is effective retroactive to January 1, 2021. That Section 2 is effective January 1, 2022. That Section 3 is effective July 1, 2022. That Section 4 is effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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