



ORDINANCE NO. 28202

1 AN ORDINANCE relating to the Compensation Plan; amending Sections 1.12.355
2 and 1.12.640 of the Tacoma Municipal Code; and declaring the effective
3 dates thereof to implement rates of pay and compensation for employees
4 represented by the International Brotherhood of Electrical Workers, Local
5 483, Clerical Unit.

6 WHEREAS the collective bargaining agreement with the International
7 Brotherhood of Electrical Workers, Local 483, Clerical Unit ("IBEW"), was approved
8 pursuant to Resolution No. 38377, adopted on November 29, 2011, and covers
9 approximately 197.2 budgeted, full-time equivalent positions, and

10 WHEREAS the agreement provides for a market-based wage increase for
11 2013 and an increase for 2014 based on the Consumer Price Index for Urban
12 Wage Earners and Clerical Workers (CPI-W) for the Seattle-Tacoma-Bremerton
13 area, June to June index, with a minimum increase of 2 percent and a maximum
14 increase of 4 percent, and

15 WHEREAS an increase of 1.8 percent will be applied, retroactive to
16 January 1, 2013, for the classifications of Administrative Assistant, Benefit
17 Specialist (Retirement), Financial Assistant, and Office Assistant; and an increase
18 of 5 percent for the classification of Accountant and Senior Accountant, and

19 WHEREAS, pursuant to the terms of the agreement, all classifications will
20 receive a 2 percent increase effective January 1, 2014, and

21 WHEREAS City Council authorization is required to implement rates of pay
22 and compensation within the collective bargaining agreement that has been
23 negotiated with IBEW on behalf of its represented employees; Now, Therefore,
24

25 BE IT ORDAINED BY THE CITY OF TACOMA:
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Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective retroactive to January 1, 2013, to read as follows:

Code	Job Title	1	2	3	4	5
05080	Accountant	25.40	26.67	28.00	29.40	30.87
05140	Accountant, Senior	29.21	30.67	32.20	33.81	35.50
07370	Administrative Assistant	21.21	22.27	23.38	24.55	25.78
05470	Benefit Specialist (Retirement)	21.21	22.27	23.38	24.55	25.78
05040	Financial Assistant	21.21	22.27	23.38	24.55	25.78
00060	Office Assistant	18.44	19.36	20.33	21.35	22.42

Code	Job Title	1	2	3	4	5
05080	Accountant	<u>26.67</u>	<u>28.00</u>	<u>29.40</u>	<u>30.87</u>	<u>32.41</u>
05140	Accountant, Senior	<u>30.67</u>	<u>32.20</u>	<u>33.81</u>	<u>35.50</u>	<u>37.28</u>
07370	Administrative Assistant	<u>21.59</u>	<u>22.67</u>	<u>23.80</u>	<u>24.99</u>	<u>26.24</u>
05470	Benefit Specialist (Retirement)	<u>21.59</u>	<u>22.67</u>	<u>23.80</u>	<u>24.99</u>	<u>26.24</u>
05040	Financial Assistant	<u>21.59</u>	<u>22.67</u>	<u>23.80</u>	<u>24.99</u>	<u>26.24</u>
00060	Office Assistant	<u>18.78</u>	<u>19.72</u>	<u>20.70</u>	<u>21.74</u>	<u>22.82</u>

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective January 1, 2014, to read as follows:

Code	Job Title	1	2	3	4	5
05080	Accountant	26.67	28.00	29.40	30.87	32.41
05140	Accountant, Senior	30.67	32.20	33.81	35.50	37.28
07370	Administrative Assistant	21.59	22.67	23.80	24.99	26.24
05470	Benefit Specialist (Retirement)	21.59	22.67	23.80	24.99	26.24
05040	Financial Assistant	21.59	22.67	23.80	24.99	26.24
00060	Office Assistant	18.78	19.72	20.70	21.74	22.82

Code	Job Title	1	2	3	4	5
05080	Accountant	<u>27.20</u>	<u>28.56</u>	<u>29.99</u>	<u>31.49</u>	<u>33.06</u>
05140	Accountant, Senior	<u>31.28</u>	<u>32.84</u>	<u>34.49</u>	<u>36.21</u>	<u>38.02</u>
07370	Administrative Assistant	<u>22.02</u>	<u>23.12</u>	<u>24.28</u>	<u>25.49</u>	<u>26.77</u>
05470	Benefit Specialist (Retirement)	<u>22.02</u>	<u>23.12</u>	<u>24.28</u>	<u>25.49</u>	<u>26.77</u>
05040	Financial Assistant	<u>22.02</u>	<u>23.12</u>	<u>24.28</u>	<u>25.49</u>	<u>26.77</u>
00060	Office Assistant	<u>19.15</u>	<u>20.11</u>	<u>21.12</u>	<u>22.17</u>	<u>23.28</u>



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Section 3. 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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~~L483 Clerical. All employees covered by the 2011—2014 collective bargaining agreement, assigned to the Tacoma Police Department and employed as of January 1, 2010, will receive a one-time lump sum payment equal to 2% of their 2010 base pay rate in recognition of their contribution toward the achievement of the CALEA accreditation. This clause will sunset once payment has been made.~~

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Section 4. That Section 1 of this ordinance shall become effective retroactive to January 1, 2013. That Section 2 of this ordinance shall become effective January 1, 2014. That Section 3 of this ordinance shall become effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney