



ORDINANCE NO. 28377

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 for non-represented employees and employees represented by the
 4 International Brotherhood of Electrical Workers, Local 483, Clerical Unit;
 5 the Professional and Technical Employees, Local 17; and Tacoma,
 6 Washington, City and Pierce County Employees, Local 120; and declaring
 7 the effective dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

8 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 9 amended, effective retroactive to January 1, 2016, to read as follows:

Code	A	Job Title	1	2	3	4	5
0508		Accountant	27.80	29.19	30.65	32.18	33.79
0514		Accountant, Senior	31.97	33.56	35.25	37.01	38.86
0737		Administrative Assistant	22.50	23.63	24.81	26.05	27.36
0547		<u>Benefit Specialist (Retirement)</u> <u>Retirement Specialist</u>	22.50	23.63	24.81	26.05	27.36
0504		Financial Assistant	22.50	23.63	24.81	26.05	27.36
0006		Office Assistant	19.57	20.55	21.58	22.66	23.79

Code	A	Job Title	1	2	3	4	5
0508		Accountant	28.11	29.51	30.99	32.53	34.16
0514		Accountant, Senior	32.32	33.93	35.64	37.42	39.29
0737		Administrative Assistant	22.75	23.89	25.08	26.34	27.66
0547		<u>Benefit Specialist (Retirement)</u> <u>Retirement Specialist</u>	22.75	23.89	25.08	26.34	27.66
0504		Financial Assistant	22.75	23.89	25.08	26.34	27.66
0006		Office Assistant	19.79	20.78	21.82	22.91	24.05

22 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 23 amended, effective January 1, 2017, to read as follows:
 24
 25
 26



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

Code	A	Job Title	1	2	3	4	5
0508		Accountant	<u>28.11</u>	<u>29.51</u>	<u>30.99</u>	<u>32.53</u>	<u>34.16</u>
0514		Accountant, Senior	<u>32.32</u>	<u>33.93</u>	<u>35.64</u>	<u>37.42</u>	<u>39.29</u>
0737		Administrative Assistant	<u>22.75</u>	<u>23.89</u>	<u>25.08</u>	<u>26.34</u>	<u>27.66</u>
0547		<u>Benefit Specialist (Retirement)</u> <u>Retirement Specialist</u>	<u>22.75</u>	<u>23.89</u>	<u>25.08</u>	<u>26.34</u>	<u>27.66</u>
0504		Financial Assistant	<u>22.75</u>	<u>23.89</u>	<u>25.08</u>	<u>26.34</u>	<u>27.66</u>
0006		Office Assistant	<u>19.79</u>	<u>20.78</u>	<u>21.82</u>	<u>22.91</u>	<u>24.05</u>

Code	A	Job Title	1	2	3	4	5
0508		Accountant	<u>28.67</u>	<u>30.10</u>	<u>31.61</u>	<u>33.18</u>	<u>34.84</u>
0514		Accountant, Senior	<u>32.97</u>	<u>34.61</u>	<u>36.35</u>	<u>38.17</u>	<u>40.08</u>
0737		Administrative Assistant	<u>23.21</u>	<u>24.37</u>	<u>25.58</u>	<u>26.87</u>	<u>28.21</u>
0547		<u>Benefit Specialist (Retirement)</u> <u>Retirement Specialist</u>	<u>23.21</u>	<u>24.37</u>	<u>25.58</u>	<u>26.87</u>	<u>28.21</u>
0504		Financial Assistant	<u>23.21</u>	<u>24.37</u>	<u>25.58</u>	<u>26.87</u>	<u>28.21</u>
0006		Office Assistant	<u>20.19</u>	<u>21.20</u>	<u>22.26</u>	<u>23.37</u>	<u>24.53</u>

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2018, to read as follows:

Code	A	Job Title	1	2	3	4	5
0508		Accountant	<u>28.67</u>	<u>30.10</u>	<u>31.61</u>	<u>33.18</u>	<u>34.84</u>
0514		Accountant, Senior	<u>32.97</u>	<u>34.61</u>	<u>36.35</u>	<u>38.17</u>	<u>40.08</u>
0737		Administrative Assistant	<u>23.21</u>	<u>24.37</u>	<u>25.58</u>	<u>26.87</u>	<u>28.21</u>
0547		<u>Benefit Specialist (Retirement)</u> <u>Retirement Specialist</u>	<u>23.21</u>	<u>24.37</u>	<u>25.58</u>	<u>26.87</u>	<u>28.21</u>
0504		Financial Assistant	<u>23.21</u>	<u>24.37</u>	<u>25.58</u>	<u>26.87</u>	<u>28.21</u>
0006		Office Assistant	<u>20.19</u>	<u>21.20</u>	<u>22.26</u>	<u>23.37</u>	<u>24.53</u>

Code	A	Job Title	1	2	3	4	5
0508		Accountant	<u>29.24</u>	<u>30.70</u>	<u>32.24</u>	<u>33.84</u>	<u>35.54</u>
0514		Accountant, Senior	<u>33.63</u>	<u>35.30</u>	<u>37.08</u>	<u>38.93</u>	<u>40.88</u>
0737		Administrative Assistant	<u>23.67</u>	<u>24.86</u>	<u>26.09</u>	<u>27.41</u>	<u>28.77</u>
0547		<u>Benefit Specialist (Retirement)</u> <u>Retirement Specialist</u>	<u>23.67</u>	<u>24.86</u>	<u>26.09</u>	<u>27.41</u>	<u>28.77</u>
0504		Financial Assistant	<u>23.67</u>	<u>24.86</u>	<u>26.09</u>	<u>27.41</u>	<u>28.77</u>
0006		Office Assistant	<u>20.59</u>	<u>21.62</u>	<u>22.71</u>	<u>23.84</u>	<u>25.02</u>



Section 4. 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
0508		Accountant	29.24	30.70	32.24	33.84	35.54
0514		Accountant, Senior	33.63	35.30	37.08	38.93	40.88
0737		Administrative Assistant	23.67	24.86	26.09	27.41	28.77
0547		Benefit Specialist (Retirement) Retirement Specialist	23.67	24.86	26.09	27.41	28.77
0504		Financial Assistant	23.67	24.86	26.09	27.41	28.77
0006		Office Assistant	20.59	21.62	22.71	23.84	25.02

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
0547		Benefit Specialist (Retirement) Retirement Specialist	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

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:

Code	A	Job Title	1	2	3	4	5
2401		Chief of Party, PLS	31.62	33.21	34.87	36.60	38.44
2403		Chief Surveyor, Assistant PLS	35.71	37.51	39.39	41.35	43.42
5345		Vehicle & Equipment Shop Supervisor, Senior	35.18	36.94	38.79		

Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:

Code	A	Job Title	1	2
4608		Information Technology Programming Analyst Intern	22.57	23.98



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

Code	A	Job Title	1	2
4608		Information Technology Programming Analyst Intern	22.57	
4609		Information Technology Computer Support Technician Intern	18.45	
4610		Information Technology Helpdesk Intern	17.75	
4611		Information Technology Business Analyst Intern	18.04	

Section 7. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective December 1, 2016, to read as follows:

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
4607		Management Fellow	19.13	19.36	19.61	19.85	20.10	20.35	20.61	20.86	21.12	21.39	21.66
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			21.93	22.20	22.48	22.76	23.04	23.33	23.62	23.92	24.22	24.52	

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
4607		Management Fellow	22.84	23.12	23.41	23.71	24.00	24.30	24.61	24.91	25.22	25.54	25.86
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			26.18	26.51	26.84	27.18	27.52	27.86	28.21	28.56	28.92	29.28	

Section 8. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
0707	A	Information Technology Project Manager	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.37	47.97
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			48.57	49.17	49.79	50.41	51.04	51.68	52.32	52.98	53.64	54.31	
			1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
0708	A	Information Technology Project Manager, Senior	45.94	46.52	47.10	47.69	48.28	48.89	49.50	50.12	50.74	51.38	52.02
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			52.67	53.33	53.99	54.67	55.35	56.04	56.75	57.45	58.17	58.90	

Section 9. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:



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.

Section 10. That Section 1 is effective retroactive to January 1, 2016. That Section 2 is effective January 1, 2017. That Section 3 is effective January 1, 2018. That Section 4 is effective January 1, 2019. That Sections 5, 6, 8, and 9 are effective as provided by law. That Section 7 is effective December 1, 2016.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26