



# ORDINANCE NO. 28814

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 represented employees, and changes in classifications to reflect the  
 organizational structure; and declaring the effective dates thereof.

4 BE IT ORDAINED BY THE CITY OF TACOMA:

5 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 6 amended, effective retroactive to January 1, 2022, to read as follows:  
 7

Code	Job Title	1	2	3	4	5	6	7	8	9	10
5525	Broadband Services Technician	33.60	35.28	37.05	38.90	40.84	42.88	45.03	47.28		
5524	Broadband Services Technician, Lead	37.34	39.18	41.14	43.20	45.36	47.63	50.02	52.52		
0141	Business Analyst I	25.70	26.99	28.34	29.75	31.24	32.80				
0142	Business Analyst II	33.45	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	30.55	32.08	33.68	35.37	37.14					
4612	Buyer Intern	24.44									
0307	Buyer, Senior	36.89	38.73	40.68	42.71						
1225	Communications Service Technician	30.19	31.69	33.28	34.95	36.69	38.53				
0124	Computer Support Technician	25.96	27.25	28.61	30.05	31.55	33.13	34.78			
5538	Converter Inventory Technician	19.84	20.80	21.84	22.93	24.08					
0334	Fleet Services Parts Technician	32.94	34.58	36.31							
0220	Graphic Arts Specialist	27.09	28.44	29.87	31.36	32.93					
0222	Graphic Arts Specialist, Lead	29.80	31.29	32.86	34.50	36.23					
0150	Information Technology Analyst	31.74	33.33	35.00	36.74	38.58	40.51	42.54	44.67	46.90	49.25
4608	Information Technology Analyst Intern	25.39									



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Code	Job Title	1	2	3	4	5	6	7	8	9	10
0153	Information Technology Analyst, Principal Technical	39.14	41.10	43.15	45.31	47.57	49.95	52.45	55.08	57.83	60.72
0151	Information Technology Analyst, Senior	34.92	36.66	38.50	40.43	42.45	44.57	46.80	49.15	51.60	54.18
0152	Information Technology Analyst, Senior Technical	37.44	39.31	41.28	43.34	45.51	47.78	50.18	52.68	55.32	58.09
4611	Information Technology Business Analyst Intern	20.56									
4609	Information Technology Computer Support Technician Intern	20.77									
4610	Information Technology Helpdesk Intern	19.98									
0118	Information Technology Helpdesk Specialist	24.98	26.23	27.54	28.92	30.36					
0160	Integration Developer	49.59	52.08	54.68	57.42	60.29					
0299	Vehicle Parts Assistant	29.94	31.43	33.04							
0301	Warehouse Technician	29.93	31.42	33.00							
0302	Warehouse Technician, Senior	32.94	34.58	36.31							
0161	Web Developer	43.70	45.88	48.18	50.58	53.11					

Code	Job Title	1	2	3	4	5	6	7	8	9	10
5525	Broadband Services Technician	34.02	35.72	37.51	39.38	41.35	43.42	45.58	47.86		
5524	Broadband Services Technician, Lead	37.77	39.66	41.65	43.73	45.92	48.22	50.63	53.17		
0141	Business Analyst I	26.02	27.32	28.69	30.12	31.63	33.21				
0142	Business Analyst II	33.87	35.56	37.34	39.21	41.18	43.23				
0143	Business Analyst III	40.84	42.88	45.03	47.28	49.64	52.13				
0304	Buyer	30.93	32.47	34.10	35.81	37.60					



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Code	Job Title	1	2	3	4	5	6	7	8	9	10
4612	Buyer Intern	<a href="#">24.74</a>									
0307	Buyer, Senior	<a href="#">37.34</a>	<a href="#">39.21</a>	<a href="#">41.18</a>	<a href="#">43.24</a>						
1225	Communications Service Technician	<a href="#">30.56</a>	<a href="#">32.09</a>	<a href="#">33.69</a>	<a href="#">35.38</a>	<a href="#">37.15</a>	<a href="#">39.01</a>				
0124	Computer Support Technician	<a href="#">26.28</a>	<a href="#">27.59</a>	<a href="#">28.97</a>	<a href="#">30.42</a>	<a href="#">31.94</a>	<a href="#">33.54</a>				
5538	Converter Inventory Technician	<a href="#">20.05</a>	<a href="#">21.05</a>	<a href="#">22.11</a>	<a href="#">23.21</a>	<a href="#">24.38</a>					
0334	Fleet Services Parts Technician	<a href="#">33.34</a>	<a href="#">35.01</a>	<a href="#">36.76</a>							
0220	Graphic Arts Specialist	<a href="#">27.42</a>	<a href="#">28.79</a>	<a href="#">30.24</a>	<a href="#">31.75</a>	<a href="#">33.33</a>					
0222	Graphic Arts Specialist, Lead	<a href="#">30.16</a>	<a href="#">31.68</a>	<a href="#">33.26</a>	<a href="#">34.93</a>	<a href="#">36.68</a>					
0150	Information Technology Analyst	<a href="#">32.14</a>	<a href="#">33.74</a>	<a href="#">35.43</a>	<a href="#">37.20</a>	<a href="#">39.06</a>	<a href="#">41.01</a>	<a href="#">43.07</a>	<a href="#">45.23</a>	<a href="#">47.48</a>	<a href="#">49.86</a>
4608	Information Technology Analyst Intern	<a href="#">25.71</a>									
0153	Information Technology Analyst, Principal Technical	<a href="#">39.62</a>	<a href="#">41.61</a>	<a href="#">43.68</a>	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.47</a>
0151	Information Technology Analyst, Senior	<a href="#">35.35</a>	<a href="#">37.12</a>	<a href="#">38.98</a>	<a href="#">40.93</a>	<a href="#">42.98</a>	<a href="#">45.12</a>	<a href="#">47.38</a>	<a href="#">49.75</a>	<a href="#">52.24</a>	<a href="#">54.85</a>
0152	Information Technology Analyst, Senior Technical	<a href="#">37.90</a>	<a href="#">39.80</a>	<a href="#">41.79</a>	<a href="#">43.88</a>	<a href="#">46.07</a>	<a href="#">48.37</a>	<a href="#">50.80</a>	<a href="#">53.33</a>	<a href="#">56.00</a>	<a href="#">58.80</a>
4611	Information Technology Business Analyst Intern	<a href="#">20.82</a>									
4609	Information Technology Computer Support Technician Intern	<a href="#">21.02</a>									
4610	Information Technology Helpdesk Intern	<a href="#">20.23</a>									
0118	Information Technology Helpdesk Specialist	<a href="#">25.29</a>	<a href="#">26.55</a>	<a href="#">27.88</a>	<a href="#">29.27</a>	<a href="#">30.74</a>					
0160	Integration Developer	<a href="#">50.20</a>	<a href="#">52.72</a>	<a href="#">55.36</a>	<a href="#">58.13</a>	<a href="#">61.03</a>					
0299	Vehicle Parts Assistant	<a href="#">30.31</a>	<a href="#">31.82</a>	<a href="#">33.42</a>							
0301	Warehouse Technician	<a href="#">30.30</a>	<a href="#">31.81</a>	<a href="#">33.41</a>							



Code	Job Title	1	2	3	4	5	6	7	8	9	10
0302	Warehouse Technician, Senior	<u>33.34</u>	<u>35.01</u>	<u>36.76</u>							
0161	Web Developer	<u>44.24</u>	<u>46.45</u>	<u>48.77</u>	<u>51.21</u>	<u>53.76</u>					

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended to delete wage tables contained in Ordinance No. 28727, previously approved and effective July 1, 2022, to be effective as provided by law.

Code	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>28.64</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>37.54</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>									
0153	Information Technology Analyst, Principal Technical	<u>39.53</u>	<u>41.51</u>	<u>43.58</u>	<u>45.76</u>	<u>48.06</u>	<u>50.46</u>	<u>52.98</u>	<u>55.63</u>	<u>58.41</u>	<u>61.33</u>
0151	Information Technology Analyst, Senior	<u>35.27</u>	<u>37.04</u>	<u>38.89</u>	<u>40.83</u>	<u>42.87</u>	<u>45.02</u>	<u>47.27</u>	<u>49.63</u>	<u>52.12</u>	<u>54.72</u>
0152	Information Technology Analyst, Senior Technical	<u>37.81</u>	<u>39.70</u>	<u>41.69</u>	<u>43.77</u>	<u>45.97</u>	<u>48.27</u>	<u>50.68</u>	<u>53.22</u>	<u>55.87</u>	<u>58.67</u>
4611	Information Technology Business Analyst Intern	<u>20.77</u>									



Code	Job Title	1	2	3	4	5	6	7	8	9	10
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	27.84	29.20	30.66					
0160	Integration Developer	50.11	52.64	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 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4	5
1106		Human Resources Assistant	23.34	24.51	25.73	27.02	28.37
1114		Human Resources Specialist	30.38	31.90	33.49	35.17	36.93
1115		Human Resources Analyst	35.76	37.55	39.43	41.40	43.47

Code	A	Job Title	1	2	3	4	5
1106		Human Resources Assistant	23.63	24.82	26.05	27.35	28.72
1114		Human Resources Specialist	30.76	32.29	33.91	35.60	37.38
1115		Human Resources Analyst	36.21	38.02	39.92	41.91	44.01

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended to delete wage tables contained in Ordinance No. 28734, previously approved and effective July 1, 2022, to be effective as provided by law.

Code	A	Job Title	1	2	3	4	5
1106		Human Resources Assistant	23.57	24.76	25.99	27.29	28.65
1114		Human Resources Specialist	30.68	32.22	33.82	35.52	37.30
1115		Human Resources Analyst	36.12	37.93	39.82	41.81	43.90



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Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4	5
0602		<del>Utilities</del> <u>Advanced Meter</u> Field Investigator	<del>34.46</del>				

Code	A	Job Title	1	2	3	4	5
0602		<del>Utilities</del> <u>Advanced Meter</u> Field Investigator	<u>32.85</u>	<u>34.50</u>	<u>36.22</u>		
<u>0603</u>		<u>Advanced Meter Field Investigator, Lead</u>	<u>36.14</u>	<u>37.95</u>	<u>39.84</u>	<u>41.84</u>	

Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2022, to read as follows:

Code	A	Job Title	1	2
4205		Police Lieutenant	<del>75.74</del>	<del>79.53</del>
4205A		Police Lieutenant (Acting)	<del>69.49</del>	<del>72.96</del>
4206		Police Captain	<del>87.11</del>	<del>91.46</del>

Code	A	Job Title	1	2
4205		Police Lieutenant	<u>75.55</u>	<u>79.34</u>
4205A		Police Lieutenant (Acting)	<u>69.32</u>	<u>72.78</u>
4206		Police Captain	<u>86.89</u>	<u>91.24</u>



1           Section 7. That Section 1.12.640 of the Tacoma Municipal Code is hereby  
 2 amended, effective as provided by law:

3           **1.12.640           Application of additional rates.**

4           \* \* \*

5           0601 A Meter Reader (CSC 0601), when assigned by his or her supervisor to training  
 6 functions for a minimum of four hours, shall receive a 10 percent differential above their  
 regular rate of pay.

7           ~~0601 A Meter Reader (CSC 0601), when assigned to lead functions, shall receive a~~  
 8 ~~10 percent application of rate above their regular rate of pay.~~

9           0602 A ~~Utilities Advanced Meter~~ Field Investigator (CSC 0602) when assigned by his  
 10 or her supervisor to training functions for a minimum of four hours shall receive a  
 five percent differential above their regular rate of pay.

11           ~~0602 A Utilities Field Investigator (CSC 0602), when assigned to lead functions, shall~~  
 12 ~~receive a 10 percent application of rate above his or her regular rate of pay.~~

13           0602 A ~~Utilities Advanced Meter~~ Field Investigator (CSC 0602), when assigned by their  
 supervisor to work the second shift, will receive a 3 percent shift differential.

14           \* \* \*

15           483 Power/483 Supervisors. Employees who are represented by the International  
 16 Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit or Supervisors' Unit, listed in  
 17 the agreement, who meet all criteria as outlined in the Letter of Agreement for the Tacoma  
Signal & Streetlight Maintenance Employee Retention Incentive, will be eligible to receive lump  
sum payments per the terms of the Agreement. The Letter of Agreement is intended to sunset  
effective July 31, 2025.

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Section 8. That Sections 1, 3, 5, and 6 are effective retroactive to  
January 1, 2022, that Sections 2 and 4 are effective as provided by law, and  
that Section 7 is effective as provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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