



ORDINANCE NO. 29106

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 Tacoma, Washington, City and
 4 Pierce County Employees Local Number 120 of the Washington State
 5 Council of County and City Employees, and the International
 6 Brotherhood of Electrical Workers, Local 483, Water Division Unit and
 7 declaring 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, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	48.11				
5225		Water Meter Repair Worker	40.26	42.07			
5226		Water Meter Repair Worker, Lead	48.38				
5108		Water Plant Maintenance Worker	42.57	44.49			
5070		Water Pumps & Storage Supervisor	56.55				
1999		Water Quality Specialist	40.05	42.05	44.16	46.36	48.68
5305		Water Service Mechanic	45.48	47.77			
5065		Water Service Supervisor	56.55				
5061		Water Service Worker	40.26	42.07			
5068		Water Supply Supervisor	56.55				
5069		Water Systems Operations Supervisor	56.55				
5112		Water Treatment Plant Operator	50.24				
5110		Water Treatment Plant Supervisor	56.55				
5060		Water Utility Worker	31.76	33.34			
2155		Watershed Inspector	40.05	42.05	44.16	46.36	48.68

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	<u>54.24</u>				
5225		Water Meter Repair Worker	<u>42.58</u>	<u>44.49</u>			
5226		Water Meter Repair Worker, Lead	<u>51.16</u>				
5108		Water Plant Maintenance Worker	<u>44.81</u>	<u>47.05</u>			
5070		Water Pumps & Storage Supervisor	<u>61.36</u>				
1999		Water Quality Specialist	<u>42.45</u>	<u>44.57</u>	<u>46.80</u>	<u>49.14</u>	<u>51.60</u>
5305		Water Service Mechanic	<u>48.68</u>	<u>51.11</u>			
5065		Water Service Supervisor	<u>59.80</u>				



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Code	A	Job Title	1	2	3	4	5
5061		Water Service Worker	<u>42.58</u>	<u>44.49</u>			
5068		Water Supply Supervisor	<u>61.36</u>				
5069		Water Systems Operations Supervisor	<u>63.76</u>				
5112		Water Treatment Plant Operator	<u>57.65</u>				
5110		Water Treatment Plant Supervisor	<u>64.89</u>				
5060		Water Utility Worker	<u>33.58</u>	<u>35.26</u>			
2155		Watershed Inspector	<u>42.45</u>	<u>44.57</u>	<u>46.80</u>	<u>49.14</u>	<u>51.60</u>

Section 2. That Section 1.12.355 is hereby amended, effective retroactive to January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	<u>54.24</u>				
5225		Water Meter Repair Worker	<u>42.58</u>	<u>44.49</u>			
5226		Water Meter Repair Worker, Lead	<u>51.16</u>				
5108		Water Plant Maintenance Worker	<u>44.81</u>	<u>47.05</u>			
5070		Water Pumps & Storage Supervisor	<u>61.36</u>				
1999		Water Quality Specialist	<u>42.45</u>	<u>44.57</u>	<u>46.80</u>	<u>49.14</u>	<u>51.60</u>
5305		Water Service Mechanic	<u>48.68</u>	<u>51.11</u>			
5065		Water Service Supervisor	<u>59.80</u>				
5061		Water Service Worker	<u>42.58</u>	<u>44.49</u>			
5068		Water Supply Supervisor	<u>61.36</u>				
5069		Water Systems Operations Supervisor	<u>63.76</u>				
5112		Water Treatment Plant Operator	<u>57.65</u>				
5110		Water Treatment Plant Supervisor	<u>64.89</u>				
5060		Water Utility Worker	<u>33.58</u>	<u>35.26</u>			
2155		Watershed Inspector	<u>42.45</u>	<u>44.57</u>	<u>46.80</u>	<u>49.14</u>	<u>51.60</u>

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	<u>55.87</u>				
5225		Water Meter Repair Worker	<u>43.85</u>	<u>45.82</u>			
5226		Water Meter Repair Worker, Lead	<u>52.69</u>				
5108		Water Plant Maintenance Worker	<u>46.15</u>	<u>48.46</u>			
5070		Water Pumps & Storage Supervisor	<u>63.20</u>				
1999		Water Quality Specialist	<u>43.72</u>	<u>45.91</u>	<u>48.20</u>	<u>50.61</u>	<u>53.15</u>
5305		Water Service Mechanic	<u>50.14</u>	<u>52.64</u>			
5065		Water Service Supervisor	<u>61.59</u>				
5061		Water Service Worker	<u>43.85</u>	<u>45.82</u>			
5068		Water Supply Supervisor	<u>63.20</u>				
5069		Water Systems Operations Supervisor	<u>65.67</u>				



Code	A	Job Title	1	2	3	4	5
5112		Water Treatment Plant Operator	<u>59.38</u>				
5110		Water Treatment Plant Supervisor	<u>66.84</u>				
5060		Water Utility Worker	<u>34.59</u>	<u>36.31</u>			
2155		Watershed Inspector	<u>43.72</u>	<u>45.91</u>	<u>48.20</u>	<u>50.61</u>	<u>53.15</u>

Section 3. That Section 1.12.355 is hereby amended, effective January 1, 2027, to read as follows:

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	<u>55.87</u>				
5225		Water Meter Repair Worker	<u>43.85</u>	<u>45.82</u>			
5226		Water Meter Repair Worker, Lead	<u>52.69</u>				
5108		Water Plant Maintenance Worker	<u>46.15</u>	<u>48.46</u>			
5070		Water Pumps & Storage Supervisor	<u>63.20</u>				
1999		Water Quality Specialist	<u>43.72</u>	<u>45.91</u>	<u>48.20</u>	<u>50.61</u>	<u>53.15</u>
5305		Water Service Mechanic	<u>50.14</u>	<u>52.64</u>			
5065		Water Service Supervisor	<u>61.59</u>				
5061		Water Service Worker	<u>43.85</u>	<u>45.82</u>			
5068		Water Supply Supervisor	<u>63.20</u>				
5069		Water Systems Operations Supervisor	<u>65.67</u>				
5112		Water Treatment Plant Operator	<u>59.38</u>				
5110		Water Treatment Plant Supervisor	<u>66.84</u>				
5060		Water Utility Worker	<u>34.59</u>	<u>36.31</u>			
2155		Watershed Inspector	<u>43.72</u>	<u>45.91</u>	<u>48.20</u>	<u>50.61</u>	<u>53.15</u>

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	<u>57.55</u>				
5225		Water Meter Repair Worker	<u>45.16</u>	<u>47.19</u>			
5226		Water Meter Repair Worker, Lead	<u>54.27</u>				
5108		Water Plant Maintenance Worker	<u>47.53</u>	<u>49.91</u>			
5070		Water Pumps & Storage Supervisor	<u>65.10</u>				
1999		Water Quality Specialist	<u>45.03</u>	<u>47.29</u>	<u>49.65</u>	<u>52.13</u>	<u>54.74</u>
5305		Water Service Mechanic	<u>51.64</u>	<u>54.22</u>			
5065		Water Service Supervisor	<u>63.44</u>				
5061		Water Service Worker	<u>45.16</u>	<u>47.19</u>			
5068		Water Supply Supervisor	<u>65.10</u>				
5069		Water Systems Operations Supervisor	<u>67.64</u>				
5112		Water Treatment Plant Operator	<u>61.16</u>				
5110		Water Treatment Plant Supervisor	<u>68.85</u>				
5060		Water Utility Worker	<u>35.63</u>	<u>37.40</u>			



Code	A	Job Title	1	2	3	4	5
2155		Watershed Inspector	<u>45.03</u>	<u>47.29</u>	<u>49.65</u>	<u>52.13</u>	<u>54.74</u>

Section 4. That Section 1.12.355 is hereby amended, effective retroactive to January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	<u>31.69</u>	<u>33.27</u>	<u>34.94</u>	<u>36.68</u>	<u>38.51</u>	<u>40.43</u>				
0142		Business Analyst II	<u>43.80</u>	<u>45.99</u>	<u>48.29</u>	<u>50.70</u>	<u>53.23</u>	<u>55.89</u>				
0143		Business Analyst III	<u>52.80</u>	<u>55.44</u>	<u>58.24</u>	<u>61.12</u>	<u>64.19</u>	<u>67.40</u>				
0304		Buyer	<u>36.10</u>	<u>37.90</u>	<u>39.80</u>	<u>41.78</u>	<u>43.86</u>					
4612		Buyer Intern	<u>28.88</u>									
0307		Buyer, Senior	<u>43.57</u>	<u>45.75</u>	<u>48.04</u>	<u>50.44</u>						
1225		Communications Service Technician	<u>34.99</u>	<u>36.74</u>	<u>38.57</u>	<u>40.51</u>	<u>42.54</u>	<u>44.66</u>				
0124		Computer Support Technician	<u>33.11</u>	<u>34.77</u>	<u>36.51</u>	<u>38.34</u>	<u>40.25</u>	<u>42.25</u>	<u>44.37</u>			
2312		Critical Areas Biologist	<u>47.08</u>	<u>49.43</u>	<u>51.90</u>	<u>54.50</u>	<u>57.22</u>	<u>60.08</u>				
2314	A	Critical Areas Biologist, Principal	<u>58.49</u>	<u>61.41</u>	<u>64.48</u>	<u>67.70</u>	<u>71.09</u>	<u>74.64</u>				
2313		Critical Areas Biologist, Senior	<u>50.61</u>	<u>53.14</u>	<u>55.80</u>	<u>58.59</u>	<u>61.52</u>	<u>64.60</u>				
0334		Fleet Services Parts Technician	<u>36.09</u>	<u>37.89</u>	<u>39.78</u>							
0220		Graphic Arts Specialist	<u>35.22</u>	<u>36.98</u>	<u>38.83</u>	<u>40.76</u>	<u>42.81</u>					
0222		Graphic Arts Specialist, Lead	<u>38.74</u>	<u>40.68</u>	<u>42.71</u>	<u>44.85</u>	<u>47.09</u>					
0150		Information Technology Analyst	<u>34.78</u>	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.28</u>	<u>44.40</u>	<u>46.61</u>	<u>48.94</u>	<u>51.40</u>	<u>53.96</u>
4608		Information Technology Analyst Intern	<u>27.82</u>									
0153		Information Technology Analyst, Principal Technical	<u>50.67</u>	<u>53.20</u>	<u>55.87</u>	<u>58.66</u>	<u>61.59</u>	<u>64.67</u>	<u>67.91</u>	<u>71.31</u>	<u>74.87</u>	<u>78.62</u>
0151		Information Technology Analyst, Senior	<u>40.94</u>	<u>42.99</u>	<u>45.15</u>	<u>47.40</u>	<u>49.77</u>	<u>52.26</u>	<u>54.87</u>	<u>57.61</u>	<u>60.50</u>	<u>63.51</u>
0152		Information Technology Analyst, Senior Technical	<u>44.94</u>	<u>47.19</u>	<u>49.56</u>	<u>52.04</u>	<u>54.63</u>	<u>57.37</u>	<u>60.24</u>	<u>63.25</u>	<u>66.42</u>	<u>69.75</u>
4611		Information Technology Business Analyst Intern	<u>25.35</u>									
4609		Information Technology Computer Support Technician Intern	<u>26.49</u>									



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
4610		Information Technology Helpdesk Intern	<u>24.63</u>									
0118		Information Technology Helpdesk Specialist	<u>30.79</u>	<u>32.33</u>	<u>33.94</u>	<u>35.64</u>	<u>37.42</u>					
0160		Integration Developer	<u>61.13</u>	<u>64.19</u>	<u>67.40</u>	<u>70.76</u>	<u>74.31</u>					
4613		Planner Intern	<u>27.85</u>									
2209		Planner, Associate	<u>39.79</u>	<u>41.78</u>	<u>43.87</u>	<u>46.06</u>	<u>48.36</u>					
2221	A	Planner, Principal	<u>54.39</u>	<u>57.11</u>	<u>59.97</u>	<u>62.97</u>	<u>66.12</u>	<u>69.43</u>				
2203		Planner, Senior	<u>47.08</u>	<u>49.43</u>	<u>51.90</u>	<u>54.50</u>	<u>57.22</u>	<u>60.08</u>				
0299		Vehicle Parts Assistant	<u>32.81</u>	<u>34.45</u>	<u>36.17</u>							
0301		Warehouse Technician	<u>32.80</u>	<u>34.44</u>	<u>36.16</u>							
0302		Warehouse Technician, Senior	<u>36.09</u>	<u>37.89</u>	<u>39.78</u>							
0161		Web Developer	<u>47.87</u>	<u>50.26</u>	<u>52.76</u>	<u>55.40</u>	<u>58.18</u>					

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	<u>32.95</u>	<u>34.60</u>	<u>36.33</u>	<u>38.15</u>	<u>40.06</u>	<u>42.06</u>				
0142		Business Analyst II	<u>46.46</u>	<u>48.78</u>	<u>51.22</u>	<u>53.78</u>	<u>56.47</u>	<u>59.29</u>				
0143		Business Analyst III	<u>56.03</u>	<u>58.83</u>	<u>61.77</u>	<u>64.86</u>	<u>68.10</u>	<u>71.50</u>				
0304		Buyer	<u>39.02</u>	<u>40.97</u>	<u>43.02</u>	<u>45.17</u>	<u>47.43</u>					
4612		Buyer Intern	<u>31.22</u>									
0307		Buyer, Senior	<u>47.12</u>	<u>49.48</u>	<u>51.95</u>	<u>54.55</u>	<u>57.28</u>					
1225		Communications Service Technician	<u>37.11</u>	<u>38.97</u>	<u>40.92</u>	<u>42.97</u>	<u>45.12</u>	<u>47.38</u>				
0124		Computer Support Technician	<u>35.13</u>	<u>36.89</u>	<u>38.73</u>	<u>40.67</u>	<u>42.70</u>	<u>44.83</u>	<u>47.07</u>			
2312		Critical Areas Biologist	<u>48.48</u>	<u>50.90</u>	<u>53.45</u>	<u>56.12</u>	<u>58.93</u>	<u>61.88</u>				
2314	A	Critical Areas Biologist, Principal	<u>60.24</u>	<u>63.25</u>	<u>66.41</u>	<u>69.73</u>	<u>73.22</u>	<u>76.88</u>				
2313		Critical Areas Biologist, Senior	<u>52.13</u>	<u>54.74</u>	<u>57.48</u>	<u>60.35</u>	<u>63.37</u>	<u>66.54</u>				
0334		Fleet Services Parts Technician	<u>38.28</u>	<u>40.19</u>	<u>42.20</u>							
0220		Graphic Arts Specialist	<u>36.65</u>	<u>38.48</u>	<u>40.40</u>	<u>42.42</u>	<u>44.54</u>					
0222		Graphic Arts Specialist, Lead	<u>40.30</u>	<u>42.32</u>	<u>44.44</u>	<u>46.66</u>	<u>48.99</u>					
0150		Information Technology Analyst	<u>36.90</u>	<u>38.75</u>	<u>40.69</u>	<u>42.72</u>	<u>44.86</u>	<u>47.10</u>	<u>49.45</u>	<u>51.92</u>	<u>54.52</u>	<u>57.25</u>
4608		Information Technology Analyst Intern	<u>29.52</u>									
0153		Information Technology Analyst, Principal Technical	<u>52.73</u>	<u>55.37</u>	<u>58.14</u>	<u>61.05</u>	<u>64.10</u>	<u>67.30</u>	<u>70.66</u>	<u>74.19</u>	<u>77.90</u>	<u>81.79</u>



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0151		Information Technology Analyst, Senior	<u>42.58</u>	<u>44.71</u>	<u>46.95</u>	<u>49.30</u>	<u>51.76</u>	<u>54.35</u>	<u>57.07</u>	<u>59.92</u>	<u>62.92</u>	<u>66.07</u>
0152		Information Technology Analyst, Senior Technical	<u>47.70</u>	<u>50.09</u>	<u>52.59</u>	<u>55.22</u>	<u>57.98</u>	<u>60.88</u>	<u>63.92</u>	<u>67.12</u>	<u>70.48</u>	<u>74.00</u>
4611		Information Technology Business Analyst Intern	<u>26.36</u>									
4609		Information Technology Computer Support Technician Intern	<u>28.10</u>									
4610		Information Technology Helpdesk Intern	<u>26.14</u>									
0118		Information Technology Helpdesk Specialist	<u>32.67</u>	<u>34.30</u>	<u>36.01</u>	<u>37.81</u>	<u>39.70</u>					
0160		Integration Developer	<u>63.59</u>	<u>66.77</u>	<u>70.11</u>	<u>73.62</u>	<u>77.30</u>					
4613		Planner Intern	<u>28.69</u>									
2209		Planner, Associate	<u>40.98</u>	<u>43.03</u>	<u>45.18</u>	<u>47.44</u>	<u>49.81</u>					
2221	A	Planner, Principal	<u>56.03</u>	<u>58.83</u>	<u>61.77</u>	<u>64.86</u>	<u>68.10</u>	<u>71.51</u>				
2203		Planner, Senior	<u>48.48</u>	<u>50.90</u>	<u>53.45</u>	<u>56.12</u>	<u>58.93</u>	<u>61.88</u>				
0299		Vehicle Parts Assistant	<u>34.80</u>	<u>36.54</u>	<u>38.37</u>							
0301		Warehouse Technician	<u>34.79</u>	<u>36.53</u>	<u>38.36</u>							
0302		Warehouse Technician, Senior	<u>38.28</u>	<u>40.19</u>	<u>42.20</u>							
0161		Web Developer	<u>50.77</u>	<u>53.31</u>	<u>55.98</u>	<u>58.78</u>	<u>61.72</u>					

Section 5. That Section 1.12.355 is hereby amended, effective January 1, 2027, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	<u>32.95</u>	<u>34.60</u>	<u>36.33</u>	<u>38.15</u>	<u>40.06</u>	<u>42.06</u>				
0142		Business Analyst II	<u>46.46</u>	<u>48.78</u>	<u>51.22</u>	<u>53.78</u>	<u>56.47</u>	<u>59.29</u>				
0143		Business Analyst III	<u>56.03</u>	<u>58.83</u>	<u>61.77</u>	<u>64.86</u>	<u>68.10</u>	<u>71.50</u>				
0304		Buyer	<u>39.02</u>	<u>40.97</u>	<u>43.02</u>	<u>45.17</u>	<u>47.43</u>					
4612		Buyer Intern	<u>31.22</u>									
0307		Buyer, Senior	<u>47.12</u>	<u>49.48</u>	<u>51.95</u>	<u>54.55</u>	<u>57.28</u>					
1225		Communications Service Technician	<u>37.14</u>	<u>38.97</u>	<u>40.92</u>	<u>42.97</u>	<u>45.12</u>	<u>47.38</u>				
0124		Computer Support Technician	<u>35.13</u>	<u>36.89</u>	<u>38.73</u>	<u>40.67</u>	<u>42.70</u>	<u>44.83</u>	<u>47.07</u>			
2312		Critical Areas Biologist	<u>48.48</u>	<u>50.90</u>	<u>53.45</u>	<u>56.12</u>	<u>58.93</u>	<u>61.88</u>				



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
2314	A	Critical Areas Biologist, Principal	60.24	63.25	66.41	69.73	73.22	76.88				
2313		Critical Areas Biologist, Senior	52.13	54.74	57.48	60.35	63.37	66.54				
0334		Fleet Services Parts Technician	38.28	40.19	42.20							
0220		Graphic Arts Specialist	36.65	38.48	40.40	42.42	44.54					
0222		Graphic Arts Specialist, Lead	40.30	42.32	44.44	46.66	48.99					
0150		Information Technology Analyst	36.90	38.75	40.69	42.72	44.86	47.10	49.45	51.92	54.52	57.25
4608		Information Technology Analyst Intern	29.52									
0153		Information Technology Analyst, Principal Technical	52.73	55.37	58.14	61.05	64.10	67.30	70.66	74.19	77.90	81.79
0151		Information Technology Analyst, Senior	42.58	44.71	46.95	49.30	51.76	54.35	57.07	59.92	62.92	66.07
0152		Information Technology Analyst, Senior Technical	47.70	50.09	52.59	55.22	57.98	60.88	63.92	67.12	70.48	74.00
4611		Information Technology Business Analyst Intern	26.36									
4609		Information Technology Computer Support Technician Intern	28.10									
4610		Information Technology Helpdesk Intern	26.44									
0118		Information Technology Helpdesk Specialist	32.67	34.30	36.01	37.81	39.70					
0160		Integration Developer	63.59	66.77	70.11	73.62	77.30					
4613		Planner Intern	28.69									
2209		Planner, Associate	40.98	43.03	45.18	47.44	49.81					
2221	A	Planner, Principal	56.03	58.83	61.77	64.86	68.10	71.51				
2203		Planner, Senior	48.48	50.90	53.45	56.12	58.93	61.88				
0299		Vehicle Parts Assistant	34.80	36.54	38.37							
0301		Warehouse Technician	34.79	36.53	38.36							
0302		Warehouse Technician, Senior	38.28	40.19	42.20							
0161		Web Developer	50.77	53.31	55.98	58.78	61.72					



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	33.95	35.65	37.43	39.30	41.26	43.32				
0142		Business Analyst II	47.85	50.24	52.75	55.39	58.16	61.07				
0143		Business Analyst III	57.70	60.59	63.62	66.80	70.14	73.65				
0304		Buyer	40.18	42.19	44.30	46.52	48.85					
4612		Buyer Intern	32.14									
0307		Buyer, Senior	48.53	50.96	53.51	56.19	59.00					
1225		Communications Service Technician	38.24	40.15	42.16	44.27	46.48	48.80				
0124		Computer Support Technician	36.18	37.99	39.89	41.88	43.97	46.17	48.48			
2312		Critical Areas Biologist	49.94	52.44	55.06	57.81	60.70	63.74				
2314	A	Critical Areas Biologist, Principal	62.05	65.15	68.41	71.83	75.42	79.19				
2313		Critical Areas Biologist, Senior	53.70	56.39	59.21	62.17	65.28	68.54				
0334		Fleet Services Parts Technician	39.43	41.40	43.47							
0220		Graphic Arts Specialist	37.75	39.64	41.62	43.70	45.88					
0222		Graphic Arts Specialist, Lead	41.51	43.59	45.77	48.06	50.46					
0150		Information Technology Analyst	38.00	39.90	41.90	44.00	46.20	48.51	50.94	53.49	56.16	58.97
4608		Information Technology Analyst Intern	30.40									
0153		Information Technology Analyst, Principal Technical	54.30	57.02	59.87	62.86	66.00	69.30	72.77	76.41	80.23	84.24
0151		Information Technology Analyst, Senior	43.86	46.05	48.35	50.77	53.31	55.98	58.78	61.72	64.81	68.05
0152		Information Technology Analyst, Senior Technical	49.12	51.58	54.16	56.87	59.71	62.70	65.84	69.13	72.59	76.22
4611		Information Technology Business Analyst Intern	27.16									
4609		Information Technology Computer Support Technician Intern	28.94									
4610		Information Technology Helpdesk Intern	26.91									
0118		Information Technology Helpdesk Specialist	33.64	35.32	37.09	38.94	40.89					



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0160		Integration Developer	<u>65.50</u>	<u>68.78</u>	<u>72.22</u>	<u>75.83</u>	<u>79.62</u>					
4613		Planner Intern	<u>29.54</u>									
2209		Planner, Associate	<u>42.20</u>	<u>44.31</u>	<u>46.53</u>	<u>48.86</u>	<u>51.30</u>					
2221	A	Planner, Principal	<u>57.71</u>	<u>60.60</u>	<u>63.63</u>	<u>66.81</u>	<u>70.15</u>	<u>73.66</u>				
2203		Planner, Senior	<u>49.94</u>	<u>52.44</u>	<u>55.06</u>	<u>57.81</u>	<u>60.70</u>	<u>63.74</u>				
0299		Vehicle Parts Assistant	<u>35.85</u>	<u>37.64</u>	<u>39.52</u>							
0301		Warehouse Technician	<u>35.84</u>	<u>37.63</u>	<u>39.51</u>							
0302		Warehouse Technician, Senior	<u>39.43</u>	<u>41.40</u>	<u>43.47</u>							
0161		Web Developer	<u>52.30</u>	<u>54.91</u>	<u>57.66</u>	<u>60.54</u>	<u>63.57</u>					

Section 6. That Section 1.12.355 is hereby amended, effective January 1, 2028, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	<u>33.95</u>	<u>35.65</u>	<u>37.43</u>	<u>39.30</u>	<u>41.26</u>	<u>43.32</u>				
0142		Business Analyst II	<u>47.85</u>	<u>50.24</u>	<u>52.75</u>	<u>55.39</u>	<u>58.16</u>	<u>61.07</u>				
0143		Business Analyst III	<u>57.70</u>	<u>60.59</u>	<u>63.62</u>	<u>66.80</u>	<u>70.14</u>	<u>73.65</u>				
0304		Buyer	<u>40.18</u>	<u>42.19</u>	<u>44.30</u>	<u>46.52</u>	<u>48.85</u>					
4612		Buyer Intern	<u>32.14</u>									
0307		Buyer, Senior	<u>48.53</u>	<u>50.96</u>	<u>53.51</u>	<u>56.19</u>	<u>59.00</u>					
1225		Communications Service Technician	<u>38.24</u>	<u>40.15</u>	<u>42.16</u>	<u>44.27</u>	<u>46.48</u>	<u>48.80</u>				
0124		Computer Support Technician	<u>36.18</u>	<u>37.99</u>	<u>39.89</u>	<u>41.88</u>	<u>43.97</u>	<u>46.17</u>	<u>48.48</u>			
2312		Critical Areas Biologist	<u>49.94</u>	<u>52.44</u>	<u>55.06</u>	<u>57.81</u>	<u>60.70</u>	<u>63.74</u>				
2314	A	Critical Areas Biologist, Principal	<u>62.05</u>	<u>65.15</u>	<u>68.41</u>	<u>71.83</u>	<u>75.42</u>	<u>79.19</u>				
2313		Critical Areas Biologist, Senior	<u>53.70</u>	<u>56.39</u>	<u>59.21</u>	<u>62.17</u>	<u>65.28</u>	<u>68.54</u>				
0334		Fleet Services Parts Technician	<u>39.43</u>	<u>41.40</u>	<u>43.47</u>							
0220		Graphic Arts Specialist	<u>37.75</u>	<u>39.64</u>	<u>41.62</u>	<u>43.70</u>	<u>45.88</u>					
0222		Graphic Arts Specialist, Lead	<u>41.51</u>	<u>43.59</u>	<u>45.77</u>	<u>48.06</u>	<u>50.46</u>					
0150		Information Technology Analyst	<u>38.00</u>	<u>39.90</u>	<u>41.90</u>	<u>44.00</u>	<u>46.20</u>	<u>48.51</u>	<u>50.94</u>	<u>53.49</u>	<u>56.16</u>	<u>58.97</u>
4608		Information Technology Analyst Intern	<u>30.40</u>									



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0153		Information Technology Analyst, Principal Technical	54.30	57.02	59.87	62.86	66.00	69.30	72.77	76.41	80.23	84.24
0151		Information Technology Analyst, Senior	43.86	46.05	48.35	50.77	53.31	55.98	58.78	61.72	64.81	68.05
0152		Information Technology Analyst, Senior Technical	49.12	51.58	54.16	56.87	59.71	62.70	65.84	69.13	72.59	76.22
4611		Information Technology Business Analyst Intern	27.16									
4609		Information Technology Computer Support Technician Intern	28.94									
4610		Information Technology Helpdesk Intern	26.91									
0118		Information Technology Helpdesk Specialist	33.64	35.32	37.09	38.94	40.89					
0160		Integration Developer	65.50	68.78	72.22	75.83	79.62					
4613		Planner Intern	29.54									
2209		Planner, Associate	42.20	44.34	46.53	48.86	51.30					
2221	A	Planner, Principal	57.71	60.60	63.63	66.81	70.15	73.66				
2203		Planner, Senior	49.94	52.44	55.06	57.81	60.70	63.74				
0299		Vehicle Parts Assistant	35.85	37.64	39.52							
0301		Warehouse Technician	35.84	37.63	39.51							
0302		Warehouse Technician, Senior	39.43	41.40	43.47							
0161		Web Developer	52.30	54.91	57.66	60.54	63.57					

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	34.96	36.71	38.55	40.48	42.50	44.62				
0142		Business Analyst II	49.28	51.74	54.33	57.05	59.90	62.90				
0143		Business Analyst III	59.44	62.41	65.53	68.81	72.25	75.86				
0304		Buyer	41.40	43.47	45.64	47.92	50.32					
4612		Buyer Intern	33.12									
0307		Buyer, Senior	50.00	52.50	55.12	57.88	60.77					
1225		Communications Service Technician	39.38	41.35	43.42	45.59	47.87	50.26				



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0124		Computer Support Technician	37.26	39.12	41.08	43.13	45.29	47.55	49.93			
2312		Critical Areas Biologist	51.43	54.00	56.70	59.54	62.52	65.65				
2314	A	Critical Areas Biologist, Principal	63.91	67.11	70.47	73.99	77.69	81.57				
2313		Critical Areas Biologist, Senior	55.32	58.09	60.99	64.04	67.24	70.60				
0334		Fleet Services Parts Technician	40.61	42.64	44.77							
0220		Graphic Arts Specialist	38.89	40.83	42.87	45.01	47.26					
0222		Graphic Arts Specialist, Lead	42.76	44.90	47.14	49.50	51.97					
0150		Information Technology Analyst	39.15	41.11	43.17	45.33	47.60	49.98	52.48	55.10	57.85	60.74
4608		Information Technology Analyst Intern	31.32									
0153		Information Technology Analyst, Principal Technical	55.92	58.72	61.66	64.74	67.98	71.38	74.95	78.70	82.64	86.77
0151		Information Technology Analyst, Senior	45.18	47.44	49.81	52.30	54.91	57.66	60.54	63.57	66.75	70.09
0152		Information Technology Analyst, Senior Technical	50.60	53.13	55.79	58.58	61.51	64.59	67.82	71.21	74.77	78.51
4611		Information Technology Business Analyst Intern	27.97									
4609		Information Technology Computer Support Technician Intern	29.81									
4610		Information Technology Helpdesk Intern	27.72									
0118		Information Technology Helpdesk Specialist	34.65	36.38	38.20	40.11	42.12					
0160		Integration Developer	67.47	70.84	74.38	78.10	82.01					
4613		Planner Intern	30.43									
2209		Planner, Associate	43.47	45.64	47.92	50.32	52.84					
2221	A	Planner, Principal	59.45	62.42	65.54	68.82	72.26	75.87				
2203		Planner, Senior	51.43	54.00	56.70	59.54	62.52	65.65				
0299		Vehicle Parts Assistant	36.92	38.77	40.71							
0301		Warehouse Technician	36.91	38.76	40.70							



Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0302		Warehouse Technician, Senior	40.61	42.64	44.77							
0161		Web Developer	53.87	56.56	59.39	62.36	65.48					

Section 7. That Section 1.12.640 of the TMC is hereby amended, effective as provided by law, to read as follows:

1.12.640 Application of additional rates.

* * *

~~L120. Employees in classifications represented by the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, AFSCME, AFL-CIO, in the classifications of Associate Planner, Senior Planner, Principal Planner, Critical Areas Biologist, Senior Critical Areas Biologist, Principal Critical Areas Biologist or Planner Intern, will not be eligible to receive longevity pay.~~

L120. Employees in classifications represented by Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, AFSCME, AFL-CIO, when assigned to work the swing or graveyard shift, will have an unpaid lunch period and will receive an application of rate of 3 percent over their base rate of pay. Swing and graveyard shifts are defined as 8-or-more-hour shifts scheduled to begin from 3 p.m. to 3 a.m.

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 2021-2022 collective bargaining agreement,~~ shall receive a lump sum payment for each year of the agreement the CALEA accreditation is maintained in the amount of \$500 in recognition of their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

~~L120. Employees in classifications covered by the Letter of Agreement with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, AFSCME, AFL-CIO, related to PERC Decision 13956, and employed on the date of City Council approval of the Letter of Agreement, will be eligible to receive a one-time, lump sum payment of \$2,000.~~

* * *

5069, [5109](#) An employee in the classification of Water Systems Operations Supervisor (CSC 5069) and Water Control Station Operator (CSC 5109) shall receive 2.5 percent in certification pay for obtaining and maintaining the Water Works Operator certification of Water Distribution Manager – Level 3, issued by the State of Washington,



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Department of Health, per Chapter 246-292 WAC. An employee in the classification of Water Systems Operations Supervisor (CSC 5069) shall receive 5 percent in certification pay for obtaining and maintaining the Water Works Operator certification of Water Treatment Plant Operator – Level 4, issued by the State of Washington, Department of Health, per Chapter 246-292 WAC. Employees who obtain and maintain both certifications would be eligible to receive the highest of certification pay, the certification rates will not be combined.

[5109 See 5069, 5109.](#)

[L483 Water. An employee represented by the International Brotherhood of Electrical Workers, Local 483, Water Unit, and employed in the classification of Water Treatment Plant Operator on January 1, 2025, will be eligible to receive a one-time, lump sum payment of \\$2,500.](#)

Section 8. That Section 1 is effective retroactive to January 1, 2025. That Sections 2 and 4 are effective retroactive to January 1, 2026. That Sections 3 and 5 are effective January 1, 2027. That Section 6 is effective January 1, 2028. That Section 7 is effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney