



ORDINANCE NO. 28235

1 AN ORDINANCE relating to the Compensation Plan; amending Chapter 1.12 of the
 2 Tacoma Municipal Code to implement rates of pay and compensation and
 3 changes in the classifications to reflect the organizational structure for
 4 employees represented by the Washington State Council of County and City
 5 Employees, Local 120.

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, 2013, to read as follows:

8 * * *

Code	A	Job Title	1	2	3	4	5
0222		Graphic Arts Specialist, Lead	24.53	25.76	27.05	28.40	29.82

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12 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 13 amended effective retroactive to May 1, 2013, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	27.91	29.31	30.78	32.32	33.94	35.64	37.42	39.29		
5524		Broadband Services Technician, Lead	31.02	32.57	34.20	35.91	37.71	39.60	41.58	43.66		
0141		Business Analyst I	20.40	21.44	22.54	23.68	24.89	26.16				
0142		Business Analyst II	26.89	28.26	29.70	31.22	32.81	34.48				
0143		Business Analyst III	32.43	34.08	35.82	37.64	39.56	41.57				
0304		Buyer	24.22	25.43	26.70	28.04	29.44					
0307		Buyer, Senior	24.68	25.91	27.21	28.57	30.00	31.50	33.07			
0118		Computer Operator, Senior Information Technology Helpdesk Specialist	20.76	21.79	22.88	24.03	25.23					
0124		Computer Support Technician	21.57	22.64	23.78	24.96	26.21	27.52	28.90			
5538		Converter Inventory Technician	12.89	13.54	14.21	14.92	15.67	16.45	17.28	18.14	19.05	20.00
0334		Fleet Services Parts Technician	26.43	27.75	29.14							
0220		Graphic Arts Specialist	22.30	23.42	24.59	25.82	27.11					
0222		Graphic Arts Specialist, Lead	24.53	25.76	27.05	28.40	29.82					



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4608		Information Technology Programming Intern	21.11	22.16								
0150		Information Technology Analyst	26.38	27.70	29.09	30.54	32.07	33.67	35.36	37.12	38.98	40.93
0153		Information Technology Analyst, Principal Technical	32.29	33.91	35.61	37.39	39.25	41.22	43.28	45.44	47.71	50.10
0151		Information Technology Analyst, Senior	29.02	30.47	31.99	33.59	35.27	37.04	38.89	40.83	42.88	45.02
0152		Information Technology Analyst, Senior Technical	31.11	32.66	34.30	36.01	37.81	39.70	41.69	43.77	45.96	48.26
0203		Reprographic Equipment Operator	16.23	17.04	17.90	18.79	19.73	20.72	21.75	22.84		
0299		Vehicle Parts Assistant	23.79	24.98	26.23							
0301		Warehouse Technician	23.79	24.98	26.23							
0302		Warehouse Technician, Senior	26.43	27.75	29.14							

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	28.48	29.90	31.40	32.97	34.62	36.35	38.17	40.08		
5524		Broadband Services Technician, Lead	31.66	33.24	34.90	36.64	38.47	40.39	42.41	44.53		
0141		Business Analyst I	21.51	22.59	23.72	24.91	26.16	27.47				
0142		Business Analyst II	28.37	29.79	31.28	32.84	34.48	36.20				
0143		Business Analyst III	34.19	35.90	37.70	39.59	41.57	43.65				
0304		Buyer	25.66	26.94	28.29	29.70	31.19					
0307		Buyer, Senior	26.13	27.44	28.81	30.25	31.76	33.35	35.02			
0118		Computer Operator, Senior Information Technology Helpdesk Specialist	21.16	22.22	23.33	24.50	25.73					
0124		Computer Support Technician	22.00	23.10	24.26	25.47	26.74	28.08	29.48			
5538		Converter Inventory Technician	16.78	17.62	18.50	19.43	20.40					
0334		Fleet Services Parts Technician	27.64	29.02	30.47							
0220		Graphic Arts Specialist	22.75	23.89	25.08	26.33	27.65					
0222		Graphic Arts Specialist, Lead	25.02	26.28	27.59	28.97	30.42					



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4608	Information Technology Programming Intern	21.53	22.87								
0150	Information Technology Analyst	26.91	28.26	29.67	31.15	32.71	34.35	36.07	37.87	39.76	41.75
0153	Information Technology Analyst, Principal Technical	32.93	34.58	36.31	38.13	40.04	42.04	44.14	46.35	48.67	51.10
0151	Information Technology Analyst, Senior	29.61	31.09	32.64	34.27	35.98	37.78	39.67	41.65	43.73	45.92
0152	Information Technology Analyst, Senior Technical	31.72	33.31	34.98	36.73	38.57	40.50	42.53	44.66	46.89	49.23
0203	Reprographic Equipment Operator	16.55	17.38	18.25	19.16	20.12	21.13	22.19	23.30		
0299	Vehicle Parts Assistant	25.12	26.38	27.70							
0301	Warehouse Technician	25.12	26.38	27.70							
0302	Warehouse Technician, Senior	27.64	29.02	30.47							

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective retroactive to January 1, 2014, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	28.48	29.90	31.40	32.97	34.62	36.35	38.17	40.08		
5524		Broadband Services Technician, Lead	31.66	33.24	34.90	36.64	38.47	40.39	42.41	44.53		
0141		Business Analyst I	21.51	22.59	23.72	24.91	26.16	27.47				
0142		Business Analyst II	28.37	29.79	31.28	32.84	34.48	36.20				
0143		Business Analyst III	34.19	35.90	37.70	39.59	41.57	43.65				
0304		Buyer	25.66	26.94	28.29	29.70	31.19					
0307		Buyer, Senior	26.13	27.44	28.81	30.25	31.76	33.35	35.02			
0118		Computer Operator, Senior Information Technology Helpdesk Specialist	21.16	22.22	23.33	24.50	25.73					
0124		Computer Support Technician	22.00	23.10	24.26	25.47	26.74	28.08	29.48			
5538		Converter Inventory Technician	16.78	17.62	18.50	19.43	20.40					
0334		Fleet Services Parts Technician	27.64	29.02	30.47							



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0220		Graphic Arts Specialist	<u>22.75</u>	<u>23.89</u>	<u>25.08</u>	<u>26.33</u>	<u>27.65</u>					
<u>0222</u>		<u>Graphic Arts Specialist, Lead</u>	<u>25.02</u>	<u>26.28</u>	<u>27.59</u>	<u>28.97</u>	<u>30.42</u>					
4608		Information Technology Programming Intern	<u>21.53</u>	<u>22.87</u>								
0150		Information Technology Analyst	<u>26.94</u>	<u>28.26</u>	<u>29.67</u>	<u>31.15</u>	<u>32.71</u>	<u>34.35</u>	<u>36.07</u>	<u>37.87</u>	<u>39.76</u>	<u>41.75</u>
0153		Information Technology Analyst, Principal Technical	<u>32.93</u>	<u>34.58</u>	<u>36.31</u>	<u>38.13</u>	<u>40.04</u>	<u>42.04</u>	<u>44.14</u>	<u>46.35</u>	<u>48.67</u>	<u>51.10</u>
0151		Information Technology Analyst, Senior	<u>29.64</u>	<u>31.09</u>	<u>32.64</u>	<u>34.27</u>	<u>35.98</u>	<u>37.78</u>	<u>39.67</u>	<u>41.65</u>	<u>43.73</u>	<u>45.92</u>
0152		Information Technology Analyst, Senior Technical	<u>31.72</u>	<u>33.31</u>	<u>34.98</u>	<u>36.73</u>	<u>38.57</u>	<u>40.50</u>	<u>42.53</u>	<u>44.66</u>	<u>46.89</u>	<u>49.23</u>
0203		Reprographic Equipment Operator	<u>16.55</u>	<u>17.38</u>	<u>18.25</u>	<u>19.16</u>	<u>20.12</u>	<u>21.13</u>	<u>22.19</u>	<u>23.30</u>		
0299		Vehicle Parts Assistant	<u>25.12</u>	<u>26.38</u>	<u>27.70</u>							
0301		Warehouse Technician	<u>25.12</u>	<u>26.38</u>	<u>27.70</u>							
0302		Warehouse Technician, Senior	<u>27.64</u>	<u>29.02</u>	<u>30.47</u>							

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	<u>28.83</u>	<u>30.27</u>	<u>31.78</u>	<u>33.37</u>	<u>35.04</u>	<u>36.79</u>	<u>38.63</u>	<u>40.56</u>		
5524		Broadband Services Technician, Lead	<u>32.02</u>	<u>33.62</u>	<u>35.30</u>	<u>37.07</u>	<u>38.92</u>	<u>40.87</u>	<u>42.91</u>	<u>45.06</u>		
0141		Business Analyst I	<u>21.79</u>	<u>22.88</u>	<u>24.02</u>	<u>25.22</u>	<u>26.48</u>	<u>27.80</u>				
0142		Business Analyst II	<u>28.70</u>	<u>30.14</u>	<u>31.65</u>	<u>33.23</u>	<u>34.89</u>	<u>36.63</u>				
0143		Business Analyst III	<u>34.61</u>	<u>36.34</u>	<u>38.16</u>	<u>40.07</u>	<u>42.07</u>	<u>44.17</u>				
0304		Buyer	<u>25.97</u>	<u>27.27</u>	<u>28.63</u>	<u>30.06</u>	<u>31.56</u>					
0307		Buyer, Senior	<u>26.44</u>	<u>27.76</u>	<u>29.15</u>	<u>30.61</u>	<u>32.14</u>	<u>33.75</u>	<u>35.44</u>			
0118		Computer Operator, Senior Information Technology Helpdesk Specialist	<u>21.43</u>	<u>22.50</u>	<u>23.62</u>	<u>24.80</u>	<u>26.04</u>					
0124		Computer Support Technician	<u>22.26</u>	<u>23.37</u>	<u>24.54</u>	<u>25.77</u>	<u>27.06</u>	<u>28.41</u>	<u>29.83</u>			
5538		Converter Inventory Technician	<u>16.98</u>	<u>17.83</u>	<u>18.72</u>	<u>19.66</u>	<u>20.64</u>					
0334		Fleet Services Parts Technician	<u>27.97</u>	<u>29.37</u>	<u>30.84</u>							
0220		Graphic Arts Specialist	<u>23.02</u>	<u>24.17</u>	<u>25.38</u>	<u>26.65</u>	<u>27.98</u>					



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0222		Graphic Arts Specialist, Lead	25.31	26.58	27.91	29.31	30.78					
4608		Information Technology Programming Intern	21.78	23.15								
0150		Information Technology Analyst	27.23	28.59	30.02	31.52	33.10	34.76	36.50	38.32	40.24	42.25
0153		Information Technology Analyst, Principal Technical	33.32	34.99	36.74	38.58	40.51	42.54	44.67	46.90	49.25	51.71
0151		Information Technology Analyst, Senior	29.96	31.46	33.03	34.68	36.41	38.23	40.14	42.15	44.26	46.47
0152		Information Technology Analyst, Senior Technical	32.11	33.72	35.41	37.18	39.04	40.99	43.04	45.19	47.45	49.82
0203		Reprographic Equipment Operator	16.76	17.60	18.48	19.40	20.37	21.39	22.46	23.58		
0299		Vehicle Parts Assistant	25.43	26.70	28.03							
0301		Warehouse Technician	25.43	26.70	28.03							
0302		Warehouse Technician, Senior	27.97	29.37	30.84							

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective January 1, 2015, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	28.83	30.27	31.78	33.37	35.04	36.79	38.63	40.56		
5524		Broadband Services Technician, Lead	32.02	33.62	35.30	37.07	38.92	40.87	42.91	45.06		
0141		Business Analyst I	21.79	22.88	24.02	25.22	26.48	27.80				
0142		Business Analyst II	28.70	30.14	31.65	33.23	34.89	36.63				
0143		Business Analyst III	34.61	36.34	38.16	40.07	42.07	44.17				
0304		Buyer	25.97	27.27	28.63	30.06	31.56					
0307		Buyer, Senior	26.44	27.76	29.15	30.61	32.14	33.75	35.44			
0118		Computer Operator, Senior Information Technology Helpdesk Specialist	21.43	22.50	23.62	24.80	26.04					
0124		Computer Support Technician	22.26	23.37	24.54	25.77	27.06	28.41	29.83			
5538		Converter Inventory Technician	16.98	17.83	18.72	19.66	20.64					
0334		Fleet Services Parts Technician	27.97	29.37	30.84							
0220		Graphic Arts Specialist	23.02	24.17	25.38	26.65	27.98					
0222		Graphic Arts Specialist, Lead	25.31	26.58	27.91	29.31	30.78					



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4608	Information Technology Programming Intern	21.78	23.15									
0150	Information Technology Analyst	27.23	28.59	30.02	31.52	33.10	34.76	36.50	38.32	40.24	42.25	
0153	Information Technology Analyst, Principal Technical	33.32	34.99	36.74	38.58	40.51	42.54	44.67	46.90	49.25	51.71	
0151	Information Technology Analyst, Senior	29.96	31.46	33.03	34.68	36.41	38.23	40.14	42.15	44.26	46.47	
0152	Information Technology Analyst, Senior Technical	32.11	33.72	35.41	37.18	39.04	40.99	43.04	45.19	47.45	49.82	
0203	Reprographic Equipment Operator	16.76	17.60	18.48	19.40	20.37	21.39	22.46	23.58			
0299	Vehicle Parts Assistant	25.43	26.70	28.03								
0301	Warehouse Technician	25.43	26.70	28.03								
0302	Warehouse Technician, Senior	27.97	29.37	30.84								

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	29.26	30.72	32.26	33.87	35.56	37.34	39.21	41.17		
5524		Broadband Services Technician, Lead	32.50	34.13	35.84	37.63	39.51	41.49	43.56	45.74		
0141		Business Analyst I	22.11	23.22	24.38	25.60	26.88	28.22				
0142		Business Analyst II	29.12	30.58	32.11	33.72	35.41	37.18				
0143		Business Analyst III	35.13	36.89	38.73	40.67	42.70	44.83				
0304		Buyer	26.35	27.67	29.05	30.50	32.03					
0307		Buyer, Senior	26.85	28.19	29.60	31.08	32.63	34.26	35.97			
0118		Computer Operator, Senior Information Technology Helpdesk Specialist	21.74	22.83	23.97	25.17	26.43					
0124		Computer Support Technician	22.59	23.72	24.91	26.16	27.47	28.84	30.28			
5538		Converter Inventory Technician	17.24	18.10	19.00	19.95	20.95					
0334		Fleet Services Parts Technician	28.39	29.81	31.30							
0220		Graphic Arts Specialist	23.36	24.53	25.76	27.05	28.40					
0222		Graphic Arts Specialist, Lead	25.70	26.98	28.33	29.75	31.24					
4608		Information Technology Programming Intern	22.13	23.51								
0150		Information Technology Analyst	27.66	29.04	30.49	32.01	33.61	35.29	37.05	38.90	40.84	42.88
0153		Information Technology Analyst, Principal Technical	33.83	35.52	37.30	39.16	41.12	43.18	45.34	47.61	49.99	52.49



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0151	Information Technology Analyst, Senior	30.39	31.91	33.51	35.19	36.95	38.80	40.74	42.78	44.92	47.17
0152	Information Technology Analyst, Senior Technical	32.60	34.23	35.94	37.74	39.63	41.61	43.69	45.87	48.16	50.57
0203	Reprographic Equipment Operator	17.01	17.86	18.75	19.69	20.67	21.70	22.79	23.93		
0299	Vehicle Parts Assistant	25.81	27.10	28.45							
0301	Warehouse Technician	25.81	27.10	28.45							
0302	Warehouse Technician, Senior	28.39	29.81	31.30							

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective April 1, 2016, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	29.26	30.72	32.26	33.87	35.56	37.34	39.21	41.17		
5524		Broadband Services Technician, Lead	32.50	34.13	35.84	37.63	39.51	41.49	43.56	45.74		
0141		Business Analyst I	22.11	23.22	24.38	25.60	26.88	28.22				
0142		Business Analyst II	29.12	30.58	32.11	33.72	35.41	37.18				
0143		Business Analyst III	35.13	36.89	38.73	40.67	42.70	44.83				
0304		Buyer	26.35	27.67	29.05	30.50	32.03					
0307		Buyer, Senior	26.85	28.19	29.60	31.08	32.63	34.26	35.97			
0118		Computer Operator, Senior Information Technology Helpdesk Specialist	21.74	22.83	23.97	25.17	26.43					
0124		Computer Support Technician	22.59	23.72	24.91	26.16	27.47	28.84	30.28			
5538		Converter Inventory Technician	17.24	18.10	19.00	19.95	20.95					
0334		Fleet Services Parts Technician	28.39	29.81	31.30							
0220		Graphic Arts Specialist	23.36	24.53	25.76	27.05	28.40					
0222		Graphic Arts Specialist, Lead	25.70	26.98	28.33	29.75	31.24					
4608		Information Technology Programming Intern	22.13	23.51								
0150		Information Technology Analyst	27.66	29.04	30.49	32.01	33.61	35.29	37.05	38.90	40.84	42.88
0153		Information Technology Analyst, Principal Technical	33.83	35.52	37.30	39.16	41.12	43.18	45.34	47.61	49.99	52.49
0151		Information Technology Analyst, Senior	30.39	31.91	33.51	35.19	36.95	38.80	40.74	42.78	44.92	47.17



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0152		Information Technology Analyst, Senior Technical	<u>32.60</u>	<u>34.23</u>	<u>35.94</u>	<u>37.74</u>	<u>39.63</u>	<u>41.61</u>	<u>43.69</u>	<u>45.87</u>	<u>48.16</u>	<u>50.57</u>
0203		Reprographic Equipment Operator	<u>17.01</u>	<u>17.86</u>	<u>18.75</u>	<u>19.69</u>	<u>20.67</u>	<u>21.70</u>	<u>22.79</u>	<u>23.93</u>		
0299		Vehicle Parts Assistant	<u>25.81</u>	<u>27.10</u>	<u>28.45</u>							
0301		Warehouse Technician	<u>25.81</u>	<u>27.10</u>	<u>28.45</u>							
0302		Warehouse Technician, Senior	<u>28.39</u>	<u>29.81</u>	<u>31.30</u>							

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	<u>29.84</u>	<u>31.33</u>	<u>32.90</u>	<u>34.55</u>	<u>36.28</u>	<u>38.09</u>	<u>39.99</u>	<u>41.99</u>		
5524		Broadband Services Technician, Lead	<u>33.15</u>	<u>34.81</u>	<u>36.55</u>	<u>38.38</u>	<u>40.30</u>	<u>42.31</u>	<u>44.43</u>	<u>46.65</u>		
0141		Business Analyst I	<u>22.55</u>	<u>23.68</u>	<u>24.86</u>	<u>26.10</u>	<u>27.41</u>	<u>28.78</u>				
0142		Business Analyst II	<u>29.70</u>	<u>31.19</u>	<u>32.75</u>	<u>34.39</u>	<u>36.11</u>	<u>37.92</u>				
0143		Business Analyst III	<u>35.83</u>	<u>37.62</u>	<u>39.50</u>	<u>41.48</u>	<u>43.55</u>	<u>45.73</u>				
0304		Buyer	<u>26.88</u>	<u>28.22</u>	<u>29.63</u>	<u>31.11</u>	<u>32.67</u>					
0307		Buyer, Senior	<u>27.38</u>	<u>28.75</u>	<u>30.19</u>	<u>31.70</u>	<u>33.28</u>	<u>34.94</u>	<u>36.69</u>			
0118		Computer Operator, Senior Information Technology Helpdesk Specialist	<u>22.19</u>	<u>23.30</u>	<u>24.46</u>	<u>25.68</u>	<u>26.96</u>					
0124		Computer Support Technician	<u>23.06</u>	<u>24.21</u>	<u>25.42</u>	<u>26.69</u>	<u>28.02</u>	<u>29.42</u>	<u>30.89</u>			
5538		Converter Inventory Technician	<u>17.58</u>	<u>18.46</u>	<u>19.38</u>	<u>20.35</u>	<u>21.37</u>					
0334		Fleet Services Parts Technician	<u>28.96</u>	<u>30.41</u>	<u>31.93</u>							
0220		Graphic Arts Specialist	<u>23.84</u>	<u>25.03</u>	<u>26.28</u>	<u>27.59</u>	<u>28.97</u>					
0222		Graphic Arts Specialist, Lead	<u>26.21</u>	<u>27.52</u>	<u>28.90</u>	<u>30.34</u>	<u>31.86</u>					
4608		Information Technology Programming Intern	<u>22.57</u>	<u>23.98</u>								
0150		Information Technology Analyst	<u>28.21</u>	<u>29.62</u>	<u>31.10</u>	<u>32.65</u>	<u>34.28</u>	<u>35.99</u>	<u>37.79</u>	<u>39.68</u>	<u>41.66</u>	<u>43.74</u>
0153		Information Technology Analyst, Principal Technical	<u>34.51</u>	<u>36.24</u>	<u>38.05</u>	<u>39.95</u>	<u>41.95</u>	<u>44.05</u>	<u>46.25</u>	<u>48.56</u>	<u>50.99</u>	<u>53.54</u>
0151		Information Technology Analyst, Senior	<u>31.01</u>	<u>32.56</u>	<u>34.19</u>	<u>35.90</u>	<u>37.70</u>	<u>39.58</u>	<u>41.56</u>	<u>43.64</u>	<u>45.82</u>	<u>48.11</u>
0152		Information Technology Analyst, Senior Technical	<u>33.25</u>	<u>34.91</u>	<u>36.66</u>	<u>38.49</u>	<u>40.41</u>	<u>42.43</u>	<u>44.55</u>	<u>46.78</u>	<u>49.12</u>	<u>51.58</u>
0203		Reprographic Equipment Operator	<u>17.35</u>	<u>18.22</u>	<u>19.13</u>	<u>20.09</u>	<u>21.09</u>	<u>22.14</u>	<u>23.25</u>	<u>24.41</u>		
0299		Vehicle Parts Assistant	<u>26.32</u>	<u>27.64</u>	<u>29.02</u>							



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0301	Warehouse Technician	26.32	27.64	29.02							
0302	Warehouse Technician, Senior	28.96	30.41	31.93							

Section 6. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended retroactive to January 1, 2013, to read as follows:

1.12.640 Application of additional rates.

* * *

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 ~~included in Appendix B and C~~, 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 in the classifications of Broadband Services Technician (CSC 5525) or Broadband Services Technician, Lead (CSC 5524) as of November 8, 2011, shall receive a one-time lump sum payment of \$600. Further, Jerry Barrette will receive a one-time prorated lump sum payment based on criteria outlined in the collective bargaining agreement.~~

* * *

Section 7. That Section 1 of this ordinance shall become effective retroactive to January 1, 2013. That Section 2 of this ordinance shall become effective retroactive to May 1, 2013. That Section 3 of this ordinance shall become effective retroactive to January 1, 2014. That Section 4 of this ordinance shall



1 become effective January 1, 2015. That Section 5 of this ordinance shall become
2 effective April 1, 2016. That Section 6 of this ordinance shall become retroactive to
3 January 1, 2013.
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5 Passed _____
6

7 _____
Mayor

8 Attest:
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10 _____
City Clerk

11 Approved as to form:
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13 _____
Deputy City Attorney
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