



ORDINANCE NO. 28185

1 AN ORDINANCE relating to the Compensation Plan; amending Section 1.12.355
2 of the Tacoma Municipal Code; and declaring the effective dates thereof to
3 implement rates of pay and compensation provided within collective
bargaining agreements.

4 WHEREAS this ordinance will provide for the implementation of previously
5 approved wage increases and other allowances contained within collective
6 bargaining agreements, as follows: (1) International Association of Machinists and
7 Aerospace Workers ("IAM & AW"), District Lodge #160, on behalf of Local
8 Lodge 297, Rail Mechanics Unit, consisting of ten budgeted FTE positions – an
9 increase of \$0.28 per hour for all classifications in the bargaining unit;
10 (2) IAM & AW, District Lodge #160, on behalf of Local Lodge 297, Track Workers
11 Unit, consisting of eight budgeted FTE positions – a 0.64 percent increase for all
12 classifications in the bargaining unit; (3) IAM & AW, District Lodge #160, on behalf
13 of Local Lodge 297, Yard Clerk Unit, consisting of five budgeted FTE positions – a
14 2 percent increase for all classifications in the bargaining unit and a wage deferral
15 per the terms of the agreement and the Western Metal Industry Pension Fund –
16 Rehabilitation Plan; (4) International Brotherhood of Electrical Workers ("IBEW"),
17 Local 483, Court Clerk Unit, consisting of 26.8 budgeted FTE positions – a
18 1.2 percent increase for all classifications in the bargaining unit; (5) IBEW,
19 Local 483, Customer and Field Services Unit, consisting of 147 budgeted FTE
20 positions – a 2 percent increase for all classifications in the bargaining unit;
21 (6) IBEW, Local 483, Supervisors' Unit, consisting of nine budgeted FTE positions –
22 a 2 percent increase for all classifications in the bargaining unit; (7) IBEW,
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Local 483, Water Division Unit, consisting of 120 budgeted FTE positions – a
 2 percent increase for all classifications in the bargaining unit; (8) IBEW, Local 483,
 Water Pollution Control Unit, consisting of 51 budgeted FTE positions – a 2 percent
 increase for all classifications in the bargaining unit; (9) Brotherhood of Locomotive
 Engineers and Trainmen Unit, consisting of 19-20 estimated FTE positions – an
 increase of \$1.10 per hour on July 1 of each year, for years 2012-2016; and
 (10) Local 17, Professional and Technical Employees, consisting of 258.9 budgeted
 FTE positions – a 2 percent increase for all employees in the bargaining unit, and

WHEREAS City Council authorization is required to implement rates of pay
 and compensation within collective bargaining agreements and other related
 documents that have been negotiated with bargaining units on behalf of employees
 represented by said unions; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

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

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Code	Job Title	1	2	3	4	5
7140	Locomotive Mechanic 1	26.86	28.52	30.18	31.84	33.50
7141	Locomotive Mechanic, Senior	36.51				
7142	Railway Shop Worker	20.64	21.67	22.74	23.86	25.14

Code	Job Title	1	2	3	4	5
7140	Locomotive Mechanic 1	<u>27.14</u>	<u>28.80</u>	<u>30.46</u>	<u>32.12</u>	<u>33.78</u>
7141	Locomotive Mechanic, Senior	<u>36.79</u>				
7142	Railway Shop Worker	<u>20.92</u>	<u>21.95</u>	<u>23.02</u>	<u>24.14</u>	<u>25.42</u>

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Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby

amended effective January 1, 2014, as follows:

Code	Job Title	1	2	3	4	5	6
7119	Railway Track Inspector	22.21	23.69	25.17	26.65	28.13	29.61
7119A	With 5+ years of experience	22.21	23.69	26.65	29.61		
7120	Railway Track Maintenance Worker	21.17	22.58	24.00	25.41	26.82	28.23
7120A	With 5+ years of experience	21.17	22.58	25.41	28.23		
7121	Railway Track Maintenance Supervisor	23.84	25.43	27.02	28.61	30.20	31.79
7121A	With 5+ years of experience	23.84	25.43	28.61	31.79		
7145	Railway Track Equipment Mechanic-Welder	26.39	28.00	29.62	31.22	32.85	

Code	Job Title	1	2	3	4	5	6
7119	Railway Track Inspector	<u>22.35</u>	<u>23.84</u>	<u>25.33</u>	<u>26.82</u>	<u>28.31</u>	<u>29.80</u>
7119A	With 5+ years of experience	<u>22.35</u>	<u>23.84</u>	<u>26.82</u>	<u>29.80</u>		
7120	Railway Track Maintenance Worker	<u>21.31</u>	<u>22.73</u>	<u>24.15</u>	<u>25.57</u>	<u>26.99</u>	<u>28.41</u>
7120A	With 5+ years of experience	<u>21.31</u>	<u>22.73</u>	<u>25.57</u>	<u>28.41</u>		
7121	Railway Track Maintenance Supervisor	<u>23.99</u>	<u>25.59</u>	<u>27.19</u>	<u>28.79</u>	<u>30.39</u>	<u>31.99</u>
7121A	With 5+ years of experience	<u>23.99</u>	<u>25.59</u>	<u>28.79</u>	<u>31.99</u>		
7145	Railway Track Equipment Mechanic-Welder	<u>26.56</u>	<u>28.18</u>	<u>29.81</u>	<u>31.42</u>	<u>33.06</u>	

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby

amended effective January 1, 2014, as follows:



1	Code	A	Job Title	1	2
2	7101		Railway Yard Clerk	22.50	30.00

3	Code	A	Job Title	1	2
4	7101		Railway Yard Clerk	<u>22.95</u>	<u>30.60</u>

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7 Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby
8 amended effective July 1, 2014, as follows:

10	Code	A	Job Title	1	2
11	7101		Railway Yard Clerk	22.95	30.60

12	Code	A	Job Title	1	2
13	7101		Railway Yard Clerk	<u>22.84</u>	<u>30.49</u>

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16 Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby
17 amended effective January 1, 2014, as follows:

19	Code	A	Job Title	1	2	3	4	5	6
20	4321	A	Court Clerk	18.70	19.65	20.66	21.71	22.81	23.97

22	Code	A	Job Title	1	2	3	4	5	6
23	4321	A	Court Clerk	<u>18.92</u>	<u>19.89</u>	<u>20.91</u>	<u>21.97</u>	<u>23.08</u>	<u>24.26</u>

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25 Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby
26 amended effective January 1, 2014, as follows:



Code	Job Title	1	2	3	4	5
0611	Customer Service Representative	21.94	23.04	24.19	25.40	26.67
0608	Customer Service Representative, Lead	30.60	32.13	33.74		
0612	Customer Service Representative, Technical	27.82	29.21	30.67		
0018	Mail & Stock Processor	18.14	19.05	20.00	21.00	22.05
0012	Mail & Stock Processor, Senior	22.22	23.33	24.50		
0601	Meter Reader	20.87	21.92	23.01	24.16	25.37
0602	Utilities Field Investigator	29.18				
0305	Warehouse Supervisor, Utilities	28.94	30.39	31.91	33.51	35.19

Code	Job Title	1	2	3	4	5
0611	Customer Service Representative	<u>22.38</u>	<u>23.50</u>	<u>24.67</u>	<u>25.91</u>	<u>27.20</u>
0608	Customer Service Representative, Lead	<u>31.21</u>	<u>32.77</u>	<u>34.41</u>		
0612	Customer Service Representative, Technical	<u>28.38</u>	<u>29.79</u>	<u>31.28</u>		
0018	Mail & Stock Processor	<u>18.50</u>	<u>19.43</u>	<u>20.40</u>	<u>21.42</u>	<u>22.49</u>
0012	Mail & Stock Processor, Senior	<u>22.66</u>	<u>23.80</u>	<u>24.99</u>		
0601	Meter Reader	<u>21.29</u>	<u>22.36</u>	<u>23.47</u>	<u>24.64</u>	<u>25.88</u>
0602	Utilities Field Investigator	<u>29.76</u>				
0305	Warehouse Supervisor, Utilities	<u>29.52</u>	<u>31.00</u>	<u>32.55</u>	<u>34.18</u>	<u>35.89</u>

Section 7. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective January 1, 2014, as follows:



1	Code	Job Title	1	2	3	4	5	6	7	8	9
2	0041	Customer Account Supervisor	32.80	34.44	36.16	37.97	39.87				
3	5271	Fire Electrical Maintenance Supervisor	47.79	50.18	52.69	55.32	58.09				
4	5276	Traffic Field Operations Supervisor	47.79	50.18	52.69	55.32	58.09				
5											
6			1A	1B	1C	1D	2A	2B	2C	2D	3A
7	5519	Telecommunications Supervisor, Assistant	27.09	27.42	27.77	28.11	28.47	28.82	29.18	29.55	29.92
8			3B	3C	3D	4A	4B	4C	4D	5A	5B
9			30.29	30.67	31.05	31.44	31.83	32.23	32.63	33.04	33.45
10			5C	5D	6A						
11			33.87	34.30	34.72						

12	Code	Job Title	1	2	3	4	5	6	7	8	9
13	0041	Customer Account Supervisor	<u>33.46</u>	<u>35.13</u>	<u>36.88</u>	<u>38.73</u>	<u>40.67</u>				
14	5271	Fire Electrical Maintenance Supervisor	<u>48.75</u>	<u>51.18</u>	<u>53.74</u>	<u>56.43</u>	<u>59.25</u>				
15	5276	Traffic Field Operations Supervisor	<u>48.75</u>	<u>51.18</u>	<u>53.74</u>	<u>56.43</u>	<u>59.25</u>				
16											
17			1A	1B	1C	1D	2A	2B	2C	2D	3A
18	5519	Telecommunications Supervisor, Assistant	<u>27.63</u>	<u>27.97</u>	<u>28.33</u>	<u>28.67</u>	<u>29.04</u>	<u>29.40</u>	<u>29.76</u>	<u>30.14</u>	<u>30.52</u>
19			3B	3C	3D	4A	4B	4C	4D	5A	5B
20			<u>30.90</u>	<u>31.28</u>	<u>31.67</u>	<u>32.07</u>	<u>32.47</u>	<u>32.87</u>	<u>33.28</u>	<u>33.70</u>	<u>34.12</u>
21			5C	5D	6A						
22			<u>34.55</u>	<u>34.99</u>	<u>35.41</u>						

Section 8. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective January 1, 2014, as follows:



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Code	Job Title	1	2	3	4	5
5109	Water Control Station Operator	35.13				
5225	Water Meter Repair Worker					
	First 6 months	29.26				
	Thereafter	30.72				
5226	Water Meter Repair Worker, Lead	35.33				
5108	Water Plant Maintenance Worker					
	First 6 months	30.93				
	Thereafter	32.48				
5070	Water Pumps & Storage Supervisor, Assistant	40.68				
1999	Water Quality Specialist	29.36	30.83	32.37	33.99	35.69
5305	Water Service Mechanic					
	First year	33.35				
	Thereafter	35.02				
5065	Water Service Supervisor	40.97				
5061	Water Service Worker					
	First 6 months	29.26				
	Thereafter	30.72				
5112	Water Treatment Plant Operator	34.92				
5110	Water Treatment Plant Supervisor	38.67				
5060	Water Utility Worker					
	First year	23.19				
	Thereafter	24.35				
2155	Watershed Inspector					
	First 6 months	29.36				
	7th through 18th month	30.83				
	19th through 30th month	32.37				
	31st through 42nd month	33.99				
	Thereafter	35.69				



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Code	Job Title	1	2	3	4	5
5109	Water Control Station Operator	<u>35.83</u>				
5225	Water Meter Repair Worker					
	First 6 months	<u>29.84</u>				
	Thereafter	<u>31.33</u>				
5226	Water Meter Repair Worker, Lead	<u>36.03</u>				
5108	Water Plant Maintenance Worker					
	First 6 months	<u>31.55</u>				
	Thereafter	<u>33.13</u>				
5070	Water Pumps & Storage Supervisor, Assistant	<u>41.49</u>				
1999	Water Quality Specialist	<u>29.95</u>	<u>31.45</u>	<u>33.02</u>	<u>34.67</u>	<u>36.40</u>
5305	Water Service Mechanic					
	First year	<u>34.02</u>				
	Thereafter	<u>35.72</u>				
5065	Water Service Supervisor	<u>41.79</u>				
5061	Water Service Worker					
	First 6 months	<u>29.84</u>				
	Thereafter	<u>31.33</u>				
5112	Water Treatment Plant Operator	<u>35.62</u>				
5110	Water Treatment Plant Supervisor	<u>39.44</u>				
5060	Water Utility Worker					
	First year	<u>23.65</u>				
	Thereafter	<u>24.83</u>				
2155	Watershed Inspector					
	First 6 months	<u>29.95</u>				
	7th through 18th month	<u>31.45</u>				
	19th through 30th month	<u>33.02</u>				
	31st through 42nd month	<u>34.67</u>				
	Thereafter	<u>36.40</u>				

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Section 9. That Section 1.12.355 of the Tacoma Municipal Code is hereby

amended effective January 1, 2014, as follows:

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Code	Job Title	1	2	3	4	5
0629	Environmental Systems Technician	25.37	26.64	27.97	29.37	30.84
5036	Landfill Gas Systems Operator	29.17	30.63	32.16	33.77	35.46
5096	WWTP Electrician/Instrumentation Technician	31.07	32.62	34.25	35.96	37.76
5101	WWTP Operator	27.83	29.22	30.69	32.22	
5103	WWTP Operator, Senior	33.75	35.44			

Code	Job Title	1	2	3	4	5
06290	Environmental Systems Technician	<u>25.88</u>	<u>27.17</u>	<u>28.53</u>	<u>29.96</u>	<u>31.46</u>
50360	Landfill Gas Systems Operator	<u>29.75</u>	<u>31.24</u>	<u>32.80</u>	<u>34.45</u>	<u>36.17</u>
50960	WWTP Electrician/Instrumentation Technician	<u>31.69</u>	<u>33.27</u>	<u>34.94</u>	<u>36.68</u>	<u>38.52</u>
51010	WWTP Operator	<u>28.39</u>	<u>29.80</u>	<u>31.30</u>	<u>32.86</u>	
51030	WWTP Operator, Senior	<u>34.43</u>	<u>36.15</u>			

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Section 10. That Section 1.12.355 of the Tacoma Municipal Code is hereby

amended effective July 1, 2014, as follows:

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Code	Job Title	1
7111	Locomotive Engineer	34.84

Code	Job Title	1
7111	Locomotive Engineer	<u>35.94</u>

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Section 11. That Section 1.12.355 of the Tacoma Municipal Code is hereby

amended effective retroactive to January 1, 2013, as follows:



Code	Job Title	1	2	3	4	5
60200	Facilities Maintenance & Repair Supervisor	33.99	35.69	37.48	39.35	
42090	Forensic Services Supervisor	39.38	41.35			
50420	Grounds Maintenance Supervisor	35.84	37.63	39.51		
21220	Inspector, Senior	30.29	31.81	33.40	35.07	36.82
20260	L I D Representative	29.38	30.85	32.39	34.01	35.71
20270	L I D Representative, Senior	34.59	36.32	38.13	40.04	42.04

Code	Job Title	1	2	3	4	5
60200	Facilities Maintenance & Repair Supervisor	<u>35.69</u>	<u>37.47</u>	<u>39.35</u>	<u>41.32</u>	
42090	Forensic Services Supervisor	<u>41.35</u>	<u>43.42</u>			
50420	Grounds Maintenance Supervisor	<u>37.63</u>	<u>39.51</u>	<u>41.49</u>		
21220	Inspector, Senior	<u>31.80</u>	<u>33.40</u>	<u>35.07</u>	<u>36.82</u>	<u>38.66</u>
20260	L I D Representative	<u>30.85</u>	<u>32.39</u>	<u>34.01</u>	<u>35.71</u>	<u>37.50</u>
20270	L I D Representative, Senior	<u>36.32</u>	<u>38.14</u>	<u>40.04</u>	<u>42.04</u>	<u>44.14</u>

Section 12. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective January 1, 2014, as follows:

Code	Job Title	1	2	3	4	5	6
5361	Animal Control & Compliance Supervisor	25.47	26.74	28.08	29.48	30.95	
2101	Building Inspector	30.00	31.50	33.08	34.73	36.47	
6010	Building Maintenance Supervisor	37.47	39.35	41.32			
5202	Carpenter Crew Leader	34.64					
2003	Chief Of Party	28.68	30.10	31.61	33.19	34.85	
2401	Chief of Party, PLS	30.39	31.91	33.51	35.18	36.94	
2006	Chief Surveyor	39.69	41.67	43.76	45.95	48.25	
2005	Chief Surveyor, Assistant	32.38	34.01	35.70	37.49	39.36	
2403	Chief Surveyor, Assistant, PLS	34.32	36.05	37.85	39.74	41.73	
2102	Code Inspector Supervisor	34.61	36.34	38.16	40.06	42.06	



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5007	Collection Systems Worker	20.37	21.41	22.50	23.65	24.85	
5006	Community Service Work Crew Leader	26.43	27.75	29.15	30.60	32.13	
2104	Construction Inspection Supervisor	34.61	36.34	38.16	40.06	42.06	
2016	Construction Inspector	30.00	31.50	33.08	34.73	36.47	
2015	Construction Inspector Assistant	26.48	27.81	29.20	30.66	32.19	
2043	Construction Manager	38.70	40.67	42.75	44.92	47.21	49.61
2045	Construction Manager, Associate	34.61	36.34	38.16	40.06	42.06	
2046	Engineering Construction Coordinator	33.94	35.64	37.42	39.29	41.25	
2019	Engineering Instrumentation Technician	30.61	32.14	33.75	35.43	37.20	
2021	Engineering Office Coordinator	30.61	32.14	33.75	35.43	37.20	
2010	Engineering Technician I	22.59	23.71	24.90	26.15	27.45	
2011	Engineering Technician II	25.70	27.00	28.34	29.76	31.25	
2012	Engineering Technician III	28.33	29.75	31.23	32.79	34.43	
2004	Engineering Technician IV	31.16	32.75	34.37	36.08	37.88	
3102	Environmental Lab Scientist I	23.18	24.34	25.56	26.84	28.18	
3105	Environmental Lab Scientist II	27.90	29.28	30.75	32.29	33.90	
3106	Environmental Lab Scientist III	31.93	33.53	35.20	36.96	38.81	
6020	Facilities Maintenance & Repair Supervisor	35.69	37.47	39.35	41.32		
4209	Forensic Services Supervisor	41.35	43.42				
5042	Grounds Maintenance Supervisor	37.63	39.51	41.49			
2122	Inspector, Senior	31.80	33.40	35.07	36.82	38.66	
2026	L I D Representative	30.85	32.39	34.01	35.71	37.50	
2027	L I D Representative, Senior	36.32	38.14	40.04	42.04	44.14	
3104	Lab Assistant	17.59	18.47	19.39	20.36	21.38	
5018	Landfill Supervisor	39.51	41.49				
2119	Mechanical Inspector	30.00	31.50	33.08	34.73	36.47	
5206	Painter Crew Leader	32.26					
0070	Parking Enforcement Officer	19.51	20.49	21.51	22.59	23.72	
0071	Parking Enforcement Officer, Lead	21.56	22.63	23.76	24.95	26.20	
0072	Parking Enforcement Supervisor	25.49	26.76	28.11	29.51	30.99	
2008	Permit Specialist	24.91	26.15	27.46	28.83	30.27	
2009	Permit Specialist, Senior	28.23	29.65	31.13	32.69	34.32	
0035	Real Estate Specialist	23.11	24.27	25.47	26.75	28.09	
0401	Real Estate Specialist, Senior	30.83	32.37	33.99	35.69	37.47	
2108	Road Use Compliance Officer	25.49	26.76	28.11	29.51	30.99	



1	2109	Road Use Compliance Supervisor	28.04	29.44	30.91	32.46	34.08	
2	5028	Sewer Transmission Systems Maintenance Coordinator	30.40	31.92	33.52	35.19	36.95	
3	5030	Sewer Transmission Systems Maintenance Supervisor	32.50	34.13	35.84	37.63	39.51	
4	5017	Solid Waste Collection Supervisor	39.51	41.49				
5	5037	Solid Waste Route Supervisor	37.72					
6	0625	Source Control Representative	27.79	29.19	30.65	32.18	33.79	
7	0626	Source Control Representative, Senior	30.58	32.11	33.72	35.40	37.17	
8	5026	Street Maintenance Supervisor	37.63	39.51	41.49			
9	2001	Survey Technician II	21.99	23.08	24.23	25.45	26.72	
10	2002	Survey Technician III	25.26	26.52	27.85	29.24	30.70	
11	0613	Utility Services Representative I	24.91	26.15	27.46	28.83	30.27	
	0614	Utility Services Representative II	33.35	35.02	36.77	38.61	40.54	
	5345	Vehicle & Equipment Shop Supervisor, Senior	33.81	35.50	37.28			
	5107	WWTP Operations Supervisor	39.64	41.62	43.70	45.89	48.18	

Code	Job Title	1	2	3	4	5	6
53610	Animal Control & Compliance Supervisor	25.98	27.27	28.64	30.07	31.57	
21010	Building Inspector	30.60	32.13	33.74	35.42	37.20	
60100	Building Maintenance Supervisor	38.22	40.14	42.15			
52020	Carpenter Crew Leader	35.33					
20030	Chief Of Party	29.25	30.70	32.24	33.85	35.55	
24010	Chief of Party, PLS	31.00	32.55	34.18	35.88	37.68	
20060	Chief Surveyor	40.48	42.50	44.64	46.87	49.22	
20050	Chief Surveyor, Assistant	33.03	34.69	36.41	38.24	40.15	
24030	Chief Surveyor, Assistant, PLS	35.01	36.77	38.61	40.53	42.56	
21020	Code Inspector Supervisor	35.30	37.07	38.92	40.86	42.90	
50070	Collection Systems Worker	20.78	21.84	22.95	24.12	25.35	
50060	Community Service Work Crew Leader	26.96	28.31	29.73	31.21	32.77	
21040	Construction Inspection Supervisor	35.30	37.07	38.92	40.86	42.90	
20160	Construction Inspector	30.60	32.13	33.74	35.42	37.20	
20150	Construction Inspector Assistant	27.01	28.37	29.78	31.27	32.83	
20430	Construction Manager	39.47	41.48	43.61	45.82	48.15	50.60
20450	Construction Manager, Associate	35.30	37.07	38.92	40.86	42.90	
20460	Engineering Construction Coordinator	34.62	36.35	38.17	40.08	42.08	



	20190	Engineering Instrumentation Technician	<u>31.22</u>	<u>32.78</u>	<u>34.43</u>	<u>36.14</u>	<u>37.94</u>	
1	20210	Engineering Office Coordinator	<u>31.22</u>	<u>32.78</u>	<u>34.43</u>	<u>36.14</u>	<u>37.94</u>	
2	20100	Engineering Technician I	<u>23.04</u>	<u>24.18</u>	<u>25.40</u>	<u>26.67</u>	<u>28.00</u>	
3	20110	Engineering Technician II	<u>26.21</u>	<u>27.54</u>	<u>28.91</u>	<u>30.36</u>	<u>31.88</u>	
4	20120	Engineering Technician III	<u>28.90</u>	<u>30.35</u>	<u>31.85</u>	<u>33.45</u>	<u>35.12</u>	
5	20040	Engineering Technician IV	<u>31.78</u>	<u>33.41</u>	<u>35.06</u>	<u>36.80</u>	<u>38.64</u>	
6	31020	Environmental Lab Scientist I	<u>23.64</u>	<u>24.83</u>	<u>26.07</u>	<u>27.38</u>	<u>28.74</u>	
7	31050	Environmental Lab Scientist II	<u>28.46</u>	<u>29.87</u>	<u>31.37</u>	<u>32.94</u>	<u>34.58</u>	
8	31060	Environmental Lab Scientist III	<u>32.57</u>	<u>34.20</u>	<u>35.90</u>	<u>37.70</u>	<u>39.59</u>	
9	60200	Facilities Maintenance & Repair Supervisor	<u>36.40</u>	<u>38.22</u>	<u>40.14</u>	<u>42.15</u>		
10	42090	Forensic Services Supervisor	<u>42.18</u>	<u>44.29</u>				
11	50420	Grounds Maintenance Supervisor	<u>38.38</u>	<u>40.30</u>	<u>42.32</u>			
12	21220	Inspector, Senior	<u>32.44</u>	<u>34.07</u>	<u>35.77</u>	<u>37.56</u>	<u>39.43</u>	
13	20260	L I D Representative	<u>31.47</u>	<u>33.04</u>	<u>34.69</u>	<u>36.42</u>	<u>38.25</u>	
14	20270	L I D Representative, Senior	<u>37.05</u>	<u>38.90</u>	<u>40.84</u>	<u>42.88</u>	<u>45.02</u>	
15	31040	Lab Assistant	<u>17.94</u>	<u>18.84</u>	<u>19.78</u>	<u>20.77</u>	<u>21.81</u>	
16	50180	Landfill Supervisor	<u>40.30</u>	<u>42.32</u>				
17	21190	Mechanical Inspector	<u>30.60</u>	<u>32.13</u>	<u>33.74</u>	<u>35.42</u>	<u>37.20</u>	
18	52060	Painter Crew Leader	<u>32.91</u>					
19	00700	Parking Enforcement Officer	<u>19.90</u>	<u>20.90</u>	<u>21.94</u>	<u>23.04</u>	<u>24.19</u>	
20	00710	Parking Enforcement Officer, Lead	<u>21.99</u>	<u>23.08</u>	<u>24.24</u>	<u>25.45</u>	<u>26.72</u>	
21	00720	Parking Enforcement Supervisor	<u>26.00</u>	<u>27.30</u>	<u>28.67</u>	<u>30.10</u>	<u>31.61</u>	
22	20080	Permit Specialist	<u>25.41</u>	<u>26.67</u>	<u>28.01</u>	<u>29.41</u>	<u>30.88</u>	
23	20090	Permit Specialist, Senior	<u>28.79</u>	<u>30.24</u>	<u>31.75</u>	<u>33.34</u>	<u>35.01</u>	
24	00350	Real Estate Specialist	<u>23.57</u>	<u>24.76</u>	<u>25.98</u>	<u>27.29</u>	<u>28.65</u>	
25	04010	Real Estate Specialist, Senior	<u>31.45</u>	<u>33.02</u>	<u>34.67</u>	<u>36.40</u>	<u>38.22</u>	
26	21080	Road Use Compliance Officer	<u>26.00</u>	<u>27.30</u>	<u>28.67</u>	<u>30.10</u>	<u>31.61</u>	
27	21090	Road Use Compliance Supervisor	<u>28.60</u>	<u>30.03</u>	<u>31.53</u>	<u>33.11</u>	<u>34.76</u>	
28	50280	Sewer Transmission Systems Maintenance Coordinator	<u>31.01</u>	<u>32.56</u>	<u>34.19</u>	<u>35.89</u>	<u>37.69</u>	
29	50300	Sewer Transmission Systems Maintenance Supervisor	<u>33.15</u>	<u>34.81</u>	<u>36.56</u>	<u>38.38</u>	<u>40.30</u>	
30	50170	Solid Waste Collection Supervisor	<u>40.30</u>	<u>42.32</u>				
31	50370	Solid Waste Route Supervisor	<u>38.47</u>					
32	06250	Source Control Representative	<u>28.35</u>	<u>29.77</u>	<u>31.26</u>	<u>32.82</u>	<u>34.47</u>	
33	06260	Source Control Representative, Senior	<u>31.19</u>	<u>32.75</u>	<u>34.39</u>	<u>36.11</u>	<u>37.91</u>	
34	50260	Street Maintenance Supervisor	<u>38.38</u>	<u>40.30</u>	<u>42.32</u>			



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20010	Survey Technician II	<u>22.43</u>	<u>23.54</u>	<u>24.71</u>	<u>25.96</u>	<u>27.25</u>	
20020	Survey Technician III	<u>25.77</u>	<u>27.05</u>	<u>28.41</u>	<u>29.82</u>	<u>31.31</u>	
06130	Utility Services Representative I	<u>25.41</u>	<u>26.67</u>	<u>28.01</u>	<u>29.41</u>	<u>30.88</u>	
06140	Utility Services Representative II	<u>34.02</u>	<u>35.72</u>	<u>37.51</u>	<u>39.38</u>	<u>41.35</u>	
53450	Vehicle & Equipment Shop Supervisor, Senior	<u>34.49</u>	<u>36.21</u>	<u>38.03</u>			
51070	WWTP Operations Supervisor	<u>40.43</u>	<u>42.45</u>	<u>44.57</u>	<u>46.81</u>	<u>49.14</u>	

* * *

Section 13. That Sections 1, 2, 3, 5, 6, 7, 8, 9, and 12 of this ordinance shall become effective on January 1, 2014. That Sections 4 and 10 of this ordinance shall become effective on July 1, 2014. That Section 11 of this ordinance shall become effective retroactive to January 1, 2013.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Cheryl Comer

Deputy City Attorney