



ORDINANCE NO. 28870

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 International Brotherhood of Electrical
 4 Workers, Local 483, Custodial and Building Maintenance Unit, and the
 5 Tacoma, Washington, City and Pierce County Employees Local Number
 6 120 of the Washington State Council of County and City Employees,
 7 AFSCME, AFL-CIO; and declaring the effective dates thereof.

8 BE IT ORDAINED BY THE CITY OF TACOMA:

9 Section 1. That Section 1.12.355 of the Tacoma Municipal Code (“TMC”) is
 10 hereby amended, effective retroactive to January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5
6002		Custodian	20.58	21.62	22.69	23.82	25.02
6005		Building Maintenance Worker	28.92	30.36	31.88		
6006		Building Maintenance Supervisor, Assistant	34.70	36.43	38.26		

Code	A	Job Title	1	2	3	4	5
6002		Custodian	22.25	23.38	24.54	25.76	27.06
6005		Building Maintenance Worker	30.38	31.90	33.49		
6006		Building Maintenance Supervisor, Assistant	36.46	38.28	40.19		

16 Section 2. That Section 1.12.355 of the TMC is hereby amended, effective
 17 January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5
6002		Custodian	22.25	23.38	24.54	25.76	27.06
6005		Building Maintenance Worker	30.38	31.90	33.49		
6006		Building Maintenance Supervisor, Assistant	36.46	38.28	40.19		

Code	A	Job Title	1	2	3	4	5
6002		Custodian	23.20	24.38	25.59	26.87	28.22
6005		Building Maintenance Worker	31.68	33.27	34.93		
6006		Building Maintenance Supervisor, Assistant	38.02	39.92	41.92		



Section 3. That Section 1.12.355 of the TMC is hereby amended,
 effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5
6002		Custodian	<u>23.20</u>	<u>24.38</u>	<u>25.59</u>	<u>26.87</u>	<u>28.22</u>
6005		Building Maintenance Worker	<u>31.68</u>	<u>33.27</u>	<u>34.93</u>		
6006		Building Maintenance Supervisor, Assistant	<u>38.02</u>	<u>39.92</u>	<u>41.92</u>		

Code	A	Job Title	1	2	3	4	5
6002		Custodian	<u>23.84</u>	<u>25.05</u>	<u>26.29</u>	<u>27.61</u>	<u>29.00</u>
6005		Building Maintenance Worker	<u>32.55</u>	<u>34.18</u>	<u>35.89</u>		
6006		Building Maintenance Supervisor, Assistant	<u>39.06</u>	<u>41.02</u>	<u>43.07</u>		

Section 4. That Section 1.12.355 of the TMC is hereby amended,
 effective retroactive to January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	<u>26.02</u>	<u>27.32</u>	<u>28.69</u>	<u>30.12</u>	<u>31.63</u>	<u>33.21</u>				
0142		Business Analyst II	<u>33.87</u>	<u>35.56</u>	<u>37.34</u>	<u>39.21</u>	<u>41.18</u>	<u>43.23</u>				
0143		Business Analyst III	<u>40.84</u>	<u>42.88</u>	<u>45.03</u>	<u>47.28</u>	<u>49.64</u>	<u>52.13</u>				
0304		Buyer	<u>30.93</u>	<u>32.47</u>	<u>34.10</u>	<u>35.81</u>	<u>37.60</u>					
4612		Buyer Intern	<u>24.74</u>									
0307		Buyer, Senior	<u>37.34</u>	<u>39.21</u>	<u>41.18</u>	<u>43.24</u>						
1225		Communications Service Technician	<u>30.56</u>	<u>32.09</u>	<u>33.69</u>	<u>35.38</u>	<u>37.15</u>	<u>39.01</u>				
0124		Computer Support Technician	<u>26.28</u>	<u>27.59</u>	<u>28.97</u>	<u>30.42</u>	<u>31.94</u>	<u>33.54</u>	<u>35.21</u>			
0334		Fleet Services Parts Technician	<u>33.34</u>	<u>35.01</u>	<u>36.76</u>							
0220		Graphic Arts Specialist	<u>27.42</u>	<u>28.79</u>	<u>30.24</u>	<u>31.75</u>	<u>33.33</u>					
0222		Graphic Arts Specialist, Lead	<u>30.16</u>	<u>31.68</u>	<u>33.26</u>	<u>34.93</u>	<u>36.68</u>					
0150		Information Technology Analyst	<u>32.14</u>	<u>33.74</u>	<u>35.43</u>	<u>37.20</u>	<u>39.06</u>	<u>41.01</u>	<u>43.07</u>	<u>45.23</u>	<u>47.48</u>	<u>49.86</u>
4608		Information Technology Analyst Intern	<u>25.71</u>									
0153		Information Technology Analyst, Principal Technical	<u>39.62</u>	<u>41.61</u>	<u>43.68</u>	<u>45.87</u>	<u>48.16</u>	<u>50.57</u>	<u>53.10</u>	<u>55.76</u>	<u>58.55</u>	<u>61.47</u>
0151		Information Technology Analyst, Senior	<u>35.35</u>	<u>37.12</u>	<u>38.98</u>	<u>40.93</u>	<u>42.98</u>	<u>45.12</u>	<u>47.38</u>	<u>49.75</u>	<u>52.24</u>	<u>54.85</u>
0152		Information Technology Analyst, Senior Technical	<u>37.90</u>	<u>39.80</u>	<u>41.79</u>	<u>43.88</u>	<u>46.07</u>	<u>48.37</u>	<u>50.80</u>	<u>53.33</u>	<u>56.00</u>	<u>58.80</u>
4611		Information Technology Business Analyst Intern	<u>20.82</u>									



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4609	Information Technology Computer Support Technician Intern	<u>21.02</u>										
4610	Information Technology Helpdesk Intern	<u>20.23</u>										
0118	Information Technology Helpdesk Specialist	<u>25.29</u>	<u>26.55</u>	<u>27.88</u>	<u>29.27</u>	<u>30.74</u>						
0160	Integration Developer	<u>50.20</u>	<u>52.72</u>	<u>55.36</u>	<u>58.13</u>	<u>61.03</u>						
0299	Vehicle Parts Assistant	<u>30.34</u>	<u>31.82</u>	<u>33.42</u>								
0301	Warehouse Technician	<u>30.30</u>	<u>31.84</u>	<u>33.41</u>								
0302	Warehouse Technician, Senior	<u>33.34</u>	<u>35.04</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>						

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	<u>30.01</u>	<u>31.51</u>	<u>33.09</u>	<u>34.74</u>	<u>36.48</u>	<u>38.30</u>				
0142		Business Analyst II	<u>39.07</u>	<u>41.02</u>	<u>43.07</u>	<u>45.22</u>	<u>47.48</u>	<u>49.85</u>				
0143		Business Analyst III	<u>47.10</u>	<u>49.45</u>	<u>51.92</u>	<u>54.52</u>	<u>57.25</u>	<u>60.11</u>				
0304		Buyer	<u>34.19</u>	<u>35.90</u>	<u>37.69</u>	<u>39.57</u>	<u>41.55</u>					
4612		Buyer Intern	<u>27.35</u>									
0307		Buyer, Senior	<u>41.27</u>	<u>43.33</u>	<u>45.50</u>	<u>47.78</u>						
1225		Communications Service Technician	<u>33.14</u>	<u>34.80</u>	<u>36.54</u>	<u>38.37</u>	<u>40.29</u>	<u>42.30</u>				
0124		Computer Support Technician	<u>30.30</u>	<u>31.82</u>	<u>33.41</u>	<u>35.08</u>	<u>36.83</u>	<u>38.67</u>	<u>40.60</u>			
0334		Fleet Services Parts Technician	<u>34.18</u>	<u>35.89</u>	<u>37.68</u>							
0220		Graphic Arts Specialist	<u>31.62</u>	<u>33.20</u>	<u>34.86</u>	<u>36.60</u>	<u>38.43</u>					
0222		Graphic Arts Specialist, Lead	<u>34.78</u>	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.28</u>					
0150		Information Technology Analyst	<u>32.94</u>	<u>34.59</u>	<u>36.32</u>	<u>38.14</u>	<u>40.05</u>	<u>42.05</u>	<u>44.15</u>	<u>46.36</u>	<u>48.68</u>	<u>51.11</u>
4608		Information Technology Analyst Intern	<u>26.35</u>									
0153		Information Technology Analyst, Principal Technical	<u>45.69</u>	<u>47.97</u>	<u>50.37</u>	<u>52.89</u>	<u>55.53</u>	<u>58.31</u>	<u>61.23</u>	<u>64.29</u>	<u>67.50</u>	<u>70.88</u>
0151		Information Technology Analyst, Senior	<u>38.78</u>	<u>40.72</u>	<u>42.76</u>	<u>44.90</u>	<u>47.14</u>	<u>49.50</u>	<u>51.97</u>	<u>54.57</u>	<u>57.30</u>	<u>60.16</u>
0152		Information Technology Analyst, Senior Technical	<u>42.57</u>	<u>44.70</u>	<u>46.94</u>	<u>49.29</u>	<u>51.75</u>	<u>54.34</u>	<u>57.06</u>	<u>59.91</u>	<u>62.91</u>	<u>66.06</u>
4611		Information Technology Business Analyst Intern	<u>24.01</u>									
4609		Information Technology Computer Support Technician Intern	<u>24.24</u>									
4610		Information Technology Helpdesk Intern	<u>23.33</u>									
0118		Information Technology Helpdesk Specialist	<u>29.16</u>	<u>30.62</u>	<u>32.15</u>	<u>33.76</u>	<u>35.45</u>					
0160		Integration Developer	<u>57.90</u>	<u>60.80</u>	<u>63.84</u>	<u>67.03</u>	<u>70.38</u>					



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0299		Vehicle Parts Assistant	<u>31.08</u>	<u>32.63</u>	<u>34.26</u>							
0301		Warehouse Technician	<u>31.07</u>	<u>32.62</u>	<u>34.25</u>							
0302		Warehouse Technician, Senior	<u>34.18</u>	<u>35.89</u>	<u>37.68</u>							
0161		Web Developer	<u>45.33</u>	<u>47.60</u>	<u>49.98</u>	<u>52.48</u>	<u>55.10</u>					

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	<u>30.04</u>	<u>31.54</u>	<u>33.09</u>	<u>34.74</u>	<u>36.48</u>	<u>38.30</u>				
0142		Business Analyst II	<u>39.07</u>	<u>41.02</u>	<u>43.07</u>	<u>45.22</u>	<u>47.48</u>	<u>49.85</u>				
0143		Business Analyst III	<u>47.40</u>	<u>49.45</u>	<u>51.92</u>	<u>54.52</u>	<u>57.25</u>	<u>60.11</u>				
0304		Buyer	<u>34.19</u>	<u>35.90</u>	<u>37.69</u>	<u>39.57</u>	<u>41.55</u>					
4612		Buyer Intern	<u>27.35</u>									
0307		Buyer, Senior	<u>41.27</u>	<u>43.33</u>	<u>45.50</u>	<u>47.78</u>						
1225		Communications Service Technician	<u>33.14</u>	<u>34.80</u>	<u>36.54</u>	<u>38.37</u>	<u>40.29</u>	<u>42.30</u>				
0124		Computer Support Technician	<u>30.30</u>	<u>31.82</u>	<u>33.41</u>	<u>35.08</u>	<u>36.83</u>	<u>38.67</u>	<u>40.60</u>			
0334		Fleet Services Parts Technician	<u>34.18</u>	<u>35.89</u>	<u>37.68</u>							
0220		Graphic Arts Specialist	<u>31.62</u>	<u>33.20</u>	<u>34.86</u>	<u>36.60</u>	<u>38.43</u>					
0222		Graphic Arts Specialist, Lead	<u>34.78</u>	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.28</u>					
0150		Information Technology Analyst	<u>32.94</u>	<u>34.59</u>	<u>36.32</u>	<u>38.14</u>	<u>40.05</u>	<u>42.05</u>	<u>44.15</u>	<u>46.36</u>	<u>48.68</u>	<u>51.14</u>
4608		Information Technology Analyst Intern	<u>26.35</u>									
0153		Information Technology Analyst, Principal Technical	<u>45.69</u>	<u>47.97</u>	<u>50.37</u>	<u>52.89</u>	<u>55.53</u>	<u>58.31</u>	<u>61.23</u>	<u>64.29</u>	<u>67.50</u>	<u>70.88</u>
0151		Information Technology Analyst, Senior	<u>38.78</u>	<u>40.72</u>	<u>42.76</u>	<u>44.90</u>	<u>47.14</u>	<u>49.50</u>	<u>51.97</u>	<u>54.57</u>	<u>57.30</u>	<u>60.16</u>
0152		Information Technology Analyst, Senior Technical	<u>42.57</u>	<u>44.70</u>	<u>46.94</u>	<u>49.29</u>	<u>51.75</u>	<u>54.34</u>	<u>57.06</u>	<u>59.94</u>	<u>62.94</u>	<u>66.06</u>
4611		Information Technology Business Analyst Intern	<u>24.04</u>									
4609		Information Technology Computer Support Technician Intern	<u>24.24</u>									
4610		Information Technology Helpdesk Intern	<u>23.33</u>									
0118		Information Technology Helpdesk Specialist	<u>29.16</u>	<u>30.62</u>	<u>32.15</u>	<u>33.76</u>	<u>35.45</u>					
0160		Integration Developer	<u>57.90</u>	<u>60.80</u>	<u>63.84</u>	<u>67.03</u>	<u>70.38</u>					
0299		Vehicle Parts Assistant	<u>31.08</u>	<u>32.63</u>	<u>34.26</u>							
0301		Warehouse Technician	<u>31.07</u>	<u>32.62</u>	<u>34.25</u>							



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0302		Warehouse Technician, Senior	<u>34.48</u>	<u>35.89</u>	<u>37.68</u>							
0161		Web Developer	<u>45.33</u>	<u>47.60</u>	<u>49.98</u>	<u>52.48</u>	<u>55.10</u>					

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	<u>30.84</u>	<u>32.38</u>	<u>34.00</u>	<u>35.70</u>	<u>37.48</u>	<u>39.35</u>				
0142		Business Analyst II	<u>41.34</u>	<u>43.41</u>	<u>45.58</u>	<u>47.86</u>	<u>50.25</u>	<u>52.76</u>				
0143		Business Analyst III	<u>49.84</u>	<u>52.33</u>	<u>54.95</u>	<u>57.70</u>	<u>60.59</u>	<u>63.62</u>				
0304		Buyer	<u>35.13</u>	<u>36.89</u>	<u>38.73</u>	<u>40.66</u>	<u>42.69</u>					
4612		Buyer Intern	<u>28.10</u>									
0307		Buyer, Senior	<u>42.40</u>	<u>44.52</u>	<u>46.75</u>	<u>49.09</u>						
1225		Communications Service Technician	<u>34.06</u>	<u>35.76</u>	<u>37.54</u>	<u>39.43</u>	<u>41.40</u>	<u>43.46</u>				
0124		Computer Support Technician	<u>32.23</u>	<u>33.84</u>	<u>35.53</u>	<u>37.31</u>	<u>39.17</u>	<u>41.12</u>	<u>43.18</u>			
0334		Fleet Services Parts Technician	<u>35.12</u>	<u>36.88</u>	<u>38.72</u>							
0220		Graphic Arts Specialist	<u>34.28</u>	<u>35.99</u>	<u>37.79</u>	<u>39.67</u>	<u>41.66</u>					
0222		Graphic Arts Specialist, Lead	<u>37.70</u>	<u>39.59</u>	<u>41.57</u>	<u>43.65</u>	<u>45.83</u>					
0150		Information Technology Analyst	<u>33.85</u>	<u>35.54</u>	<u>37.32</u>	<u>39.19</u>	<u>41.15</u>	<u>43.21</u>	<u>45.36</u>	<u>47.63</u>	<u>50.02</u>	<u>52.52</u>
4608		Information Technology Analyst Intern	<u>27.08</u>									
0153		Information Technology Analyst, Principal Technical	<u>47.88</u>	<u>50.27</u>	<u>52.79</u>	<u>55.43</u>	<u>58.20</u>	<u>61.11</u>	<u>64.17</u>	<u>67.38</u>	<u>70.74</u>	<u>74.29</u>
0151		Information Technology Analyst, Senior	<u>39.85</u>	<u>41.84</u>	<u>43.94</u>	<u>46.13</u>	<u>48.44</u>	<u>50.86</u>	<u>53.40</u>	<u>56.07</u>	<u>58.88</u>	<u>61.81</u>
0152		Information Technology Analyst, Senior Technical	<u>43.74</u>	<u>45.93</u>	<u>48.23</u>	<u>50.65</u>	<u>53.17</u>	<u>55.83</u>	<u>58.63</u>	<u>61.56</u>	<u>64.64</u>	<u>67.88</u>
4611		Information Technology Business Analyst Intern	<u>24.67</u>									
4609		Information Technology Computer Support Technician Intern	<u>25.78</u>									
4610		Information Technology Helpdesk Intern	<u>23.97</u>									
0118		Information Technology Helpdesk Specialist	<u>29.96</u>	<u>31.46</u>	<u>33.03</u>	<u>34.69</u>	<u>36.42</u>					
0160		Integration Developer	<u>59.50</u>	<u>62.47</u>	<u>65.60</u>	<u>68.87</u>	<u>72.32</u>					
0299		Vehicle Parts Assistant	<u>31.93</u>	<u>33.53</u>	<u>35.20</u>							
0301		Warehouse Technician	<u>31.92</u>	<u>33.52</u>	<u>35.19</u>							
0302		Warehouse Technician, Senior	<u>35.12</u>	<u>36.88</u>	<u>38.72</u>							
0161		Web Developer	<u>46.58</u>	<u>48.91</u>	<u>51.35</u>	<u>53.92</u>	<u>56.62</u>					



Section 6. That Section 1.12.355 of the TMC is hereby amended, effective

1 January 1, 2025, to read as follows:

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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	30.84	32.38	34.00	35.70	37.48	39.35				
0142		Business Analyst II	41.34	43.41	45.58	47.86	50.25	52.76				
0143		Business Analyst III	49.84	52.33	54.95	57.70	60.59	63.62				
0304		Buyer	35.13	36.89	38.73	40.66	42.69					
4612		Buyer Intern	28.10									
0307		Buyer, Senior	42.40	44.52	46.75	49.09						
1225		Communications Service Technician	34.06	35.76	37.54	39.43	41.40	43.46				
0124		Computer Support Technician	32.23	33.84	35.53	37.31	39.17	41.12	43.18			
0334		Fleet Services Parts Technician	35.12	36.88	38.72							
0220		Graphic Arts Specialist	34.28	35.99	37.79	39.67	41.66					
0222		Graphic Arts Specialist, Lead	37.70	39.59	41.57	43.65	45.83					
0150		Information Technology Analyst	33.85	35.54	37.32	39.19	41.15	43.21	45.36	47.63	50.02	52.52
4608		Information Technology Analyst Intern	27.08									
0153		Information Technology Analyst, Principal Technical	47.88	50.27	52.79	55.43	58.20	61.11	64.17	67.38	70.74	74.29
0151		Information Technology Analyst, Senior	39.85	41.84	43.94	46.13	48.44	50.86	53.40	56.07	58.88	61.81
0152		Information Technology Analyst, Senior Technical	43.74	45.93	48.23	50.65	53.17	55.83	58.63	61.56	64.64	67.88
4611		Information Technology Business Analyst Intern	24.67									
4609		Information Technology Computer Support Technician Intern	25.78									
4610		Information Technology Helpdesk Intern	23.97									
0118		Information Technology Helpdesk Specialist	29.96	31.46	33.03	34.69	36.42					
0160		Integration Developer	59.50	62.47	65.60	68.87	72.32					
0299		Vehicle Parts Assistant	31.93	33.53	35.20							
0301		Warehouse Technician	31.92	33.52	35.19							
0302		Warehouse Technician, Senior	35.12	36.88	38.72							
0161		Web Developer	46.58	48.94	51.35	53.92	56.62					

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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
0141		Business Analyst I	31.69	33.27	34.94	36.68	38.51	40.43				
0142		Business Analyst II	43.80	45.99	48.29	50.70	53.23	55.89				
0143		Business Analyst III	52.80	55.44	58.21	61.12	64.19	67.40				



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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
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>					
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>			
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>									
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>					
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>					



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Section 7. That Sections 1 and 4 are effective retroactive to January 1, 2023. That Sections 2 and 5 are effective January 1, 2024. That Sections 3 and 6 are effective January 1, 2025. That Section 7 is effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney