



# ORDINANCE NO. 28897

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 Professional and Technical Employees  
 4 Local 17 (PROTEC17), and the International Brotherhood of Electrical  
 Workers, Local 483, Supervisors' Unit, and declaring the effective dates  
 thereof.

5 BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.355 of the Tacoma Municipal Code ("TMC") is  
 7 hereby amended, retroactive to January 1, 2021, to read as follows:  
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Code	A	Job Title	1	2	3	4	5
2020		Engineering Instrumentation Technician, Senior	<u>38.65</u>	<u>40.58</u>	<u>42.61</u>	<u>44.74</u>	<u>46.98</u>

Code	A	Job Title	1	2	3	4	5
2020		Engineering Instrumentation Technician, Senior	<u>39.62</u>	<u>41.59</u>	<u>43.68</u>	<u>45.86</u>	<u>48.15</u>

13 Section 2. That Section 1.12.355 of the TMC is hereby amended,  
 14 retroactive to January 1, 2022, to read as follows:  
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Code	A	Job Title	1	2	3	4	5
2020		Engineering Instrumentation Technician, Senior	<u>39.62</u>	<u>41.59</u>	<u>43.68</u>	<u>45.86</u>	<u>48.15</u>

Code	A	Job Title	1	2	3	4	5
2020		Engineering Instrumentation Technician, Senior	<u>40.51</u>	<u>42.53</u>	<u>44.66</u>	<u>46.89</u>	<u>49.23</u>

16 Section 3. That Section 1.12.355 of the TMC is hereby amended,  
 17 retroactive to January 1, 2023, to read as follows:  
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Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	<u>31.27</u>	<u>32.82</u>	<u>34.47</u>	<u>36.20</u>	<u>38.02</u>	
6010		Building Maintenance Supervisor	<u>45.12</u>	<u>47.38</u>	<u>49.74</u>			



	Code	A	Job Title	1	2	3	4	5	6
1	5202		Carpenter Crew Leader	42.93					
2	2003		Chief Of Party	34.52	36.25	38.07	39.96	41.96	
3	2006		Chief Surveyor	47.79	50.17	52.68	55.32	58.08	
4	2005		Chief Surveyor, Assistant	38.98	40.94	42.99	45.13	47.39	
5	2102		Code Inspector Supervisor	41.65	43.73	45.93	48.22	50.63	
6	5008		Collection Systems Technician	28.00	29.40	30.87	32.40	34.03	
7	5007		Collection Systems Worker	26.36	27.68	29.06	30.52	32.03	
8	5006		Community Service Work Crew Leader	31.81	33.41	35.07	36.82	38.66	
9	2104		Construction Inspection Supervisor	41.65	43.73	45.93	48.22	50.63	
10	2016		Construction Inspector	36.46	38.28	40.20	42.21	44.32	46.52
11	2015		Construction Inspector, Assistant	31.87	33.47	35.14	36.90	38.74	
12	2043		Construction Manager	46.69	49.02	51.47	54.16	56.87	59.70
13	2045		Construction Manager, Associate	41.65	43.73	45.93	48.22	50.63	
14	2046		Engineering Construction Coordinator	41.65	43.73	45.93	48.22	50.63	
15	2019		Engineering Instrumentation Technician	36.83	38.67	40.61	42.65	44.77	
16	2021		Engineering Office Coordinator	36.83	38.67	40.61	42.65	44.77	
17	2010		Engineering Technician I	27.18	28.53	29.95	31.45	33.04	
18	2011		Engineering Technician II	30.95	32.50	34.11	35.82	37.62	
19	2012		Engineering Technician III	34.09	35.79	37.59	39.47	41.44	
20	2004		Engineering Technician IV	37.51	39.39	41.36	43.44	45.60	
21	3102		Environmental Lab Scientist I	27.91	29.29	30.77	32.31	33.93	
22	3105		Environmental Lab Scientist II	33.58	35.27	37.02	38.88	40.81	
23	3106		Environmental Lab Scientist III	38.45	40.36	42.38	44.50	46.72	
24	3107		Environmental Lab Scientist in Training	21.95	23.06	24.21	25.43	26.70	
25	4209		Forensic Services Supervisor	49.77	52.26				
26	5042		Grounds Maintenance Supervisor	45.30	47.56	49.94			
27	2101		Inspector	36.10	37.90	39.82	41.80	43.90	
28	2122		Inspector, Senior	38.28	40.20	42.21	44.32	46.52	
29	2026		L I D Representative	37.14	38.99	40.95	43.00	45.14	
30	2027		L I D Representative, Senior	43.70	45.89	48.19	50.60	53.13	
31	3104		Lab Assistant	21.19	22.24	23.35	24.51	25.75	27.02
32	5206		Painter Crew Leader	39.99					
33	0070		Parking Enforcement Officer	24.41	25.62	26.91	28.26	29.67	
34	0071		Parking Enforcement Officer, Lead	26.98	28.34	29.75	31.25	32.80	
35	0072		Parking Enforcement Supervisor	31.93	33.53	35.20	36.96	38.81	
36	2008		Permit Specialist	29.96	31.46	33.05	34.69	36.43	
37	2009		Permit Specialist, Senior	33.98	35.68	37.45	39.34	41.31	



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Code	A	Job Title	1	2	3	4	5	6
0035		Real Estate Specialist	<a href="#">27.81</a>	<a href="#">29.24</a>	<a href="#">30.66</a>	<a href="#">32.20</a>	<a href="#">33.81</a>	
0401		Real Estate Specialist, Senior	<a href="#">37.12</a>	<a href="#">38.97</a>	<a href="#">40.92</a>	<a href="#">42.96</a>	<a href="#">45.11</a>	
5014		Recovery & Transfer Center Supervisor	<a href="#">41.08</a>	<a href="#">43.14</a>	<a href="#">45.30</a>	<a href="#">47.56</a>	<a href="#">49.94</a>	
2108		Road Use Compliance Officer	<a href="#">31.93</a>	<a href="#">33.53</a>	<a href="#">35.20</a>	<a href="#">36.96</a>	<a href="#">38.81</a>	
2109		Road Use Compliance Supervisor	<a href="#">35.10</a>	<a href="#">36.85</a>	<a href="#">38.70</a>	<a href="#">40.63</a>	<a href="#">42.67</a>	
<del>5030</del>		<del>Sewer Transmission Systems Maintenance Supervisor</del>	<del><a href="#">39.21</a></del>	<del><a href="#">41.17</a></del>	<del><a href="#">43.23</a></del>	<del><a href="#">45.39</a></del>	<del><a href="#">47.66</a></del>	
5037		Solid Waste Route Supervisor	<a href="#">47.66</a>					
0625		Source Control Representative	<a href="#">34.80</a>	<a href="#">36.53</a>	<a href="#">38.36</a>	<a href="#">40.28</a>	<a href="#">42.30</a>	
0626		Source Control Representative, Senior	<a href="#">38.27</a>	<a href="#">40.19</a>	<a href="#">42.20</a>	<a href="#">44.30</a>	<a href="#">46.51</a>	
5026		Street Maintenance Supervisor	<a href="#">45.30</a>	<a href="#">47.56</a>	<a href="#">49.94</a>			
2001		Survey Technician II	<a href="#">27.26</a>	<a href="#">28.62</a>	<a href="#">30.06</a>	<a href="#">31.55</a>	<a href="#">33.13</a>	
2002		Survey Technician III	<a href="#">30.40</a>	<a href="#">31.92</a>	<a href="#">33.52</a>	<a href="#">35.19</a>	<a href="#">36.95</a>	
0613		Utility Services Representative	<a href="#">29.96</a>	<a href="#">31.46</a>	<a href="#">33.05</a>	<a href="#">34.69</a>	<a href="#">36.43</a>	
0614		Utility Services Representative Supervisor	<a href="#">40.15</a>	<a href="#">42.16</a>	<a href="#">44.26</a>	<a href="#">46.47</a>	<a href="#">48.79</a>	
0615		Utility Services Representative, Senior	<a href="#">33.98</a>	<a href="#">35.68</a>	<a href="#">37.45</a>	<a href="#">39.34</a>	<a href="#">41.31</a>	
5107		WWTP Operations Supervisor	<a href="#">47.70</a>	<a href="#">50.07</a>	<a href="#">52.58</a>	<a href="#">55.22</a>	<a href="#">57.98</a>	

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	<a href="#">34.14</a>	<a href="#">35.85</a>	<a href="#">37.64</a>	<a href="#">39.52</a>	<a href="#">41.50</a>	
6010		Building Maintenance Supervisor	<a href="#">47.63</a>	<a href="#">50.01</a>	<a href="#">52.51</a>			
5202		Carpenter Crew Leader	<a href="#">44.88</a>					
2003		Chief Of Party	<a href="#">36.45</a>	<a href="#">38.27</a>	<a href="#">40.18</a>	<a href="#">42.19</a>	<a href="#">44.30</a>	
2006		Chief Surveyor	<a href="#">50.45</a>	<a href="#">52.97</a>	<a href="#">55.62</a>	<a href="#">58.40</a>	<a href="#">61.32</a>	
2005		Chief Surveyor, Assistant	<a href="#">42.36</a>	<a href="#">44.48</a>	<a href="#">46.70</a>	<a href="#">49.04</a>	<a href="#">51.49</a>	
2102		Code Inspector Supervisor	<a href="#">44.18</a>	<a href="#">46.39</a>	<a href="#">48.71</a>	<a href="#">51.15</a>	<a href="#">53.71</a>	
5008		Collection Systems Technician	<a href="#">30.41</a>	<a href="#">31.93</a>	<a href="#">33.53</a>	<a href="#">35.21</a>	<a href="#">36.97</a>	
5007		Collection Systems Worker	<a href="#">27.95</a>	<a href="#">29.35</a>	<a href="#">30.82</a>	<a href="#">32.36</a>	<a href="#">33.98</a>	
5006		Community Service Work Crew Leader	<a href="#">32.60</a>	<a href="#">34.23</a>	<a href="#">35.94</a>	<a href="#">37.74</a>	<a href="#">39.63</a>	
2104		Construction Inspection Supervisor	<a href="#">44.18</a>	<a href="#">46.39</a>	<a href="#">48.71</a>	<a href="#">51.15</a>	<a href="#">53.71</a>	
2016		Construction Inspector	<a href="#">38.67</a>	<a href="#">40.60</a>	<a href="#">42.63</a>	<a href="#">44.76</a>	<a href="#">47.00</a>	<a href="#">49.35</a>
2015		Construction Inspector, Assistant	<a href="#">33.81</a>	<a href="#">35.50</a>	<a href="#">37.28</a>	<a href="#">39.14</a>	<a href="#">41.10</a>	
2043		Construction Manager	<a href="#">49.62</a>	<a href="#">52.10</a>	<a href="#">54.70</a>	<a href="#">57.44</a>	<a href="#">60.31</a>	<a href="#">63.33</a>
2045		Construction Manager, Associate	<a href="#">44.18</a>	<a href="#">46.39</a>	<a href="#">48.71</a>	<a href="#">51.15</a>	<a href="#">53.71</a>	
2046		Engineering Construction Coordinator	<a href="#">44.18</a>	<a href="#">46.39</a>	<a href="#">48.71</a>	<a href="#">51.15</a>	<a href="#">53.71</a>	



	Code	A	Job Title	1	2	3	4	5	6
1	2019		Engineering Instrumentation Technician	<a href="#">39.27</a>	<a href="#">41.23</a>	<a href="#">43.29</a>	<a href="#">45.45</a>	<a href="#">47.72</a>	
2	2021		Engineering Office Coordinator	<a href="#">37.75</a>	<a href="#">39.64</a>	<a href="#">41.62</a>	<a href="#">43.70</a>	<a href="#">45.89</a>	
3	2010		Engineering Technician I	<a href="#">29.26</a>	<a href="#">30.72</a>	<a href="#">32.26</a>	<a href="#">33.87</a>	<a href="#">35.56</a>	
4	2011		Engineering Technician II	<a href="#">33.30</a>	<a href="#">34.97</a>	<a href="#">36.72</a>	<a href="#">38.56</a>	<a href="#">40.49</a>	
5	2012		Engineering Technician III	<a href="#">36.70</a>	<a href="#">38.53</a>	<a href="#">40.46</a>	<a href="#">42.48</a>	<a href="#">44.60</a>	
6	2004		Engineering Technician IV	<a href="#">40.37</a>	<a href="#">42.39</a>	<a href="#">44.51</a>	<a href="#">46.74</a>	<a href="#">49.08</a>	
7	3102		Environmental Lab Scientist I	<a href="#">30.04</a>	<a href="#">31.54</a>	<a href="#">33.12</a>	<a href="#">34.78</a>	<a href="#">36.52</a>	
8	3105		Environmental Lab Scientist II	<a href="#">36.13</a>	<a href="#">37.94</a>	<a href="#">39.84</a>	<a href="#">41.83</a>	<a href="#">43.92</a>	
9	3106		Environmental Lab Scientist III	<a href="#">41.37</a>	<a href="#">43.44</a>	<a href="#">45.61</a>	<a href="#">47.89</a>	<a href="#">50.28</a>	
10	3107		Environmental Lab Scientist in Training	<a href="#">23.65</a>	<a href="#">24.83</a>	<a href="#">26.07</a>	<a href="#">27.37</a>	<a href="#">28.74</a>	
11	4209		Forensic Services Supervisor	<a href="#">52.04</a>	<a href="#">54.64</a>				
12	5042		Grounds Maintenance Supervisor	<a href="#">47.82</a>	<a href="#">50.21</a>	<a href="#">52.72</a>			
13	2101		Inspector	<a href="#">38.31</a>	<a href="#">40.23</a>	<a href="#">42.24</a>	<a href="#">44.35</a>	<a href="#">46.57</a>	
14	2122		Inspector, Senior	<a href="#">40.60</a>	<a href="#">42.63</a>	<a href="#">44.76</a>	<a href="#">47.00</a>	<a href="#">49.35</a>	
15	2026		L I D Representative	<a href="#">39.02</a>	<a href="#">40.97</a>	<a href="#">43.02</a>	<a href="#">45.17</a>	<a href="#">47.43</a>	
16	2027		L I D Representative, Senior	<a href="#">45.92</a>	<a href="#">48.22</a>	<a href="#">50.63</a>	<a href="#">53.16</a>	<a href="#">55.82</a>	
17	3104		Lab Assistant	<a href="#">22.79</a>	<a href="#">23.93</a>	<a href="#">25.13</a>	<a href="#">26.39</a>	<a href="#">27.71</a>	
18	5206		Painter Crew Leader	<a href="#">42.42</a>					
19	0070		Parking Enforcement Officer	<a href="#">25.51</a>	<a href="#">26.79</a>	<a href="#">28.13</a>	<a href="#">29.54</a>	<a href="#">31.02</a>	
20	0071		Parking Enforcement Officer, Lead	<a href="#">28.21</a>	<a href="#">29.62</a>	<a href="#">31.10</a>	<a href="#">32.66</a>	<a href="#">34.29</a>	
21	0072		Parking Enforcement Supervisor	<a href="#">33.39</a>	<a href="#">35.06</a>	<a href="#">36.81</a>	<a href="#">38.65</a>	<a href="#">40.58</a>	
22	2008		Permit Specialist	<a href="#">31.33</a>	<a href="#">32.90</a>	<a href="#">34.55</a>	<a href="#">36.28</a>	<a href="#">38.09</a>	
23	2009		Permit Specialist, Senior	<a href="#">35.52</a>	<a href="#">37.30</a>	<a href="#">39.17</a>	<a href="#">41.13</a>	<a href="#">43.19</a>	
24	0035		Real Estate Specialist	<a href="#">31.35</a>	<a href="#">32.92</a>	<a href="#">34.57</a>	<a href="#">36.30</a>	<a href="#">38.12</a>	
25	0401		Real Estate Specialist, Senior	<a href="#">39.94</a>	<a href="#">41.94</a>	<a href="#">44.04</a>	<a href="#">46.24</a>	<a href="#">48.55</a>	
26	5014		Recovery & Transfer Center Supervisor	<a href="#">45.99</a>	<a href="#">48.29</a>	<a href="#">50.70</a>	<a href="#">53.23</a>	<a href="#">55.89</a>	
	2108		Road Use Compliance Officer	<a href="#">34.03</a>	<a href="#">35.73</a>	<a href="#">37.52</a>	<a href="#">39.40</a>	<a href="#">41.37</a>	
	2109		Road Use Compliance Supervisor	<a href="#">37.43</a>	<a href="#">39.30</a>	<a href="#">41.26</a>	<a href="#">43.32</a>	<a href="#">45.49</a>	
	<del>5030</del>		<del>Sewer Transmission Systems Maintenance Supervisor</del>						
	5037		Solid Waste Route Supervisor	<a href="#">46.09</a>	<a href="#">48.39</a>	<a href="#">50.81</a>			
	0625		Source Control Representative	<a href="#">36.37</a>	<a href="#">38.19</a>	<a href="#">40.10</a>	<a href="#">42.11</a>	<a href="#">44.22</a>	
	0626		Source Control Representative, Senior	<a href="#">40.00</a>	<a href="#">42.00</a>	<a href="#">44.10</a>	<a href="#">46.31</a>	<a href="#">48.63</a>	
	5026		Street Maintenance Supervisor	<a href="#">47.82</a>	<a href="#">50.21</a>	<a href="#">52.72</a>			
	2001		Survey Technician II	<a href="#">28.77</a>	<a href="#">30.21</a>	<a href="#">31.72</a>	<a href="#">33.31</a>	<a href="#">34.98</a>	
	2002		Survey Technician III	<a href="#">32.10</a>	<a href="#">33.70</a>	<a href="#">35.38</a>	<a href="#">37.15</a>	<a href="#">39.01</a>	
	0613		Utility Services Representative	<a href="#">31.80</a>	<a href="#">33.39</a>	<a href="#">35.06</a>	<a href="#">36.81</a>	<a href="#">38.65</a>	



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Code	A	Job Title	1	2	3	4	5	6
0614		Utility Services Representative Supervisor	<a href="#">42.58</a>	<a href="#">44.71</a>	<a href="#">46.95</a>	<a href="#">49.30</a>	<a href="#">51.76</a>	
0615		Utility Services Representative, Senior	<a href="#">36.05</a>	<a href="#">37.85</a>	<a href="#">39.74</a>	<a href="#">41.73</a>	<a href="#">43.82</a>	
5107		WWTP Operations Supervisor	<a href="#">51.33</a>	<a href="#">53.90</a>	<a href="#">56.60</a>	<a href="#">59.43</a>		

Section 4. 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
5361		Animal Control & Compliance Supervisor	<a href="#">34.14</a>	<a href="#">35.85</a>	<a href="#">37.64</a>	<a href="#">39.52</a>	<a href="#">41.50</a>	
6010		Building Maintenance Supervisor	<a href="#">47.63</a>	<a href="#">50.04</a>	<a href="#">52.54</a>			
5202		Carpenter Crew Leader	<a href="#">44.88</a>					
2003		Chief Of Party	<a href="#">36.45</a>	<a href="#">38.27</a>	<a href="#">40.18</a>	<a href="#">42.19</a>	<a href="#">44.30</a>	
2006		Chief Surveyor	<a href="#">50.45</a>	<a href="#">52.97</a>	<a href="#">55.62</a>	<a href="#">58.40</a>	<a href="#">61.32</a>	
2005		Chief Surveyor, Assistant	<a href="#">42.36</a>	<a href="#">44.48</a>	<a href="#">46.70</a>	<a href="#">49.04</a>	<a href="#">51.49</a>	
2102		Code Inspector Supervisor	<a href="#">44.18</a>	<a href="#">46.39</a>	<a href="#">48.74</a>	<a href="#">51.15</a>	<a href="#">53.74</a>	
5008		Collection Systems Technician	<a href="#">30.44</a>	<a href="#">31.93</a>	<a href="#">33.53</a>	<a href="#">35.24</a>	<a href="#">36.97</a>	
5007		Collection Systems Worker	<a href="#">27.95</a>	<a href="#">29.35</a>	<a href="#">30.82</a>	<a href="#">32.36</a>	<a href="#">33.98</a>	
5006		Community Service Work Crew Leader	<a href="#">32.60</a>	<a href="#">34.23</a>	<a href="#">35.94</a>	<a href="#">37.74</a>	<a href="#">39.63</a>	
2104		Construction Inspection Supervisor	<a href="#">44.18</a>	<a href="#">46.39</a>	<a href="#">48.74</a>	<a href="#">51.15</a>	<a href="#">53.74</a>	
2016		Construction Inspector	<a href="#">38.67</a>	<a href="#">40.60</a>	<a href="#">42.63</a>	<a href="#">44.76</a>	<a href="#">47.00</a>	<a href="#">49.35</a>
2015		Construction Inspector, Assistant	<a href="#">33.84</a>	<a href="#">35.50</a>	<a href="#">37.28</a>	<a href="#">39.14</a>	<a href="#">41.10</a>	
2043		Construction Manager	<a href="#">49.62</a>	<a href="#">52.10</a>	<a href="#">54.70</a>	<a href="#">57.44</a>	<a href="#">60.34</a>	<a href="#">63.33</a>
2045		Construction Manager, Associate	<a href="#">44.18</a>	<a href="#">46.39</a>	<a href="#">48.74</a>	<a href="#">51.15</a>	<a href="#">53.74</a>	
2046		Engineering Construction Coordinator	<a href="#">44.18</a>	<a href="#">46.39</a>	<a href="#">48.74</a>	<a href="#">51.15</a>	<a href="#">53.74</a>	
2019		Engineering Instrumentation Technician	<a href="#">39.27</a>	<a href="#">41.23</a>	<a href="#">43.29</a>	<a href="#">45.45</a>	<a href="#">47.72</a>	
2021		Engineering Office Coordinator	<a href="#">37.75</a>	<a href="#">39.64</a>	<a href="#">41.62</a>	<a href="#">43.70</a>	<a href="#">45.89</a>	
2010		Engineering Technician I	<a href="#">29.26</a>	<a href="#">30.72</a>	<a href="#">32.26</a>	<a href="#">33.87</a>	<a href="#">35.56</a>	
2011		Engineering Technician II	<a href="#">33.30</a>	<a href="#">34.97</a>	<a href="#">36.72</a>	<a href="#">38.56</a>	<a href="#">40.49</a>	
2012		Engineering Technician III	<a href="#">36.70</a>	<a href="#">38.53</a>	<a href="#">40.46</a>	<a href="#">42.48</a>	<a href="#">44.60</a>	
2004		Engineering Technician IV	<a href="#">40.37</a>	<a href="#">42.39</a>	<a href="#">44.54</a>	<a href="#">46.74</a>	<a href="#">49.08</a>	
3102		Environmental Lab Scientist I	<a href="#">30.04</a>	<a href="#">31.54</a>	<a href="#">33.12</a>	<a href="#">34.78</a>	<a href="#">36.52</a>	
3105		Environmental Lab Scientist II	<a href="#">36.13</a>	<a href="#">37.94</a>	<a href="#">39.84</a>	<a href="#">41.83</a>	<a href="#">43.92</a>	
3106		Environmental Lab Scientist III	<a href="#">41.37</a>	<a href="#">43.44</a>	<a href="#">45.64</a>	<a href="#">47.89</a>	<a href="#">50.28</a>	
3107		Environmental Lab Scientist in Training	<a href="#">23.65</a>	<a href="#">24.83</a>	<a href="#">26.07</a>	<a href="#">27.37</a>	<a href="#">28.74</a>	



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Code	A	Job Title	1	2	3	4	5	6
4209		Forensic Services Supervisor	52.04	54.64				
5042		Grounds Maintenance Supervisor	47.82	50.24	52.72			
2101		Inspector	38.34	40.23	42.24	44.35	46.57	
2122		Inspector, Senior	40.60	42.63	44.76	47.00	49.35	
2026		L I D Representative	39.02	40.97	43.02	45.17	47.43	
2027		L I D Representative, Senior	45.92	48.22	50.63	53.16	55.82	
3104		Lab Assistant	22.79	23.93	25.13	26.39	27.71	
5206		Painter Crew Leader	42.42					
0070		Parking Enforcement Officer	25.54	26.79	28.13	29.54	31.02	
0071		Parking Enforcement Officer, Lead	28.24	29.62	31.10	32.66	34.29	
0072		Parking Enforcement Supervisor	33.39	35.06	36.81	38.65	40.58	
2008		Permit Specialist	31.33	32.90	34.55	36.28	38.09	
2009		Permit Specialist, Senior	35.52	37.30	39.17	41.13	43.19	
0035		Real Estate Specialist	31.35	32.92	34.57	36.30	38.12	
0401		Real Estate Specialist, Senior	39.94	41.94	44.04	46.24	48.55	
5014		Recovery & Transfer Center Supervisor	45.99	48.29	50.70	53.23	55.89	
2108		Road Use Compliance Officer	34.03	35.73	37.52	39.40	41.37	
2109		Road Use Compliance Supervisor	37.43	39.30	41.26	43.32	45.49	
5030		<del>Sewer Transmission Systems Maintenance Supervisor</del>						
5037		Solid Waste Route Supervisor	46.09	48.39	50.81			
0625		Source Control Representative	36.37	38.19	40.10	42.11	44.22	
0626		Source Control Representative, Senior	40.00	42.00	44.10	46.34	48.63	
5026		Street Maintenance Supervisor	47.82	50.24	52.72			
2001		Survey Technician II	28.77	30.24	31.72	33.34	34.98	
2002		Survey Technician III	32.10	33.70	35.38	37.15	39.04	
0613		Utility Services Representative	31.80	33.39	35.06	36.84	38.65	
0614		Utility Services Representative Supervisor	42.58	44.74	46.95	49.30	51.76	
0615		Utility Services Representative, Senior	36.05	37.85	39.74	41.73	43.82	
5107		WWTP Operations Supervisor	51.33	53.90	56.60	59.43		

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	37.36	39.23	41.19	43.25	45.41	
6010		Building Maintenance Supervisor	50.41	52.93	55.57			
5202		Carpenter Crew Leader	47.04					
2003		Chief Of Party	38.58	40.50	42.52	44.65	46.88	
2006		Chief Surveyor	53.39	56.06	58.86	61.81	64.90	



	Code	A	Job Title	1	2	3	4	5	6
1	2005		Chief Surveyor, Assistant	<a href="#">44.83</a>	<a href="#">47.07</a>	<a href="#">49.42</a>	<a href="#">51.90</a>	<a href="#">54.49</a>	
	2102		Code Inspector Supervisor	<a href="#">46.98</a>	<a href="#">49.33</a>	<a href="#">51.80</a>	<a href="#">54.40</a>	<a href="#">57.12</a>	
2	5008		Collection Systems Technician	<a href="#">33.12</a>	<a href="#">34.78</a>	<a href="#">36.52</a>	<a href="#">38.35</a>	<a href="#">40.27</a>	
3	5007		Collection Systems Worker	<a href="#">29.72</a>	<a href="#">31.21</a>	<a href="#">32.78</a>	<a href="#">34.41</a>	<a href="#">36.14</a>	
4	5006		Community Service Work Crew Leader	<a href="#">33.50</a>	<a href="#">35.17</a>	<a href="#">36.93</a>	<a href="#">38.78</a>	<a href="#">40.72</a>	
	2104		Construction Inspection Supervisor	<a href="#">46.98</a>	<a href="#">49.33</a>	<a href="#">51.80</a>	<a href="#">54.40</a>	<a href="#">57.12</a>	
5	2016		Construction Inspector	<a href="#">41.12</a>	<a href="#">43.18</a>	<a href="#">45.34</a>	<a href="#">47.60</a>	<a href="#">49.98</a>	<a href="#">52.48</a>
6	2015		Construction Inspector, Assistant	<a href="#">35.96</a>	<a href="#">37.75</a>	<a href="#">39.65</a>	<a href="#">41.62</a>	<a href="#">43.71</a>	
	2043		Construction Manager	<a href="#">52.77</a>	<a href="#">55.41</a>	<a href="#">58.17</a>	<a href="#">61.09</a>	<a href="#">64.14</a>	<a href="#">67.35</a>
7	2045		Construction Manager, Associate	<a href="#">46.98</a>	<a href="#">49.33</a>	<a href="#">51.80</a>	<a href="#">54.40</a>	<a href="#">57.12</a>	
8	2046		Engineering Construction Coordinator	<a href="#">46.98</a>	<a href="#">49.33</a>	<a href="#">51.80</a>	<a href="#">54.40</a>	<a href="#">57.12</a>	
9	2019		Engineering Instrumentation Technician	<a href="#">41.96</a>	<a href="#">44.06</a>	<a href="#">46.26</a>	<a href="#">48.57</a>	<a href="#">50.99</a>	
10	2021		Engineering Office Coordinator	<a href="#">38.79</a>	<a href="#">40.73</a>	<a href="#">42.76</a>	<a href="#">44.90</a>	<a href="#">47.15</a>	
	2010		Engineering Technician I	<a href="#">31.57</a>	<a href="#">33.14</a>	<a href="#">34.80</a>	<a href="#">36.54</a>	<a href="#">38.36</a>	
11	2011		Engineering Technician II	<a href="#">35.93</a>	<a href="#">37.73</a>	<a href="#">39.62</a>	<a href="#">41.60</a>	<a href="#">43.68</a>	
12	2012		Engineering Technician III	<a href="#">39.59</a>	<a href="#">41.57</a>	<a href="#">43.65</a>	<a href="#">45.83</a>	<a href="#">48.12</a>	
	2004		Engineering Technician IV	<a href="#">43.55</a>	<a href="#">45.73</a>	<a href="#">48.02</a>	<a href="#">50.43</a>	<a href="#">52.95</a>	
13	3102		Environmental Lab Scientist I	<a href="#">32.41</a>	<a href="#">34.03</a>	<a href="#">35.73</a>	<a href="#">37.52</a>	<a href="#">39.40</a>	
14	3105		Environmental Lab Scientist II	<a href="#">38.98</a>	<a href="#">40.93</a>	<a href="#">42.98</a>	<a href="#">45.13</a>	<a href="#">47.38</a>	
	3106		Environmental Lab Scientist III	<a href="#">44.63</a>	<a href="#">46.87</a>	<a href="#">49.21</a>	<a href="#">51.67</a>	<a href="#">54.25</a>	
15	3107		Environmental Lab Scientist in Training	<a href="#">25.52</a>	<a href="#">26.79</a>	<a href="#">28.13</a>	<a href="#">29.53</a>	<a href="#">31.01</a>	
16	4209		Forensic Services Supervisor	<a href="#">54.54</a>	<a href="#">57.27</a>				
17	5042		Grounds Maintenance Supervisor	<a href="#">50.61</a>	<a href="#">53.14</a>	<a href="#">55.79</a>			
	2101		Inspector	<a href="#">40.74</a>	<a href="#">42.78</a>	<a href="#">44.92</a>	<a href="#">47.16</a>	<a href="#">49.53</a>	
18	2122		Inspector, Senior	<a href="#">43.18</a>	<a href="#">45.34</a>	<a href="#">47.60</a>	<a href="#">49.98</a>	<a href="#">52.48</a>	
19	2026		L I D Representative	<a href="#">41.10</a>	<a href="#">43.15</a>	<a href="#">45.31</a>	<a href="#">47.57</a>	<a href="#">49.95</a>	
	2027		L I D Representative, Senior	<a href="#">48.36</a>	<a href="#">50.78</a>	<a href="#">53.32</a>	<a href="#">55.99</a>	<a href="#">58.79</a>	
20	3104		Lab Assistant	<a href="#">24.59</a>	<a href="#">25.82</a>	<a href="#">27.11</a>	<a href="#">28.47</a>	<a href="#">29.90</a>	
21	5206		Painter Crew Leader	<a href="#">45.11</a>					
	0070		Parking Enforcement Officer	<a href="#">26.74</a>	<a href="#">28.08</a>	<a href="#">29.48</a>	<a href="#">30.96</a>	<a href="#">32.51</a>	
22	0071		Parking Enforcement Officer, Lead	<a href="#">29.57</a>	<a href="#">31.04</a>	<a href="#">32.59</a>	<a href="#">34.23</a>	<a href="#">35.94</a>	
23	0072		Parking Enforcement Supervisor	<a href="#">34.99</a>	<a href="#">36.74</a>	<a href="#">38.58</a>	<a href="#">40.51</a>	<a href="#">42.53</a>	
	2008		Permit Specialist	<a href="#">32.84</a>	<a href="#">34.48</a>	<a href="#">36.21</a>	<a href="#">38.02</a>	<a href="#">39.92</a>	
24	2009		Permit Specialist, Senior	<a href="#">37.23</a>	<a href="#">39.09</a>	<a href="#">41.05</a>	<a href="#">43.11</a>	<a href="#">45.27</a>	
25	0035		Real Estate Specialist	<a href="#">35.43</a>	<a href="#">37.21</a>	<a href="#">39.07</a>	<a href="#">41.03</a>	<a href="#">43.09</a>	
26	0401		Real Estate Specialist, Senior	<a href="#">43.09</a>	<a href="#">45.25</a>	<a href="#">47.51</a>	<a href="#">49.89</a>	<a href="#">52.38</a>	



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Code	A	Job Title	1	2	3	4	5	6
5014		Recovery & Transfer Center Supervisor	<a href="#">49.14</a>	<a href="#">51.60</a>	<a href="#">54.18</a>	<a href="#">56.88</a>	<a href="#">59.73</a>	
2108		Road Use Compliance Officer	<a href="#">36.36</a>	<a href="#">38.18</a>	<a href="#">40.09</a>	<a href="#">42.10</a>	<a href="#">44.21</a>	
2109		Road Use Compliance Supervisor	<a href="#">40.00</a>	<a href="#">42.00</a>	<a href="#">44.09</a>	<a href="#">46.29</a>	<a href="#">48.61</a>	
<del>5030</del>		<del>Sewer Transmission Systems Maintenance Supervisor</del>						
5037		Solid Waste Route Supervisor	<a href="#">49.25</a>	<a href="#">51.71</a>	<a href="#">54.30</a>			
0625		Source Control Representative	<a href="#">38.12</a>	<a href="#">40.03</a>	<a href="#">42.03</a>	<a href="#">44.13</a>	<a href="#">46.34</a>	
0626		Source Control Representative, Senior	<a href="#">41.92</a>	<a href="#">44.02</a>	<a href="#">46.22</a>	<a href="#">48.54</a>	<a href="#">50.97</a>	
5026		Street Maintenance Supervisor	<a href="#">50.61</a>	<a href="#">53.14</a>	<a href="#">55.79</a>			
2001		Survey Technician II	<a href="#">30.45</a>	<a href="#">31.97</a>	<a href="#">33.57</a>	<a href="#">35.25</a>	<a href="#">37.02</a>	
2002		Survey Technician III	<a href="#">33.97</a>	<a href="#">35.67</a>	<a href="#">37.44</a>	<a href="#">39.32</a>	<a href="#">41.29</a>	
0613		Utility Services Representative	<a href="#">33.82</a>	<a href="#">35.51</a>	<a href="#">37.28</a>	<a href="#">39.15</a>	<a href="#">41.10</a>	
0614		Utility Services Representative Supervisor	<a href="#">45.28</a>	<a href="#">47.55</a>	<a href="#">49.93</a>	<a href="#">52.43</a>	<a href="#">55.04</a>	
0615		Utility Services Representative, Senior	<a href="#">38.34</a>	<a href="#">40.25</a>	<a href="#">42.26</a>	<a href="#">44.38</a>	<a href="#">46.60</a>	
5107		WWTP Operations Supervisor	<a href="#">52.74</a>	<a href="#">55.38</a>	<a href="#">58.16</a>	<a href="#">61.06</a>		

Section 5. 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	6
5361		Animal Control & Compliance Supervisor	<a href="#">37.36</a>	<a href="#">39.23</a>	<a href="#">41.19</a>	<a href="#">43.25</a>	<a href="#">45.41</a>	
6010		Building Maintenance Supervisor	<a href="#">50.41</a>	<a href="#">52.93</a>	<a href="#">55.57</a>			
5202		Carpenter Crew Leader	<a href="#">47.04</a>					
2003		Chief Of Party	<a href="#">38.58</a>	<a href="#">40.50</a>	<a href="#">42.52</a>	<a href="#">44.65</a>	<a href="#">46.88</a>	
2006		Chief Surveyor	<a href="#">53.39</a>	<a href="#">56.06</a>	<a href="#">58.86</a>	<a href="#">61.81</a>	<a href="#">64.90</a>	
2005		Chief Surveyor, Assistant	<a href="#">44.83</a>	<a href="#">47.07</a>	<a href="#">49.42</a>	<a href="#">51.90</a>	<a href="#">54.49</a>	
2102		Code Inspector Supervisor	<a href="#">46.98</a>	<a href="#">49.33</a>	<a href="#">51.80</a>	<a href="#">54.40</a>	<a href="#">57.12</a>	
5008		Collection Systems Technician	<a href="#">33.12</a>	<a href="#">34.78</a>	<a href="#">36.52</a>	<a href="#">38.35</a>	<a href="#">40.27</a>	
5007		Collection Systems Worker	<a href="#">29.72</a>	<a href="#">31.21</a>	<a href="#">32.78</a>	<a href="#">34.41</a>	<a href="#">36.14</a>	
5006		Community Service Work Crew Leader	<a href="#">33.50</a>	<a href="#">35.17</a>	<a href="#">36.93</a>	<a href="#">38.78</a>	<a href="#">40.72</a>	
2104		Construction Inspection Supervisor	<a href="#">46.98</a>	<a href="#">49.33</a>	<a href="#">51.80</a>	<a href="#">54.40</a>	<a href="#">57.12</a>	
2016		Construction Inspector	<a href="#">41.12</a>	<a href="#">43.18</a>	<a href="#">45.34</a>	<a href="#">47.60</a>	<a href="#">49.98</a>	<a href="#">52.48</a>
2015		Construction Inspector, Assistant	<a href="#">35.96</a>	<a href="#">37.75</a>	<a href="#">39.65</a>	<a href="#">41.62</a>	<a href="#">43.71</a>	
2043		Construction Manager	<a href="#">52.77</a>	<a href="#">55.41</a>	<a href="#">58.17</a>	<a href="#">61.09</a>	<a href="#">64.14</a>	<a href="#">67.35</a>





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Code	A	Job Title	1	2	3	4	5	6
2045		Construction Manager, Associate	46.98	49.33	51.80	54.40	57.12	
2046		Engineering Construction Coordinator	46.98	49.33	51.80	54.40	57.12	
2019		Engineering Instrumentation Technician	41.96	44.06	46.26	48.57	50.99	
2021		Engineering Office Coordinator	38.79	40.73	42.76	44.90	47.15	
2010		Engineering Technician I	31.57	33.14	34.80	36.54	38.36	
2011		Engineering Technician II	35.93	37.73	39.62	41.60	43.68	
2012		Engineering Technician III	39.59	41.57	43.65	45.83	48.12	
2004		Engineering Technician IV	43.55	45.73	48.02	50.43	52.95	
3102		Environmental Lab Scientist I	32.41	34.03	35.73	37.52	39.40	
3105		Environmental Lab Scientist II	38.98	40.93	42.98	45.13	47.38	
3106		Environmental Lab Scientist III	44.63	46.87	49.21	51.67	54.25	
3107		Environmental Lab Scientist in Training	25.52	26.79	28.13	29.53	31.01	
4209		Forensic Services Supervisor	54.54	57.27				
5042		Grounds Maintenance Supervisor	50.64	53.14	55.79			
2101		Inspector	40.74	42.78	44.92	47.16	49.53	
2122		Inspector, Senior	43.18	45.34	47.60	49.98	52.48	
2026		L I D Representative	41.10	43.15	45.31	47.57	49.95	
2027		L I D Representative, Senior	48.36	50.78	53.32	55.99	58.79	
3104		Lab Assistant	24.59	25.82	27.11	28.47	29.90	
5206		Painter Crew Leader	45.11					
0070		Parking Enforcement Officer	26.74	28.08	29.48	30.96	32.51	
0071		Parking Enforcement Officer, Lead	29.57	31.04	32.59	34.23	35.94	
0072		Parking Enforcement Supervisor	34.99	36.74	38.58	40.51	42.53	
2008		Permit Specialist	32.84	34.48	36.21	38.02	39.92	
2009		Permit Specialist, Senior	37.23	39.09	41.05	43.11	45.27	
0035		Real Estate Specialist	35.43	37.21	39.07	41.03	43.09	
0401		Real Estate Specialist, Senior	43.09	45.25	47.51	49.89	52.38	
5014		Recovery & Transfer Center Supervisor	49.14	51.60	54.18	56.88	59.73	
2108		Road Use Compliance Officer	36.36	38.18	40.09	42.10	44.21	
2109		Road Use Compliance Supervisor	40.00	42.00	44.09	46.29	48.61	
<del>5030</del>		<del>Sewer Transmission Systems Maintenance Supervisor</del>						
5037		Solid Waste Route Supervisor	49.25	51.71	54.30			
0625		Source Control Representative	38.12	40.03	42.03	44.13	46.34	
0626		Source Control Representative, Senior	41.92	44.02	46.22	48.54	50.97	
5026		Street Maintenance Supervisor	50.64	53.14	55.79			
2001		Survey Technician II	30.45	31.97	33.57	35.25	37.02	



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Code	A	Job Title	1	2	3	4	5	6
2002		Survey Technician III	<a href="#">33.97</a>	<a href="#">35.67</a>	<a href="#">37.44</a>	<a href="#">39.32</a>	<a href="#">41.29</a>	
0613		Utility Services Representative	<a href="#">33.82</a>	<a href="#">35.54</a>	<a href="#">37.28</a>	<a href="#">39.15</a>	<a href="#">41.10</a>	
0614		Utility Services Representative Supervisor	<a href="#">45.28</a>	<a href="#">47.55</a>	<a href="#">49.93</a>	<a href="#">52.43</a>	<a href="#">55.04</a>	
0615		Utility Services Representative, Senior	<a href="#">38.34</a>	<a href="#">40.25</a>	<a href="#">42.26</a>	<a href="#">44.38</a>	<a href="#">46.60</a>	
5107		WWTP Operations Supervisor	<a href="#">52.74</a>	<a href="#">55.38</a>	<a href="#">58.16</a>	<a href="#">61.06</a>		

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	<a href="#">38.39</a>	<a href="#">40.31</a>	<a href="#">42.32</a>	<a href="#">44.44</a>	<a href="#">46.66</a>	
6010		Building Maintenance Supervisor	<a href="#">51.80</a>	<a href="#">54.39</a>	<a href="#">57.10</a>			
5202		Carpenter Crew Leader	<a href="#">48.33</a>					
2003		Chief Of Party	<a href="#">39.64</a>	<a href="#">41.61</a>	<a href="#">43.69</a>	<a href="#">45.88</a>	<a href="#">48.17</a>	
2006		Chief Surveyor	<a href="#">54.86</a>	<a href="#">57.60</a>	<a href="#">60.48</a>	<a href="#">63.51</a>	<a href="#">66.68</a>	
2005		Chief Surveyor, Assistant	<a href="#">46.06</a>	<a href="#">48.36</a>	<a href="#">50.78</a>	<a href="#">53.33</a>	<a href="#">55.99</a>	
2102		Code Inspector Supervisor	<a href="#">48.27</a>	<a href="#">50.69</a>	<a href="#">53.22</a>	<a href="#">55.90</a>	<a href="#">58.69</a>	
5008		Collection Systems Technician	<a href="#">34.03</a>	<a href="#">35.74</a>	<a href="#">37.52</a>	<a href="#">39.40</a>	<a href="#">41.38</a>	
5007		Collection Systems Worker	<a href="#">30.54</a>	<a href="#">32.07</a>	<a href="#">33.68</a>	<a href="#">35.36</a>	<a href="#">37.13</a>	
5006		Community Service Work Crew Leader	<a href="#">34.42</a>	<a href="#">36.14</a>	<a href="#">37.95</a>	<a href="#">39.85</a>	<a href="#">41.84</a>	
2104		Construction Inspection Supervisor	<a href="#">48.27</a>	<a href="#">50.69</a>	<a href="#">53.22</a>	<a href="#">55.90</a>	<a href="#">58.69</a>	
2016		Construction Inspector	<a href="#">42.25</a>	<a href="#">44.37</a>	<a href="#">46.59</a>	<a href="#">48.91</a>	<a href="#">51.35</a>	<a href="#">53.92</a>
2015		Construction Inspector, Assistant	<a href="#">36.95</a>	<a href="#">38.79</a>	<a href="#">40.74</a>	<a href="#">42.76</a>	<a href="#">44.91</a>	
2043		Construction Manager	<a href="#">54.22</a>	<a href="#">56.93</a>	<a href="#">59.77</a>	<a href="#">62.77</a>	<a href="#">65.90</a>	<a href="#">69.20</a>
2045		Construction Manager, Associate	<a href="#">48.27</a>	<a href="#">50.69</a>	<a href="#">53.22</a>	<a href="#">55.90</a>	<a href="#">58.69</a>	
2046		Engineering Construction Coordinator	<a href="#">48.27</a>	<a href="#">50.69</a>	<a href="#">53.22</a>	<a href="#">55.90</a>	<a href="#">58.69</a>	
2019		Engineering Instrumentation Technician	<a href="#">43.11</a>	<a href="#">45.27</a>	<a href="#">47.53</a>	<a href="#">49.91</a>	<a href="#">52.39</a>	
2021		Engineering Office Coordinator	<a href="#">39.86</a>	<a href="#">41.85</a>	<a href="#">43.94</a>	<a href="#">46.13</a>	<a href="#">48.45</a>	
2010		Engineering Technician I	<a href="#">32.44</a>	<a href="#">34.05</a>	<a href="#">35.76</a>	<a href="#">37.54</a>	<a href="#">39.41</a>	
2011		Engineering Technician II	<a href="#">36.92</a>	<a href="#">38.77</a>	<a href="#">40.71</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	
2012		Engineering Technician III	<a href="#">40.68</a>	<a href="#">42.71</a>	<a href="#">44.85</a>	<a href="#">47.09</a>	<a href="#">49.44</a>	
2004		Engineering Technician IV	<a href="#">44.75</a>	<a href="#">46.99</a>	<a href="#">49.34</a>	<a href="#">51.82</a>	<a href="#">54.41</a>	
3102		Environmental Lab Scientist I	<a href="#">33.30</a>	<a href="#">34.97</a>	<a href="#">36.71</a>	<a href="#">38.55</a>	<a href="#">40.48</a>	
3105		Environmental Lab Scientist II	<a href="#">40.05</a>	<a href="#">42.06</a>	<a href="#">44.16</a>	<a href="#">46.37</a>	<a href="#">48.68</a>	
3106		Environmental Lab Scientist III	<a href="#">45.86</a>	<a href="#">48.16</a>	<a href="#">50.56</a>	<a href="#">53.09</a>	<a href="#">55.74</a>	
3107		Environmental Lab Scientist in Training	<a href="#">26.22</a>	<a href="#">27.53</a>	<a href="#">28.90</a>	<a href="#">30.34</a>	<a href="#">31.86</a>	
4209		Forensic Services Supervisor	<a href="#">56.04</a>	<a href="#">58.84</a>				
5042		Grounds Maintenance Supervisor	<a href="#">52.00</a>	<a href="#">54.60</a>	<a href="#">57.32</a>			



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Code	A	Job Title	1	2	3	4	5	6
2101		Inspector	<a href="#">41.86</a>	<a href="#">43.96</a>	<a href="#">46.16</a>	<a href="#">48.46</a>	<a href="#">50.89</a>	
2122		Inspector, Senior	<a href="#">44.37</a>	<a href="#">46.59</a>	<a href="#">48.91</a>	<a href="#">51.35</a>	<a href="#">53.92</a>	
2026		L I D Representative	<a href="#">42.23</a>	<a href="#">44.34</a>	<a href="#">46.56</a>	<a href="#">48.88</a>	<a href="#">51.32</a>	
2027		L I D Representative, Senior	<a href="#">49.69</a>	<a href="#">52.18</a>	<a href="#">54.79</a>	<a href="#">57.53</a>	<a href="#">60.41</a>	
3104		Lab Assistant	<a href="#">25.27</a>	<a href="#">26.53</a>	<a href="#">27.86</a>	<a href="#">29.25</a>	<a href="#">30.72</a>	
5206		Painter Crew Leader	<a href="#">46.35</a>					
0070		Parking Enforcement Officer	<a href="#">27.48</a>	<a href="#">28.85</a>	<a href="#">30.29</a>	<a href="#">31.81</a>	<a href="#">33.40</a>	
0071		Parking Enforcement Officer, Lead	<a href="#">30.38</a>	<a href="#">31.89</a>	<a href="#">33.49</a>	<a href="#">35.17</a>	<a href="#">36.93</a>	
0072		Parking Enforcement Supervisor	<a href="#">35.95</a>	<a href="#">37.75</a>	<a href="#">39.64</a>	<a href="#">41.62</a>	<a href="#">43.70</a>	
2008		Permit Specialist	<a href="#">33.74</a>	<a href="#">35.43</a>	<a href="#">37.21</a>	<a href="#">39.07</a>	<a href="#">41.02</a>	
2009		Permit Specialist, Senior	<a href="#">38.25</a>	<a href="#">40.16</a>	<a href="#">42.18</a>	<a href="#">44.30</a>	<a href="#">46.51</a>	
0035		Real Estate Specialist	<a href="#">36.40</a>	<a href="#">38.23</a>	<a href="#">40.14</a>	<a href="#">42.16</a>	<a href="#">44.27</a>	
0401		Real Estate Specialist, Senior	<a href="#">44.27</a>	<a href="#">46.49</a>	<a href="#">48.82</a>	<a href="#">51.26</a>	<a href="#">53.82</a>	
5014		Recovery & Transfer Center Supervisor	<a href="#">50.49</a>	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.44</a>	<a href="#">61.37</a>	
2108		Road Use Compliance Officer	<a href="#">37.36</a>	<a href="#">39.23</a>	<a href="#">41.19</a>	<a href="#">43.26</a>	<a href="#">45.43</a>	
2109		Road Use Compliance Supervisor	<a href="#">41.10</a>	<a href="#">43.16</a>	<a href="#">45.30</a>	<a href="#">47.56</a>	<a href="#">49.95</a>	
<del>5030</del>		<del>Sewer Transmission Systems Maintenance Supervisor</del>						
5037		Solid Waste Route Supervisor	<a href="#">50.60</a>	<a href="#">53.13</a>	<a href="#">55.79</a>			
0625		Source Control Representative	<a href="#">39.17</a>	<a href="#">41.13</a>	<a href="#">43.19</a>	<a href="#">45.34</a>	<a href="#">47.61</a>	
0626		Source Control Representative, Senior	<a href="#">43.07</a>	<a href="#">45.23</a>	<a href="#">47.49</a>	<a href="#">49.87</a>	<a href="#">52.37</a>	
5026		Street Maintenance Supervisor	<a href="#">52.00</a>	<a href="#">54.60</a>	<a href="#">57.32</a>			
2001		Survey Technician II	<a href="#">31.29</a>	<a href="#">32.85</a>	<a href="#">34.49</a>	<a href="#">36.22</a>	<a href="#">38.04</a>	
2002		Survey Technician III	<a href="#">34.90</a>	<a href="#">36.65</a>	<a href="#">38.47</a>	<a href="#">40.40</a>	<a href="#">42.43</a>	
0613		Utility Services Representative	<a href="#">34.75</a>	<a href="#">36.49</a>	<a href="#">38.31</a>	<a href="#">40.23</a>	<a href="#">42.23</a>	
0614		Utility Services Representative Supervisor	<a href="#">46.53</a>	<a href="#">48.86</a>	<a href="#">51.30</a>	<a href="#">53.87</a>	<a href="#">56.55</a>	
0615		Utility Services Representative, Senior	<a href="#">39.39</a>	<a href="#">41.36</a>	<a href="#">43.42</a>	<a href="#">45.60</a>	<a href="#">47.88</a>	
5107		WWTP Operations Supervisor	<a href="#">54.19</a>	<a href="#">56.90</a>	<a href="#">59.76</a>	<a href="#">62.74</a>		

Section 6. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	<del><a href="#">38.39</a></del>	<del><a href="#">40.31</a></del>	<del><a href="#">42.32</a></del>	<a href="#">44.44</a>	<a href="#">46.66</a>	
6010		Building Maintenance Supervisor	<del><a href="#">51.80</a></del>	<del><a href="#">54.39</a></del>	<del><a href="#">57.10</a></del>			
5202		Carpenter Crew Leader	<del><a href="#">48.33</a></del>					



	Code	A	Job Title	1	2	3	4	5	6
1	2003		Chief Of Party	39.64	41.61	43.69	45.88	48.17	
	2006		Chief Surveyor	54.86	57.60	60.48	63.51	66.68	
2	2005		Chief Surveyor, Assistant	46.06	48.36	50.78	53.33	55.99	
3	2102		Code Inspector Supervisor	48.27	50.69	53.22	55.90	58.69	
	5008		Collection Systems Technician	34.03	35.74	37.52	39.40	41.38	
4	5007		Collection Systems Worker	30.54	32.07	33.68	35.36	37.13	
5	5006		Community Service Work Crew Leader	34.42	36.14	37.95	39.85	41.84	
6	2104		Construction Inspection Supervisor	48.27	50.69	53.22	55.90	58.69	
	2016		Construction Inspector	42.25	44.37	46.59	48.91	51.35	53.92
7	2015		Construction Inspector, Assistant	36.95	38.79	40.74	42.76	44.91	
8	2043		Construction Manager	54.22	56.93	59.77	62.77	65.90	69.20
	2045		Construction Manager, Associate	48.27	50.69	53.22	55.90	58.69	
9	2046		Engineering Construction Coordinator	48.27	50.69	53.22	55.90	58.69	
10	2019		Engineering Instrumentation Technician	43.11	45.27	47.53	49.91	52.39	
11	2021		Engineering Office Coordinator	39.86	41.85	43.94	46.13	48.45	
12	2010		Engineering Technician I	32.44	34.05	35.76	37.54	39.41	
	2011		Engineering Technician II	36.92	38.77	40.71	42.74	44.88	
13	2012		Engineering Technician III	40.68	42.71	44.85	47.09	49.44	
14	2004		Engineering Technician IV	44.75	46.99	49.34	51.82	54.41	
15	3102		Environmental Lab Scientist I	33.30	34.97	36.71	38.55	40.48	
	3105		Environmental Lab Scientist II	40.05	42.06	44.16	46.37	48.68	
16	3106		Environmental Lab Scientist III	45.86	48.16	50.56	53.09	55.74	
17	3107		Environmental Lab Scientist in Training	26.22	27.53	28.90	30.34	31.86	
18	4209		Forensic Services Supervisor	56.04	58.84				
	5042		Grounds Maintenance Supervisor	52.00	54.60	57.32			
19	2101		Inspector	41.86	43.96	46.16	48.46	50.89	
	2122		Inspector, Senior	44.37	46.59	48.91	51.35	53.92	
20	2026		L I D Representative	42.23	44.34	46.56	48.88	51.32	
21	2027		L I D Representative, Senior	49.69	52.18	54.79	57.53	60.41	
22	3104		Lab Assistant	25.27	26.53	27.86	29.25	30.72	
	5206		Painter Crew Leader	46.35					
23	0070		Parking Enforcement Officer	27.48	28.85	30.29	31.81	33.40	
	0071		Parking Enforcement Officer, Lead	30.38	31.89	33.49	35.17	36.93	
24	0072		Parking Enforcement Supervisor	35.95	37.75	39.64	41.62	43.70	
25	2008		Permit Specialist	33.74	35.43	37.21	39.07	41.02	
	2009		Permit Specialist, Senior	38.25	40.16	42.18	44.30	46.51	
26	0035		Real Estate Specialist	36.40	38.23	40.14	42.16	44.27	



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Code	A	Job Title	1	2	3	4	5	6
0401		Real Estate Specialist, Senior	<a href="#">44.27</a>	<a href="#">46.49</a>	<a href="#">48.82</a>	<a href="#">51.26</a>	<a href="#">53.82</a>	
5014		Recovery & Transfer Center Supervisor	<a href="#">50.49</a>	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.44</a>	<a href="#">61.37</a>	
2108		Road Use Compliance Officer	<a href="#">37.36</a>	<a href="#">39.23</a>	<a href="#">41.19</a>	<a href="#">43.26</a>	<a href="#">45.43</a>	
2109		Road Use Compliance Supervisor	<a href="#">41.10</a>	<a href="#">43.16</a>	<a href="#">45.30</a>	<a href="#">47.56</a>	<a href="#">49.95</a>	
<del>5030</del>		<del>Sewer Transmission Systems Maintenance Supervisor</del>						
5037		Solid Waste Route Supervisor	<a href="#">50.60</a>	<a href="#">53.13</a>	<a href="#">55.79</a>			
0625		Source Control Representative	<a href="#">39.17</a>	<a href="#">41.13</a>	<a href="#">43.19</a>	<a href="#">45.34</a>	<a href="#">47.61</a>	
0626		Source Control Representative, Senior	<a href="#">43.07</a>	<a href="#">45.23</a>	<a href="#">47.49</a>	<a href="#">49.87</a>	<a href="#">52.37</a>	
5026		Street Maintenance Supervisor	<a href="#">52.00</a>	<a href="#">54.60</a>	<a href="#">57.32</a>			
2001		Survey Technician II	<a href="#">31.29</a>	<a href="#">32.85</a>	<a href="#">34.49</a>	<a href="#">36.22</a>	<a href="#">38.04</a>	
2002		Survey Technician III	<a href="#">34.90</a>	<a href="#">36.65</a>	<a href="#">38.47</a>	<a href="#">40.40</a>	<a href="#">42.43</a>	
0613		Utility Services Representative	<a href="#">34.75</a>	<a href="#">36.49</a>	<a href="#">38.31</a>	<a href="#">40.23</a>	<a href="#">42.23</a>	
0614		Utility Services Representative Supervisor	<a href="#">46.53</a>	<a href="#">48.86</a>	<a href="#">51.30</a>	<a href="#">53.87</a>	<a href="#">56.55</a>	
0615		Utility Services Representative, Senior	<a href="#">39.39</a>	<a href="#">41.36</a>	<a href="#">43.42</a>	<a href="#">45.60</a>	<a href="#">47.88</a>	
5107		WWTP Operations Supervisor	<a href="#">54.19</a>	<a href="#">56.90</a>	<a href="#">59.76</a>	<a href="#">62.74</a>		

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	<a href="#">39.54</a>	<a href="#">41.52</a>	<a href="#">43.59</a>	<a href="#">45.77</a>	<a href="#">48.06</a>	
6010		Building Maintenance Supervisor	<a href="#">53.35</a>	<a href="#">56.02</a>	<a href="#">58.81</a>			
5202		Carpenter Crew Leader	<a href="#">49.78</a>					
2003		Chief Of Party	<a href="#">40.83</a>	<a href="#">42.86</a>	<a href="#">45.00</a>	<a href="#">47.26</a>	<a href="#">49.62</a>	
2006		Chief Surveyor	<a href="#">56.51</a>	<a href="#">59.33</a>	<a href="#">62.29</a>	<a href="#">65.42</a>	<a href="#">68.68</a>	
2005		Chief Surveyor, Assistant	<a href="#">47.44</a>	<a href="#">49.81</a>	<a href="#">52.30</a>	<a href="#">54.93</a>	<a href="#">57.67</a>	
2102		Code Inspector Supervisor	<a href="#">49.72</a>	<a href="#">52.21</a>	<a href="#">54.82</a>	<a href="#">57.58</a>	<a href="#">60.45</a>	
5008		Collection Systems Technician	<a href="#">35.05</a>	<a href="#">36.81</a>	<a href="#">38.65</a>	<a href="#">40.58</a>	<a href="#">42.62</a>	
5007		Collection Systems Worker	<a href="#">31.46</a>	<a href="#">33.03</a>	<a href="#">34.69</a>	<a href="#">36.42</a>	<a href="#">38.24</a>	
5006		Community Service Work Crew Leader	<a href="#">35.45</a>	<a href="#">37.22</a>	<a href="#">39.09</a>	<a href="#">41.05</a>	<a href="#">43.10</a>	
2104		Construction Inspection Supervisor	<a href="#">49.72</a>	<a href="#">52.21</a>	<a href="#">54.82</a>	<a href="#">57.58</a>	<a href="#">60.45</a>	
2016		Construction Inspector	<a href="#">43.52</a>	<a href="#">45.70</a>	<a href="#">47.99</a>	<a href="#">50.38</a>	<a href="#">52.89</a>	<a href="#">55.54</a>
2015		Construction Inspector, Assistant	<a href="#">38.06</a>	<a href="#">39.95</a>	<a href="#">41.96</a>	<a href="#">44.04</a>	<a href="#">46.26</a>	
2043		Construction Manager	<a href="#">55.85</a>	<a href="#">58.64</a>	<a href="#">61.56</a>	<a href="#">64.65</a>	<a href="#">67.88</a>	<a href="#">71.28</a>
2045		Construction Manager, Associate	<a href="#">49.72</a>	<a href="#">52.21</a>	<a href="#">54.82</a>	<a href="#">57.58</a>	<a href="#">60.45</a>	
2046		Engineering Construction Coordinator	<a href="#">49.72</a>	<a href="#">52.21</a>	<a href="#">54.82</a>	<a href="#">57.58</a>	<a href="#">60.45</a>	
2019		Engineering Instrumentation Technician	<a href="#">44.40</a>	<a href="#">46.63</a>	<a href="#">48.96</a>	<a href="#">51.41</a>	<a href="#">53.96</a>	



	Code	A	Job Title	1	2	3	4	5	6
1	2021		Engineering Office Coordinator	<a href="#">41.06</a>	<a href="#">43.11</a>	<a href="#">45.26</a>	<a href="#">47.51</a>	<a href="#">49.90</a>	
	2010		Engineering Technician I	<a href="#">33.41</a>	<a href="#">35.07</a>	<a href="#">36.83</a>	<a href="#">38.67</a>	<a href="#">40.59</a>	
2	2011		Engineering Technician II	<a href="#">38.03</a>	<a href="#">39.93</a>	<a href="#">41.93</a>	<a href="#">44.02</a>	<a href="#">46.23</a>	
3	2012		Engineering Technician III	<a href="#">41.90</a>	<a href="#">43.99</a>	<a href="#">46.20</a>	<a href="#">48.50</a>	<a href="#">50.92</a>	
4	2004		Engineering Technician IV	<a href="#">46.09</a>	<a href="#">48.40</a>	<a href="#">50.82</a>	<a href="#">53.37</a>	<a href="#">56.04</a>	
5	3102		Environmental Lab Scientist I	<a href="#">34.30</a>	<a href="#">36.02</a>	<a href="#">37.81</a>	<a href="#">39.71</a>	<a href="#">41.69</a>	
6	3105		Environmental Lab Scientist II	<a href="#">41.25</a>	<a href="#">43.32</a>	<a href="#">45.48</a>	<a href="#">47.76</a>	<a href="#">50.14</a>	
7	3106		Environmental Lab Scientist III	<a href="#">47.24</a>	<a href="#">49.60</a>	<a href="#">52.08</a>	<a href="#">54.68</a>	<a href="#">57.41</a>	
8	3107		Environmental Lab Scientist in Training	<a href="#">27.01</a>	<a href="#">28.36</a>	<a href="#">29.77</a>	<a href="#">31.25</a>	<a href="#">32.82</a>	
9	4209		Forensic Services Supervisor	<a href="#">57.72</a>	<a href="#">60.61</a>				
10	5042		Grounds Maintenance Supervisor	<a href="#">53.56</a>	<a href="#">56.24</a>	<a href="#">59.04</a>			
11	2101		Inspector	<a href="#">43.12</a>	<a href="#">45.28</a>	<a href="#">47.54</a>	<a href="#">49.91</a>	<a href="#">52.42</a>	
12	2122		Inspector, Senior	<a href="#">45.70</a>	<a href="#">47.99</a>	<a href="#">50.38</a>	<a href="#">52.89</a>	<a href="#">55.54</a>	
13	2026		L I D Representative	<a href="#">43.50</a>	<a href="#">45.67</a>	<a href="#">47.96</a>	<a href="#">50.35</a>	<a href="#">52.86</a>	
14	2027		L I D Representative, Senior	<a href="#">51.18</a>	<a href="#">53.75</a>	<a href="#">56.43</a>	<a href="#">59.26</a>	<a href="#">62.22</a>	
15	3104		Lab Assistant	<a href="#">26.03</a>	<a href="#">27.33</a>	<a href="#">28.70</a>	<a href="#">30.13</a>	<a href="#">31.64</a>	
16	5206		Painter Crew Leader	<a href="#">47.74</a>					
17	0070		Parking Enforcement Officer	<a href="#">28.30</a>	<a href="#">29.72</a>	<a href="#">31.20</a>	<a href="#">32.76</a>	<a href="#">34.40</a>	
18	0071		Parking Enforcement Officer, Lead	<a href="#">31.29</a>	<a href="#">32.85</a>	<a href="#">34.49</a>	<a href="#">36.23</a>	<a href="#">38.04</a>	
19	0072		Parking Enforcement Supervisor	<a href="#">37.03</a>	<a href="#">38.88</a>	<a href="#">40.83</a>	<a href="#">42.87</a>	<a href="#">45.01</a>	
20	2008		Permit Specialist	<a href="#">34.75</a>	<a href="#">36.49</a>	<a href="#">38.33</a>	<a href="#">40.24</a>	<a href="#">42.25</a>	
21	2009		Permit Specialist, Senior	<a href="#">39.40</a>	<a href="#">41.36</a>	<a href="#">43.45</a>	<a href="#">45.63</a>	<a href="#">47.91</a>	
22	0035		Real Estate Specialist	<a href="#">37.49</a>	<a href="#">39.38</a>	<a href="#">41.34</a>	<a href="#">43.42</a>	<a href="#">45.60</a>	
23	0401		Real Estate Specialist, Senior	<a href="#">45.60</a>	<a href="#">47.88</a>	<a href="#">50.28</a>	<a href="#">52.80</a>	<a href="#">55.43</a>	
24	5014		Recovery & Transfer Center Supervisor	<a href="#">52.00</a>	<a href="#">54.61</a>	<a href="#">57.34</a>	<a href="#">60.19</a>	<a href="#">63.21</a>	
25	2108		Road Use Compliance Officer	<a href="#">38.48</a>	<a href="#">40.41</a>	<a href="#">42.43</a>	<a href="#">44.56</a>	<a href="#">46.79</a>	
26	2109		Road Use Compliance Supervisor	<a href="#">42.33</a>	<a href="#">44.45</a>	<a href="#">46.66</a>	<a href="#">48.99</a>	<a href="#">51.45</a>	
	<del>5030</del>		<del>Sewer Transmission Systems Maintenance Supervisor</del>						
	5037		Solid Waste Route Supervisor	<a href="#">52.11</a>	<a href="#">54.72</a>	<a href="#">57.46</a>			
	0625		Source Control Representative	<a href="#">40.35</a>	<a href="#">42.36</a>	<a href="#">44.49</a>	<a href="#">46.70</a>	<a href="#">49.04</a>	
	0626		Source Control Representative, Senior	<a href="#">44.36</a>	<a href="#">46.59</a>	<a href="#">48.91</a>	<a href="#">51.37</a>	<a href="#">53.94</a>	
	5026		Street Maintenance Supervisor	<a href="#">53.56</a>	<a href="#">56.24</a>	<a href="#">59.04</a>			
	2001		Survey Technician II	<a href="#">32.23</a>	<a href="#">33.84</a>	<a href="#">35.52</a>	<a href="#">37.31</a>	<a href="#">39.18</a>	
	2002		Survey Technician III	<a href="#">35.95</a>	<a href="#">37.75</a>	<a href="#">39.62</a>	<a href="#">41.61</a>	<a href="#">43.70</a>	
	0613		Utility Services Representative	<a href="#">35.79</a>	<a href="#">37.58</a>	<a href="#">39.46</a>	<a href="#">41.44</a>	<a href="#">43.50</a>	
	0614		Utility Services Representative Supervisor	<a href="#">47.93</a>	<a href="#">50.33</a>	<a href="#">52.84</a>	<a href="#">55.49</a>	<a href="#">58.25</a>	



Code	A	Job Title	1	2	3	4	5	6
0615		Utility Services Representative, Senior	<a href="#">40.57</a>	<a href="#">42.60</a>	<a href="#">44.72</a>	<a href="#">46.97</a>	<a href="#">49.32</a>	
5107		WWTP Operations Supervisor	<a href="#">55.82</a>	<a href="#">58.61</a>	<a href="#">61.55</a>	<a href="#">64.62</a>		

Section 7. That Section 1.12.355 of the TMC is hereby amended, retroactive to January 1, 2023, to read as follows:

Code	A	Job Title	1	2
5017		Solid Waste Collection Supervisor	<a href="#">51.70</a>	<a href="#">54.28</a>

Code	A	Job Title	1	2
5017		Solid Waste Collection Supervisor	<a href="#">53.23</a>	<a href="#">55.89</a>

Section 8. 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
5017		Solid Waste Collection Supervisor	<a href="#">53.12</a>	<a href="#">55.77</a>

Code	A	Job Title	1	2
5017		Solid Waste Collection Supervisor	<a href="#">56.89</a>	<a href="#">59.73</a>

Section 9. 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
5017		Solid Waste Collection Supervisor	<a href="#">54.58</a>	<a href="#">57.30</a>

Code	A	Job Title	1	2
5017		Solid Waste Collection Supervisor	<a href="#">58.45</a>	<a href="#">61.37</a>

Section 10. That Section 1.12.355 of the TMC is hereby amended, retroactive to January 1, 2023, to read as follows:



**1.12.640 Application of additional rates.**

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5206 An employee in the classification of Painter Crew Leader (CSC 5206), who holds a valid certification in “confined space” will receive an additional 3 percent application of rate of their base rate of pay when working in a space that Management determines meets OSHA requirements as a “confined space”.

\* \* \*

Section 11. That Section 1 is effective retroactive to January 1, 2021. That Section 2 is effective retroactive to January 1, 2022. That Sections 3, 7 and 10 are effective retroactive to January 1, 2023. That Sections 4 and 8 are effective January 1, 2024. That Sections 5 and 9 are effective January 1, 2025. That Section 6 is effective January 1, 2026.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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