



ORDINANCE NO. 28639

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 represented employees; to implement changes to reflect the organizational
 structure; and declaring the effective dates thereof.

4 BE IT ORDAINED BY THE CITY OF TACOMA:

5 Section 1. That Section 1.12.355 of the Tacoma Municipal Code (“TMC”) is
 6 hereby amended, effective retroactive to January 1, 2019, to read as follows:
 7

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	27.57	28.95	30.40	31.91	33.51	
6010		Building Maintenance Supervisor	40.57	42.61	44.74			
5202		Carpenter Crew Leader	37.50					
2003		Chief Of Party	31.05	32.59	34.22	35.92	37.74	
2006		Chief Surveyor	42.96	45.11	47.38	49.75	52.23	
2005		Chief Surveyor, Assistant	35.05	36.82	38.64	40.59	42.62	
2102		Code Inspector Supervisor	37.46	39.34	41.30	43.36	45.53	
5008		Collection Systems Technician	23.50	24.67	25.92	27.20	28.57	
5007		Collection Systems Worker	22.05	23.18	24.36	25.59	26.91	
5006		Community Service Work Crew Leader	28.61	30.05	31.56	33.13	34.78	
2104		Construction Inspection Supervisor	37.46	39.34	41.30	43.36	45.53	
2016		Construction Inspector	32.48	34.10	35.81	37.59	39.48	41.84
2015		Construction Inspector, Assistant	28.66	30.11	31.61	33.19	34.84	
2043		Construction Manager	41.89	44.02	46.29	48.62	51.10	53.70
2045		Construction Manager, Associate	37.46	39.34	41.30	43.36	45.53	
2046		Engineering Construction Coordinator	36.75	38.58	40.51	42.53	44.67	
2019		Engineering Instrumentation Technician	33.14	34.79	36.54	38.36	40.26	
2021		Engineering Office Coordinator	33.14	34.79	36.54	38.36	40.26	
2010		Engineering Technician I	24.45	25.65	26.96	28.31	29.71	
2011		Engineering Technician II	27.81	29.23	30.68	32.22	33.83	
2012		Engineering Technician III	30.67	32.21	33.80	35.50	37.27	
2004		Engineering Technician IV	33.73	35.46	37.21	39.06	41.01	
3102		Environmental Lab Scientist I	25.09	26.36	27.66	29.06	30.51	
3105		Environmental Lab Scientist II	30.20	31.70	33.29	34.96	36.71	
3106		Environmental Lab Scientist III	34.57	36.60	38.10	40.01	42.02	
3107		Environmental Lab Scientist in Training	19.76	20.75	21.79	22.87	24.01	
4209		Forensic Services Supervisor	44.77	47.00				
5042		Grounds Maintenance Supervisor	40.73	42.77	44.91			



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2101	Inspector	32.48	34.10	35.81	37.59	39.48	
2122	Inspector, Senior	34.43	36.16	37.96	39.87	41.84	
2026	L I D Representative	33.39	35.06	36.82	38.65	40.60	
2027	L I D Representative, Senior	39.32	41.28	43.34	45.50	47.78	
3104	Lab Assistant	19.04	19.99	20.99	22.04	23.15	24.31
5206	Painter Crew Leader	34.92					
0070	Parking Enforcement Officer	21.12	22.19	23.29	24.45	25.66	
0071	Parking Enforcement Officer, Lead	23.34	24.49	25.71	27.01	28.37	
0072	Parking Enforcement Supervisor	27.59	28.98	30.44	31.94	33.56	
2008	Permit Specialist	26.97	28.31	29.72	31.21	32.77	
2009	Permit Specialist, Senior	30.56	32.10	33.70	35.38	37.15	
0035	Real Estate Specialist	25.02	26.29	27.57	28.97	30.41	
0401	Real Estate Specialist, Senior	33.37	35.04	36.80	38.63	40.57	
5014	Recovery & Transfer Center Supervisor	36.95	38.81	40.74	42.77	44.91	
2108	Road Use Compliance Officer	27.59	28.98	30.44	31.94	33.56	
2109	Road Use Compliance Supervisor	30.36	31.86	33.47	35.14	36.89	
5028	Sewer Transmission Systems Maintenance Coordinator	32.91	34.56	36.29	38.09	40.00	
5030	Sewer Transmission Systems Maintenance Supervisor	33.60	35.27	37.03	38.89	40.82	
5017	Solid Waste Collection Supervisor	42.77	44.91				
5037	Solid Waste Route Supervisor	40.82					
0625	Source Control Representative	30.09	31.60	33.18	34.83	36.58	
0626	Source Control Representative, Senior	33.11	34.76	36.50	38.32	40.23	
5026	Street Maintenance Supervisor	40.73	42.77	44.91			
2001	Survey Technician II	23.81	24.99	26.22	27.55	28.93	
2002	Survey Technician III	27.36	28.70	30.15	31.65	33.23	
0613	Utility Services Representative I	26.97	28.31	29.72	31.21	32.77	
0614	Utility Services Representative II	36.10	37.91	39.82	41.79	43.88	
5107	WWTP Operations Supervisor	42.90	45.05	47.31	49.68	52.15	

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	28.96	30.41	31.93	33.53	35.21	
6010		Building Maintenance Supervisor	41.80	43.89	46.08			
5202		Carpenter Crew Leader	39.78					
2003		Chief Of Party	31.98	33.58	35.26	37.02	38.87	
2006		Chief Surveyor	44.27	46.48	48.80	51.24	53.80	
2005		Chief Surveyor, Assistant	36.11	37.92	39.82	41.81	43.90	
2102		Code Inspector Supervisor	38.58	40.51	42.54	44.67	46.90	
5008		Collection Systems Technician	24.70	25.93	27.23	28.59	30.02	
5007		Collection Systems Worker	23.26	24.42	25.64	26.92	28.27	
5006		Community Service Work Crew Leader	29.47	30.94	32.49	34.11	35.82	
2104		Construction Inspection Supervisor	38.58	40.51	42.54	44.67	46.90	



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2016	Construction Inspector	<u>33.78</u>	<u>35.47</u>	<u>37.24</u>	<u>39.10</u>	<u>41.05</u>	<u>43.10</u>
2015	Construction Inspector, Assistant	<u>29.52</u>	<u>31.00</u>	<u>32.55</u>	<u>34.18</u>	<u>35.89</u>	
2043	Construction Manager	<u>43.25</u>	<u>45.41</u>	<u>47.68</u>	<u>50.17</u>	<u>52.68</u>	<u>55.31</u>
2045	Construction Manager, Associate	<u>38.58</u>	<u>40.51</u>	<u>42.54</u>	<u>44.67</u>	<u>46.90</u>	
2046	Engineering Construction Coordinator	<u>37.85</u>	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	<u>46.01</u>	
2019	Engineering Instrumentation Technician	<u>34.12</u>	<u>35.83</u>	<u>37.62</u>	<u>39.50</u>	<u>41.47</u>	
2021	Engineering Office Coordinator	<u>34.12</u>	<u>35.83</u>	<u>37.62</u>	<u>39.50</u>	<u>41.47</u>	
2010	Engineering Technician I	<u>25.17</u>	<u>26.43</u>	<u>27.75</u>	<u>29.14</u>	<u>30.60</u>	
2011	Engineering Technician II	<u>28.67</u>	<u>30.10</u>	<u>31.60</u>	<u>33.18</u>	<u>34.84</u>	
2012	Engineering Technician III	<u>31.58</u>	<u>33.16</u>	<u>34.82</u>	<u>36.56</u>	<u>38.39</u>	
2004	Engineering Technician IV	<u>34.75</u>	<u>36.49</u>	<u>38.31</u>	<u>40.23</u>	<u>42.24</u>	
3102	Environmental Lab Scientist I	<u>25.85</u>	<u>27.14</u>	<u>28.50</u>	<u>29.93</u>	<u>31.43</u>	
3105	Environmental Lab Scientist II	<u>31.11</u>	<u>32.67</u>	<u>34.30</u>	<u>36.01</u>	<u>37.81</u>	
3106	Environmental Lab Scientist III	<u>35.61</u>	<u>37.39</u>	<u>39.26</u>	<u>41.22</u>	<u>43.28</u>	
3107	Environmental Lab Scientist in Training	<u>20.34</u>	<u>21.36</u>	<u>22.43</u>	<u>23.55</u>	<u>24.73</u>	
4209	Forensic Services Supervisor	<u>46.10</u>	<u>48.41</u>				
5042	Grounds Maintenance Supervisor	<u>41.96</u>	<u>44.06</u>	<u>46.26</u>			
2101	Inspector	<u>33.45</u>	<u>35.12</u>	<u>36.88</u>	<u>38.72</u>	<u>40.66</u>	
2122	Inspector, Senior	<u>35.47</u>	<u>37.24</u>	<u>39.10</u>	<u>41.05</u>	<u>43.10</u>	
2026	L I D Representative	<u>34.40</u>	<u>36.12</u>	<u>37.93</u>	<u>39.83</u>	<u>41.82</u>	
2027	L I D Representative, Senior	<u>40.49</u>	<u>42.51</u>	<u>44.64</u>	<u>46.87</u>	<u>49.21</u>	
3104	Lab Assistant	<u>19.62</u>	<u>20.60</u>	<u>21.63</u>	<u>22.71</u>	<u>23.85</u>	
5206	Painter Crew Leader	<u>37.05</u>					
0070	Parking Enforcement Officer	<u>22.61</u>	<u>23.74</u>	<u>24.93</u>	<u>26.18</u>	<u>27.49</u>	
0071	Parking Enforcement Officer, Lead	<u>25.00</u>	<u>26.25</u>	<u>27.56</u>	<u>28.94</u>	<u>30.39</u>	
0072	Parking Enforcement Supervisor	<u>29.58</u>	<u>31.06</u>	<u>32.61</u>	<u>34.24</u>	<u>35.95</u>	
2008	Permit Specialist	<u>27.76</u>	<u>29.15</u>	<u>30.61</u>	<u>32.14</u>	<u>33.75</u>	
2009	Permit Specialist, Senior	<u>31.48</u>	<u>33.05</u>	<u>34.70</u>	<u>36.44</u>	<u>38.26</u>	
0035	Real Estate Specialist	<u>25.77</u>	<u>27.06</u>	<u>28.41</u>	<u>29.83</u>	<u>31.32</u>	
0401	Real Estate Specialist, Senior	<u>34.38</u>	<u>36.10</u>	<u>37.90</u>	<u>39.80</u>	<u>41.79</u>	
5014	Recovery & Transfer Center Supervisor	<u>38.06</u>	<u>39.96</u>	<u>41.96</u>	<u>44.06</u>	<u>46.26</u>	
2108	Road Use Compliance Officer	<u>29.58</u>	<u>31.06</u>	<u>32.61</u>	<u>34.24</u>	<u>35.95</u>	
2109	Road Use Compliance Supervisor	<u>32.51</u>	<u>34.14</u>	<u>35.85</u>	<u>37.64</u>	<u>39.52</u>	
5028	Sewer Transmission Systems Maintenance Coordinator	<u>33.90</u>	<u>35.59</u>	<u>37.37</u>	<u>39.24</u>	<u>41.20</u>	
5030	Sewer Transmission Systems Maintenance Supervisor	<u>36.32</u>	<u>38.14</u>	<u>40.05</u>	<u>42.05</u>	<u>44.15</u>	
5017	Solid Waste Collection Supervisor	<u>42.77</u>	<u>44.91</u>				
5037	Solid Waste Route Supervisor	<u>44.15</u>					
0625	Source Control Representative	<u>32.23</u>	<u>33.84</u>	<u>35.53</u>	<u>37.31</u>	<u>39.18</u>	
0626	Source Control Representative, Senior	<u>35.46</u>	<u>37.23</u>	<u>39.09</u>	<u>41.04</u>	<u>43.09</u>	
5026	Street Maintenance Supervisor	<u>41.96</u>	<u>44.06</u>	<u>46.26</u>			
2001	Survey Technician II	<u>25.25</u>	<u>26.51</u>	<u>27.84</u>	<u>29.23</u>	<u>30.69</u>	



2002		Survey Technician III	<u>28.16</u>	<u>29.57</u>	<u>31.05</u>	<u>32.60</u>	<u>34.23</u>	
0613		Utility Services Representative-I	<u>27.76</u>	<u>29.15</u>	<u>30.61</u>	<u>32.14</u>	<u>33.75</u>	
0614		Utility Services Representative-II Supervisor	<u>37.19</u>	<u>39.05</u>	<u>41.00</u>	<u>43.05</u>	<u>45.20</u>	
5107		WWTP Operations Supervisor	<u>44.18</u>	<u>46.39</u>	<u>48.71</u>	<u>51.15</u>	<u>53.71</u>	
<u>0615</u>		<u>Utility Services Representative, Senior</u>	<u>31.48</u>	<u>33.05</u>	<u>34.70</u>	<u>36.44</u>	<u>38.26</u>	

Section 2. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to December 9, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5
5008		Collection Systems Technician	<u>24.70</u>	<u>25.93</u>	<u>27.23</u>	<u>28.59</u>	<u>30.02</u>
5007		Collection Systems Worker	<u>23.26</u>	<u>24.42</u>	<u>25.64</u>	<u>26.92</u>	<u>28.27</u>
2046		Engineering Construction Coordinator	<u>37.85</u>	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	<u>46.01</u>

Code	A	Job Title	1	2	3	4	5
5008		Collection Systems Technician	<u>25.93</u>	<u>27.23</u>	<u>28.59</u>	<u>30.02</u>	<u>31.52</u>
5007		Collection Systems Worker	<u>24.42</u>	<u>25.64</u>	<u>26.92</u>	<u>28.27</u>	<u>29.68</u>
2046		Engineering Construction Coordinator	<u>38.58</u>	<u>40.51</u>	<u>42.54</u>	<u>44.67</u>	<u>46.90</u>

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	<u>28.96</u>	<u>30.41</u>	<u>31.93</u>	<u>33.53</u>	<u>35.21</u>	
6010		Building Maintenance Supervisor	<u>41.80</u>	<u>43.89</u>	<u>46.08</u>			
5202		Carpenter Crew Leader	<u>39.78</u>					
2003		Chief Of Party	<u>31.98</u>	<u>33.58</u>	<u>35.26</u>	<u>37.02</u>	<u>38.87</u>	
2006		Chief Surveyor	<u>44.27</u>	<u>46.48</u>	<u>48.80</u>	<u>51.24</u>	<u>53.80</u>	
2005		Chief Surveyor, Assistant	<u>36.11</u>	<u>37.92</u>	<u>39.82</u>	<u>41.81</u>	<u>43.90</u>	
2102		Code Inspector Supervisor	<u>38.58</u>	<u>40.51</u>	<u>42.54</u>	<u>44.67</u>	<u>46.90</u>	
5008		Collection Systems Technician	<u>25.93</u>	<u>27.23</u>	<u>28.59</u>	<u>30.02</u>	<u>31.52</u>	
5007		Collection Systems Worker	<u>24.42</u>	<u>25.64</u>	<u>26.92</u>	<u>28.27</u>	<u>29.68</u>	
5006		Community Service Work Crew Leader	<u>29.47</u>	<u>30.94</u>	<u>32.49</u>	<u>34.11</u>	<u>35.82</u>	
2104		Construction Inspection Supervisor	<u>38.58</u>	<u>40.51</u>	<u>42.54</u>	<u>44.67</u>	<u>46.90</u>	
2016		Construction Inspector	<u>33.78</u>	<u>35.47</u>	<u>37.24</u>	<u>39.10</u>	<u>41.05</u>	<u>43.10</u>
2015		Construction Inspector, Assistant	<u>29.52</u>	<u>31.00</u>	<u>32.55</u>	<u>34.18</u>	<u>35.89</u>	
2043		Construction Manager	<u>43.25</u>	<u>45.41</u>	<u>47.68</u>	<u>50.17</u>	<u>52.68</u>	<u>55.31</u>
2045		Construction Manager, Associate	<u>38.58</u>	<u>40.51</u>	<u>42.54</u>	<u>44.67</u>	<u>46.90</u>	
2046		Engineering Construction Coordinator	<u>38.58</u>	<u>40.51</u>	<u>42.54</u>	<u>44.67</u>	<u>46.90</u>	



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2019	Engineering Instrumentation Technician	34.12	35.83	37.62	39.50	41.47	
2021	Engineering Office Coordinator	34.12	35.83	37.62	39.50	41.47	
2010	Engineering Technician I	25.17	26.43	27.75	29.14	30.60	
2011	Engineering Technician II	28.67	30.10	31.60	33.18	34.84	
2012	Engineering Technician III	31.58	33.16	34.82	36.56	38.39	
2004	Engineering Technician IV	34.75	36.49	38.34	40.23	42.24	
3102	Environmental Lab Scientist I	25.85	27.14	28.50	29.93	31.43	
3105	Environmental Lab Scientist II	31.11	32.67	34.30	36.01	37.81	
3106	Environmental Lab Scientist III	35.61	37.39	39.26	41.22	43.28	
3107	Environmental Lab Scientist in Training	20.34	21.36	22.43	23.55	24.73	
4209	Forensic Services Supervisor	46.10	48.41				
5042	Grounds Maintenance Supervisor	41.96	44.06	46.26			
2101	Inspector	33.45	35.12	36.88	38.72	40.66	
2122	Inspector, Senior	35.47	37.24	39.10	41.05	43.10	
2026	L I D Representative	34.40	36.12	37.93	39.83	41.82	
2027	L I D Representative, Senior	40.49	42.51	44.64	46.87	49.21	
3104	Lab Assistant	19.62	20.60	21.63	22.71	23.85	25.04
5206	Painter Crew Leader	37.05					
0070	Parking Enforcement Officer	22.61	23.74	24.93	26.18	27.49	
0071	Parking Enforcement Officer, Lead	25.00	26.25	27.56	28.94	30.39	
0072	Parking Enforcement Supervisor	29.58	31.06	32.61	34.24	35.95	
2008	Permit Specialist	27.76	29.15	30.61	32.14	33.75	
2009	Permit Specialist, Senior	31.48	33.05	34.70	36.44	38.26	
0035	Real Estate Specialist	25.77	27.06	28.41	29.83	31.32	
0401	Real Estate Specialist, Senior	34.38	36.10	37.90	39.80	41.79	
5014	Recovery & Transfer Center Supervisor	38.06	39.96	41.96	44.06	46.26	
2108	Road Use Compliance Officer	29.58	31.06	32.61	34.24	35.95	
2109	Road Use Compliance Supervisor	32.51	34.14	35.85	37.64	39.52	
5028	Sewer Transmission Systems Maintenance Coordinator	33.90	35.59	37.37	39.24	41.20	
5030	Sewer Transmission Systems Maintenance Supervisor	36.32	38.14	40.05	42.05	44.15	
5017	Solid Waste Collection Supervisor	42.77	44.91				
5037	Solid Waste Route Supervisor	44.15					
0625	Source Control Representative	32.23	33.84	35.53	37.31	39.18	
0626	Source Control Representative, Senior	35.46	37.23	39.09	41.04	43.09	
5026	Street Maintenance Supervisor	41.96	44.06	46.26			
2001	Survey Technician II	25.25	26.51	27.84	29.23	30.69	
2002	Survey Technician III	28.16	29.57	31.05	32.60	34.23	
0613	Utility Services Representative-I	27.76	29.15	30.61	32.14	33.75	
0614	Utility Services Representative II Supervisor	37.19	39.05	41.00	43.05	45.20	
5107	WWTP Operations Supervisor	44.18	46.39	48.71	51.15	53.71	
0615	Utility Services Representative, Senior	31.48	33.05	34.70	36.44	38.26	



	Code	A	Job Title	1	2	3	4	5	6
1	5361		Animal Control & Compliance Supervisor	<u>29.83</u>	<u>31.32</u>	<u>32.89</u>	<u>34.54</u>	<u>36.27</u>	
2	6010		Building Maintenance Supervisor	<u>43.05</u>	<u>45.21</u>	<u>47.46</u>			
	5202		Carpenter Crew Leader	<u>40.97</u>					
3	2003		Chief Of Party	<u>32.94</u>	<u>34.59</u>	<u>36.32</u>	<u>38.13</u>	<u>40.04</u>	
4	2006		Chief Surveyor	<u>45.60</u>	<u>47.87</u>	<u>50.26</u>	<u>52.78</u>	<u>55.41</u>	
	2005		Chief Surveyor, Assistant	<u>37.19</u>	<u>39.06</u>	<u>41.01</u>	<u>43.06</u>	<u>45.22</u>	
5	2102		Code Inspector Supervisor	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	<u>46.01</u>	<u>48.31</u>	
6	5008		Collection Systems Technician	<u>26.71</u>	<u>28.05</u>	<u>29.45</u>	<u>30.92</u>	<u>32.47</u>	
	5007		Collection Systems Worker	<u>25.15</u>	<u>26.41</u>	<u>27.73</u>	<u>29.12</u>	<u>30.57</u>	
7	5006		Community Service Work Crew Leader	<u>30.35</u>	<u>31.87</u>	<u>33.46</u>	<u>35.13</u>	<u>36.89</u>	
8	2104		Construction Inspection Supervisor	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	<u>46.01</u>	<u>48.31</u>	
	2016		Construction Inspector	<u>34.79</u>	<u>36.53</u>	<u>38.36</u>	<u>40.27</u>	<u>42.28</u>	<u>44.39</u>
9	2015		Construction Inspector, Assistant	<u>30.41</u>	<u>31.93</u>	<u>33.53</u>	<u>35.21</u>	<u>36.97</u>	
10	2043		Construction Manager	<u>44.55</u>	<u>46.77</u>	<u>49.11</u>	<u>51.68</u>	<u>54.26</u>	<u>56.97</u>
	2045		Construction Manager, Associate	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	<u>46.01</u>	<u>48.31</u>	
11	2046		Engineering Construction Coordinator	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	<u>46.01</u>	<u>48.31</u>	
12	2019		Engineering Instrumentation Technician	<u>35.14</u>	<u>36.90</u>	<u>38.75</u>	<u>40.69</u>	<u>42.71</u>	
	2021		Engineering Office Coordinator	<u>35.14</u>	<u>36.90</u>	<u>38.75</u>	<u>40.69</u>	<u>42.71</u>	
13	2010		Engineering Technician I	<u>25.93</u>	<u>27.22</u>	<u>28.58</u>	<u>30.01</u>	<u>31.52</u>	
	2011		Engineering Technician II	<u>29.53</u>	<u>31.00</u>	<u>32.55</u>	<u>34.18</u>	<u>35.89</u>	
14	2012		Engineering Technician III	<u>32.53</u>	<u>34.15</u>	<u>35.86</u>	<u>37.66</u>	<u>39.54</u>	
15	2004		Engineering Technician IV	<u>35.79</u>	<u>37.58</u>	<u>39.46</u>	<u>41.44</u>	<u>43.51</u>	
16	3102		Environmental Lab Scientist I	<u>26.63</u>	<u>27.95</u>	<u>29.36</u>	<u>30.83</u>	<u>32.37</u>	
	3105		Environmental Lab Scientist II	<u>32.04</u>	<u>33.65</u>	<u>35.33</u>	<u>37.09</u>	<u>38.94</u>	
17	3106		Environmental Lab Scientist III	<u>36.68</u>	<u>38.51</u>	<u>40.44</u>	<u>42.46</u>	<u>44.58</u>	
	3107		Environmental Lab Scientist in Training	<u>20.95</u>	<u>22.00</u>	<u>23.10</u>	<u>24.26</u>	<u>25.47</u>	
18	4209		Forensic Services Supervisor	<u>47.48</u>	<u>49.86</u>				
19	5042		Grounds Maintenance Supervisor	<u>43.22</u>	<u>45.38</u>	<u>47.65</u>			
	2101		Inspector	<u>34.45</u>	<u>36.17</u>	<u>37.99</u>	<u>39.88</u>	<u>41.88</u>	
20	2122		Inspector, Senior	<u>36.53</u>	<u>38.36</u>	<u>40.27</u>	<u>42.28</u>	<u>44.39</u>	
	2026		L I D Representative	<u>35.43</u>	<u>37.20</u>	<u>39.07</u>	<u>41.02</u>	<u>43.07</u>	
21	2027		L I D Representative, Senior	<u>41.70</u>	<u>43.79</u>	<u>45.98</u>	<u>48.28</u>	<u>50.69</u>	
22	3104		Lab Assistant	<u>20.21</u>	<u>21.22</u>	<u>22.28</u>	<u>23.39</u>	<u>24.57</u>	<u>25.79</u>
	5206		Painter Crew Leader	<u>38.16</u>					
23	0070		Parking Enforcement Officer	<u>23.29</u>	<u>24.45</u>	<u>25.68</u>	<u>26.97</u>	<u>28.31</u>	
24	0071		Parking Enforcement Officer, Lead	<u>25.75</u>	<u>27.04</u>	<u>28.39</u>	<u>29.81</u>	<u>31.30</u>	
	0072		Parking Enforcement Supervisor	<u>30.47</u>	<u>31.99</u>	<u>33.59</u>	<u>35.27</u>	<u>37.03</u>	
25	2008		Permit Specialist	<u>28.59</u>	<u>30.02</u>	<u>31.53</u>	<u>33.10</u>	<u>34.76</u>	
	2009		Permit Specialist, Senior	<u>32.42</u>	<u>34.04</u>	<u>35.74</u>	<u>37.53</u>	<u>39.41</u>	
26	0035		Real Estate Specialist	<u>26.54</u>	<u>27.87</u>	<u>29.26</u>	<u>30.72</u>	<u>32.26</u>	



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0401	Real Estate Specialist, Senior	<u>35.41</u>	<u>37.18</u>	<u>39.04</u>	<u>40.99</u>	<u>43.04</u>	
5014	Recovery & Transfer Center Supervisor	<u>39.20</u>	<u>41.16</u>	<u>43.22</u>	<u>45.38</u>	<u>47.65</u>	
2108	Road Use Compliance Officer	<u>30.47</u>	<u>31.99</u>	<u>33.59</u>	<u>35.27</u>	<u>37.03</u>	
2109	Road Use Compliance Supervisor	<u>33.49</u>	<u>35.16</u>	<u>36.93</u>	<u>38.77</u>	<u>40.71</u>	
5028	Sewer Transmission Systems Maintenance Coordinator	<u>34.92</u>	<u>36.66</u>	<u>38.49</u>	<u>40.42</u>	<u>42.44</u>	
5030	Sewer Transmission Systems Maintenance Supervisor	<u>37.41</u>	<u>39.28</u>	<u>41.25</u>	<u>43.31</u>	<u>45.47</u>	
5017	Solid Waste Collection Supervisor	<u>42.77</u>	<u>44.91</u>				
5037	Solid Waste Route Supervisor	<u>45.47</u>					
0625	Source Control Representative	<u>33.20</u>	<u>34.86</u>	<u>36.60</u>	<u>38.43</u>	<u>40.36</u>	
0626	Source Control Representative, Senior	<u>36.52</u>	<u>38.35</u>	<u>40.26</u>	<u>42.27</u>	<u>44.38</u>	
5026	Street Maintenance Supervisor	<u>43.22</u>	<u>45.38</u>	<u>47.65</u>			
2001	Survey Technician II	<u>26.01</u>	<u>27.31</u>	<u>28.68</u>	<u>30.11</u>	<u>31.61</u>	
2002	Survey Technician III	<u>29.00</u>	<u>30.46</u>	<u>31.98</u>	<u>33.58</u>	<u>35.26</u>	
0613	Utility Services Representative+	<u>28.59</u>	<u>30.02</u>	<u>31.53</u>	<u>33.10</u>	<u>34.76</u>	
0614	Utility Services <u>Representative II Supervisor</u>	<u>38.31</u>	<u>40.22</u>	<u>42.23</u>	<u>44.34</u>	<u>46.56</u>	
5107	WWTP Operations Supervisor	<u>45.51</u>	<u>47.78</u>	<u>50.17</u>	<u>52.68</u>	<u>55.32</u>	
<u>0615</u>	<u>Utility Services Representative, Senior</u>	<u>32.42</u>	<u>34.04</u>	<u>35.74</u>	<u>37.53</u>	<u>39.41</u>	

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2021, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	<u>29.83</u>	<u>31.32</u>	<u>32.89</u>	<u>34.54</u>	<u>36.27</u>	
6010		Building Maintenance Supervisor	<u>43.05</u>	<u>45.21</u>	<u>47.46</u>			
5202		Carpenter Crew Leader	<u>40.97</u>					
2003		Chief Of Party	<u>32.94</u>	<u>34.59</u>	<u>36.32</u>	<u>38.13</u>	<u>40.04</u>	
2006		Chief Surveyor	<u>45.60</u>	<u>47.87</u>	<u>50.26</u>	<u>52.78</u>	<u>55.41</u>	
2005		Chief Surveyor, Assistant	<u>37.19</u>	<u>39.06</u>	<u>41.01</u>	<u>43.06</u>	<u>45.22</u>	
2102		Code Inspector Supervisor	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	<u>46.01</u>	<u>48.31</u>	
5008		Collection Systems Technician	<u>26.71</u>	<u>28.05</u>	<u>29.45</u>	<u>30.92</u>	<u>32.47</u>	
5007		Collection Systems Worker	<u>25.15</u>	<u>26.41</u>	<u>27.73</u>	<u>29.12</u>	<u>30.57</u>	
5006		Community Service Work Crew Leader	<u>30.35</u>	<u>31.87</u>	<u>33.46</u>	<u>35.13</u>	<u>36.89</u>	
2104		Construction Inspection Supervisor	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	<u>46.01</u>	<u>48.31</u>	
2016		Construction Inspector	<u>34.79</u>	<u>36.53</u>	<u>38.36</u>	<u>40.27</u>	<u>42.28</u>	<u>44.39</u>
2015		Construction Inspector, Assistant	<u>30.41</u>	<u>31.93</u>	<u>33.53</u>	<u>35.21</u>	<u>36.97</u>	
2043		Construction Manager	<u>44.55</u>	<u>46.77</u>	<u>49.11</u>	<u>51.68</u>	<u>54.26</u>	<u>56.97</u>
2045		Construction Manager, Associate	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	<u>46.01</u>	<u>48.31</u>	
2046		Engineering Construction Coordinator	<u>39.74</u>	<u>41.73</u>	<u>43.82</u>	<u>46.01</u>	<u>48.31</u>	
2019		Engineering Instrumentation Technician	<u>35.14</u>	<u>36.90</u>	<u>38.75</u>	<u>40.69</u>	<u>42.71</u>	



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2021	Engineering Office Coordinator	35.14	36.90	38.75	40.69	42.71	
2010	Engineering Technician I	25.93	27.22	28.58	30.01	31.52	
2011	Engineering Technician II	29.53	31.00	32.55	34.18	35.89	
2012	Engineering Technician III	32.53	34.15	35.86	37.66	39.54	
2004	Engineering Technician IV	35.79	37.58	39.46	41.44	43.51	
3102	Environmental Lab Scientist I	26.63	27.95	29.36	30.83	32.37	
3105	Environmental Lab Scientist II	32.04	33.65	35.33	37.09	38.94	
3106	Environmental Lab Scientist III	36.68	38.51	40.44	42.46	44.58	
3107	Environmental Lab Scientist in Training	20.95	22.00	23.10	24.26	25.47	
4209	Forensic Services Supervisor	47.48	49.86				
5042	Grounds Maintenance Supervisor	43.22	45.38	47.65			
2101	Inspector	34.45	36.17	37.99	39.88	41.88	
2122	Inspector, Senior	36.53	38.36	40.27	42.28	44.39	
2026	L I D Representative	35.43	37.20	39.07	41.02	43.07	
2027	L I D Representative, Senior	41.70	43.79	45.98	48.28	50.69	
3104	Lab Assistant	20.21	21.22	22.28	23.39	24.57	25.79
5206	Painter Crew Leader	38.16					
0070	Parking Enforcement Officer	23.29	24.45	25.68	26.97	28.31	
0071	Parking Enforcement Officer, Lead	25.75	27.04	28.39	29.81	31.30	
0072	Parking Enforcement Supervisor	30.47	31.99	33.59	35.27	37.03	
2008	Permit Specialist	28.59	30.02	31.53	33.10	34.76	
2009	Permit Specialist, Senior	32.42	34.04	35.74	37.53	39.41	
0035	Real Estate Specialist	26.54	27.87	29.26	30.72	32.26	
0401	Real Estate Specialist, Senior	35.41	37.18	39.04	40.99	43.04	
5014	Recovery & Transfer Center Supervisor	39.20	41.16	43.22	45.38	47.65	
2108	Road Use Compliance Officer	30.47	31.99	33.59	35.27	37.03	
2109	Road Use Compliance Supervisor	33.49	35.16	36.93	38.77	40.71	
5028	Sewer Transmission Systems Maintenance Coordinator	34.92	36.66	38.49	40.42	42.44	
5030	Sewer Transmission Systems Maintenance Supervisor	37.41	39.28	41.25	43.31	45.47	
5017	Solid Waste Collection Supervisor	42.77	44.91				
5037	Solid Waste Route Supervisor	45.47					
0625	Source Control Representative	33.20	34.86	36.60	38.43	40.36	
0626	Source Control Representative, Senior	36.52	38.35	40.26	42.27	44.38	
5026	Street Maintenance Supervisor	43.22	45.38	47.65			
2001	Survey Technician II	26.01	27.31	28.68	30.11	31.61	
2002	Survey Technician III	29.00	30.46	31.98	33.58	35.26	
0613	Utility Services Representative-I	28.59	30.02	31.53	33.10	34.76	
0614	Utility Services Representative II Supervisor	38.31	40.22	42.23	44.34	46.56	
5107	WWTP Operations Supervisor	45.51	47.78	50.17	52.68	55.32	
0615	Utility Services Representative, Senior	32.42	34.04	35.74	37.53	39.41	



	Code	A	Job Title	1	2	3	4	5	6
1	5361		Animal Control & Compliance Supervisor	<u>30.58</u>	<u>32.10</u>	<u>33.71</u>	<u>35.40</u>	<u>37.18</u>	
2	6010		Building Maintenance Supervisor	<u>44.13</u>	<u>46.34</u>	<u>48.65</u>			
	5202		Carpenter Crew Leader	<u>41.99</u>					
3	2003		Chief Of Party	<u>33.76</u>	<u>35.45</u>	<u>37.23</u>	<u>39.08</u>	<u>41.04</u>	
4	2006		Chief Surveyor	<u>46.74</u>	<u>49.07</u>	<u>51.52</u>	<u>54.10</u>	<u>56.80</u>	
	2005		Chief Surveyor, Assistant	<u>38.12</u>	<u>40.04</u>	<u>42.04</u>	<u>44.14</u>	<u>46.35</u>	
5	2102		Code Inspector Supervisor	<u>40.73</u>	<u>42.77</u>	<u>44.92</u>	<u>47.16</u>	<u>49.52</u>	
6	5008		Collection Systems Technician	<u>27.38</u>	<u>28.75</u>	<u>30.19</u>	<u>31.69</u>	<u>33.28</u>	
	5007		Collection Systems Worker	<u>25.78</u>	<u>27.07</u>	<u>28.42</u>	<u>29.85</u>	<u>31.33</u>	
7	5006		Community Service Work Crew Leader	<u>31.11</u>	<u>32.67</u>	<u>34.30</u>	<u>36.01</u>	<u>37.81</u>	
	2104		Construction Inspection Supervisor	<u>40.73</u>	<u>42.77</u>	<u>44.92</u>	<u>47.16</u>	<u>49.52</u>	
8	2016		Construction Inspector	<u>35.66</u>	<u>37.44</u>	<u>39.32</u>	<u>41.28</u>	<u>43.34</u>	<u>45.50</u>
9	2015		Construction Inspector, Assistant	<u>31.17</u>	<u>32.73</u>	<u>34.37</u>	<u>36.09</u>	<u>37.89</u>	
	2043		Construction Manager	<u>45.66</u>	<u>47.94</u>	<u>50.34</u>	<u>52.97</u>	<u>55.62</u>	<u>58.39</u>
10	2045		Construction Manager, Associate	<u>40.73</u>	<u>42.77</u>	<u>44.92</u>	<u>47.16</u>	<u>49.52</u>	
11	2046		Engineering Construction Coordinator	<u>40.73</u>	<u>42.77</u>	<u>44.92</u>	<u>47.16</u>	<u>49.52</u>	
	2019		Engineering Instrumentation Technician	<u>36.02</u>	<u>37.82</u>	<u>39.72</u>	<u>41.71</u>	<u>43.78</u>	
12	2021		Engineering Office Coordinator	<u>36.02</u>	<u>37.82</u>	<u>39.72</u>	<u>41.71</u>	<u>43.78</u>	
13	2010		Engineering Technician I	<u>26.58</u>	<u>27.90</u>	<u>29.29</u>	<u>30.76</u>	<u>32.31</u>	
	2011		Engineering Technician II	<u>30.27</u>	<u>31.78</u>	<u>33.36</u>	<u>35.03</u>	<u>36.79</u>	
14	2012		Engineering Technician III	<u>33.34</u>	<u>35.00</u>	<u>36.76</u>	<u>38.60</u>	<u>40.53</u>	
15	2004		Engineering Technician IV	<u>36.68</u>	<u>38.52</u>	<u>40.45</u>	<u>42.48</u>	<u>44.60</u>	
	3102		Environmental Lab Scientist I	<u>27.30</u>	<u>28.65</u>	<u>30.09</u>	<u>31.60</u>	<u>33.18</u>	
16	3105		Environmental Lab Scientist II	<u>32.84</u>	<u>34.49</u>	<u>36.21</u>	<u>38.02</u>	<u>39.91</u>	
	3106		Environmental Lab Scientist III	<u>37.60</u>	<u>39.47</u>	<u>41.45</u>	<u>43.52</u>	<u>45.69</u>	
17	3107		Environmental Lab Scientist in Training	<u>21.47</u>	<u>22.55</u>	<u>23.68</u>	<u>24.87</u>	<u>26.11</u>	
18	4209		Forensic Services Supervisor	<u>48.67</u>	<u>51.11</u>				
	5042		Grounds Maintenance Supervisor	<u>44.30</u>	<u>46.51</u>	<u>48.84</u>			
19	2101		Inspector	<u>35.31</u>	<u>37.07</u>	<u>38.94</u>	<u>40.88</u>	<u>42.93</u>	
20	2122		Inspector, Senior	<u>37.44</u>	<u>39.32</u>	<u>41.28</u>	<u>43.34</u>	<u>45.50</u>	
	2026		L I D Representative	<u>36.32</u>	<u>38.13</u>	<u>40.05</u>	<u>42.05</u>	<u>44.15</u>	
21	2027		L I D Representative, Senior	<u>42.74</u>	<u>44.88</u>	<u>47.13</u>	<u>49.49</u>	<u>51.96</u>	
22	3104		Lab Assistant	<u>20.72</u>	<u>21.75</u>	<u>22.84</u>	<u>23.97</u>	<u>25.18</u>	<u>26.43</u>
	5206		Painter Crew Leader	<u>39.11</u>					
23	0070		Parking Enforcement Officer	<u>23.87</u>	<u>25.06</u>	<u>26.32</u>	<u>27.64</u>	<u>29.02</u>	
	0071		Parking Enforcement Officer, Lead	<u>26.39</u>	<u>27.72</u>	<u>29.10</u>	<u>30.56</u>	<u>32.08</u>	
24	0072		Parking Enforcement Supervisor	<u>31.23</u>	<u>32.79</u>	<u>34.43</u>	<u>36.15</u>	<u>37.96</u>	
25	2008		Permit Specialist	<u>29.30</u>	<u>30.77</u>	<u>32.32</u>	<u>33.93</u>	<u>35.63</u>	
	2009		Permit Specialist, Senior	<u>33.23</u>	<u>34.89</u>	<u>36.63</u>	<u>38.47</u>	<u>40.40</u>	
26	0035		Real Estate Specialist	<u>27.20</u>	<u>28.57</u>	<u>29.99</u>	<u>31.49</u>	<u>33.07</u>	



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0401	Real Estate Specialist, Senior	<u>36.30</u>	<u>38.11</u>	<u>40.02</u>	<u>42.01</u>	<u>44.12</u>	
5014	Recovery & Transfer Center Supervisor	<u>40.18</u>	<u>42.19</u>	<u>44.30</u>	<u>46.51</u>	<u>48.84</u>	
2108	Road Use Compliance Officer	<u>31.23</u>	<u>32.79</u>	<u>34.43</u>	<u>36.15</u>	<u>37.96</u>	
2109	Road Use Compliance Supervisor	<u>34.33</u>	<u>36.04</u>	<u>37.85</u>	<u>39.74</u>	<u>41.73</u>	
5028	Sewer Transmission Systems Maintenance Coordinator	<u>35.79</u>	<u>37.58</u>	<u>39.45</u>	<u>41.43</u>	<u>43.50</u>	
5030	Sewer Transmission Systems Maintenance Supervisor	<u>38.35</u>	<u>40.26</u>	<u>42.28</u>	<u>44.39</u>	<u>46.61</u>	
5017	Solid Waste Collection Supervisor	<u>42.77</u>	<u>44.91</u>				
5037	Solid Waste Route Supervisor	<u>46.61</u>					
0625	Source Control Representative	<u>34.03</u>	<u>35.73</u>	<u>37.52</u>	<u>39.39</u>	<u>41.37</u>	
0626	Source Control Representative, Senior	<u>37.43</u>	<u>39.31</u>	<u>41.27</u>	<u>43.33</u>	<u>45.49</u>	
5026	Street Maintenance Supervisor	<u>44.30</u>	<u>46.51</u>	<u>48.84</u>			
2001	Survey Technician II	<u>26.66</u>	<u>27.99</u>	<u>29.40</u>	<u>30.86</u>	<u>32.40</u>	
2002	Survey Technician III	<u>29.73</u>	<u>31.22</u>	<u>32.78</u>	<u>34.42</u>	<u>36.14</u>	
0613	Utility Services Representative+	<u>29.30</u>	<u>30.77</u>	<u>32.32</u>	<u>33.93</u>	<u>35.63</u>	
0614	Utility Services <u>Representative II Supervisor</u>	<u>39.27</u>	<u>41.23</u>	<u>43.29</u>	<u>45.45</u>	<u>47.72</u>	
5107	WWTP Operations Supervisor	<u>46.65</u>	<u>48.97</u>	<u>51.42</u>	<u>54.00</u>	<u>56.70</u>	
<u>0615</u>	<u>Utility Services Representative, Senior</u>	<u>33.23</u>	<u>34.89</u>	<u>36.63</u>	<u>38.47</u>	<u>40.40</u>	

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	<u>30.58</u>	<u>32.10</u>	<u>33.71</u>	<u>35.40</u>	<u>37.18</u>	
6010		Building Maintenance Supervisor	<u>44.13</u>	<u>46.34</u>	<u>48.65</u>			
5202		Carpenter Crew Leader	<u>41.99</u>					
2003		Chief Of Party	<u>33.76</u>	<u>35.45</u>	<u>37.23</u>	<u>39.08</u>	<u>41.04</u>	
2006		Chief Surveyor	<u>46.74</u>	<u>49.07</u>	<u>51.52</u>	<u>54.10</u>	<u>56.80</u>	
2005		Chief Surveyor, Assistant	<u>38.12</u>	<u>40.04</u>	<u>42.04</u>	<u>44.14</u>	<u>46.35</u>	
2102		Code Inspector Supervisor	<u>40.73</u>	<u>42.77</u>	<u>44.92</u>	<u>47.16</u>	<u>49.52</u>	
5008		Collection Systems Technician	<u>27.38</u>	<u>28.75</u>	<u>30.19</u>	<u>31.69</u>	<u>33.28</u>	
5007		Collection Systems Worker	<u>25.78</u>	<u>27.07</u>	<u>28.42</u>	<u>29.85</u>	<u>31.33</u>	
5006		Community Service Work Crew Leader	<u>31.11</u>	<u>32.67</u>	<u>34.30</u>	<u>36.01</u>	<u>37.81</u>	
2104		Construction Inspection Supervisor	<u>40.73</u>	<u>42.77</u>	<u>44.92</u>	<u>47.16</u>	<u>49.52</u>	
2016		Construction Inspector	<u>35.66</u>	<u>37.44</u>	<u>39.32</u>	<u>41.28</u>	<u>43.34</u>	<u>45.50</u>
2015		Construction Inspector, Assistant	<u>31.17</u>	<u>32.73</u>	<u>34.37</u>	<u>36.09</u>	<u>37.89</u>	
2043		Construction Manager	<u>45.66</u>	<u>47.94</u>	<u>50.34</u>	<u>52.97</u>	<u>55.62</u>	<u>58.39</u>
2045		Construction Manager, Associate	<u>40.73</u>	<u>42.77</u>	<u>44.92</u>	<u>47.16</u>	<u>49.52</u>	
2046		Engineering Construction Coordinator	<u>40.73</u>	<u>42.77</u>	<u>44.92</u>	<u>47.16</u>	<u>49.52</u>	
2019		Engineering Instrumentation Technician	<u>36.02</u>	<u>37.82</u>	<u>39.72</u>	<u>41.71</u>	<u>43.78</u>	



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2021	Engineering Office Coordinator	36.02	37.82	39.72	41.71	43.78	
2010	Engineering Technician I	26.58	27.90	29.29	30.76	32.31	
2011	Engineering Technician II	30.27	31.78	33.36	35.03	36.79	
2012	Engineering Technician III	33.34	35.00	36.76	38.60	40.53	
2004	Engineering Technician IV	36.68	38.52	40.45	42.48	44.60	
3102	Environmental Lab Scientist I	27.30	28.65	30.09	31.60	33.18	
3105	Environmental Lab Scientist II	32.84	34.49	36.21	38.02	39.91	
3106	Environmental Lab Scientist III	37.60	39.47	41.45	43.52	45.69	
3107	Environmental Lab Scientist in Training	21.47	22.55	23.68	24.87	26.11	
4209	Forensic Services Supervisor	48.67	51.11				
5042	Grounds Maintenance Supervisor	44.30	46.51	48.84			
2101	Inspector	35.31	37.07	38.94	40.88	42.93	
2122	Inspector, Senior	37.44	39.32	41.28	43.34	45.50	
2026	L I D Representative	36.32	38.13	40.05	42.05	44.15	
2027	L I D Representative, Senior	42.74	44.88	47.13	49.49	51.96	
3104	Lab Assistant	20.72	21.75	22.84	23.97	25.18	26.43
5206	Painter Crew Leader	39.11					
0070	Parking Enforcement Officer	23.87	25.06	26.32	27.64	29.02	
0071	Parking Enforcement Officer, Lead	26.39	27.72	29.10	30.56	32.08	
0072	Parking Enforcement Supervisor	31.23	32.79	34.43	36.15	37.96	
2008	Permit Specialist	29.30	30.77	32.32	33.93	35.63	
2009	Permit Specialist, Senior	33.23	34.89	36.63	38.47	40.40	
0035	Real Estate Specialist	27.20	28.57	29.99	31.49	33.07	
0401	Real Estate Specialist, Senior	36.30	38.11	40.02	42.01	44.12	
5014	Recovery & Transfer Center Supervisor	40.18	42.19	44.30	46.51	48.84	
2108	Road Use Compliance Officer	31.23	32.79	34.43	36.15	37.96	
2109	Road Use Compliance Supervisor	34.33	36.04	37.85	39.74	41.73	
5028	Sewer Transmission Systems Maintenance Coordinator	35.79	37.58	39.45	41.43	43.50	
5030	Sewer Transmission Systems Maintenance Supervisor	38.35	40.26	42.28	44.39	46.61	
5017	Solid Waste Collection Supervisor	42.77	44.91				
5037	Solid Waste Route Supervisor	46.61					
0625	Source Control Representative	34.03	35.73	37.52	39.39	41.37	
0626	Source Control Representative, Senior	37.43	39.31	41.27	43.33	45.49	
5026	Street Maintenance Supervisor	44.30	46.51	48.84			
2001	Survey Technician II	26.66	27.99	29.40	30.86	32.40	
2002	Survey Technician III	29.73	31.22	32.78	34.42	36.14	
0613	Utility Services Representative-I	29.30	30.77	32.32	33.93	35.63	
0614	Utility Services Representative II Supervisor	39.27	41.23	43.29	45.45	47.72	
5107	WWTP Operations Supervisor	46.65	48.97	51.42	54.00	56.70	
0615	Utility Services Representative, Senior	33.23	34.89	36.63	38.47	40.40	



	Code	A	Job Title	1	2	3	4	5	6
1	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>	
2	6010		Building Maintenance Supervisor	<u>45.12</u>	<u>47.38</u>	<u>49.74</u>			
	5202		Carpenter Crew Leader	<u>42.93</u>					
3	2003		Chief Of Party	<u>34.52</u>	<u>36.25</u>	<u>38.07</u>	<u>39.96</u>	<u>41.96</u>	
4	2006		Chief Surveyor	<u>47.79</u>	<u>50.17</u>	<u>52.68</u>	<u>55.32</u>	<u>58.08</u>	
	2005		Chief Surveyor, Assistant	<u>38.98</u>	<u>40.94</u>	<u>42.99</u>	<u>45.13</u>	<u>47.39</u>	
5	2102		Code Inspector Supervisor	<u>41.65</u>	<u>43.73</u>	<u>45.93</u>	<u>48.22</u>	<u>50.63</u>	
6	5008		Collection Systems Technician	<u>28.00</u>	<u>29.40</u>	<u>30.87</u>	<u>32.40</u>	<u>34.03</u>	
	5007		Collection Systems Worker	<u>26.36</u>	<u>27.68</u>	<u>29.06</u>	<u>30.52</u>	<u>32.03</u>	
7	5006		Community Service Work Crew Leader	<u>31.81</u>	<u>33.41</u>	<u>35.07</u>	<u>36.82</u>	<u>38.66</u>	
8	2104		Construction Inspection Supervisor	<u>41.65</u>	<u>43.73</u>	<u>45.93</u>	<u>48.22</u>	<u>50.63</u>	
	2016		Construction Inspector	<u>36.46</u>	<u>38.28</u>	<u>40.20</u>	<u>42.21</u>	<u>44.32</u>	<u>46.52</u>
9	2015		Construction Inspector, Assistant	<u>31.87</u>	<u>33.47</u>	<u>35.14</u>	<u>36.90</u>	<u>38.74</u>	
10	2043		Construction Manager	<u>46.69</u>	<u>49.02</u>	<u>51.47</u>	<u>54.16</u>	<u>56.87</u>	<u>59.70</u>
	2045		Construction Manager, Associate	<u>41.65</u>	<u>43.73</u>	<u>45.93</u>	<u>48.22</u>	<u>50.63</u>	
11	2046		Engineering Construction Coordinator	<u>41.65</u>	<u>43.73</u>	<u>45.93</u>	<u>48.22</u>	<u>50.63</u>	
12	2019		Engineering Instrumentation Technician	<u>36.83</u>	<u>38.67</u>	<u>40.61</u>	<u>42.65</u>	<u>44.77</u>	
	2021		Engineering Office Coordinator	<u>36.83</u>	<u>38.67</u>	<u>40.61</u>	<u>42.65</u>	<u>44.77</u>	
13	2010		Engineering Technician I	<u>27.18</u>	<u>28.53</u>	<u>29.95</u>	<u>31.45</u>	<u>33.04</u>	
	2011		Engineering Technician II	<u>30.95</u>	<u>32.50</u>	<u>34.11</u>	<u>35.82</u>	<u>37.62</u>	
14	2012		Engineering Technician III	<u>34.09</u>	<u>35.79</u>	<u>37.59</u>	<u>39.47</u>	<u>41.44</u>	
15	2004		Engineering Technician IV	<u>37.51</u>	<u>39.39</u>	<u>41.36</u>	<u>43.44</u>	<u>45.60</u>	
16	3102		Environmental Lab Scientist I	<u>27.91</u>	<u>29.29</u>	<u>30.77</u>	<u>32.31</u>	<u>33.93</u>	
	3105		Environmental Lab Scientist II	<u>33.58</u>	<u>35.27</u>	<u>37.02</u>	<u>38.88</u>	<u>40.81</u>	
17	3106		Environmental Lab Scientist III	<u>38.45</u>	<u>40.36</u>	<u>42.38</u>	<u>44.50</u>	<u>46.72</u>	
	3107		Environmental Lab Scientist in Training	<u>21.95</u>	<u>23.06</u>	<u>24.21</u>	<u>25.43</u>	<u>26.70</u>	
18	4209		Forensic Services Supervisor	<u>49.77</u>	<u>52.26</u>				
19	5042		Grounds Maintenance Supervisor	<u>45.30</u>	<u>47.56</u>	<u>49.94</u>			
	2101		Inspector	<u>36.10</u>	<u>37.90</u>	<u>39.82</u>	<u>41.80</u>	<u>43.90</u>	
20	2122		Inspector, Senior	<u>38.28</u>	<u>40.20</u>	<u>42.21</u>	<u>44.32</u>	<u>46.52</u>	
	2026		L I D Representative	<u>37.14</u>	<u>38.99</u>	<u>40.95</u>	<u>43.00</u>	<u>45.14</u>	
21	2027		L I D Representative, Senior	<u>43.70</u>	<u>45.89</u>	<u>48.19</u>	<u>50.60</u>	<u>53.13</u>	
22	3104		Lab Assistant	<u>21.19</u>	<u>22.24</u>	<u>23.35</u>	<u>24.51</u>	<u>25.75</u>	<u>27.02</u>
	5206		Painter Crew Leader	<u>39.99</u>					
23	0070		Parking Enforcement Officer	<u>24.41</u>	<u>25.62</u>	<u>26.91</u>	<u>28.26</u>	<u>29.67</u>	
24	0071		Parking Enforcement Officer, Lead	<u>26.98</u>	<u>28.34</u>	<u>29.75</u>	<u>31.25</u>	<u>32.80</u>	
	0072		Parking Enforcement Supervisor	<u>31.93</u>	<u>33.53</u>	<u>35.20</u>	<u>36.96</u>	<u>38.81</u>	
25	2008		Permit Specialist	<u>29.96</u>	<u>31.46</u>	<u>33.05</u>	<u>34.69</u>	<u>36.43</u>	
	2009		Permit Specialist, Senior	<u>33.98</u>	<u>35.68</u>	<u>37.45</u>	<u>39.34</u>	<u>41.31</u>	
26	0035		Real Estate Specialist	<u>27.81</u>	<u>29.21</u>	<u>30.66</u>	<u>32.20</u>	<u>33.81</u>	



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0401	Real Estate Specialist, Senior	<u>37.12</u>	<u>38.97</u>	<u>40.92</u>	<u>42.96</u>	<u>45.11</u>	
5014	Recovery & Transfer Center Supervisor	<u>41.08</u>	<u>43.14</u>	<u>45.30</u>	<u>47.56</u>	<u>49.94</u>	
2108	Road Use Compliance Officer	<u>31.93</u>	<u>33.53</u>	<u>35.20</u>	<u>36.96</u>	<u>38.81</u>	
2109	Road Use Compliance Supervisor	<u>35.10</u>	<u>36.85</u>	<u>38.70</u>	<u>40.63</u>	<u>42.67</u>	
5028	Sewer Transmission Systems Maintenance Coordinator	<u>36.60</u>	<u>38.43</u>	<u>40.34</u>	<u>42.36</u>	<u>44.48</u>	
5030	Sewer Transmission Systems Maintenance Supervisor	<u>39.21</u>	<u>41.17</u>	<u>43.23</u>	<u>45.39</u>	<u>47.66</u>	
5017	Solid Waste Collection Supervisor	<u>42.77</u>	<u>44.91</u>				
5037	Solid Waste Route Supervisor	<u>47.66</u>					
0625	Source Control Representative	<u>34.80</u>	<u>36.53</u>	<u>38.36</u>	<u>40.28</u>	<u>42.30</u>	
0626	Source Control Representative, Senior	<u>38.27</u>	<u>40.19</u>	<u>42.20</u>	<u>44.30</u>	<u>46.51</u>	
5026	Street Maintenance Supervisor	<u>45.30</u>	<u>47.56</u>	<u>49.94</u>	<u>0.00</u>	<u>0.00</u>	
2001	Survey Technician II	<u>27.26</u>	<u>28.62</u>	<u>30.06</u>	<u>31.55</u>	<u>33.13</u>	
2002	Survey Technician III	<u>30.40</u>	<u>31.92</u>	<u>33.52</u>	<u>35.19</u>	<u>36.95</u>	
0613	Utility Services Representative+	<u>29.96</u>	<u>31.46</u>	<u>33.05</u>	<u>34.69</u>	<u>36.43</u>	
0614	Utility Services <u>Representative II Supervisor</u>	<u>40.15</u>	<u>42.16</u>	<u>44.26</u>	<u>46.47</u>	<u>48.79</u>	
5107	WWTP Operations Supervisor	<u>47.70</u>	<u>50.07</u>	<u>52.58</u>	<u>55.22</u>	<u>57.98</u>	
<u>0615</u>	<u>Utility Services Representative, Senior</u>	<u>33.98</u>	<u>35.68</u>	<u>37.45</u>	<u>39.34</u>	<u>41.31</u>	

Section 6. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>24.42</u>	<u>25.65</u>	<u>26.94</u>	<u>28.25</u>	<u>29.67</u>	
5016		Asphalt Plant Crew Leader	<u>33.89</u>	<u>35.58</u>	<u>37.35</u>			
5015		Asphalt Plant Operator	<u>29.54</u>	<u>31.04</u>	<u>32.55</u>			
5201		Carpenter	<u>34.02</u>					
5210		Concrete Finisher Crew Leader	<u>33.89</u>	<u>35.58</u>				
1101		Crime Analyst	<u>28.42</u>	<u>29.87</u>	<u>31.40</u>	<u>33.01</u>	<u>34.68</u>	<u>36.45</u>
1102		Crime Analyst, Senior	<u>32.62</u>	<u>34.30</u>	<u>36.06</u>	<u>37.87</u>	<u>39.80</u>	<u>41.83</u>
1099		Crime Program Technician	<u>23.75</u>	<u>24.96</u>	<u>26.23</u>	<u>27.59</u>	<u>28.97</u>	<u>30.43</u>
4210		Crime Scene Technician	<u>28.28</u>	<u>29.70</u>	<u>31.19</u>	<u>32.76</u>	<u>34.40</u>	
5020		Equipment Operator	<u>31.14</u>					
5021		Equipment Operator, Heavy	<u>32.83</u>	<u>34.47</u>				
4208		Forensic Specialist	<u>31.13</u>	<u>32.70</u>	<u>34.33</u>	<u>36.03</u>	<u>37.82</u>	
5041		Grounds Maintenance Crew Leader	<u>30.74</u>	<u>32.28</u>	<u>33.89</u>	<u>35.58</u>		
5040		Grounds Maintenance Worker	<u>24.59</u>	<u>25.84</u>	<u>27.10</u>	<u>28.45</u>		
5047		Hydro Grounds Maintenance Worker	<u>24.59</u>	<u>25.84</u>	<u>27.10</u>	<u>28.45</u>		
5001		Laborer	<u>12.85</u>	<u>13.50</u>	<u>14.18</u>	<u>14.87</u>	<u>15.62</u>	
4212		Latent Print Examiner	<u>34.27</u>	<u>35.96</u>	<u>37.75</u>	<u>39.65</u>	<u>41.62</u>	
5205		Painter, Industrial	<u>26.88</u>	<u>28.23</u>	<u>29.63</u>	<u>31.13</u>	<u>32.69</u>	



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0016		Police Administrative Support Specialist	<u>24.50</u>	<u>25.74</u>	<u>27.02</u>	<u>28.37</u>	<u>29.79</u>	
0628		Refuse Scale Operator	<u>25.98</u>	<u>27.28</u>				
0627		Solid Waste Worker	<u>21.24</u>	<u>22.29</u>	<u>23.40</u>	<u>24.59</u>	<u>25.81</u>	
5025		Street Maintenance Crew Leader	<u>30.74</u>	<u>32.28</u>	<u>33.89</u>	<u>35.58</u>		
5002		Street Maintenance Worker	<u>24.59</u>	<u>25.81</u>	<u>27.10</u>	<u>28.45</u>		
0530		Tax & License Field Auditor	<u>31.75</u>	<u>33.34</u>	<u>35.00</u>	<u>36.75</u>	<u>38.61</u>	
0531		Tax & License Field Auditor, Senior	<u>34.61</u>	<u>36.35</u>	<u>38.16</u>	<u>40.07</u>	<u>42.09</u>	
0529		Tax & License Office Auditor	<u>29.66</u>	<u>31.15</u>	<u>32.71</u>	<u>34.35</u>	<u>36.06</u>	
0525		Tax License Compliance Officer	<u>32.80</u>	<u>34.44</u>	<u>36.16</u>	<u>37.98</u>	<u>39.85</u>	
5023		Traffic Sign & Marking Specialist	<u>24.90</u>	<u>26.15</u>	<u>27.46</u>	<u>28.81</u>	<u>30.26</u>	

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>25.13</u>	<u>26.39</u>	<u>27.71</u>	<u>29.10</u>	<u>30.56</u>	
5016		Asphalt Plant Crew Leader	<u>34.90</u>	<u>36.64</u>	<u>38.47</u>			
5015		Asphalt Plant Operator	<u>30.41</u>	<u>31.93</u>	<u>33.53</u>			
5201		Carpenter	<u>35.04</u>					
5210		Concrete Finisher Crew Leader	<u>34.90</u>	<u>36.65</u>				
1101		Crime Analyst	<u>30.95</u>	<u>32.50</u>	<u>34.12</u>	<u>35.83</u>	<u>37.62</u>	<u>39.50</u>
1102		Crime Analyst, Senior	<u>35.51</u>	<u>37.29</u>	<u>39.15</u>	<u>41.11</u>	<u>43.17</u>	<u>45.33</u>
1099		Crime Program Technician	<u>25.83</u>	<u>27.12</u>	<u>28.48</u>	<u>29.90</u>	<u>31.40</u>	<u>32.97</u>
4210		Crime Scene Technician	<u>29.14</u>	<u>30.60</u>	<u>32.13</u>	<u>33.74</u>	<u>35.43</u>	
5020		Equipment Operator	<u>32.07</u>					
5021		Equipment Operator, Heavy	<u>33.81</u>	<u>35.50</u>				
4208		Forensic Specialist	<u>32.05</u>	<u>33.65</u>	<u>35.33</u>	<u>37.10</u>	<u>38.95</u>	
5041		Grounds Maintenance Crew Leader	<u>31.66</u>	<u>33.24</u>	<u>34.90</u>	<u>36.65</u>		
5040		Grounds Maintenance Worker	<u>25.30</u>	<u>26.57</u>	<u>27.90</u>	<u>29.30</u>		
5047		Hydro Grounds Maintenance Worker	<u>25.30</u>	<u>26.57</u>	<u>27.90</u>	<u>29.30</u>		
5001		Laborer	<u>17.24</u>	<u>18.10</u>	<u>19.00</u>			
4212		Latent Print Examiner	<u>35.28</u>	<u>37.04</u>	<u>38.89</u>	<u>40.83</u>	<u>42.87</u>	
5205		Painter, Industrial	<u>27.70</u>	<u>29.09</u>	<u>30.54</u>	<u>32.07</u>	<u>33.67</u>	
0016		Police Administrative Support Specialist	<u>25.24</u>	<u>26.50</u>	<u>27.83</u>	<u>29.22</u>	<u>30.68</u>	
0628		Refuse Scale Operator	<u>26.76</u>	<u>28.10</u>				
0627		Solid Waste Worker	<u>21.86</u>	<u>22.95</u>	<u>24.10</u>	<u>25.31</u>	<u>26.58</u>	
5025		Street Maintenance Crew Leader	<u>31.66</u>	<u>33.24</u>	<u>34.90</u>	<u>36.65</u>		
5002		Street Maintenance Worker	<u>25.30</u>	<u>26.57</u>	<u>27.90</u>	<u>29.30</u>		
0530		Tax & License Field Auditor	<u>32.72</u>	<u>34.36</u>	<u>36.08</u>	<u>37.88</u>	<u>39.77</u>	
0531		Tax & License Field Auditor, Senior	<u>35.67</u>	<u>37.45</u>	<u>39.32</u>	<u>41.29</u>	<u>43.35</u>	
0529		Tax & License Office Auditor	<u>30.56</u>	<u>32.09</u>	<u>33.69</u>	<u>35.37</u>	<u>37.14</u>	
0525		Tax License Compliance Officer	<u>33.78</u>	<u>35.47</u>	<u>37.24</u>	<u>39.10</u>	<u>41.05</u>	
5023		Traffic Sign & Marking Specialist	<u>25.65</u>	<u>26.93</u>	<u>28.28</u>	<u>29.69</u>	<u>31.17</u>	



Section 7. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	25.13	26.39	27.71	29.10	30.56	
5016		Asphalt Plant Crew Leader	34.90	36.64	38.47			
5015		Asphalt Plant Operator	30.41	31.93	33.53			
5201		Carpenter	35.04					
5210		Concrete Finisher Crew Leader	34.90	36.65				
1101		Crime Analyst	30.95	32.50	34.12	35.83	37.62	39.50
1102		Crime Analyst, Senior	35.51	37.29	39.15	41.11	43.17	45.33
1099		Crime Program Technician	25.83	27.12	28.48	29.90	31.40	32.97
4210		Crime Scene Technician	29.14	30.60	32.13	33.74	35.43	
5020		Equipment Operator	32.07					
5021		Equipment Operator, Heavy	33.81	35.50				
4208		Forensic Specialist	32.05	33.65	35.33	37.10	38.95	
5041		Grounds Maintenance Crew Leader	31.66	33.24	34.90	36.65		
5040		Grounds Maintenance Worker	25.30	26.57	27.90	29.30		
5047		Hydro Grounds Maintenance Worker	25.30	26.57	27.90	29.30		
5001		Laborer	17.24	18.10	19.00			
4212		Latent Print Examiner	35.28	37.04	38.89	40.83	42.87	
5205		Painter, Industrial	27.70	29.09	30.54	32.07	33.67	
0016		Police Administrative Support Specialist	25.24	26.50	27.83	29.22	30.68	
0628		Refuse Scale Operator	26.76	28.10				
0627		Solid Waste Worker	21.86	22.95	24.10	25.31	26.58	
5025		Street Maintenance Crew Leader	31.66	33.24	34.90	36.65		
5002		Street Maintenance Worker	25.30	26.57	27.90	29.30		
0530		Tax & License Field Auditor	32.72	34.36	36.08	37.88	39.77	
0531		Tax & License Field Auditor, Senior	35.67	37.45	39.32	41.29	43.35	
0529		Tax & License Office Auditor	30.56	32.09	33.69	35.37	37.14	
0525		Tax License Compliance Officer	33.78	35.47	37.24	39.10	41.05	
5023		Traffic Sign & Marking Specialist	25.65	26.93	28.28	29.69	31.17	

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	25.90	27.19	28.55	29.98	31.48	
5016		Asphalt Plant Crew Leader	35.93	37.73	39.62			
5015		Asphalt Plant Operator	31.33	32.90	34.54			
5201		Carpenter	36.09					
5210		Concrete Finisher Crew Leader	35.95	37.75				
1101		Crime Analyst	31.88	33.47	35.14	36.90	38.75	40.69
1102		Crime Analyst, Senior	36.58	38.41	40.33	42.35	44.47	46.69



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1099	Crime Program Technician	<u>26.60</u>	<u>27.93</u>	<u>29.33</u>	<u>30.80</u>	<u>32.34</u>	<u>33.96</u>
4210	Crime Scene Technician	<u>30.02</u>	<u>31.52</u>	<u>33.10</u>	<u>34.75</u>	<u>36.49</u>	
5020	Equipment Operator	<u>33.03</u>					
5021	Equipment Operator, Heavy	<u>34.83</u>	<u>36.57</u>				
4208	Forensic Specialist	<u>33.01</u>	<u>34.66</u>	<u>36.39</u>	<u>38.21</u>	<u>40.12</u>	
5041	Grounds Maintenance Crew Leader	<u>32.61</u>	<u>34.24</u>	<u>35.95</u>	<u>37.75</u>		
5040	Grounds Maintenance Worker	<u>26.07</u>	<u>27.37</u>	<u>28.74</u>	<u>30.18</u>		
5047	Hydro Grounds Maintenance Worker	<u>26.07</u>	<u>27.37</u>	<u>28.74</u>	<u>30.18</u>		
5001	Laborer	<u>17.75</u>	<u>18.64</u>	<u>19.57</u>			
4212	Latent Print Examiner	<u>36.33</u>	<u>38.15</u>	<u>40.06</u>	<u>42.06</u>	<u>44.16</u>	
5205	Painter, Industrial	<u>28.53</u>	<u>29.96</u>	<u>31.46</u>	<u>33.03</u>	<u>34.68</u>	
0016	Police Administrative Support Specialist	<u>26.00</u>	<u>27.30</u>	<u>28.67</u>	<u>30.10</u>	<u>31.60</u>	
0628	Refuse Scale Operator	<u>27.56</u>	<u>28.94</u>				
0627	Solid Waste Worker	<u>22.53</u>	<u>23.66</u>	<u>24.84</u>	<u>26.08</u>	<u>27.38</u>	
5025	Street Maintenance Crew Leader	<u>32.61</u>	<u>34.24</u>	<u>35.95</u>	<u>37.75</u>		
5002	Street Maintenance Worker	<u>26.07</u>	<u>27.37</u>	<u>28.74</u>	<u>30.18</u>		
0530	Tax & License Field Auditor	<u>33.70</u>	<u>35.38</u>	<u>37.15</u>	<u>39.01</u>	<u>40.96</u>	
0531	Tax & License Field Auditor, Senior	<u>36.73</u>	<u>38.57</u>	<u>40.50</u>	<u>42.52</u>	<u>44.65</u>	
0529	Tax & License Office Auditor	<u>31.48</u>	<u>33.05</u>	<u>34.70</u>	<u>36.43</u>	<u>38.25</u>	
0525	Tax License Compliance Officer	<u>34.78</u>	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.28</u>	
5023	Traffic Sign & Marking Specialist	<u>26.41</u>	<u>27.73</u>	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	

Section 8. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2021, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>25.90</u>	<u>27.19</u>	<u>28.55</u>	<u>29.98</u>	<u>31.48</u>	
5016		Asphalt Plant Crew Leader	<u>35.93</u>	<u>37.73</u>	<u>39.62</u>			
5015		Asphalt Plant Operator	<u>31.33</u>	<u>32.90</u>	<u>34.54</u>			
5201		Carpenter	<u>36.09</u>					
5210		Concrete Finisher Crew Leader	<u>35.95</u>	<u>37.75</u>				
1101		Crime Analyst	<u>31.88</u>	<u>33.47</u>	<u>35.14</u>	<u>36.90</u>	<u>38.75</u>	<u>40.69</u>
1102		Crime Analyst, Senior	<u>36.58</u>	<u>38.41</u>	<u>40.33</u>	<u>42.35</u>	<u>44.47</u>	<u>46.69</u>
1099		Crime Program Technician	<u>26.60</u>	<u>27.93</u>	<u>29.33</u>	<u>30.80</u>	<u>32.34</u>	<u>33.96</u>
4210		Crime Scene Technician	<u>30.02</u>	<u>31.52</u>	<u>33.10</u>	<u>34.75</u>	<u>36.49</u>	
5020		Equipment Operator	<u>33.03</u>					
5021		Equipment Operator, Heavy	<u>34.83</u>	<u>36.57</u>				
4208		Forensic Specialist	<u>33.01</u>	<u>34.66</u>	<u>36.39</u>	<u>38.21</u>	<u>40.12</u>	
5041		Grounds Maintenance Crew Leader	<u>32.61</u>	<u>34.24</u>	<u>35.95</u>	<u>37.75</u>		
5040		Grounds Maintenance Worker	<u>26.07</u>	<u>27.37</u>	<u>28.74</u>	<u>30.18</u>		



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5047	Hydro Grounds Maintenance Worker	<u>26.07</u>	<u>27.37</u>	<u>28.74</u>	<u>30.18</u>		
5001	Laborer	<u>17.75</u>	<u>18.64</u>	<u>19.57</u>			
4212	Latent Print Examiner	<u>36.33</u>	<u>38.15</u>	<u>40.06</u>	<u>42.06</u>	<u>44.16</u>	
5205	Painter, Industrial	<u>28.53</u>	<u>29.96</u>	<u>31.46</u>	<u>33.03</u>	<u>34.68</u>	
0016	Police Administrative Support Specialist	<u>26.00</u>	<u>27.30</u>	<u>28.67</u>	<u>30.10</u>	<u>31.60</u>	
0628	Refuse Scale Operator	<u>27.56</u>	<u>28.94</u>				
0627	Solid Waste Worker	<u>22.53</u>	<u>23.66</u>	<u>24.84</u>	<u>26.08</u>	<u>27.38</u>	
5025	Street Maintenance Crew Leader	<u>32.61</u>	<u>34.24</u>	<u>35.95</u>	<u>37.75</u>		
5002	Street Maintenance Worker	<u>26.07</u>	<u>27.37</u>	<u>28.74</u>	<u>30.18</u>		
0530	Tax & License Field Auditor	<u>33.70</u>	<u>35.38</u>	<u>37.15</u>	<u>39.01</u>	<u>40.96</u>	
0531	Tax & License Field Auditor, Senior	<u>36.73</u>	<u>38.57</u>	<u>40.50</u>	<u>42.52</u>	<u>44.65</u>	
0529	Tax & License Office Auditor	<u>31.48</u>	<u>33.05</u>	<u>34.70</u>	<u>36.43</u>	<u>38.25</u>	
0525	Tax License Compliance Officer	<u>34.78</u>	<u>36.52</u>	<u>38.35</u>	<u>40.27</u>	<u>42.28</u>	
5023	Traffic Sign & Marking Specialist	<u>26.41</u>	<u>27.73</u>	<u>29.12</u>	<u>30.58</u>	<u>32.11</u>	

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>26.55</u>	<u>27.87</u>	<u>29.26</u>	<u>30.73</u>	<u>32.27</u>	
5016		Asphalt Plant Crew Leader	<u>36.83</u>	<u>38.67</u>	<u>40.61</u>			
5015		Asphalt Plant Operator	<u>32.11</u>	<u>33.72</u>	<u>35.40</u>			
5201		Carpenter	<u>36.99</u>					
5210		Concrete Finisher Crew Leader	<u>36.85</u>	<u>38.69</u>				
1101		Crime Analyst	<u>32.68</u>	<u>34.31</u>	<u>36.02</u>	<u>37.82</u>	<u>39.72</u>	<u>41.71</u>
1102		Crime Analyst, Senior	<u>37.49</u>	<u>39.37</u>	<u>41.34</u>	<u>43.41</u>	<u>45.58</u>	<u>47.86</u>
1099		Crime Program Technician	<u>27.27</u>	<u>28.63</u>	<u>30.06</u>	<u>31.57</u>	<u>33.15</u>	<u>34.81</u>
4210		Crime Scene Technician	<u>30.77</u>	<u>32.31</u>	<u>33.93</u>	<u>35.62</u>	<u>37.40</u>	
5020		Equipment Operator	<u>33.86</u>					
5021		Equipment Operator, Heavy	<u>35.70</u>	<u>37.48</u>				
4208		Forensic Specialist	<u>33.84</u>	<u>35.53</u>	<u>37.30</u>	<u>39.17</u>	<u>41.12</u>	
5041		Grounds Maintenance Crew Leader	<u>33.43</u>	<u>35.10</u>	<u>36.85</u>	<u>38.69</u>		
5040		Grounds Maintenance Worker	<u>26.72</u>	<u>28.05</u>	<u>29.46</u>	<u>30.93</u>		
5047		Hydro Grounds Maintenance Worker	<u>26.72</u>	<u>28.05</u>	<u>29.46</u>	<u>30.93</u>		
5001		Laborer	<u>18.19</u>	<u>19.11</u>	<u>20.06</u>			
4212		Latent Print Examiner	<u>37.24</u>	<u>39.10</u>	<u>41.06</u>	<u>43.11</u>	<u>45.26</u>	
5205		Painter, Industrial	<u>29.24</u>	<u>30.71</u>	<u>32.25</u>	<u>33.86</u>	<u>35.55</u>	
0016		Police Administrative Support Specialist	<u>26.65</u>	<u>27.98</u>	<u>29.39</u>	<u>30.85</u>	<u>32.39</u>	
0628		Refuse Scale Operator	<u>28.25</u>	<u>29.66</u>				
0627		Solid Waste Worker	<u>23.09</u>	<u>24.25</u>	<u>25.46</u>	<u>26.73</u>	<u>28.06</u>	
5025		Street Maintenance Crew Leader	<u>33.43</u>	<u>35.10</u>	<u>36.85</u>	<u>38.69</u>		
5002		Street Maintenance Worker	<u>26.72</u>	<u>28.05</u>	<u>29.46</u>	<u>30.93</u>		
0530		Tax & License Field Auditor	<u>34.54</u>	<u>36.26</u>	<u>38.08</u>	<u>39.99</u>	<u>41.98</u>	
0531		Tax & License Field Auditor, Senior	<u>37.65</u>	<u>39.53</u>	<u>41.51</u>	<u>43.58</u>	<u>45.77</u>	
0529		Tax & License Office Auditor	<u>32.27</u>	<u>33.88</u>	<u>35.57</u>	<u>37.34</u>	<u>39.21</u>	



0525		Tax License Compliance Officer	<u>35.65</u>	<u>37.43</u>	<u>39.31</u>	<u>41.28</u>	<u>43.34</u>	
5023		Traffic Sign & Marking Specialist	<u>27.07</u>	<u>28.42</u>	<u>29.85</u>	<u>31.34</u>	<u>32.91</u>	

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Section 9. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>26.55</u>	<u>27.87</u>	<u>29.26</u>	<u>30.73</u>	<u>32.27</u>	
5016		Asphalt Plant Crew Leader	<u>36.83</u>	<u>38.67</u>	<u>40.64</u>			
5015		Asphalt Plant Operator	<u>32.11</u>	<u>33.72</u>	<u>35.40</u>			
5201		Carpenter	<u>36.99</u>					
5210		Concrete Finisher Crew Leader	<u>36.85</u>	<u>38.69</u>				
1101		Crime Analyst	<u>32.68</u>	<u>34.34</u>	<u>36.02</u>	<u>37.82</u>	<u>39.72</u>	<u>41.74</u>
1102		Crime Analyst, Senior	<u>37.49</u>	<u>39.37</u>	<u>41.34</u>	<u>43.41</u>	<u>45.58</u>	<u>47.86</u>
1099		Crime Program Technician	<u>27.27</u>	<u>28.63</u>	<u>30.06</u>	<u>31.57</u>	<u>33.15</u>	<u>34.84</u>
4210		Crime Scene Technician	<u>30.77</u>	<u>32.34</u>	<u>33.93</u>	<u>35.62</u>	<u>37.40</u>	
5020		Equipment Operator	<u>33.86</u>					
5021		Equipment Operator, Heavy	<u>35.70</u>	<u>37.48</u>				
4208		Forensic Specialist	<u>33.84</u>	<u>35.53</u>	<u>37.30</u>	<u>39.17</u>	<u>41.12</u>	
5041		Grounds Maintenance Crew Leader	<u>33.43</u>	<u>35.10</u>	<u>36.85</u>	<u>38.69</u>		
5040		Grounds Maintenance Worker	<u>26.72</u>	<u>28.05</u>	<u>29.46</u>	<u>30.93</u>		
5047		Hydro Grounds Maintenance Worker	<u>26.72</u>	<u>28.05</u>	<u>29.46</u>	<u>30.93</u>		
5001		Laborer	<u>18.19</u>	<u>19.11</u>	<u>20.06</u>			
4212		Latent Print Examiner	<u>37.24</u>	<u>39.10</u>	<u>41.06</u>	<u>43.11</u>	<u>45.26</u>	
5205		Painter, Industrial	<u>29.24</u>	<u>30.71</u>	<u>32.25</u>	<u>33.86</u>	<u>35.55</u>	
0016		Police Administrative Support Specialist	<u>26.65</u>	<u>27.98</u>	<u>29.39</u>	<u>30.85</u>	<u>32.39</u>	
0628		Refuse Scale Operator	<u>28.25</u>	<u>29.66</u>				
0627		Solid Waste Worker	<u>23.09</u>	<u>24.25</u>	<u>25.46</u>	<u>26.73</u>	<u>28.06</u>	
5025		Street Maintenance Crew Leader	<u>33.43</u>	<u>35.10</u>	<u>36.85</u>	<u>38.69</u>		
5002		Street Maintenance Worker	<u>26.72</u>	<u>28.05</u>	<u>29.46</u>	<u>30.93</u>		
0530		Tax & License Field Auditor	<u>34.54</u>	<u>36.26</u>	<u>38.08</u>	<u>39.99</u>	<u>41.98</u>	
0531		Tax & License Field Auditor, Senior	<u>37.65</u>	<u>39.53</u>	<u>41.51</u>	<u>43.58</u>	<u>45.77</u>	
0529		Tax & License Office Auditor	<u>32.27</u>	<u>33.88</u>	<u>35.57</u>	<u>37.34</u>	<u>39.21</u>	
0525		Tax License Compliance Officer	<u>35.65</u>	<u>37.43</u>	<u>39.31</u>	<u>41.28</u>	<u>43.34</u>	
5023		Traffic Sign & Marking Specialist	<u>27.07</u>	<u>28.42</u>	<u>29.85</u>	<u>31.34</u>	<u>32.91</u>	

Code	A	Job Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>27.15</u>	<u>28.50</u>	<u>29.92</u>	<u>31.42</u>	<u>33.00</u>	
5016		Asphalt Plant Crew Leader	<u>37.66</u>	<u>39.54</u>	<u>41.52</u>			
5015		Asphalt Plant Operator	<u>32.83</u>	<u>34.48</u>	<u>36.20</u>			



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5201	Carpenter	<u>37.82</u>					
5210	Concrete Finisher Crew Leader	<u>37.68</u>	<u>39.56</u>				
1101	Crime Analyst	<u>33.42</u>	<u>35.08</u>	<u>36.83</u>	<u>38.67</u>	<u>40.61</u>	<u>42.65</u>
1102	Crime Analyst, Senior	<u>38.33</u>	<u>40.26</u>	<u>42.27</u>	<u>44.39</u>	<u>46.61</u>	<u>48.94</u>
1099	Crime Program Technician	<u>27.88</u>	<u>29.27</u>	<u>30.74</u>	<u>32.28</u>	<u>33.90</u>	<u>35.59</u>
4210	Crime Scene Technician	<u>31.46</u>	<u>33.04</u>	<u>34.69</u>	<u>36.42</u>	<u>38.24</u>	
5020	Equipment Operator	<u>34.62</u>					
5021	Equipment Operator, Heavy	<u>36.50</u>	<u>38.32</u>				
4208	Forensic Specialist	<u>34.60</u>	<u>36.33</u>	<u>38.14</u>	<u>40.05</u>	<u>42.05</u>	
5041	Grounds Maintenance Crew Leader	<u>34.18</u>	<u>35.89</u>	<u>37.68</u>	<u>39.56</u>		
5040	Grounds Maintenance Worker	<u>27.32</u>	<u>28.68</u>	<u>30.12</u>	<u>31.63</u>		
5047	Hydro Grounds Maintenance Worker	<u>27.32</u>	<u>28.68</u>	<u>30.12</u>	<u>31.63</u>		
5001	Laborer	<u>18.60</u>	<u>19.54</u>	<u>20.51</u>			
4212	Latent Print Examiner	<u>38.08</u>	<u>39.98</u>	<u>41.98</u>	<u>44.08</u>	<u>46.28</u>	
5205	Painter, Industrial	<u>29.90</u>	<u>31.40</u>	<u>32.98</u>	<u>34.62</u>	<u>36.35</u>	
0016	Police Administrative Support Specialist	<u>27.25</u>	<u>28.61</u>	<u>30.05</u>	<u>31.54</u>	<u>33.12</u>	
0628	Refuse Scale Operator	<u>28.89</u>	<u>30.33</u>				
0627	Solid Waste Worker	<u>23.61</u>	<u>24.80</u>	<u>26.03</u>	<u>27.33</u>	<u>28.69</u>	
5025	Street Maintenance Crew Leader	<u>34.18</u>	<u>35.89</u>	<u>37.68</u>	<u>39.56</u>		
5002	Street Maintenance Worker	<u>27.32</u>	<u>28.68</u>	<u>30.12</u>	<u>31.63</u>		
0530	Tax & License Field Auditor	<u>35.32</u>	<u>37.08</u>	<u>38.94</u>	<u>40.89</u>	<u>42.92</u>	
0531	Tax & License Field Auditor, Senior	<u>38.50</u>	<u>40.42</u>	<u>42.44</u>	<u>44.56</u>	<u>46.80</u>	
0529	Tax & License Office Auditor	<u>33.00</u>	<u>34.64</u>	<u>36.37</u>	<u>38.18</u>	<u>40.09</u>	
0525	Tax License Compliance Officer	<u>36.45</u>	<u>38.27</u>	<u>40.19</u>	<u>42.21</u>	<u>44.32</u>	
5023	Traffic Sign & Marking Specialist	<u>27.68</u>	<u>29.06</u>	<u>30.52</u>	<u>32.05</u>	<u>33.65</u>	

Section 10. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>35.04</u>				
5310		Fabrication Welder	<u>34.97</u>	<u>36.72</u>			
5335		Fire & Marine Diesel Mechanic	<u>38.20</u>				
5336		Fire & Marine Shop Supervisor	<u>47.72</u>				
5312		Machinist	<u>35.65</u>				
5338		Solid Waste Mechanic	<u>32.25</u>				
5330		Vehicle & Equipment Shop Attendant	<u>25.26</u>	<u>26.52</u>	<u>27.84</u>	<u>29.24</u>	<u>30.70</u>
5334		Vehicle & Equipment Shop Supervisor	<u>43.28</u>	<u>45.44</u>			
5099		WWTP Assistant	<u>26.99</u>	<u>28.34</u>	<u>29.77</u>	<u>31.24</u>	<u>32.81</u>



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5105		WWTP Maintenance Machinist	<u>35.42</u>	<u>37.21</u>	<u>39.06</u>	<u>41.02</u>	
5106		WWTP Maintenance Machinist, Senior	<u>42.96</u>	<u>45.10</u>			
5111		WWTP Maintenance Technician	<u>31.90</u>	<u>33.49</u>	<u>35.16</u>		

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>35.71</u>				
5310		Fabrication Welder	<u>35.67</u>	<u>37.45</u>			
5335		Fire & Marine Diesel Mechanic	<u>38.96</u>				
5336		Fire & Marine Shop Supervisor	<u>48.67</u>				
5312		Machinist	<u>36.36</u>				
5338		Solid Waste Mechanic	<u>32.90</u>				
5330		Vehicle & Equipment Shop Attendant	<u>25.76</u>	<u>27.05</u>	<u>28.40</u>	<u>29.82</u>	<u>31.31</u>
5334		Vehicle & Equipment Shop Supervisor	<u>44.14</u>	<u>46.35</u>			
5099		WWTP Assistant	<u>27.54</u>	<u>28.92</u>	<u>30.37</u>		
5105		WWTP Maintenance Machinist	<u>37.95</u>	<u>39.85</u>	<u>41.84</u>		
5106		WWTP Maintenance Machinist, Senior	<u>43.81</u>	<u>46.00</u>			
5111		WWTP Maintenance Technician	<u>32.52</u>	<u>34.15</u>	<u>35.86</u>		

Section 11. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2021, to read as follows:

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>35.71</u>				
5310		Fabrication Welder	<u>35.67</u>	<u>37.45</u>			
5335		Fire & Marine Diesel Mechanic	<u>38.96</u>				
5336		Fire & Marine Shop Supervisor	<u>48.67</u>				
5312		Machinist	<u>36.36</u>				
5338		Solid Waste Mechanic	<u>32.90</u>				
5330		Vehicle & Equipment Shop Attendant	<u>25.76</u>	<u>27.05</u>	<u>28.40</u>	<u>29.82</u>	<u>31.31</u>
5334		Vehicle & Equipment Shop Supervisor	<u>44.14</u>	<u>46.35</u>			
5099		WWTP Assistant	<u>27.54</u>	<u>28.92</u>	<u>30.37</u>		
5105		WWTP Maintenance Machinist	<u>37.95</u>	<u>39.85</u>	<u>41.84</u>		
5106		WWTP Maintenance Machinist, Senior	<u>43.81</u>	<u>46.00</u>			
5111		WWTP Maintenance Technician	<u>32.52</u>	<u>34.15</u>	<u>35.86</u>		

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>36.42</u>				
5310		Fabrication Welder	<u>36.38</u>	<u>38.20</u>			
5335		Fire & Marine Diesel Mechanic	<u>39.74</u>				



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5336		Fire & Marine Shop Supervisor	<u>49.64</u>				
5312		Machinist	<u>37.09</u>				
5338		Solid Waste Mechanic	<u>33.56</u>				
5330		Vehicle & Equipment Shop Attendant	<u>26.28</u>	<u>27.59</u>	<u>28.97</u>	<u>30.42</u>	<u>31.94</u>
5334		Vehicle & Equipment Shop Supervisor	<u>45.03</u>	<u>47.28</u>			
5099		WWTP Assistant	<u>28.10</u>	<u>29.50</u>	<u>30.98</u>		
5105		WWTP Maintenance Machinist	<u>38.71</u>	<u>40.65</u>	<u>42.68</u>		
5106		WWTP Maintenance Machinist, Senior	<u>44.69</u>	<u>46.92</u>			
5111		WWTP Maintenance Technician	<u>33.18</u>	<u>34.84</u>	<u>36.58</u>		

Section 12. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>36.42</u>				
5310		Fabrication Welder	36.38	<u>38.20</u>			
5335		Fire & Marine Diesel Mechanic	<u>39.74</u>				
5336		Fire & Marine Shop Supervisor	<u>49.64</u>				
5312		Machinist	<u>37.09</u>				
5338		Solid Waste Mechanic	<u>33.56</u>				
5330		Vehicle & Equipment Shop Attendant	<u>26.28</u>	<u>27.59</u>	<u>28.97</u>	<u>30.42</u>	<u>31.94</u>
5334		Vehicle & Equipment Shop Supervisor	<u>45.03</u>	<u>47.28</u>			
5099		WWTP Assistant	<u>28.10</u>	<u>29.50</u>	<u>30.98</u>		
5105		WWTP Maintenance Machinist	<u>38.71</u>	<u>40.65</u>	<u>42.68</u>		
5106		WWTP Maintenance Machinist, Senior	<u>44.69</u>	<u>46.92</u>			
5111		WWTP Maintenance Technician	<u>33.18</u>	<u>34.84</u>	<u>36.58</u>		

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>37.15</u>				
5310		Fabrication Welder	<u>37.10</u>	<u>38.96</u>			
5335		Fire & Marine Diesel Mechanic	<u>40.53</u>				
5336		Fire & Marine Shop Supervisor	<u>50.63</u>				
5312		Machinist	<u>37.83</u>				
5338		Solid Waste Mechanic	<u>34.23</u>				
5330		Vehicle & Equipment Shop Attendant	<u>26.80</u>	<u>28.14</u>	<u>29.55</u>	<u>31.03</u>	<u>32.58</u>
5334		Vehicle & Equipment Shop Supervisor	<u>45.93</u>	<u>48.23</u>			
5099		WWTP Assistant	<u>28.67</u>	<u>30.10</u>	<u>31.60</u>		
5105		WWTP Maintenance Machinist	<u>39.49</u>	<u>41.46</u>	<u>43.53</u>		
5106		WWTP Maintenance Machinist, Senior	<u>45.58</u>	<u>47.86</u>			
5111		WWTP Maintenance Technician	<u>33.84</u>	<u>35.53</u>	<u>37.31</u>		



Section 13. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	37.15				
5310		Fabrication Welder	37.10	38.96			
5335		Fire & Marine Diesel Mechanic	40.53				
5336		Fire & Marine Shop Supervisor	50.63				
5312		Machinist	37.83				
5338		Solid Waste Mechanic	34.23				
5330		Vehicle & Equipment Shop Attendant	26.80	28.14	29.55	31.03	32.58
5334		Vehicle & Equipment Shop Supervisor	45.93	48.23			
5099		WWTP Assistant	28.67	30.10	31.60		
5105		WWTP Maintenance Machinist	39.49	41.46	43.53		
5106		WWTP Maintenance Machinist, Senior	45.58	47.86			
5111		WWTP Maintenance Technician	33.84	35.53	37.31		

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>37.89</u>				
5310		Fabrication Welder	<u>37.85</u>	<u>39.74</u>			
5335		Fire & Marine Diesel Mechanic	<u>41.34</u>				
5336		Fire & Marine Shop Supervisor	<u>51.64</u>				
5312		Machinist	<u>38.59</u>				
5338		Solid Waste Mechanic	<u>34.91</u>				
5330		Vehicle & Equipment Shop Attendant	<u>27.33</u>	<u>28.70</u>	<u>30.14</u>	<u>31.65</u>	<u>33.23</u>
5334		Vehicle & Equipment Shop Supervisor	<u>46.85</u>	<u>49.19</u>			
5099		WWTP Assistant	<u>29.24</u>	<u>30.70</u>	<u>32.23</u>		
5105		WWTP Maintenance Machinist	<u>40.28</u>	<u>42.29</u>	<u>44.40</u>		
5106		WWTP Maintenance Machinist, Senior	<u>46.50</u>	<u>48.82</u>			
5111		WWTP Maintenance Technician	<u>34.52</u>	<u>36.25</u>	<u>38.06</u>		

Section 14. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	45.33	47.59	49.97	52.46	55.09

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	<u>46.22</u>	<u>48.53</u>	<u>50.96</u>	<u>53.51</u>	<u>56.19</u>



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Section 15. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2021, to read as follows:

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	46.22	48.53	50.96	53.51	56.19

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	<u>47.14</u>	<u>49.50</u>	<u>51.98</u>	<u>54.58</u>	<u>57.31</u>

Section 16. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	<u>47.14</u>	<u>49.50</u>	<u>51.98</u>	<u>54.58</u>	<u>57.31</u>

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	<u>48.10</u>	<u>50.50</u>	<u>53.03</u>	<u>55.68</u>	<u>58.46</u>

Section 17. That Section 1.12.355 of the TMC is hereby amended,
effective January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	<u>48.10</u>	<u>50.50</u>	<u>53.03</u>	<u>55.68</u>	<u>58.46</u>

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	<u>49.06</u>	<u>51.51</u>	<u>54.09</u>	<u>56.79</u>	<u>59.63</u>

Section 18. That Section 1.12.355 of the TMC is hereby amended,
effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2
7101		Railway Yard Clerk	27.23	36.35

Code	A	Job Title	1	2
7101		Railway Yard Clerk	<u>28.99</u>	<u>38.65</u>



Section 19. That Section 1.12.355 of the TMC is hereby amended,
 1 effective January 1, 2021, to read as follows:

2

Code	A	Job Title	1	2
7101		Railway Yard Clerk	28.99	38.65

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Code	A	Job Title	1	2
7101		Railway Yard Clerk	<u>29.63</u>	<u>39.50</u>

5

6 Section 20. That Section 1.12.355 of the TMC is hereby amended,
 7 effective January 1, 2022, to read as follows:

8

Code	A	Job Title	1	2
7101		Railway Yard Clerk	29.63	39.50

9

10

Code	A	Job Title	1	2
7101		Railway Yard Clerk	<u>30.00</u>	<u>40.00</u>

11

12 Section 21. That Section 1.12.355 of the TMC is hereby amended,
 13 effective January 1, 2023, to read as follows:

14

Code	A	Job Title	1	2
7101		Railway Yard Clerk	30.00	40.00

15

16

Code	A	Job Title	1	2
7101		Railway Yard Clerk	<u>30.38</u>	<u>40.50</u>

17

18

19 Section 22. That Section 1.12.640 of the TMC is hereby amended,
 20 effective as provided by law, to read as follows:

21

22 * * *

23 **1.12.640 Application of additional rates.**

24 0016 An employee in the classification of Police Administrative Support Specialist
 25 (CSC 0016) who assists the Emergency Operations Center personnel by providing
 26 support during a major event and support to the Incident Command System (ICS) shall
 receive an application of rate of 5 percent above ~~his or her~~their regular rate of pay for
 additional duties added to ~~his or her~~their normal duties while assigned.



1 0016 An employee in the classification of Police Administrative Support Specialist
2 (CSC 0016); assigned to work the swing shift shall receive an application of rate of
3 3 percent above their base rate of pay; and when assigned to work the graveyard shift
4 shall receive an application of rate of 5 percent above their base rate of pay.

5 * * *

6 0627 When assigned by a supervisor, a Solid Waste Worker (CSC 0627) will receive an
7 additional 8 percent of ~~his or her~~their base rate to act in a lead capacity, or when
8 assigned in writing to assist in the development and implementation of training
9 programs and/or ~~other solid waste operations~~ projects as may be designated by
10 management.

11 0627 A Solid Waste Worker (CSC 0627) when assigned to provide lunch relief or
12 emergency back up at the Household Hazardous Waste ~~Turn-In Center~~Facility shall
13 receive an additional 5 percent of ~~his or her~~their base wage.

14 * * *

15 1101, 1102 For a Crime Analyst (CSC 1101) or Senior Crime Analyst (CSC 1102) who
16 shows proof that they hold a Master's degree from an accredited post-secondary
17 institution with emphasis in math, statistics, criminal justice, behavioral science, or a
18 related field, as determined by the Chief of Police or ~~his or her~~their designee, the City
19 will provide a 2.5 percent educational incentive pay in addition to the base wages.

20 1102 See 1101, 1102.

21 2016 A Construction Inspector (CSC 2016) will receive non-automatic step 6 rate of
22 pay after completion of either (a) 5 years as a City of Tacoma Construction Inspector
23 and 60 applicable education credits after hire with the City; or (b) 15 years as a City of
24 Tacoma Construction Inspector; or (c) upon management discretion. Each employee is
25 responsible for developing ~~his/her~~their training/education plan jointly with the
26 appropriate manager.

27 2016 A Construction Inspector (CSC 2016) when assigned to perform weld and coating
28 inspections of steel pipe inside the pipe, shall receive an additional 5 percent above
29 ~~his/her~~their base rate of pay for all hours while working in the pipe.

30 * * *

31 2101, 2102, 2122 An employee in the classification of Inspector (CSC 2101), Code
32 Inspector Supervisor (CSC 2102) or Senior Inspector (CSC 2122); who meets
33 certification requirements established in the collective bargaining agreement will be
34 eligible to receive certification pay for obtaining and maintaining International Code
35 Council (ICC) certifications as provided in the agreement.

36 * * *

37 4208, 4209 A Forensic Specialist or Forensic Services Supervisor assigned to work the
38 swing shift shall receive an application of rate of 3 percent above ~~his/her~~their base rate
39 of pay. A Forensic Specialist or Forensic Services Supervisor assigned to work the
40 graveyard shift shall receive an applied rate of 5 percent above ~~his/her~~their base rate.



1 4208, 4210 A Forensic Specialist (CSC 4208) or Crime Scene Technician (CSC 4210)
 2 will receive an additional ~~2-4~~ percent per hour when assigned by a supervisor and
 3 performing the following specific tasks: (1) ~~to training~~ other Forensic Specialists or
 4 Crime Scene Technicians, respectively; (2) ~~developing training plans; and/or (3)~~
 5 participating in the evaluation process for the training provided. Employees ~~who are~~
 6 ~~selected to train~~ must have the necessary skill and training to perform ~~the training these~~
 7 ~~tasks, develop training plans and participate in the evaluation process for the training~~
 8 ~~provided.~~ Employees on modified status are not eligible for this premium.

9 4209 A Forensic Services Supervisor (CSC 4209) shall receive in the first pay period of
 10 each year, retroactive to January 1, 2019, a lump sum payment of \$500, in recognition
 11 of their assistance in the Tacoma Police Department CALEA accreditation and
 12 successful maintenance of the accreditation.

13 * * *

14 5001 The classification of Laborer (CSC 5001) is comprised of all non-automatic steps
 15 and progression to steps 2 ~~through 5 and 3~~ are discretionary and require the
 16 department/division manager's approval.

17 5002 A Street Maintenance Worker (CSC 5002), assigned as the Concrete Finisher's
 18 assistant will start at Step 5~~shall be eligible to progress to two additional pay steps of~~
 19 ~~5 percent each added to the Street Maintenance Worker pay range.~~

20 ~~5002 The Street Maintenance Worker (CSC 5002) assigned as Layton Box Secondary~~
 21 ~~Screed Operator shall receive an additional \$0.60 per hour above base wage for all~~
 22 ~~hours operating the Screed.~~

23 * * *

24 5020 An Equipment Operator (CSC 5020) shall receive additional compensation as
 25 indicated when operating the following equipment for all hours so assigned: Snow Plow
 26 \$01.50 per hour; ~~Mule Driver or~~ Asphalt Truck \$1.00 per hour (Water Department
 Only); Oil Distributor, \$24.00 per hour.

~~5020 An Equipment Operator (CSC 5020) scheduled at the Recovery and Transfer~~
~~Center shall receive an applied rate of 5 percent additional pay per hour above the~~
~~current step rate of pay.~~

5021 A Heavy Equipment Operator (CSC 5021) scheduled at the Recovery and
 Transfer Center shall receive an applied rate of 5 percent additional pay per hour above
 the current step rate of pay.

~~5021 A Heavy Equipment Operator (CSC 5021) working at the Solid Waste Division of~~
~~the Environmental Services Department, who is scheduled to train either a Solid Waste~~
~~Worker (CSC 0629) or an Equipment Operator (CSC 5020) on specialized equipment as~~
~~outlined in the collective bargaining agreement, shall receive 5 percent over their base~~
~~wage for hours worked.~~

5023 A Traffic Sign and Marking Specialist (CSC 5023), when assigned ~~in writing as~~
 Lead ~~and meets the qualifications as outlined in the collective bargaining agreement~~



1 shall receive an additional 10 percent of base pay. A Traffic Sign & Marking Specialist who attains and maintains an International Municipal Signal Association (IMSA) Signs and Markings Level III certification will receive an additional 5 percent.

2 5023 A Traffic Sign and Marking Specialist (CSC 5023) will receive a rate of pay equivalent to Equipment Operator (CSC 5020) for the responsibility and operation of the bucket truck.

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4 ~~5025 A Street Maintenance Crew Leader (CSC 5025) assigned as Primary Track Paver Operator shall receive an additional \$1.00 over his or her base wage for all hours operating the Track Paver.~~

5
6 ~~5025 The Street Maintenance Crew Leader (CSC 5025) assigned to the Layton Box as Primary Screed Operator shall receive an additional \$0.60 per hour above base wage for all hours operating the Screed.~~

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8 * * *

9 ~~5040, 5041 A Grounds Maintenance Worker (CSC 5040) or Grounds Maintenance Crew Leader (CSC 5041) assigned responsibility for the greenhouse and possessing an Associate's degree or equivalent credits from an accredited college or university shall receive additional \$0.50 per hour will receive an application of rate of \$1.00 per hour when performing raft-based noxious weed treatment.~~

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13 ~~5099, 5105, 5106, 5110 An employee in the classification of Wastewater Treatment Plant Assistant (CSC 5099), Wastewater Treatment Plant Maintenance Machinist (CSC 5105), or Senior Wastewater Treatment Plant Maintenance Machinist (CSC 5106) Wastewater Treatment Plant Maintenance Technician (CSC 5110) shall receive a maximum certification premium of 3 percent above their base rate of pay for holding a Water Backflow Assembly Technician license and/or a Crane Operators certification.~~

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18 5099, 5105 An employee in the classification of Wastewater Treatment Plant Assistant (CSC 5099), Wastewater Treatment Plant Maintenance Machinist (CSC 5105), or Wastewater Treatment Plant Maintenance Technician (CSC 5110), who as of January 1, 2020, is receiving the maximum certification premium of 3 percent above their base rate of pay for holding a Crane Operators certification, shall continue to receive the premium as long as they are in the classification, and per the specific terms of the collective bargaining agreement.

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22 * * *

23 5110 See 5099, 5105, 5110

24 * * *

25 ~~5202 An Employee in the classification of Carpenter Crew Leader (CSC 5202) required by his/her supervisor to work in hard core underground shall receive an additional 3 percent rate for the time actually worked underground with a two hour minimum.~~



1 5205 An employee in the classification of Industrial Painter (CSC 5205) required to
hold certification in Self Contained Breathing Apparatus (SCBA) or confined space will
receive a 3 percent certification premium added to their base rate.

2 * * *

3 5310 A Fabrication Welder (CSC 5310) shall receive an applied rate of 5 percent above
4 their base rate of pay when, at the sole discretion of management, is assigned to act in a
5 lead capacity.

6 ~~5310, 5332 A Heavy Equipment Mechanic (CSC 5332) or Fabrication Welder~~
7 ~~(CSC 5310) assigned to work at Solid Waste Compactor Facilities shall be paid an~~
8 ~~additional 5 percent above their regular rate of pay while working on the landfill.~~

9 ~~5330 A Vehicle and Equipment Shop Attendant (CSC 5330) assigned to work at Solid~~
10 ~~Waste Compactor Facilities shall be paid an additional 5 percent above their rate of pay~~
11 ~~while working on the landfill.~~

12 * * *

13 5332 See 5310, 5332.

14 5332 A Heavy Equipment Mechanic (CSC 5332) shall receive an applied rate of
15 5 percent above their base rate of pay when, at the sole discretion of management, is
16 assigned to act in a lead capacity ~~on a defined project.~~

17 5332 An employee who meets the certification requirements established by the
18 collective bargaining agreement, in the classifications of Heavy Equipment Mechanic
19 (CSC 5332) shall receive an additional 5 percent over their regular rate of pay. ~~Effective~~
20 ~~January 1, 2018, a Heavy Equipment Mechanic (CSC 5332) who holds an additional~~
21 ~~International organization of Fluid Power and Motion Control Professionals Mobile~~
22 ~~Hydraulics certification as outlined in the collective bargaining agreement will receive~~
23 ~~an additional 1 percent premium over their base rate of pay. Effective January 1, 2019,~~
24 ~~this premium increases to 2 percent of their base pay.~~

25 * * *

26 5335 An employee who meets the certification requirements established by the
collective bargaining agreement, in the classification of Fire and Marine Diesel
Mechanic (CSC 5335) shall receive an additional 5 percent above their regular rate of
pay. A Fire and Marine Diesel Mechanic shall be eligible for an application of rate of an
additional 2 percent, for a total of 7 percent above their base rate, for holding both
certifications outlined in the collective bargaining agreement. ~~Effective January 1, 2018,~~
~~a~~ A Fire and Marine Diesel Mechanic (CSC 5335) who holds an additional International
organization of Fluid Power and Motion Control Professionals Mobile Hydraulics
certification as outlined in the collective bargaining agreement will receive an
additional ~~1~~ 2 percent premium over their base rate of pay. ~~Effective January 1, 2019,~~
~~this premium increases to 2 percent of their base pay.~~

* * *



1 5336 A Fire and Marine Shop Supervisor (CSC 5336) shall be eligible for an
2 application of rate of an additional 2 percent, for a total of 7 percent above their base
3 rate, for holding both certifications outlined in the collective bargaining agreement.
4 Effective January 1, 2018, a Fire and Marine Shop Supervisor (CSC 5336) who holds
5 an additional International organization of Fluid Power and Motion Control
6 Professionals Mobile Hydraulics certification as outlined in the collective bargaining
7 agreement will receive an additional ~~1~~2 percent premium over their base rate of pay:
8 ~~Effective January 1, 2019, this premium increases to 2 percent of their base pay.~~

9 5338 An employee in the classification of ~~Resource Recovery~~Solid Waste Mechanic
10 (CSC 5338) shall receive a certification premium of 3 percent above their base rate of
11 pay for holding a Water Backflow Assembly Technician license.

12 5338 An employee in the classification of Solid Waste Mechanic (CSC 5338), who as
13 of January 1, 2020, is receiving the maximum certification premium of 3 percent above
14 their base rate of pay for holding a Crane Operators certification, shall continue to
15 receive the premium as long as they are in the classification, per the specific terms of
16 the collective bargaining agreement.

17 5361 An Animal Control & Compliance Supervisor (CSC 5361) shall receive in the
18 first pay period of each year, retroactive to January 1, 2019, a lump sum payment of
19 \$500, in recognition of their assistance in the Tacoma Police Department CALEA
20 accreditation and successful maintenance of the accreditation.

21 5365 An Animal Control & Compliance Officer (CSC 5365) will receive an application
22 of rate of ~~3~~4 percent per hour when assigned by a Supervisor and performing the
23 following specific training and evaluation duties as outlined in the Letter of Agreement
24 with the Teamsters Local Union No. 117, General Unit tasks: (1) training other Animal
25 Control & Compliance Officers; (2) developing training plans; and/or (3) participating
26 in the evaluation process for the training provided. Employees selected must have the
necessary skill and training to perform these tasks. Employees on modified status are
not eligible for this premium.

* * *

L117 General. An employee represented by the Teamsters Local Union No. 117,
General Unit, assigned to work within the Tacoma Police Department and employed as
of the date of City Council approval of the 2019-22 collective bargaining agreement,
shall receive in the first pay period of each year of the agreement, with retroactivity to
January 1, 2019, a lump sum payment of \$500 in recognition of their assistance in the
Tacoma Police Department CALEA accreditation and successful maintenance of the
accreditation.

~~L117 General. Forensic Services division employees active on January 1, 2016, and
represented by the Teamster Local No. 117, General Unit, shall receive a one-time lump
sum payment in the amount of \$250.00 to acknowledge the Tacoma Police Department
forensics accreditation.~~

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Section 23. That Sections 1 and 6 are effective retroactive to January 1, 2019. That Section 2 is effective retroactive to December 9, 2019. That Sections 3, 7, 10, 14, and 18 are effective January 1, 2020. That Sections 4, 8, 11, 15, and 19 are effective January 1, 2021. That Sections 5, 9, 12, 16, and 20 are effective January 1, 2022. That Sections 13, 17, and 21 are effective January 1, 2023. That Section 22 is effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney