Req. #19-1280



ORDINANCE NO. 28639

AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the Tacoma Municipal Code to implement rates of pay and compensation for 2 represented employees; to implement changes to reflect the organizational structure; and declaring the effective dates thereof. 3

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BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.355 of the Tacoma Municipal Code ("TMC") is

hereby amended, effective retroactive to January 1, 2019, to read as follows:

| Code | А | 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 | 4 0.57 | 4 <u>2.61</u> | 44.74 | | | |
| 5202 | | Carpenter Crew Leader | 37.50 | | | | | |
| 2003 | | Chief Of Party | 31.05 | <u>32.59</u> | <u>34.22</u> | 35.92 | 37.74 | |
| 2006 | | Chief Surveyor | 42.96 | 4 5.11 | 4 7.38 | 4 9.75 | 52.23 | |
| 2005 | | Chief Surveyor, Assistant | 35.05 | 36.82 | 38.64 | 4 0.59 | 42.62 | |
| 2102 | | Code Inspector Supervisor | 37.46 | 39.34 | 41.30 | 4 3.36 | 4 5.53 | |
| 5008 | | Collection Systems Technician | 23.50 | 24.67 | <u>25.92</u> | 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 | 4 1.30 | 4 3.36 | 4 5.53 | |
| 2016 | | Construction Inspector | 32.48 | 34.10 | 35.81 | 37.59 | 39.48 | 41.8 |
| 2015 | | Construction Inspector, Assistant | 28.66 | 30.11 | 31.61 | 33.19 | 34.84 | |
| 2043 | | Construction Manager | 41.89 | 44.02 | 4 6.29 | 4 <u>8.62</u> | 51.10 | 53.7 |
| 2045 | | Construction Manager, Associate | 37.46 | 39.34 | 41.30 | 4 3.36 | 4 5.53 | |
| 2046 | | Engineering Construction Coordinator | 36.75 | 38.58 | 4 0.51 | 4 <u>2.53</u> | 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 | <u>24.45</u> | 25.65 | 26.96 | <u>28.31</u> | 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 | 4 1.01 | |
| 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 | <u>20.75</u> | <u>21.79</u> | 22.87 | 24.01 | |
| 4209 | | Forensic Services Supervisor | <u>44.77</u> | 47.00 | | | | |
| 5042 | | Grounds Maintenance Supervisor | 40.73 | 4 <u>2.77</u> | 44.91 | | | |



| 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 | 24.3 |
| 5206 | | Painter Crew Leader | 34.92 | | | | | |
| 0070 | | Parking Enforcement Officer | 21.12 | <u>22.19</u> | <u>23.29</u> | 24.45 | 25.66 | |
| 0071 | | Parking Enforcement Officer, Lead | 23.34 | <u>24.49</u> | <u>25.71</u> | 27.01 | <u>28.37</u> | |
| 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 | 4 0.57 | |
| 5014 | | Recovery & Transfer Center Supervisor | 36.95 | 38.81 | 40.74 | 4 <u>2.77</u> | <u>44.91</u> | |
| 2108 | | Road Use Compliance Officer | 27.59 | <u>28.98</u> | 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 | 4 <u>2.77</u> | 44.91 | | | | |
| 5037 | | Solid Waste Route Supervisor | 4 0.82 | | | | | |
| 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 | 4 0.73 | 4 <u>2.77</u> | 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 | 4 <u>3.88</u> | |
| 5107 | | WWTP Operations Supervisor | 4 <u>2.90</u> | 4 5.05 | 47.31 | 49.68 | 52.15 | |
| Code | Α | 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 | 1 | 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 | 1 | Code Inspector Supervisor | <u>38.58</u> | <u>40.51</u> | <u>42.54</u> | <u>44.67</u> | <u>46.90</u> | |
| 5008 | 1 | 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 | 23.26 | 24.42 | <u>25.64</u> | 26.92 | 28.27 | |
| 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> | 1 |
| 2104 | | Construction Inspection Supervisor | 38.58 | 40.51 | 42.54 | 44.67 | 46.90 | |



| 2016 | Construction Inspector | <u>33.78</u> | <u>35.47</u> | <u>37.24</u> | <u>39.10</u> | <u>41.05</u> | <u>43.1</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>55.3</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> | 42.24 | |
| 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> | 22.43 | 23.55 | 24.73 | |
| 4209 | Forensic Services Supervisor | <u>46.10</u> | <u>48.41</u> | | | | |
| 5042 | Grounds Maintenance Supervisor | <u>41.96</u> | 44.06 | 46.26 | | | |
| 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 | 35.47 | 37.24 | <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> | 42.51 | 44.64 | <u>46.87</u> | <u>49.21</u> | |
| 3104 | Lab Assistant | <u>19.62</u> | 20.60 | <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 | 29.58 | <u>31.06</u> | 32.61 | 34.24 | 35.95 | |
| 2008 | Permit Specialist | 27.76 | 29.15 | <u>30.61</u> | 32.14 | 33.75 | |
| 2009 | Permit Specialist, Senior | <u>31.48</u> | <u>33.05</u> | <u>34.70</u> | 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 | <u>39.24</u> | 41.20 | |
| 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 | 25.25 | <u>26.51</u> | 27.84 | 29.23 | 30.69 | |



| 2002 | | Survey Technician III | <u>28.16</u> | <u>29.57</u> | <u>31.05</u> | 32.60 | <u>34.23</u> | |
|-----------------------------------------------------------------------------------------------------------------------|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|------|
| 0613 | | Utility Services Representative- | 27.76 | <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> | 43.05 | 45.20 | |
| 5107 | | WWTP Operations Supervisor | 44.18 | 46.39 | 48.71 | <u>51.15</u> | <u>53.71</u> | |
| <u>0615</u> | | Utility Services Representative, Senior | <u>31.48</u> | <u>33.05</u> | <u>34.70</u> | <u>36.44</u> | <u>38.26</u> | |
| etroa | | ection 2. That Section 1.12.35 ve to December 9, 2019, to rea | | | 3 | 4 | 5 | |
| 5008 | | Collection Systems Technician | <u>24.70</u> | <u>-</u> 25.93 | 27.23 | 28.59 | <u>30.02</u> | |
| 5007 | + | Collection Systems Worker | 23.26 | 20.00 24.42 | 25.64 | 26.92 | 28.27 | |
| 2046 | | Engineering Construction Coordinator | 37.85 | 39.74 | 41.73 | 4 <u>3.82</u> | 46.01 | |
| 2070 | | | 01.00 | 00.1- | | 10.02 | 10.0T | J |
| Code | Α | Job Title | 1 | 2 | 3 | 4 | 5 |] |
| 5008 | | Collection Systems Technician | <u>25.93</u> | 27.23 | 28.59 | <u>30.02</u> | <u>31.52</u> | |
| 5007 | - | | 24.42 | 25.64 | 00.00 | 00.07 | 00.00 | |
| 0001 | | 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 ection 3. That Section 1.12.35 | <u>38.58</u> | <u>40.51</u> | <u>42.54</u> | <u>44.67</u> | <u>46.90</u> | eff |
| 2046 Janua | ary | Engineering Construction Coordinator ection 3. That Section 1.12.35 1, 2020, to read as follows: | 38.58 | 40.51 e TMC | <u>42.54</u> is here | <u>44.67</u> by ame | 46.90 ended, | |
| 2046 Janua Code | | Engineering Construction Coordinator ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title | <u>38.58</u> 55 of the | 40.51 e TMC | 42.54 is here | <u>44.67</u> by ame | 46.90 ended, | |
| 2046 Janua Code 5361 | ary | Engineering Construction Coordinator ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor | <u>38.58</u> 55 of the 1 <u>28.96</u> | 40.51 e TMC 2 30.41 | 42.54 is here 3 31.93 | <u>44.67</u> by ame | 46.90 ended, | |
| 2046 Janua Code 5361 6010 | ary | Engineering Construction Coordinator ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor | <u>38.58</u> 55 of the <u>1</u> 28.96 41.80 | 40.51 e TMC | 42.54 is here | <u>44.67</u> by ame | 46.90 ended, | |
| 2046 Janua Code 5361 6010 5202 | ary | Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader | 38.58 55 of the 28.96 41.80 39.78 | 40.51 e TMC 2 30.41 43.89 | 42.54 is here 3 31.93 46.08 | 44.67 by ame | 46.90 ended, 5 35.21 | |
| 2046 Janua Code 5361 6010 5202 2003 | ary | Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party | 38.58 55 of the 1 28.96 41.80 39.78 31.98 | 40.51 e TMC 2 30.41 43.89 33.58 | 42.54 is here 3 31.93 46.08 35.26 | <u>44.67</u> by ame 4 <u>33.53</u> <u>37.02</u> | 46.90 ended, 5 35.21 38.87 | |
| 2046 Janua Code 5361 6010 5202 2003 2006 | ary | Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party Chief Surveyor | 38.58 55 of the 28.96 41.80 39.78 31.98 44.27 | <u>40.51</u> e TMC 2 30.41 43.89 33.58 46.48 | 42.54 is here 3 31.93 46.08 35.26 48.80 | <u>44.67</u> by ame <u>4</u> 33.53 37.02 51.2 4 | <u>46.90</u> ended, <u>5</u> 35.21 <u>38.87</u> <u>53.80</u> | |
| 2046 Janua Code 5361 6010 5202 2003 2006 2005 | ary | Engineering Construction Coordinator ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party Chief Surveyor Chief Surveyor, Assistant | 38.58 55 of the 41.80 39.78 31.98 44.27 36.11 | 40.51 e TMC 2 30.41 43.89 33.58 46.48 37.92 | 42.54 is here 3 31.93 46.08 35.26 48.80 39.82 | 44.67 by ame 4 33.53 37.02 51.24 41.81 | 46.90 ended, 5 35.21 38.87 53.80 43.90 | |
| 2046 Janua Code 5361 6010 5202 2003 2006 2005 2102 | ary | Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party Chief Surveyor Chief Surveyor, Assistant Code Inspector Supervisor | 38.58 55 of the 28.96 41.80 39.78 31.98 44.27 36.11 38.58 | 40.51 e TMC 2 30.41 43.89 33.58 46.48 37.92 40.51 | 42.54 is here 3 3 46.08 35.26 48.80 39.82 42.54 | 44.67 by ame 33.53 37.02 51.24 41.81 44.67 | <u>46.90</u> ended, <u>35.21</u> <u>38.87</u> <u>53.80</u> <u>43.90</u> <u>46.90</u> | |
| 2046 Janua Code 5361 6010 5202 2003 2006 2005 2102 5008 | ary | Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party Chief Surveyor Chief Surveyor, Assistant Code Inspector Supervisor Collection Systems Technician | 38.58 55 of the 28.96 41.80 39.78 31.98 44.27 36.11 38.58 25.93 | 40.51 e TMC 2 30.41 43.89 33.58 46.48 37.92 40.51 27.23 | 42.54 is here 3 31.93 46.08 35.26 48.80 39.82 42.54 28.59 | 44.67 by ame 4 33.53 37.02 51.24 41.81 44.67 30.02 | 46.90 ended, 5 35.21 38.87 53.80 43.90 46.90 31.52 | |
| 2046 Janua Code 5361 6010 5202 2003 2006 2005 2102 5008 5007 | ary | Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party Chief Surveyor Chief Surveyor, Assistant Code Inspector Supervisor Collection Systems Technician Collection Systems Worker | 38.58 55 of the 28.96 41.80 39.78 31.98 44.27 36.11 38.58 25.93 24.42 | 40.51 e TMC 2 30.41 43.89 33.58 46.48 37.92 40.51 27.23 25.64 | 42.54 is here 3 31.93 46.08 35.26 48.80 39.82 42.54 28.59 26.92 | 44.67 by ame 33.53 37.02 51.24 41.81 44.67 30.02 28.27 | 46.90 ended, 5 35.21 38.87 53.80 43.90 46.90 31.52 29.68 | |
| 2046 Janua Code 5361 6010 5202 2003 2006 2005 2102 5008 | ary | Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party Chief Surveyor Chief Surveyor, Assistant Code Inspector Supervisor Collection Systems Technician | 38.58 55 of the 28.96 41.80 39.78 31.98 44.27 36.11 38.58 25.93 | 40.51 e TMC 2 30.41 43.89 33.58 46.48 37.92 40.51 27.23 | 42.54 is here 3 31.93 46.08 35.26 48.80 39.82 42.54 28.59 | 44.67 by ame 4 33.53 37.02 51.24 41.81 44.67 30.02 | 46.90 ended, 5 35.21 38.87 53.80 43.90 46.90 31.52 | |
| 2046 Janua Code 5361 6010 5202 2003 2006 2005 2102 5008 5007 5006 | ary | Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party Chief Surveyor Chief Surveyor, Assistant Code Inspector Supervisor Collection Systems Technician Collection Systems Worker Community Service Work Crew Leader | 38.58 55 of the 28.96 41.80 39.78 31.98 44.27 36.11 38.58 25.93 24.42 29.47 | 40.51 e TMC 2 30.41 43.89 33.58 46.48 37.92 40.51 27.23 25.64 30.94 | 42.54 is here 3 31.93 46.08 35.26 48.80 39.82 42.54 28.59 26.92 32.49 | 44.67 by ame 33.53 37.02 51.24 41.81 44.67 30.02 28.27 34.11 | 46.90 ended, 5 35.21 38.87 53.80 43.90 46.90 31.52 29.68 35.82 | |
| 2046 2046 Janua Code 5361 6010 5202 2003 2006 2005 2102 5008 5007 5006 2104 | ary | Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party Chief Surveyor Chief Surveyor, Assistant Code Inspector Supervisor Collection Systems Technician Collection Systems Worker Community Service Work Crew Leader Construction Inspection Supervisor | 38.58 5 of the 28.96 41.80 39.78 31.98 44.27 36.11 38.58 25.93 24.42 29.47 38.58 | 40.51 e TMC 2 30.41 43.89 33.58 46.48 37.92 40.51 27.23 25.64 30.94 40.51 | 42.54 is here 3 31.93 46.08 35.26 48.80 39.82 42.54 28.59 26.92 32.49 42.54 | 44.67 by ame 33.53 37.02 51.24 41.81 44.67 30.02 28.27 34.11 44.67 | 46.90 ended, 5 35.21 38.87 53.80 43.90 43.90 46.90 31.52 29.68 35.82 46.90 | |
| 2046 2046 Janua Code 5361 6010 5202 2003 2005 2102 5008 5007 5006 2104 2016 | ary | Engineering Construction Coordinator Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party Chief Surveyor Chief Surveyor, Assistant Code Inspector Supervisor Collection Systems Technician Collection Systems Worker Community Service Work Crew Leader Construction Inspector | 38.58 55 of the 28.96 41.80 39.78 31.98 44.27 36.11 38.58 25.93 24.42 29.47 38.58 33.78 | 40.51 e TMC 2 30.41 43.89 33.58 46.48 37.92 40.51 27.23 25.64 30.94 40.51 35.47 | 42.54 is here 3 31.93 46.08 35.26 48.80 39.82 42.54 28.59 26.92 32.49 42.54 37.24 | 44.67 by ame 4 33.53 37.02 51.24 41.81 44.67 30.02 28.27 34.11 44.67 39.10 | 46.90 ended, 5 35.21 38.87 53.80 43.90 46.90 31.52 29.68 35.82 46.90 41.05 | 43 |
| 2046 2046 3361 6010 5202 2003 2006 2005 2102 5008 5007 5006 2104 2016 2015 | ary | Engineering Construction Coordinator Engineering Construction Coordinator Ection 3. That Section 1.12.35 1, 2020, to read as follows: Job Title Animal Control & Compliance Supervisor Building Maintenance Supervisor Carpenter Crew Leader Chief Of Party Chief Surveyor Chief Surveyor, Assistant Code Inspector Supervisor Collection Systems Technician Collection Systems Worker Community Service Work Crew Leader Construction Inspector Construction Inspector Construction Inspector, Assistant | 38.58 38.58 5 of the 1 28.96 41.80 39.78 31.98 44.27 36.11 38.58 25.93 24.42 29.47 38.58 33.78 29.52 | 40.51 e TMC 2 30.41 43.89 33.58 46.48 37.92 40.51 27.23 25.64 30.94 40.51 35.47 31.00 | 42.54 is here 3 31.93 46.08 35.26 48.80 35.26 48.80 39.82 42.54 28.59 26.92 32.49 42.54 37.24 37.24 37.24 | 44.67 by ame 4 33.53 37.02 51.24 41.81 44.67 30.02 28.27 34.11 44.67 39.10 34.18 | 46.90 ended, 5 35.21 38.87 53.80 43.90 43.90 43.90 46.90 31.52 29.68 35.82 46.90 41.05 35.89 | eff(|



| 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 | 41.4 7 | |
| 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 | 38.31 | 4 0.23 | 4 <u>2.2</u> 4 | |
| 3102 | Environmental Lab Scientist I | 25.85 | 27.14 | <u>28.50</u> | 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 | 4 <u>1.22</u> | 4 <u>3.28</u> | |
| 3107 | Environmental Lab Scientist in Training | 20.34 | 21.36 | 22.43 | 23.55 | 24.73 | |
| 4209 | Forensic Services Supervisor | 4 6.10 | 4 8.41 | | | | |
| 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 | 4 <u>2.51</u> | 44.64 | 4 6.87 | 49.21 | |
| 3104 | Lab Assistant | 19.62 | 20.60 | 21.63 | 22.71 | 23.85 | 25. (|
| 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 | 4 6.26 | |
| 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 | 4 <u>2.05</u> | 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 | 4 <u>3.09</u> | |
| 5026 | Street Maintenance Supervisor | 41.96 | 44.06 | 4 6.26 | | | |
| 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- | 27.76 | 29.15 | 30.61 | 32.14 | 33.75 | |
| 0614 | Utility Services Representative II-Supervisor | 37.19 | 39.05 | 41.00 | 4 3.05 | 4 5.20 | |
| 5107 | WWTP Operations Supervisor | <u>44.18</u> | 4 6.39 | <u>48.71</u> | 51.15 | 53.71 | |
| <u>0615</u> | Utility Services Representative, Senior | 31.48 | 33.05 | 34.70 | 36.44 | 38.26 | |



| Code | А | 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> | 42.28 | 44.3 |
| 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>56.9</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> | |
| 2021 | | Engineering Office Coordinator | <u>35.14</u> | <u>36.90</u> | <u>38.75</u> | <u>40.69</u> | <u>42.71</u> | |
| 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> | |
| 2012 | | Engineering Technician III | <u>32.53</u> | <u>34.15</u> | <u>35.86</u> | <u>37.66</u> | <u>39.54</u> | |
| 2004 | | Engineering Technician IV | <u>35.79</u> | <u>37.58</u> | <u>39.46</u> | <u>41.44</u> | <u>43.51</u> | |
| 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> | |
| 3106 | | Environmental Lab Scientist III | <u>36.68</u> | <u>38.51</u> | 40.44 | <u>42.46</u> | 44.58 | |
| 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> | |
| 4209 | | Forensic Services Supervisor | 47.48 | <u>49.86</u> | | | | |
| 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> | |
| 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> | |
| 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> | |
| 3104 | | Lab Assistant | <u>20.21</u> | <u>21.22</u> | <u>22.28</u> | <u>23.39</u> | <u>24.57</u> | <u>25.7</u> |
| 5206 | 1 | Painter Crew Leader | <u>38.16</u> | | | | | |
| 0070 | 1 | Parking Enforcement Officer | <u>23.29</u> | <u>24.45</u> | <u>25.68</u> | <u>26.97</u> | <u>28.31</u> | |
| 0071 | | Parking Enforcement Officer, Lead | <u>25.75</u> | 27.04 | <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> | |
| 2008 | 1 | 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> | |
| 0035 | | Real Estate Specialist | 26.54 | 27.87 | <u>29.26</u> | <u>30.72</u> | 32.26 | |



| | 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> | |
|-----|-------------|-------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--|
| 4 | 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> | |
| 1 | 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> | |
| 2 | 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> | |
| 3 | 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> | |
| 4 | 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> | | | | |
| 5 | 5037 | Solid Waste Route Supervisor | <u>45.47</u> | | | | | |
| 6 | 0625 | Source Control Representative | <u>33.20</u> | <u>34.86</u> | <u>36.60</u> | <u>38.43</u> | <u>40.36</u> | |
| 0 | 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> | |
| 7 | 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> | |
| 8 | 2002 | Survey Technician III | <u>29.00</u> | <u>30.46</u> | <u>31.98</u> | <u>33.58</u> | <u>35.26</u> | |
| 9 | 0613 | Utility Services Representative- | <u>28.59</u> | <u>30.02</u> | <u>31.53</u> | <u>33.10</u> | <u>34.76</u> | |
| 4.0 | 0614 | Utility Services Representative II-Supervisor | <u>38.31</u> | <u>40.22</u> | <u>42.23</u> | <u>44.34</u> | <u>46.56</u> | |
| 10 | 5107 | WWTP Operations Supervisor | <u>45.51</u> | <u>47.78</u> | <u>50.17</u> | <u>52.68</u> | <u>55.32</u> | |
| 11 | <u>0615</u> | Utility Services Representative, Senior | <u>32.42</u> | <u>34.04</u> | <u>35.74</u> | <u>37.53</u> | <u>39.41</u> | |
| | 1 | | 1 | | | | | |

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13

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective

14 January 1, 2021, to read as follows:

| 15 | Code | Α | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|----|------|---|----------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 16 | 5361 | | Animal Control & Compliance Supervisor | 29.83 | 31.32 | 32.89 | 34.54 | 36.27 | |
| 10 | 6010 | 1 | Building Maintenance Supervisor | 4 3.05 | 4 5.21 | 4 7.46 | | | |
| 17 | 5202 | | Carpenter Crew Leader | 4 0.97 | | | | | |
| 18 | 2003 | | Chief Of Party | 32.94 | 34.59 | 36.32 | 38.13 | 4 0.04 | |
| 10 | 2006 | | Chief Surveyor | 4 <u>5.60</u> | 4 7.87 | 50.26 | 52.78 | 55.41 | |
| 19 | 2005 | | Chief Surveyor, Assistant | 37.19 | 39.06 | 4 1.01 | 4 3.06 | 4 <u>5.22</u> | |
| 20 | 2102 | | Code Inspector Supervisor | 39.74 | 41.73 | 4 3.82 | 46.01 | 4 8.31 | |
| 20 | 5008 | | Collection Systems Technician | 26.71 | 28.05 | 29.45 | 30.92 | 32.47 | |
| 21 | 5007 | | Collection Systems Worker | 25.15 | 26.41 | 27.73 | 29.12 | 30.57 | |
| 22 | 5006 | | Community Service Work Crew Leader | 30.35 | 31.87 | 33.46 | 35.13 | 36.89 | |
| 22 | 2104 | | Construction Inspection Supervisor | 39.74 | 41.73 | 43.82 | 46.01 | 48.31 | |
| 23 | 2016 | | Construction Inspector | 34.79 | 36.53 | 38.36 | 40.27 | 42.28 | 44. 39 |
| 04 | 2015 | | Construction Inspector, Assistant | 30.41 | 31.93 | 33.53 | 35.21 | 36.97 | |
| 24 | 2043 | | Construction Manager | 44 .55 | 4 6.77 | 49.11 | 51.68 | 54.26 | 56.97 |
| 25 | 2045 | | Construction Manager, Associate | 39.74 | 41.73 | 43.82 | 46.01 | 48.31 | |
| | 2046 | | Engineering Construction Coordinator | 39.74 | 41.7 3 | 43.82 | 46.01 | 48.31 | |
| 26 | 2019 | | Engineering Instrumentation Technician | 35.14 | 36.90 | 38.75 | 4 0.69 | 4 <u>2.71</u> | |



| | 2021 | Engineering Office Coordinator | 35.14 | 36.90 | 38.75 | 40.69 | 4 <u>2.71</u> | |
|----|-------------|-------------------------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|------------------|
| | 2010 | Engineering Technician I | 25.93 | 27.22 | 28.58 | 30.01 | 31.52 | |
| 1 | 2011 | Engineering Technician II | 29.53 | 31.00 | 32.55 | 34.18 | 35.89 | |
| 2 | 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 | 4 3.51 | |
| 3 | 3102 | Environmental Lab Scientist I | 26.63 | 27.95 | 29.36 | 30.83 | 32.37 | |
| 4 | 3105 | Environmental Lab Scientist II | 32.04 | 33.65 | 35.33 | 37.09 | 38.94 | |
| | 3106 | Environmental Lab Scientist III | 36.68 | 38.51 | 4 0.44 | 4 <u>2.46</u> | 44. 58 | |
| 5 | 3107 | Environmental Lab Scientist in Training | 20.95 | 22.00 | 23.10 | 24.26 | 25.47 | |
| 6 | 4209 | Forensic Services Supervisor | 4 7.48 | 49.86 | | | | |
| Ŭ | 5042 | Grounds Maintenance Supervisor | 4 <u>3.22</u> | 4 5.38 | 4 7.65 | | | |
| 7 | 2101 | Inspector | 34.45 | 36.17 | 37.99 | 39.88 | 41.88 | |
| 8 | 2122 | Inspector, Senior | 36.53 | 38.36 | 40.27 | 4 2.28 | 44. 39 | |
| 0 | 2026 | L I D Representative | 35.43 | 37.20 | 39.07 | 41.02 | 4 3.07 | |
| 9 | 2027 | L I D Representative, Senior | 4 1.70 | 4 3.79 | 4 5.98 | 4 8.28 | 50.69 | |
| 10 | 3104 | Lab Assistant | 20.21 | 21.22 | 22.28 | 23.39 | 24.57 | 25.79 |
| 10 | 5206 | Painter Crew Leader | 38.16 | | | | | |
| 11 | 0070 | Parking Enforcement Officer | <u>23.29</u> | <u>24.45</u> | 25.68 | 26.97 | <u>28.31</u> | |
| | 0071 | Parking Enforcement Officer, Lead | 25.75 | 27.04 | 28.39 | 29.81 | 31.30 | |
| 12 | 0072 | Parking Enforcement Supervisor | 30.47 | 31.99 | 33.59 | 35.27 | 37.03 | |
| 13 | 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 | |
| 14 | 0035 | Real Estate Specialist | 26.54 | 27.87 | 29.26 | 30.72 | 32.26 | |
| 15 | 0401 | Real Estate Specialist, Senior | 35.41 | 37.18 | 39.04 | 4 0.99 | 4 <u>3.04</u> | |
| | 5014 | Recovery & Transfer Center Supervisor | 39.20 | 41.16 | 43.22 | 4 5.38 | 4 7.65 | |
| 16 | 2108 | Road Use Compliance Officer | 30.47 | 31.99 | 33.59 | 35.27 | 37.03 | |
| 17 | 2109 | Road Use Compliance Supervisor | 33.49 | 35.16 | 36.93 | 38.77 | 4 0.71 | |
| 18 | 5028 | Sewer Transmission Systems Maintenance Coordinator | 34.92 | 36.66 | 38.49 | 40.42 | 42.44 | |
| 19 | 5030 | Sewer Transmission Systems Maintenance Supervisor | 37.41 | 39.28 | 41. 25 | 4 3.31 | 4 5.47 | |
| 19 | 5017 | Solid Waste Collection Supervisor | 4 <u>2.77</u> | 44.91 | | | | |
| 20 | 5037 | Solid Waste Route Supervisor | 4 5 .47 | | | | | |
| 04 | 0625 | Source Control Representative | 33.20 | 34.86 | 36.60 | 38.43 | 4 0.36 | |
| 21 | 0626 | Source Control Representative, Senior | 36.52 | 38.35 | 40.26 | 4 <u>2.27</u> | 44. 38 | |
| 22 | 5026 | Street Maintenance Supervisor | 4 3.22 | 4 5.38 | 4 7.65 | | | |
| | 2001 | Survey Technician II | 26.01 | 27.31 | 28.68 | 30.11 | 31.61 | |
| 23 | 2002 | Survey Technician III | 29.00 | 30.46 | 31.98 | 33.58 | 35.26 | |
| 24 | 0613 | Utility Services Representative- | 28.59 | 30.02 | 31.53 | 33.10 | 34.76 | |
| | 0614 | Utility Services Representative II-Supervisor | 38.31 | 4 0.22 | 4 <u>2.23</u> | 44.34 | 4 6.56 | |
| 25 | 5107 | WWTP Operations Supervisor | 4 5.51 | 4 7.78 | 50.17 | 52.68 | 55.32 | |
| 26 | <u>0615</u> | Utility Services Representative, Senior | 32.42 | 34.04 | 35.74 | 37.53 | 39.41 | |



| Code | А | 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> | 40.04 | 42.04 | <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 | 27.38 | <u>28.75</u> | <u>30.19</u> | <u>31.69</u> | <u>33.28</u> | |
| 5007 | | Collection Systems Worker | <u>25.78</u> | 27.07 | <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> | 43.34 | 45.5 |
| 2015 | | Construction Inspector, Assistant | <u>31.17</u> | <u>32.73</u> | 34.37 | <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>58.3</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> | |
| 2021 | | Engineering Office Coordinator | <u>36.02</u> | <u>37.82</u> | <u>39.72</u> | <u>41.71</u> | <u>43.78</u> | |
| 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> | |
| 2012 | | Engineering Technician III | <u>33.34</u> | <u>35.00</u> | <u>36.76</u> | <u>38.60</u> | 40.53 | |
| 2004 | | Engineering Technician IV | <u>36.68</u> | <u>38.52</u> | <u>40.45</u> | <u>42.48</u> | 44.60 | |
| 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> | |
| 3105 | | Environmental Lab Scientist II | 32.84 | <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> | |
| 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> | |
| 4209 | | Forensic Services Supervisor | 48.67 | <u>51.11</u> | | | | |
| 5042 | | Grounds Maintenance Supervisor | <u>44.30</u> | <u>46.51</u> | <u>48.84</u> | | | |
| 2101 | | Inspector | <u>35.31</u> | <u>37.07</u> | <u>38.94</u> | <u>40.88</u> | <u>42.93</u> | |
| 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> | |
| 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> | |
| 3104 | | Lab Assistant | <u>20.72</u> | <u>21.75</u> | <u>22.84</u> | <u>23.97</u> | <u>25.18</u> | <u>26.4</u> |
| 5206 | | Painter Crew Leader | <u>39.11</u> | | | | | |
| 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> | 32.08 | |
| 0072 | | Parking Enforcement Supervisor | <u>31.23</u> | <u>32.79</u> | <u>34.43</u> | <u>36.15</u> | <u>37.96</u> | |
| 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> | |
| 0035 | 1 | Real Estate Specialist | 27.20 | 28.57 | <u>29.99</u> | <u>31.49</u> | 33.07 | |



| | 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> | |
|-----|-------------|-------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--|
| 4 | 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> | |
| 1 | 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> | |
| 2 | 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> | |
| 3 | 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> | |
| 4 | 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> | | | | |
| 5 | 5037 | Solid Waste Route Supervisor | <u>46.61</u> | | | | | |
| 6 | 0625 | Source Control Representative | <u>34.03</u> | <u>35.73</u> | <u>37.52</u> | <u>39.39</u> | <u>41.37</u> | |
| 0 | 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> | |
| 7 | 5026 | Street Maintenance Supervisor | <u>44.30</u> | <u>46.51</u> | <u>48.84</u> | | | |
| 8 | 2001 | Survey Technician II | <u>26.66</u> | <u>27.99</u> | <u>29.40</u> | <u>30.86</u> | <u>32.40</u> | |
| 8 | 2002 | Survey Technician III | <u>29.73</u> | <u>31.22</u> | <u>32.78</u> | <u>34.42</u> | <u>36.14</u> | |
| 9 | 0613 | Utility Services Representative- | <u>29.30</u> | <u>30.77</u> | <u>32.32</u> | <u>33.93</u> | <u>35.63</u> | |
| 4.0 | 0614 | Utility Services Representative II-Supervisor | <u>39.27</u> | <u>41.23</u> | <u>43.29</u> | <u>45.45</u> | <u>47.72</u> | |
| 10 | 5107 | WWTP Operations Supervisor | <u>46.65</u> | <u>48.97</u> | <u>51.42</u> | <u>54.00</u> | <u>56.70</u> | |
| 11 | <u>0615</u> | Utility Services Representative, Senior | <u>33.23</u> | <u>34.89</u> | <u>36.63</u> | <u>38.47</u> | <u>40.40</u> | |
| | 1 | | 1 | | | | | |

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Section 5. That Section 1.12.355 of the TMC is hereby amended, effective

14 January 1, 2022, to read as follows:

| 5361 6010 5202 | | Animal Control & Compliance Supervisor Building Maintenance Supervisor | 30.58 | 32.10 | 33.71 | 0.5.40 | | |
|----------------------|----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5202 | | Building Maintenance Supervisor | | | 33.7 | 35.40 | 37.18 | |
| | | | 44.13 | 4 6.3 4 | 4 8.65 | | | |
| 2002 | | Carpenter Crew Leader | 4 1.99 | | | | | |
| 2003 | | Chief Of Party | 33.76 | 35.45 | 37.23 | 39.08 | 4 1.04 | |
| 2006 | | Chief Surveyor | 4 6.74 | 4 9.07 | 51.52 | 54.10 | 56.80 | |
| 2005 | | Chief Surveyor, Assistant | 38.12 | 4 0.04 | 4 <u>2.04</u> | 44.14 | 4 6.35 | |
| 2102 | | Code Inspector Supervisor | 4 0.73 | 4 <u>2.77</u> | 44 .92 | 4 7.16 | 4 9.52 | |
| 5008 | | Collection Systems Technician | 27.38 | 28.75 | 30.19 | 31.69 | 33.28 | |
| 5007 | | Collection Systems Worker | 25.78 | 27.07 | 28.42 | 29.85 | 31.33 | |
| 5006 | | Community Service Work Crew Leader | 31.11 | 32.67 | 34.30 | 36.01 | 37.81 | |
| 2104 | | Construction Inspection Supervisor | 4 0.73 | 4 <u>2.77</u> | 44 .92 | 47.16 | 4 9.52 | |
| 2016 | | Construction Inspector | 35.66 | 37.44 | 39.32 | 41.28 | 4 3.3 4 | 4 5.50 |
| 2015 | | Construction Inspector, Assistant | 31.17 | 32.73 | 34.37 | 36.09 | 37.89 | |
| 2043 | | Construction Manager | 4 5.66 | 4 7.94 | 50.34 | 52.97 | 55.62 | 58.39 |
| 2045 | | Construction Manager, Associate | 4 0.73 | 4 <u>2.77</u> | 44 .92 | 47.16 | 4 9.52 | |
| 2046 | | Engineering Construction Coordinator | 40.73 | 4 <u>2.77</u> | 44. 92 | 47.16 | 4 9.52 | |
| 2019 | | Engineering Instrumentation Technician | 36.02 | 37.82 | 39.72 | 41.71 | 4 3.78 | |
| | 2006 2005 2102 5008 5007 5006 2104 2016 2015 2043 2045 2046 | 2006 2005 2102 5008 5007 5006 2104 2016 2015 2043 2045 | 2006Chief Surveyor2005Chief Surveyor, Assistant2102Code Inspector Supervisor5008Collection Systems Technician5007Collection Systems Worker5006Community Service Work Crew Leader2104Construction Inspection Supervisor2016Construction Inspector2015Construction Inspector, Assistant2043Construction Manager2045Construction Manager, Associate2046Engineering Construction Coordinator | 2006Chief Surveyor46.742005Chief Surveyor, Assistant38.122102Code Inspector Supervisor40.735008Collection Systems Technician27.385007Collection Systems Worker25.785006Community Service Work Crew Leader31.112104Construction Inspection Supervisor40.732016Construction Inspector35.662015Construction Inspector, Assistant31.172043Construction Manager45.662045Construction Manager, Associate40.732046Engineering Construction Coordinator40.73 | 2006 Chief Surveyor 46.74 49.07 2005 Chief Surveyor, Assistant 38.12 40.04 2102 Code Inspector Supervisor 40.73 42.77 5008 Collection Systems Technician 27.38 28.75 5007 Collection Systems Worker 25.78 27.07 5006 Community Service Work Crew Leader 31.11 32.67 2104 Construction Inspector Supervisor 40.73 42.77 2016 Construction Inspector, Assistant 31.47 32.73 2043 Construction Manager 45.66 47.94 2045 Construction Manager, Associate 40.73 42.77 2046 Engineering Construction Coordinator 40.73 42.77 | 2006 Chief Surveyor 46.74 49.07 51.52 2005 Chief Surveyor, Assistant 38.12 40.04 42.04 2102 Code Inspector Supervisor 40.73 42.77 44.92 5008 Collection Systems Technician 27.38 28.75 30.19 5007 Collection Systems Worker 25.78 27.07 28.42 5006 Community Service Work Crew Leader 31.11 32.67 34.30 2104 Construction Inspection Supervisor 40.73 42.77 44.92 2016 Construction Inspector 35.66 37.44 39.32 2015 Construction Inspector, Assistant 31.17 32.73 34.37 2043 Construction Manager 45.66 47.94 50.34 2045 Construction Manager, Associate 40.73 42.77 44.92 2046 Engineering Construction Coordinator 40.73 42.77 44.92 | 2006 Chief Surveyor 46.74 49.07 51.52 54.10 2005 Chief Surveyor, Assistant 38.12 40.04 42.04 44.14 2102 Code Inspector Supervisor 40.73 42.77 44.92 47.16 5008 Collection Systems Technician 27.38 28.75 30.19 31.69 5007 Collection Systems Worker 25.78 27.07 28.42 29.85 5006 Community Service Work Crew Leader 31.11 32.67 34.30 36.01 2104 Construction Inspection Supervisor 40.73 42.77 44.92 47.16 2016 Construction Inspector 35.66 37.44 39.32 41.28 2015 Construction Inspector, Assistant 31.17 32.73 34.37 36.09 2043 Construction Manager 45.66 47.94 50.34 52.97 2045 Construction Manager, Associate 40.73 42.77 44.92 47.16 2046 Engineering Construction Coordinator | 2006Chief Surveyor46.7449.0751.5254.1056.802005Chief Surveyor, Assistant38.1240.0442.0444.1446.352102Code Inspector Supervisor40.7342.7744.9247.1649.525008Collection Systems Technician27.3828.7530.1931.6933.285007Collection Systems Worker25.7827.0728.4229.8531.335006Community Service Work Crew Leader31.1132.6734.3036.0137.812104Construction Inspection Supervisor40.7342.7744.9247.1649.522016Construction Inspector35.6637.4439.3241.2843.342015Construction Inspector, Assistant31.1732.7334.3736.0937.892043Construction Manager45.6647.9450.3452.9755.622046Engineering Construction Coordinator40.7342.7744.9247.1649.52 |



| | 2021 | Engineering Office Coordinator | 36.02 | 37.82 | 39.72 | <u>41.71</u> | 43.78 | |
|----|-------------|-------------------------------------------------------|-------------------|-------------------|-------------------|--------------------|-------------------|------------------|
| | 2010 | Engineering Technician I | 26.58 | 27.90 | 29.29 | 30.76 | 32.31 | |
| 1 | 2011 | Engineering Technician II | 30.27 | 31.78 | 33.36 | 35.03 | 36.79 | |
| 2 | 2012 | Engineering Technician III | 33.34 | 35.00 | 36.76 | 38.60 | 4 0.53 | |
| | 2004 | Engineering Technician IV | 36.68 | 38.52 | 4 0.45 | 4 2.48 | 44. 60 | |
| 3 | 3102 | Environmental Lab Scientist I | 27.30 | 28.65 | 30.09 | 31.60 | 33.18 | |
| 4 | 3105 | Environmental Lab Scientist II | 32.84 | 34.49 | 36.21 | <u>38.02</u> | 39.91 | |
| | 3106 | Environmental Lab Scientist III | 37.60 | 39.47 | 41.4 5 | 4 <u>3.52</u> | 4 5.69 | |
| 5 | 3107 | Environmental Lab Scientist in Training | 21.47 | 22.55 | 23.68 | 24.87 | 26.11 | |
| 6 | 4209 | Forensic Services Supervisor | 4 8.67 | 51.11 | | | | |
| Ũ | 5042 | Grounds Maintenance Supervisor | 44.30 | 4 6.51 | 4 8.84 | | | |
| 7 | 2101 | Inspector | 35.31 | 37.07 | 38.94 | 4 0.88 | 4 2.93 | |
| 8 | 2122 | Inspector, Senior | 37.44 | 39.32 | 41.28 | 4 3.34 | 4 5.50 | |
| 0 | 2026 | L I D Representative | 36.32 | 38.13 | 40.05 | 4 <u>2.05</u> | 44.15 | |
| 9 | 2027 | L I D Representative, Senior | 42.74 | 44.88 | 47.1 3 | 4 9.49 | 51.96 | |
| 10 | 3104 | Lab Assistant | 20.72 | 21.75 | 22.84 | 23.97 | 25.18 | 26.43 |
| 10 | 5206 | Painter Crew Leader | 39.11 | | | | | |
| 11 | 0070 | Parking Enforcement Officer | <u>23.87</u> | 25.06 | 26.32 | 27.64 | 29.02 | |
| 10 | 0071 | Parking Enforcement Officer, Lead | 26.39 | 27.72 | 29.10 | 30.56 | 32.08 | |
| 12 | 0072 | Parking Enforcement Supervisor | 31.23 | 32.79 | 34.43 | 36.15 | 37.96 | |
| 13 | 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 | 4 0.40 | |
| 14 | 0035 | Real Estate Specialist | 27.20 | <u>28.57</u> | <u>29.99</u> | 31.49 | 33.07 | |
| 15 | 0401 | Real Estate Specialist, Senior | 36.30 | 38.11 | 40.02 | 4 <u>2.01</u> | 44.1 2 | |
| | 5014 | Recovery & Transfer Center Supervisor | 40.18 | 42.19 | 44. 30 | 4 6.51 | 4 8.84 | |
| 16 | 2108 | Road Use Compliance Officer | 31.23 | <u>32.79</u> | 34.43 | 36.15 | 37.96 | |
| 17 | 2109 | Road Use Compliance Supervisor | 34.33 | 36.04 | 37.85 | 39.74 | 4 1.73 | |
| 18 | 5028 | Sewer Transmission Systems Maintenance Coordinator | 35.79 | 37.58 | 39.45 | 41.4 3 | 4 3.50 | |
| 19 | 5030 | Sewer Transmission Systems Maintenance Supervisor | 38.35 | 4 0.26 | 4 <u>2.28</u> | 44.39 | 4 6.61 | |
| 10 | 5017 | Solid Waste Collection Supervisor | 4 <u>2.77</u> | 44.91 | | | | |
| 20 | 5037 | Solid Waste Route Supervisor | 4 6.61 | | | | | |
| 21 | 0625 | Source Control Representative | 34.03 | 35.73 | 37.52 | 39.39 | 4 1.37 | |
| 21 | 0626 | Source Control Representative, Senior | 37.43 | 39.31 | 41.27 | 4 3.33 | 4 5.49 | |
| 22 | 5026 | Street Maintenance Supervisor | 44. 30 | 46.51 | 4 8.84 | | | |
| 22 | 2001 | Survey Technician II | 26.66 | <u>27.99</u> | 29.40 | 30.86 | 32.40 | |
| 23 | 2002 | Survey Technician III | 29.73 | 31.22 | 32.78 | 34.42 | 36.14 | |
| 24 | 0613 | Utility Services Representative- | 29.30 | 30.77 | 32.32 | 33.93 | 35.63 | |
| | 0614 | Utility Services Representative II Supervisor | 39.27 | 4 1.23 | 4 <u>3.29</u> | 4 5 .45 | 47.72 | |
| 25 | 5107 | WWTP Operations Supervisor | 46.65 | 4 8.97 | 51.42 | 54.00 | 56.70 | |
| 26 | <u>0615</u> | Utility Services Representative, Senior | 33.23 | 34.89 | 36.63 | 38.47 | 40.40 | |



| | 0 | • | | 4 | <u>^</u> | <u>^</u> | 4 | - | 6 |
|------|------|---|-----------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------|
| | Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | t |
| | 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> | | | |
| | 5202 | | Carpenter Crew Leader | <u>42.93</u> | 00.05 | 00.07 | 00.00 | 11.00 | |
| | 2003 | | Chief Of Party | <u>34.52</u> | <u>36.25</u> | <u>38.07</u> | <u>39.96</u> | <u>41.96</u> | |
| | 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> | |
| | 2102 | | Code Inspector Supervisor | <u>41.65</u> | <u>43.73</u> | <u>45.93</u> | <u>48.22</u> | <u>50.63</u> | |
| | 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> | |
| | 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> | |
| | 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</u> . |
| | 2015 | | Construction Inspector, Assistant | <u>31.87</u> | <u>33.47</u> | <u>35.14</u> | <u>36.90</u> | <u>38.74</u> | |
| | 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</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> | |
| | 2046 | | Engineering Construction Coordinator | <u>41.65</u> | <u>43.73</u> | <u>45.93</u> | <u>48.22</u> | <u>50.63</u> | |
| | 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> | |
| | 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> | |
| | 2012 | | Engineering Technician III | <u>34.09</u> | <u>35.79</u> | <u>37.59</u> | <u>39.47</u> | <u>41.44</u> | |
| | 2004 | | Engineering Technician IV | <u>37.51</u> | <u>39.39</u> | <u>41.36</u> | <u>43.44</u> | <u>45.60</u> | |
| | 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> | |
| | 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> | |
| | 4209 | | Forensic Services Supervisor | <u>49.77</u> | <u>52.26</u> | | | | |
| | 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> | |
| | 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> | |
| | 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> | |
| | 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</u> . |
| | 5206 | | Painter Crew Leader | <u>39.99</u> | | | | | |
| $\ $ | 0070 | | Parking Enforcement Officer | <u>24.41</u> | <u>25.62</u> | <u>26.91</u> | <u>28.26</u> | <u>29.67</u> | |
| $\ $ | 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> | |
| $\ $ | 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> | |



| 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 | 41.08 | 43.14 | 45.30 | 47.56 | 49.94 | |
| 2108 | | Road Use Compliance Officer | <u>31.93</u> | 33.53 | 35.20 | 36.96 | <u>38.81</u> | |
| 2109 | | Road Use Compliance Supervisor | <u>35.10</u> | <u>36.85</u> | <u>38.70</u> | 40.63 | 42.67 | |
| 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 | 1 | Survey Technician II | 27.26 | <u>28.62</u> | <u>30.06</u> | <u>31.55</u> | <u>33.13</u> | |
| 2002 | 1 | 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 Representative II-Supervisor | <u>40.15</u> | <u>42.16</u> | 44.26 | 46.47 | <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> | |
| 0615 | | Utility Services Representative, Senior | 33.98 | 35.68 | 37.45 | 39.34 | 41.31 | |
| etroa | | ection 6. That Section 1.12.35 ve to January 1, 2019, to read | | | is here | by am | ended, | effe |
| etroa | | | | | is here | by am | ended, | effe |
| | activ | ve to January 1, 2019, to read | as follo | WS: | | - | | |
| Code | activ | ve to January 1, 2019, to read | as follo | 2 | 3 | 4 | 5 | |
| Code 5365 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer | as follo 1 24.42 | 2 2 25.65 | 3 26.91 | 4 | 5 | |
| Code 5365 5016 | activ | ve to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader | as follo 1 24.42 33.89 | 2 2 25.65 35.58 | 3 26.91 37.35 | 4 | 5 | |
| Code 5365 5016 5015 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator | as follo 1 24.42 33.89 29.54 | 2 2 25.65 35.58 | 3 26.91 37.35 | 4 | 5 | |
| Code 5365 5016 5015 5201 | activ | ve to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter | as follo 1 24.42 33.89 29.54 34.02 | 2 25.65 35.58 31.01 | 3 26.91 37.35 | 4 | 5 | 6 |
| Code 5365 5016 5015 5201 5210 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader | as follo 1 24.42 33.89 29.54 34.02 33.89 | 2 25.65 35.58 31.01 35.58 | 3 26.91 37.35 32.55 | 4 | 5 29.67 | 6 |
| Code 5365 5016 5015 5201 5210 1101 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader Crime Analyst | as follo 1 24.42 33.89 29.54 34.02 33.89 28.42 | 2 25.65 35.58 31.01 35.58 29.87 | 3 26.91 37.35 32.55 31.40 | 4 28.25 33.01 | 5 29.67 34.68 | 6 |
| Code 5365 5016 5015 5201 5210 1101 1102 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader Crime Analyst Crime Analyst, Senior | as follo 1 24.42 33.89 29.54 34.02 33.89 28.42 32.62 | 2 25.65 35.58 31.01 35.58 29.87 34.30 | 3 26.91 37.35 32.55 31.40 36.06 | 4 28.25 33.01 37.87 | 5 29.67 34.68 39.80 | 6 |
| Code 5365 5016 5015 5201 5210 1101 1102 1099 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader Crime Analyst Crime Analyst, Senior Crime Program Technician | as follo 1 24.42 33.89 29.54 34.02 33.89 28.42 32.62 23.75 | 2 25.65 35.58 31.01 35.58 29.87 34.30 24.96 | 3 26.91 37.35 32.55 31.40 36.06 26.23 | 4 28.25 33.01 37.87 27.59 | 5 29.67 34.68 39.80 28.97 | 6 |
| Code 5365 5016 5201 5201 5210 1101 1102 1099 4210 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader Crime Analyst Crime Analyst, Senior Crime Program Technician Crime Scene Technician | as follo 1 24.42 33.89 29.54 34.02 33.89 28.42 32.62 23.75 28.28 | 2 25.65 35.58 31.01 35.58 29.87 34.30 24.96 | 3 26.91 37.35 32.55 31.40 36.06 26.23 | 4 28.25 33.01 37.87 27.59 | 5 29.67 34.68 39.80 28.97 | 6 36./ 41.{ |
| Code 5365 5016 5201 5210 1101 1102 1099 4210 5020 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader Crime Analyst Crime Analyst, Senior Crime Program Technician Crime Scene Technician Equipment Operator | as follo 1 24.42 33.89 29.54 34.02 33.89 28.42 32.62 23.75 28.28 31.14 | 2 25.65 35.58 31.01 35.58 29.87 34.30 24.96 29.70 | 3 26.91 37.35 32.55 31.40 36.06 26.23 | 4 28.25 33.01 37.87 27.59 | 5 29.67 34.68 39.80 28.97 | 6 36./ 41.{ |
| Code 5365 5016 5201 5201 1101 1102 1099 4210 5020 5021 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader Crime Analyst Crime Analyst Crime Analyst, Senior Crime Program Technician Crime Scene Technician Equipment Operator | 1 24.42 33.89 29.54 34.02 33.89 28.42 32.62 23.75 28.28 31.14 32.83 | 2 25.66 35.58 31.01 35.58 29.87 34.30 24.96 29.70 34.47 | 3 26.91 37.35 32.55 31.40 36.06 26.23 31.19 | 4 28.25 33.01 37.87 27.59 32.76 | 5 29.67 34.68 39.80 28.97 34.40 | 6 36./ 41.{ |
| Code 5365 5016 5201 5201 1101 1102 1099 4210 5020 5021 4208 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader Crime Analyst Crime Analyst, Senior Crime Program Technician Crime Scene Technician Equipment Operator Equipment Operator, Heavy Forensic Specialist | as follo 1 24.42 33.89 29.54 34.02 33.89 28.42 32.62 23.75 28.28 31.14 32.83 31.13 | 2 25.65 35.58 31.01 35.58 29.87 34.30 24.96 29.70 34.47 32.70 | 3 26.91 37.35 32.55 31.40 36.06 26.23 31.19 34.33 | 4 28.25 33.01 37.87 27.59 32.76 36.03 | 5 29.67 34.68 39.80 28.97 34.40 | 6 |
| Code 5365 5016 5201 5201 1101 1102 1099 4210 5020 5021 4208 5041 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader Crime Analyst Crime Analyst Crime Analyst, Senior Crime Program Technician Crime Scene Technician Equipment Operator Equipment Operator, Heavy Forensic Specialist Grounds Maintenance Crew Leader | as follo 1 24.42 33.89 29.54 34.02 33.89 28.42 32.62 23.75 28.28 31.14 32.83 31.13 30.74 | 2 25.65 35.58 31.01 35.58 29.87 34.30 24.96 29.70 34.47 32.70 32.28 | 3 26.91 37.35 32.55 31.40 36.06 26.23 31.19 34.33 33.89 | 4 28.25 33.01 37.87 27.59 32.76 32.76 36.03 35.58 | 5 29.67 34.68 39.80 28.97 34.40 | 6 |
| Code 5365 5016 5201 5201 1101 1102 1099 4210 5020 5021 4208 5041 5040 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader Crime Analyst Crime Analyst, Senior Crime Program Technician Crime Scene Technician Equipment Operator Equipment Operator, Heavy Forensic Specialist Grounds Maintenance Crew Leader Grounds Maintenance Worker | as follo 1 24.42 33.89 29.54 34.02 33.89 28.42 32.62 23.75 28.28 31.14 32.83 31.13 30.74 24.59 | 2 25.65 35.58 31.01 35.58 29.87 34.30 24.96 29.70 34.47 32.70 32.28 25.81 | 3 26.91 37.35 32.55 31.40 36.06 26.23 31.19 34.33 33.89 27.10 | 4 28.25 33.01 37.87 27.59 32.76 36.03 35.58 28.45 | 5 29.67 34.68 39.80 28.97 34.40 | |
| Code 5365 5016 5201 5210 1101 1102 1099 4210 5020 5021 4208 5041 5040 5047 | activ | ye to January 1, 2019, to read Job Title Animal Control & Compliance Officer Asphalt Plant Crew Leader Asphalt Plant Operator Carpenter Concrete Finisher Crew Leader Crime Analyst Crime Analyst, Senior Crime Program Technician Crime Scene Technician Equipment Operator Equipment Operator, Heavy Forensic Specialist Grounds Maintenance Crew Leader Grounds Maintenance Worker | as follo 1 24.42 33.89 29.54 34.02 33.89 28.42 32.62 23.75 28.28 31.14 32.83 31.14 32.83 31.14 32.83 31.14 24.59 24.59 | 2 25.65 35.58 31.01 35.58 29.87 34.30 24.96 29.70 24.96 29.70 34.47 32.70 32.28 25.81 25.81 | 3 26.91 37.35 32.55 31.40 36.06 26.23 31.19 34.33 33.89 27.10 27.10 | 4 28.25 33.01 37.87 27.59 32.76 32.76 36.03 35.58 28.45 28.45 | 5 29.67 34.68 39.80 28.97 34.40 37.82 | 6 |



| | 0016 | | Police Administrative Support Specialist | 24.50 | 25.74 | 27.02 | 28.37 | 29.79 | |
|----------|------|---|------------------------------------------|------------------|------------------|------------------|-------------------|------------------|--------------|
| | 0628 | | Refuse Scale Operator | 25.98 | 27.28 | | | | |
| 1 | 0627 | | Solid Waste Worker | 21.24 | <u>22.29</u> | 23.40 | <u>24.59</u> | 25.81 | |
| 2 | 5025 | | Street Maintenance Crew Leader | 30.74 | 32.28 | 33.89 | 35.58 | | |
| | 5002 | | Street Maintenance Worker | 24.59 | 25.81 | 27.10 | 28.45 | | |
| 3 | 0530 | | Tax & License Field Auditor | 31.75 | 33.34 | 35.00 | 36.75 | 38.61 | |
| 4 | 0531 | | Tax & License Field Auditor, Senior | 34.61 | 36.35 | 38.16 | 4 0.07 | 4 <u>2.09</u> | |
| | 0529 | | Tax & License Office Auditor | 29.66 | 31.15 | <u>32.71</u> | 34.35 | 36.06 | |
| 5 | 0525 | | Tax License Compliance Officer | 32.80 | 34.44 | 36.16 | 37.98 | 39.85 | |
| 6 | 5023 | | Traffic Sign & Marking Specialist | 24.90 | 26.15 | 27.46 | 28.81 | 30.26 | |
| 7 | Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
| ' | 5365 | | Animal Control & Compliance Officer | 25.13 | 26.39 | 3 27.71 | 4 29.10 | 30.56 | 0 |
| 8 | 5016 | | Asphalt Plant Crew Leader | 34.90 | <u>36.64</u> | 38.47 | 20.10 | 00.00 | |
| ~ | 5015 | | Asphalt Plant Operator | <u>30.41</u> | <u>31.93</u> | <u>33.53</u> | | | |
| 9 | 5201 | | Carpenter | 35.04 | 01.00 | 00.00 | | | |
| 0 | 5210 | | Concrete Finisher Crew Leader | <u>34.90</u> | 36.65 | | | | |
| | 1101 | | Crime Analyst | <u>30.95</u> | <u>32.50</u> | <u>34.12</u> | 35.83 | 37.62 | <u>39.50</u> |
| 1 | 1102 | | Crime Analyst, Senior | 35.51 | 37.29 | <u>39.15</u> | 41.11 | 43.17 | 45.33 |
| 2 | 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 | 02.01 |
| 3 | 5020 | | Equipment Operator | <u>32.07</u> | 00.00 | 02.10 | <u>00.7 1</u> | 00.10 | |
| 4 | 5021 | - | Equipment Operator, Heavy | 33.81 | 35.50 | | | | |
| | 4208 | | Forensic Specialist | 32.05 | 33.65 | 35.33 | 37.10 | 38.95 | |
| 5 | 5041 | | Grounds Maintenance Crew Leader | <u>31.66</u> | 33.24 | 34.90 | 36.65 | <u></u> | |
| 6 | 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 | | |
| 7 | 5001 | 1 | Laborer | 17.24 | 18.10 | 19.00 | | | |
| 8 | 4212 | 1 | Latent Print Examiner | 35.28 | 37.04 | 38.89 | 40.83 | 42.87 | |
| Ũ | 5205 | 1 | Painter, Industrial | 27.70 | 29.09 | 30.54 | 32.07 | 33.67 | |
| 9 | 0016 | 1 | Police Administrative Support Specialist | 25.24 | 26.50 | 27.83 | 29.22 | 30.68 | |
| 0 | 0628 | | Refuse Scale Operator | 26.76 | 28.10 | | | | |
| .0 | 0627 | | Solid Waste Worker | 21.86 | 22.95 | <u>24.10</u> | 25.31 | 26.58 | |
| 1 | 5025 | | Street Maintenance Crew Leader | 31.66 | 33.24 | 34.90 | 36.65 | | |
| 2 | 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 | <u>39.77</u> | |
| 3 | 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 | |
| 4 | 0525 | 1 | Tax License Compliance Officer | 33.78 | 35.47 | 37.24 | 39.10 | 41.05 | |
| 5 | 5023 | + | Traffic Sign & Marking Specialist | 25.65 | 26.93 | 28.28 | 29.69 | 31.17 | |



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

¹ January 1, 2020, to read as follows:

| 2 | Code | А | Job Title | | | | | _ | |
|----|------|---|------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------|
| 3 | 5365 | A | Animal Control & Compliance Officer | 1 25.13 | 2 26.39 | 3 27.71 | 4 29.10 | 5 30.56 | 6 |
| 3 | | - | • | | | | 29.10 | 30.90 | |
| 4 | 5016 | | Asphalt Plant Crew Leader | 34.90 | 36.64 | 38.47 | | | |
| _ | 5015 | | Asphalt Plant Operator | 30.41 | 31.93 | 33.53 | | | |
| 5 | 5201 | | Carpenter | 35.04 | | | | | |
| 6 | 5210 | | Concrete Finisher Crew Leader | 34.90 | 36.65 | | | 07.00 | |
| | 1101 | | Crime Analyst | 30.95 | 32.50 | 34.12 | 35.83 | 37.62 | 39.50 |
| 7 | 1102 | | Crime Analyst, Senior | 35.51 | <u>37.29</u> | 39.15 | 41.11 | 43.17 | 4 5.33 |
| 8 | 1099 | | Crime Program Technician | 25.83 | 27.12 | 28.48 | 29.90 | 31.40 | 32.97 |
| 0 | 4210 | | Crime Scene Technician | 29.14 | 30.60 | 32.13 | 33.74 | 35.43 | |
| 9 | 5020 | | Equipment Operator | 32.07 | | | | | |
| 10 | 5021 | | Equipment Operator, Heavy | 33.81 | 35.50 | | | | |
| 10 | 4208 | | Forensic Specialist | 32.05 | 33.65 | 35.33 | 37.10 | 38.95 | |
| 11 | 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 | | |
| 12 | 5047 | | Hydro Grounds Maintenance Worker | 25.30 | 26.57 | 27.90 | 29.30 | | |
| 13 | 5001 | | Laborer | 17.24 | 18.10 | 19.00 | | | |
| 10 | 4212 | | Latent Print Examiner | 35.28 | 37.04 | 38.89 | 4 0.83 | 4 <u>2.87</u> | |
| 14 | 5205 | | Painter, Industrial | 27.70 | 29.09 | 30.5 4 | 32.07 | 33.67 | |
| 15 | 0016 | | Police Administrative Support Specialist | 25.24 | 26.50 | 27.83 | <u>29.22</u> | 30.68 | |
| 15 | 0628 | | Refuse Scale Operator | 26.76 | 28.10 | | | | |
| 16 | 0627 | | Solid Waste Worker | 21.86 | 22.95 | 24.10 | 25.31 | 26.58 | |
| 47 | 5025 | | Street Maintenance Crew Leader | 31.66 | 33.24 | 34.90 | 36.65 | | |
| 17 | 5002 | | Street Maintenance Worker | 25.30 | 26.57 | 27.90 | 29.30 | | |
| 18 | 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 | 4 3.35 | |
| 19 | 0529 | 1 | Tax & License Office Auditor | 30.56 | <u>32.09</u> | <u>33.69</u> | 35.37 | 37.14 | |
| 20 | 0525 | 1 | 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 | |
| 21 | | | | | μ | ļ | | ļ |] |
| 22 | Code | А | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
| 22 | 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> | |
| 23 | 5016 | | Asphalt Plant Crew Leader | <u>35.93</u> | <u>37.73</u> | <u>39.62</u> | | | |
| ~ | 5015 | 1 | Asphalt Plant Operator | <u>31.33</u> | <u>32.90</u> | <u>34.54</u> | | | |
| 24 | 5201 | 1 | Carpenter | <u>36.09</u> | | | | | |
| 25 | 5210 | 1 | Concrete Finisher Crew Leader | <u>35.95</u> | <u>37.75</u> | | | | |
| | 1101 | 1 | 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> |
| 26 | 1102 | 1 | 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> |
| | L | 1 | 1 | | 1 | L | 1 | <u>l</u> | I |



|) | | | | | | | | |
|----|------|------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 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> |
| 4 | 4210 | Crime Scene Technician | <u>30.02</u> | <u>31.52</u> | <u>33.10</u> | <u>34.75</u> | <u>36.49</u> | |
| 1 | 5020 | Equipment Operator | <u>33.03</u> | | | | | |
| 2 | 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> | |
| 3 | 5041 | Grounds Maintenance Crew Leader | <u>32.61</u> | <u>34.24</u> | <u>35.95</u> | <u>37.75</u> | | |
| 4 | 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> | | |
| 5 | 5001 | Laborer | <u>17.75</u> | <u>18.64</u> | <u>19.57</u> | | | |
| 6 | 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> | |
| 7 | 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> | |
| 8 | 0628 | Refuse Scale Operator | <u>27.56</u> | <u>28.94</u> | | | | |
| Ũ | 0627 | Solid Waste Worker | <u>22.53</u> | <u>23.66</u> | <u>24.84</u> | <u>26.08</u> | <u>27.38</u> | |
| 9 | 5025 | Street Maintenance Crew Leader | <u>32.61</u> | <u>34.24</u> | <u>35.95</u> | <u>37.75</u> | | |
| 10 | 5002 | Street Maintenance Worker | <u>26.07</u> | <u>27.37</u> | <u>28.74</u> | <u>30.18</u> | | |
| 10 | 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> | |
| 11 | 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> | |
| 12 | 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> | |
| 12 | 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> | |
| 13 | 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> | |

15

Section 8. That Section 1.12.355 of the TMC is hereby amended, effective

16 January 1, 2021, to read as follows:

| 17 | - · · | | | т <u> </u> | | | | | |
|----|-------|---|-------------------------------------|------------------|------------------|------------------|-------------------|------------------|------------------|
| ., | Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
| 18 | 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 | | | |
| 19 | 5015 | | Asphalt Plant Operator | 31.33 | 32.90 | 34.54 | | | |
| 20 | 5201 | | Carpenter | 36.09 | | | | | |
| 20 | 5210 | | Concrete Finisher Crew Leader | 35.95 | 37.75 | | | | |
| 21 | 1101 | | Crime Analyst | 31.88 | 33.47 | 35.14 | 36.90 | 38.75 | 40.69 |
| 22 | 1102 | | Crime Analyst, Senior | 36.58 | 38.41 | 40.33 | 4 2.35 | 44.47 | 46.69 |
| 22 | 1099 | | Crime Program Technician | 26.60 | 27.93 | 29.33 | 30.80 | 32.34 | 33.96 |
| 23 | 4210 | | Crime Scene Technician | 30.02 | 31.52 | 33.10 | 34.75 | 36.49 | |
| 24 | 5020 | | Equipment Operator | 33.03 | | | | | |
| 24 | 5021 | | Equipment Operator, Heavy | 34.83 | 36.57 | | | | |
| 25 | 4208 | | Forensic Specialist | 33.01 | 34.66 | 36.39 | 38.21 | 4 <u>0.12</u> | |
| | 5041 | 1 | Grounds Maintenance Crew Leader | 32.61 | 34.24 | 35.95 | 37.75 | | |
| 26 | 5040 | 1 | Grounds Maintenance Worker | 26.07 | 27.37 | 28.74 | 30.18 | | |
| | 1 | | 1 | | | | | | L |



| 5047 | | Hydro Grounds Maintenance Worker | 26.07 | 27.37 | 28.74 | 30.18 | | |
|------|---|------------------------------------------|------------------|------------------|-------------------|-------------------|-------------------|-----------|
| 5001 | | Laborer | 17.75 | 18.64 | 19.57 | | | |
| 4212 | | Latent Print Examiner | 36.33 | 38.15 | 40.06 | 42.06 | 44.16 | |
| 5205 | | Painter, Industrial | 28.53 | 29.96 | 31.46 | 33.03 | 34.68 | |
| 0016 | | Police Administrative Support Specialist | 26.00 | 27.30 | 28.67 | 30.10 | 31.60 | |
| 0628 | | Refuse Scale Operator | 27.56 | 28.94 | | | | |
| 0627 | | Solid Waste Worker | 22.53 | 23.66 | 24.84 | 26.08 | 27.38 | |
| 5025 | | Street Maintenance Crew Leader | 32.61 | 34.24 | 35.95 | 37.75 | | |
| 5002 | | Street Maintenance Worker | 26.07 | 27.37 | 28.74 | 30.18 | | |
| 0530 | | Tax & License Field Auditor | 33.70 | 35.38 | 37.15 | 39.01 | 4 0.96 | |
| 0531 | | Tax & License Field Auditor, Senior | 36.73 | 38.57 | 4 0.50 | 4 <u>2.52</u> | 44. 65 | |
| 0529 | | Tax & License Office Auditor | 31.48 | 33.05 | 34.70 | 36.43 | 38.25 | |
| 0525 | | Tax License Compliance Officer | 34.78 | 36.52 | 38.35 | 4 0.27 | 4 <u>2.28</u> | |
| 5023 | | Traffic Sign & Marking Specialist | 26.41 | 27.73 | 29.12 | 30.58 | 32.11 | |
| | | | | 1 | | | | |
| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | |
| 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</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> | 47 |
| 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</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> | 05.40 | 00 -0 | 00.00 | |
| 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> | 11.00 | |
| 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 | 1 | Tax & License Field Auditor, Senior | <u>37.65</u> | <u>39.53</u> | 41.51 | 43.58 | <u>45.77</u> | 1 |



| 3931 | 41.28 | 43.34 | |
|--------------|------------------------------|--------------|--|
| | <u>+1.20</u> | | |
| <u>29.85</u> | <u>31.34</u> | <u>32.91</u> | |
| | <u>39.31</u> <u>29.85</u> | | |

4

1

January 1, 2022, to read as follows:

| Code | А | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
|------|---|------------------------------------------|------------------|------------------|-------------------|-------------------|-------------------|------------------|
| 5365 | | Animal Control & Compliance Officer | 26.55 | 27.87 | 29.26 | 30.73 | <u>32.27</u> | |
| 5016 | | Asphalt Plant Crew Leader | 36.83 | 38.67 | 4 0.61 | | | |
| 5015 | | Asphalt Plant Operator | 32.11 | 33.72 | 35.40 | | | |
| 5201 | | Carpenter | 36.99 | | | | | |
| 5210 | | Concrete Finisher Crew Leader | 36.85 | 38.69 | | | | |
| 1101 | | Crime Analyst | 32.68 | 34.31 | 36.02 | 37.82 | 39.72 | 41.7 |
| 1102 | | Crime Analyst, Senior | 37.49 | 39.37 | 4 1.34 | 4 <u>3.41</u> | 4 5.58 | 4 7.8 |
| 1099 | | Crime Program Technician | 27.27 | <u>28.63</u> | 30.06 | 31.57 | 33.15 | 34.8 |
| 4210 | | Crime Scene Technician | 30.77 | 32.31 | 33.93 | 35.62 | 37.40 | |
| 5020 | | Equipment Operator | 33.86 | | | | | |
| 5021 | | Equipment Operator, Heavy | 35.70 | 37.48 | | | | |
| 4208 | | Forensic Specialist | 33.84 | 35.53 | 37.30 | 39.17 | 4 <u>1.12</u> | |
| 5041 | | Grounds Maintenance Crew Leader | 33.43 | 35.10 | 36.85 | 38.69 | | |
| 5040 | | Grounds Maintenance Worker | 26.72 | 28.05 | 29.46 | 30.93 | | |
| 5047 | | Hydro Grounds Maintenance Worker | 26.72 | 28.05 | 29.46 | 30.93 | | |
| 5001 | | Laborer | 18.19 | 19.11 | 20.06 | | | |
| 4212 | | Latent Print Examiner | 37.24 | 39.10 | 41.06 | 4 <u>3.11</u> | 4 5.26 | |
| 5205 | | Painter, Industrial | 29.24 | 30.71 | 32.25 | 33.86 | 35.55 | |
| 0016 | | Police Administrative Support Specialist | 26.65 | 27.98 | 29.39 | 30.85 | 32.39 | |
| 0628 | | Refuse Scale Operator | 28.25 | 29.66 | | | | |
| 0627 | | Solid Waste Worker | 23.09 | 24.25 | 25.46 | 26.73 | 28.06 | |
| 5025 | | Street Maintenance Crew Leader | 33.43 | 35.10 | 36.85 | 38.69 | | |
| 5002 | | Street Maintenance Worker | 26.72 | 28.05 | 29.46 | 30.93 | | |
| 0530 | | Tax & License Field Auditor | 34.54 | 36.26 | 38.08 | 39.99 | 41.98 | |
| 0531 | | Tax & License Field Auditor, Senior | 37.65 | 39.53 | 41.51 | 4 3.58 | 4 5.77 | |
| 0529 | | Tax & License Office Auditor | 32.27 | 33.88 | 35.57 | 37.34 | 39.21 | |
| 0525 | | Tax License Compliance Officer | 35.65 | 37.43 | 39.31 | 4 <u>1.28</u> | 4 3.34 | |
| 5023 | | Traffic Sign & Marking Specialist | 27.07 | 28.42 | 29.85 | 31.34 | 32.91 | |
| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 | 6 |
| 5365 | | Animal Control & Compliance Officer | 27.15 | <u>28.50</u> | <u>29.92</u> | <u>31.42</u> | 33.00 | |
| 5016 | | Asphalt Plant Crew Leader | 37.66 | 39.54 | 41.52 | | | |
| 5015 | | Asphalt Plant Operator | 32.83 | 34.48 | 36.20 | | | |



| | 5201 | Carpenter | <u>37.82</u> | | | | | |
|----|------|------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 4 | 5210 | Concrete Finisher Crew Leader | <u>37.68</u> | <u>39.56</u> | | | | |
| 1 | 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> |
| 2 | 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> |
| 3 | 4210 | Crime Scene Technician | <u>31.46</u> | <u>33.04</u> | <u>34.69</u> | <u>36.42</u> | <u>38.24</u> | |
| 4 | 5020 | Equipment Operator | <u>34.62</u> | | | | | |
| | 5021 | Equipment Operator, Heavy | <u>36.50</u> | <u>38.32</u> | | | | |
| 5 | 4208 | Forensic Specialist | <u>34.60</u> | <u>36.33</u> | <u>38.14</u> | <u>40.05</u> | <u>42.05</u> | |
| 6 | 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> | | |
| 7 | 5047 | Hydro Grounds Maintenance Worker | <u>27.32</u> | <u>28.68</u> | <u>30.12</u> | <u>31.63</u> | | |
| 8 | 5001 | Laborer | <u>18.60</u> | <u>19.54</u> | <u>20.51</u> | | | |
| Ŭ | 4212 | Latent Print Examiner | <u>38.08</u> | <u>39.98</u> | <u>41.98</u> | <u>44.08</u> | <u>46.28</u> | |
| 9 | 5205 | Painter, Industrial | <u>29.90</u> | <u>31.40</u> | <u>32.98</u> | <u>34.62</u> | <u>36.35</u> | |
| 10 | 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> | |
| 10 | 0628 | Refuse Scale Operator | <u>28.89</u> | <u>30.33</u> | | | | |
| 11 | 0627 | Solid Waste Worker | <u>23.61</u> | <u>24.80</u> | <u>26.03</u> | <u>27.33</u> | <u>28.69</u> | |
| 12 | 5025 | Street Maintenance Crew Leader | <u>34.18</u> | <u>35.89</u> | <u>37.68</u> | <u>39.56</u> | | |
| 12 | 5002 | Street Maintenance Worker | <u>27.32</u> | <u>28.68</u> | <u>30.12</u> | <u>31.63</u> | | |
| 13 | 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> | |
| 14 | 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> | |
| 15 | 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> | |
| 16 | | | | | | | | I |

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18

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

January 1, 2020, to read as follows:

| 1 | 9 | |
|---|---|--|
| | | |

| 20 | Code | Α | Job Title | 1 | 2 | 3 | 4 | 5 |
|----|------|---|-------------------------------------|-------------------|--------------------|------------------|------------------|------------------|
| | 5332 | | Equipment Mechanic, Heavy | 35.01 | | | | |
| 21 | 5310 | | Fabrication Welder | 34.97 | 36.72 | | | |
| 22 | 5335 | | Fire & Marine Diesel Mechanic | 38.20 | | | | |
| | 5336 | | Fire & Marine Shop Supervisor | 4 7.72 | | | | |
| 23 | 5312 | | Machinist | 35.65 | | | | |
| 24 | 5338 | | Solid Waste Mechanic | 32.25 | | | | |
| | 5330 | | Vehicle & Equipment Shop Attendant | 25.26 | 26.52 | 27.84 | 29.24 | 30.70 |
| 25 | 5334 | | Vehicle & Equipment Shop Supervisor | 4 3.28 | 4 5 .44 | | | |
| 26 | 5099 | | WWTP Assistant | 26.99 | 28.34 | 29.77 | 31.24 | 32.81 |



| - 10 - | | L MANALI CO MA - internet - a March internet | | | | | |
|-------------------------------------------------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------|------------|--------------|
| 5105 | | WWTP Maintenance Machinist | 35.42 | 37.21 | 39.06 | 41.02 | |
| 5106 | | WWTP Maintenance Machinist, Senior | 4 2.96 | 4 5.10 | | | |
| 5111 | | WWTP Maintenance Technician | 31.90 | 33.49 | 35.16 | | |
| Code | А | Job Title | 1 | 2 | 3 | 4 | 5 |
| 5332 | | Equipment Mechanic, Heavy | <u>35.71</u> | | | | |
| 5310 | | Fabrication Welder | 35.67 | 37.45 | | | |
| 5335 | | Fire & Marine Diesel Mechanic | 38.96 | | | | |
| 5336 | | Fire & Marine Shop Supervisor | 48.67 | | | | |
| 5312 | | Machinist | 36.36 | | | | |
| 5338 | | Solid Waste Mechanic | 32.90 | | | | |
| 5330 | | Vehicle & Equipment Shop Attendant | 25.76 | 27.05 | <u>28.40</u> | 29.82 | <u>31.31</u> |
| 5334 | | Vehicle & Equipment Shop Supervisor | 44.14 | 46.35 | | | |
| 5099 | | WWTP Assistant | 27.54 | 28.92 | <u>30.37</u> | | |
| 5105 | | WWTP Maintenance Machinist | 37.95 | <u>39.85</u> | <u>41.84</u> | | |
| 5106 | | WWTP Maintenance Machinist, Senior | 43.81 | 46.00 | | | |
| 5111 | | WWTP Maintenance Technician | 32.52 | 34.15 | <u>35.86</u> | | |
| | | ection 11. That Section 1.12 1, 2021, to read as follows: | .355 of tl | ne TMC | C is her | eby an | nende |
| Janua | ary | 1, 2021, to read as follows: | | | | | |
| | | | .355 of tl | ne TMC | C is her | eby an | nende |
| anua Code 5332 | ary | 1, 2021, to read as follows: Job Title | 1 | | | | |
| Janua Code | ary | 1, 2021, to read as follows: Job Title Equipment Mechanic, Heavy | 1 35.71 | 2 | | | |
| Janua Code 5332 5310 | ary | 1, 2021, to read as follows: Job Title Equipment Mechanic, Heavy Fabrication Welder | 1 35.71 35.67 | 2 | | | |
| Janua Code 5332 5310 5335 | ary | 1, 2021, to read as follows: Job Title Equipment Mechanic, Heavy Fabrication Welder Fire & Marine Diesel Mechanic | 1 35.71 35.67 38.96 | 2 | | | |
| Janua Code 5332 5310 5335 5336 | ary | 1, 2021, to read as follows: Job Title Equipment Mechanic, Heavy Fabrication Welder Fire & Marine Diesel Mechanic Fire & Marine Shop Supervisor | 1 35.71 35.67 38.96 48.67 | 2 | | | |
| Zode 5332 5310 5335 5336 5312 | ary | 1, 2021, to read as follows: Job Title Equipment Mechanic, Heavy Fabrication Welder Fire & Marine Diesel Mechanic Fire & Marine Shop Supervisor Machinist | 1 35.71 35.67 38.96 48.67 36.36 | 2 | | | |
| Janua Code 5332 5310 5335 5336 5338 | ary | Job TitleJob TitleEquipment Mechanic, HeavyFabrication WelderFire & Marine Diesel MechanicFire & Marine Shop SupervisorMachinistSolid Waste Mechanic | 1 35.71 35.67 38.96 48.67 36.36 32.90 | 2 37.45 | 3 | 4 | 5 |
| Zode 5332 5310 5335 5336 5312 5338 5330 | ary | 1, 2021, to read as follows: Job Title Equipment Mechanic, Heavy Fabrication Welder Fire & Marine Diesel Mechanic Fire & Marine Shop Supervisor Machinist Solid Waste Mechanic Vehicle & Equipment Shop Attendant | 1 35.71 35.67 38.96 48.67 36.36 32.90 25.76 | 2 37.45 27.05 | 3 | 4 | 5 |
| Janua Code 5332 5310 5335 5336 5332 5338 5330 5334 | ary | Job TitleJob TitleEquipment Mechanic, HeavyFabrication WelderFire & Marine Diesel MechanicFire & Marine Shop SupervisorMachinistSolid Waste MechanicVehicle & Equipment Shop AttendantVehicle & Equipment Shop Supervisor | 1 35.71 35.67 38.96 48.67 36.36 32.90 25.76 44.14 | 2 37.45 27.05 46.35 | 3 | 4 | 5 |
| Janua Code 5332 5310 5335 5336 5332 5338 5330 5334 5099 | ary | 1, 2021, to read as follows: Job Title Equipment Mechanic, Heavy Fabrication Welder Fire & Marine Diesel Mechanic Fire & Marine Shop Supervisor Machinist Solid Waste Mechanic Vehicle & Equipment Shop Attendant Vehicle & Equipment Shop Supervisor WWTP Assistant | 1 35.71 35.67 38.96 48.67 36.36 32.90 25.76 44.14 27.54 | 2 37.45 27.05 46.35 28.92 | 3 28.40 30.37 | 4 | 5 |
| Janua Code 5332 5310 5335 5336 5332 5338 5330 5334 5339 5334 | ary | 1, 2021, to read as follows:Job TitleEquipment Mechanic, HeavyFabrication WelderFire & Marine Diesel MechanicFire & Marine Shop SupervisorMachinistSolid Waste MechanicVehicle & Equipment Shop AttendantVehicle & Equipment Shop SupervisorWWTP AssistantWWTP Maintenance Machinist | 1 35.71 35.67 38.96 48.67 36.36 32.90 25.76 44.14 27.54 37.95 | 2 37.45 27.05 46.35 28.92 39.85 | 3 28.40 30.37 | 4 | 5 |
| Janua Code 5332 5310 5335 5336 5336 5338 5330 5334 5330 5334 5099 5105 5106 5111 | | 1, 2021, to read as follows: Job Title Equipment Mechanic, Heavy Fabrication Welder Fire & Marine Diesel Mechanic Fire & Marine Shop Supervisor Machinist Solid Waste Mechanic Vehicle & Equipment Shop Attendant Vehicle & Equipment Shop Supervisor WWTP Assistant WWTP Maintenance Machinist WWTP Maintenance Machinist, Senior WWTP Maintenance Technician | 1 35.71 35.67 38.96 48.67 36.36 32.90 25.76 44.14 27.54 37.95 43.81 32.52 | 2 37.45 27.05 46.35 28.92 39.85 46.00 34.15 | 3 28.40 30.37 41.84 35.86 | 4 29.82 | 5 |
| Janua Code 5332 5310 5335 5336 5336 5338 5330 5334 5099 5105 5106 5111 Code | ary | 1, 2021, to read as follows:Job TitleEquipment Mechanic, HeavyFabrication WelderFire & Marine Diesel MechanicFire & Marine Shop SupervisorMachinistSolid Waste MechanicVehicle & Equipment Shop AttendantVehicle & Equipment Shop SupervisorWWTP AssistantWWTP Maintenance Machinist, SeniorWWTP Maintenance TechnicianJob Title | 1 35.71 35.67 38.96 48.67 36.36 32.90 25.76 44.14 27.54 37.95 43.81 32.52 1 | 2 37.45 27.05 46.35 28.92 39.85 46.00 | 3 28.40 30.37 41.84 | 4 | 5 |
| Janua Code 5332 5310 5335 5336 5336 5338 5330 5334 5330 5334 5099 5105 5106 5111 | | 1, 2021, to read as follows: Job Title Equipment Mechanic, Heavy Fabrication Welder Fire & Marine Diesel Mechanic Fire & Marine Shop Supervisor Machinist Solid Waste Mechanic Vehicle & Equipment Shop Attendant Vehicle & Equipment Shop Supervisor WWTP Assistant WWTP Maintenance Machinist WWTP Maintenance Machinist, Senior WWTP Maintenance Technician | 1 35.71 35.67 38.96 48.67 36.36 32.90 25.76 44.14 27.54 37.95 43.81 32.52 | 2 37.45 27.05 46.35 28.92 39.85 46.00 34.15 | 3 28.40 30.37 41.84 35.86 | 4 29.82 | 5 |



| 5336 | Т | Fire & Marine Shop Supervisor | <u>49.64</u> | | | | |
|------------------------------|----------|---------------------------------------------------------------------------|--------------------------------------|----------------------------------|------------------|------------------|------------------|
| 5312 | + | Machinist | 37.09 | | | | |
| 5338 | | Solid Waste Mechanic | 33.56 | | | | |
| 5330 | | Vehicle & Equipment Shop Attendant | 26.28 | 27.59 | <u>28.97</u> | <u>30.42</u> | <u>31.94</u> |
| 5334 | | Vehicle & Equipment Shop Supervisor | 45.03 | 47.28 | | | |
| 5099 | + | WWTP Assistant | 28.10 | 29.50 | <u>30.98</u> | | |
| 5105 | + | WWTP Maintenance Machinist | <u>38.71</u> | 40.65 | 42.68 | | |
| 5106 | + | WWTP Maintenance Machinist, Senior | 44.69 | 46.92 | | | |
| 5111 | + | WWTP Maintenance Technician | 33.18 | <u>34.84</u> | <u>36.58</u> | | |
| anua Code | ary ' | 1, 2022, to read as follows: Job Title Equipment Mechanic, Heavy | 1 36.42 | 2 | 3 | 4 | 5 |
| 5352 | <u> </u> | Fabrication Welder | 36.38 | <u>38.20</u> | | | |
| 5335 | <u> </u> | Fire & Marine Diesel Mechanic | 30.30 39.74 | 30.20 | | | |
| 5336 | <u> </u> | | | | | | |
| 5312 | <u> </u> | Fire & Marine Shop Supervisor Machinist | 49.04 37.09 | | | | |
| 5338 | <u> </u> | Solid Waste Mechanic | 33.56 | | | | |
| 5330 | <u> </u> | | 26.28 | 27.59 | 28.97 | 30.42 | 31.94 |
| 5330 5334 | <u> </u> | Vehicle & Equipment Shop Attendant Vehicle & Equipment Shop Supervisor | 45.03 | 27.99 47.28 | 20.97 | 30.42 | 31.94 |
| 5099 | <u> </u> | WWTP Assistant | 45.03 28.10 | 47.20 29.50 | 30.98 | | |
| 5105 | <u> </u> | WWTP Maintenance Machinist | 38.71 | 40.65 | 42.68 | | |
| 5105 | <u> </u> | WWTP Maintenance Machinist, Senior | 44.69 | 40.00 46.92 | 42.00 | | |
| 5106 | + | WWTP Maintenance Technician | 33.18 | 40.92 <u>34.84</u> | 36.58 | | |
| UIII | | | 00.10 | 01.01 | 00.00 | | |
| Code | Α | 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 | 40.53 | | | | |
| 5336 | + | Fire & Marine Shop Supervisor | <u>50.63</u> | | | | |
| 5312 | | Machinist | 37.83 | | | | |
| | + | Solid Waste Mechanic | <u>34.23</u> | | | | |
| 5338 | | Vehicle & Equipment Shop Attendant | <u>26.80</u> | <u>28.14</u> | <u>29.55</u> | <u>31.03</u> | <u>32.58</u> |
| | | Vehicle & Equipment Shop Supervisor | <u>45.93</u> | 48.23 | | | |
| | | Venicie & Equipment onop oupervisor | | L | <u>31.60</u> | 1 | <u> </u> |
| 5338 5330 5334 5099 | | WWTP Assistant | <u>28.67</u> | <u>30.10</u> | 51.00 | | |
| 5330 5334 | | | <u>28.67</u> <u>39.49</u> | <u>30.10</u> <u>41.46</u> | <u>43.53</u> | | |
| 5330 5334 5099 | | WWTP Assistant | | | | | |



Section 13. That Section 1.12.355 of the TMC is hereby amended, effective

² January 1, 2023, to read as follows:

| 1 | | | | | | | |
|-------|---|---------------------------------------------------------------|-------------------|-------------------|-------------------|------------------|------------------|
| Code | Α | 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 | 4 5.93 | 4 8.23 | | | |
| 5099 | | WWTP Assistant | 28.67 | 30.10 | 31.60 | | |
| 5105 | | WWTP Maintenance Machinist | 39.49 | 41.46 | 4 3.53 | | |
| 5106 | | WWTP Maintenance Machinist, Senior | 4 5.58 | 4 7.86 | | | |
| 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> | | |
| Janua | | ection 14. That Section 1.12. 1, 2020, to read as follows: | 355 of tl | ne TM(| C is her | eby an | nendec |
| Code | А | Job Title | 1 | 2 | 3 | 4 | 5 |
| 5102 | | WWTP Maintenance Supervisor | 45.33 | 47.59 | 4 <u>9.97</u> | 52.46 | 55.09 |
| | | 1.1.70 | | | | | |
| 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> |



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

² January 1, 2021, to read as follows:

| Code | | | | | | | |
|--------------------------------------------------------|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-----------------------------------|---------------------------------------|-----------------------|
| 5102 | | WWTP Maintenance Supervisor | 46.22 | 4 8.53 | 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> |
| anua | | ection 16. That Section 1.1 1, 2022, to read as follows | | he TMC | C is her | eby an | nendeo |
| 5102 | | WWTP Maintenance Supervisor | 47.14 | 4 9.50 | 51.98 | 54.58 | 57.31 |
| Code | A | Job Title | 1 | 2 | 3 | 4 | 5 |
| 5102 | | WWTP Maintenance Supervisor | 48.10 | 50.50 | 53.03 | 55.68 | 58.46 |
| Code | | January 1, 2023, to read a | 1 | 2 | 3 | 4 | 5 |
| Code | | | | 2 50.50 | 3 53.03 | 4 55.68 | 5 58.46 |
| | | Job Title | 1 | | - | | - |
| Code 5102 Code | A | Job Title WWTP Maintenance Supervisor | 1 4 8.10 | 50.50 | 53.03 | 55.68 | 58.46 |
| Code 5102 Code 5102 effect | A A Se | Job Title WWTP Maintenance Supervisor Job Title WWTP Maintenance Supervisor ection 18. That Section 1.1 January 1, 2020, to read a Job Title | 1 48.10 1 49.06 12.355 of the state of the s | 2 51.51 he TMC | 53.03 3 54.09 | 55.68 4 <u>56.79</u> | 5 5 5 59.63 |
| Code 5102 Code 5102 | A A Se | Job Title WWTP Maintenance Supervisor Job Title WWTP Maintenance Supervisor ection 18. That Section 1.1 January 1, 2020, to read a | 1 48.10 1 49.06 12.355 of the state of the s | 2 51.51 he TMC | 53.03 3 54.09 | 55.68 4 <u>56.79</u> | 5 5 5 59.63 |
| Code 5102 Code 5102 5102 | A A Se | Job Title WWTP Maintenance Supervisor Job Title WWTP Maintenance Supervisor ection 18. That Section 1.1 January 1, 2020, to read a Job Title | 1 48.10 1 49.06 12.355 of the state of the s | 2 51.51 he TMC | 53.03 3 54.09 | 55.68 4 <u>56.79</u> | 5 5 5 59.63 |
| Code 5102 Code 5102 effect Code 7101 | A A Se ive | Job Title WWTP Maintenance Supervisor Job Title WWTP Maintenance Supervisor ection 18. That Section 1.1 January 1, 2020, to read a Job Title Railway Yard Clerk | 1 48.10 1 49.06 12.355 of the as follows: 1 27.23 | 2 51.51 he TMC 2 36.35 | 53.03 3 54.09 | 55.68 4 <u>56.79</u> | 5 5 5 59.63 |



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 | |
| 3 | 7101 | | Railway Yard Clerk | 28.99 | 38.65 | |
| 4 | Code | A | Job Title | 1 | 2 | |
| 5 | 7101 | | Railway Yard Clerk | <u>29.63</u> | <u>39.50</u> | |
| e | | | | I | I | I |
| 6 | | Se | ection 20. That Section 1.12.3 | 55 of tl | ne TMO | C is hereby amended, |
| 7 | effecti | ve | January 1, 2022, to read as fo | llows: | | |
| 8 | | | | | - | |
| 9 | Code | А | Job Title | 1 | 2 | |
| | 7101 | | Railway Yard Clerk | 29.63 | 39.50 | |
| 10 | Code | A | Job Title | 1 | 2 |] |
| 11 | 7101 | | Railway Yard Clerk | 30.00 | 40.00 | |
| 12 | | | | | | |
| | | Se | ection 21. That Section 1.12.3 | 55 of tl | he TM0 | C is hereby amended, |
| 13 | offecti | | lonuomi 1 2022 to road on fo | llourou | | |
| 14 | enecu | ve | January 1, 2023, to read as fo | mows. | | |
| 15 | Code | Α | Job Title | 1 | 2 | |
| | 7101 | | Railway Yard Clerk | 30.00 | 4 0.00 | |
| 16 | Orde | • | L.I. T.4L. | 4 | | 1 |
| 17 | Code 7101 | A | Job Title Railway Yard Clerk | 1 30.38 | 2 40.50 | |
| 18 | 7101 | | | <u>30.30</u> | 40.30 | |
| | | | | | | |
| 19 | | Se | ection 22. That Section 1.12.6 | 40 of tl | ne TMO | C is hereby amended, |
| 20 | offocti | VO | as provided by law, to read as | follow | <u>.</u> . | |
| 21 | enecu | ve | as provided by law, to read as | | 5. | |
| 22 | * * * | | | | | |
| | 1 1 2 6 | 40 | Application of additional rate | ~ | | |
| 23 | 1.12.6 | | Application of additional rate | | | |
| 24 | | | employee in the classification of I 6) who assists the Emergency Op | | | |
| 25 | | | aring a major event and support to | | | |
| | | | application of rate of 5 percent a | | | • |
| 26 | additic | onal | duties added to his or hertheir no | ormal du | ities wh | nile assigned. |
| | | | | | | |
| | | | | -24- | | |



| ŝ | |
|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | 0016 An employee in the classification of Police Administrative Support Specialist |
| 1 | (CSC 0016), assigned to work the swing shift shall receive an application of rate of 3 percent above their base rate of pay; and when assigned to work the graveyard shift shall receive an application of rate of 5 percent above their base rate of pay. |
| 2 3 | * * * |
| 4 | 0627 When assigned by a supervisor, a Solid Waste Worker (CSC 0627) will receive an |
| 5 | additional 8 percent of <u>his or hertheir</u> base rate to act in a lead capacity, or when assigned in writing to assist in the development and implementation of training programs and/or <u>other solid waste operations</u> projects as may be designated by |
| 6 | management. |
| 7 8 | 0627 A Solid Waste Worker (CSC 0627) when assigned to provide lunch relief or emergency back up at the Household Hazardous Waste <u>Turn-In CenterFacility</u> shall receive an additional 5 percent of <u>his or hertheir</u> base wage. |
| 9 | * * * |
| 10 | 1101, 1102 For a Crime Analyst (CSC 1101) or Senior Crime Analyst (CSC 1102) who shows proof that they hold a Master's degree from an accredited post-secondary |
| 11 | institution with emphasis in math, statistics, criminal justice, behavioral science, or a |
| 12 | related field, as determined by the Chief of Police or <u>his or hertheir</u> designee, the City will provide a 2.5 percent educational incentive pay in addition to the base wages. |
| 13 | 1102 See 1101, 1102. |
| 14 15 | 2016 A Construction Inspector (CSC 2016) will receive non-automatic step 6 rate of pay after completion of either (a) 5 years as a City of Tacoma Construction Inspector |
| 16 | and 60 applicable education credits after hire with the City; or (b) 15 years as a City of Tacoma Construction Inspector; or (c) upon management discretion. Each employee is responsible for developing <u>his/hertheir</u> training/education plan jointly with the |
| 17 | appropriate manager. |
| 18 19 | 2016 A Construction Inspector (CSC 2016) when assigned to perform weld and coating inspections of steel pipe inside the pipe, shall receive an additional 5 percent above <u>his/hertheir</u> base rate of pay for all hours while working in the pipe. |
| | *** |
| 20 21 | 2101, 2102, 2122 An employee in the classification of Inspector (CSC 2101), Code |
| 22 | Inspector Supervisor (CSC 2102) or Senior Inspector (CSC 2122), who meets certification requirements established in the collective bargaining agreement will be |
| 23 | eligible to receive certification pay for obtaining and maintaining International Code Council (ICC) certifications as provided in the agreement. |
| 24 | * * * |
| 25 | 4208, 4209 A Forensic Specialist or Forensic Services Supervisor assigned to work the |
| 26 | swing shift shall receive an application of rate of 3 percent above <u>his/hertheir</u> base rate of pay. A Forensic Specialist or Forensic Services Supervisor assigned to work the graveyard shift shall receive an applied rate of 5 percent above <u>his/hertheir</u> base rate. |
| | -25- Ord19-1280.doc-CAC/ae |



| 1 2 | 4208, 4210 A Forensic Specialist (CSC 4208) or Crime Scene Technician (CSC 4210) will receive an additional 2-4 percent per hour when assigned by a supervisor and performing the following specific tasks: (1) to training other Forensic Specialists or Crime Scene Technicians, respectively; (2) developing training plans; and/or (3) |
|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3 | participating in the evaluation process for the training provided. Employees who are selected to train must have the necessary skill and training to perform the trainingthese |
| 4 | <u>tasks.</u> , develop training plans and participate in the evaluation process for the training provided. Employees on modified status are not eligible for this premium. |
| 5 | 4209 A Forensic Services Supervisor (CSC 4209) shall receive in the first pay period of |
| 6 7 | each year, retroactive 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. |
| | * * * |
| 8 | 5001 The classification of Laborer (CSC 5001) is comprised of all non-automatic steps |
| 9 | and progression to steps 2 through 5 and 3 are discretionary and require the department/division manager's approval. |
| 10 | 5002 A Street Maintenance Worker (CSC 5002), assigned as the Concrete Finisher's |
| 11 12 | assistant <u>will start at Step 5</u> shall be eligible to progress to two additional pay steps of 5 percent each added to the Street Maintenance Worker pay range. |
| 13 | 5002 The Street Maintenance Worker (CSC 5002) assigned as Layton Box Secondary Screed Operator shall receive an additional \$0.60 per hour above base wage for all |
| 14 | hours operating the Screed. |
| 15 | * * * |
| 16 17 | 5020 An Equipment Operator (CSC 5020) shall receive additional compensation as indicated when operating the following equipment for all hours so assigned: Snow Plow \$0 <u>1</u> .50 per hour; <u>Mule Driver or</u> Asphalt Truck \$1.00 per hour (Water Department Only); Oil Distributor, \$2 <u>4</u> .00 per hour. |
| 18 | 5020 An Equipment Operator (CSC 5020) scheduled at the Recovery and Transfer |
| 19 | Center shall receive an applied rate of 5 percent additional pay per hour above the current step rate of pay. |
| 20 | 5021 A Heavy Equipment Operator (CSC 5021) scheduled at the Recovery and |
| 21 | Transfer Center shall receive an applied rate of 5 percent additional pay per hour above the current step rate of pay. |
| 22 | 5021 A Heavy Equipment Operator (CSC 5021) working at the Solid Waste Division of |
| 23 | the Environmental Services Department, who is scheduled to train either a Solid Waste |
| 24 | 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 |
| 25 | wage for hours worked. |
| 26 | 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 |
| | -26- |



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 1 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 3 the bucket truck. 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 5 operating the Track Paver. 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 7 all hours operating the Screed. 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 10 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 11 when performing raft-based noxious weed treatment. 12 * * * 13 5099, 5105, 51065110 An employee in the classification of Wastewater Treatment Plant Assistant (CSC 5099), Wastewater Treatment Plant Maintenance Machinist 14 (CSC 5105), or Senior Wastewater Treatment Plant Maintenance Machinist 15 (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 16 holding a Water Backflow Assembly Technician license and/or a Crane Operators certification. 17 5099, 5105 An employee in the classification of Wastewater Treatment Plant Assistant 18 (CSC 5099), Wastewater Treatment Plant Maintenance Machinist (CSC 5105), or Wastewater Treatment Plant Maintenance Technician (CSC 5110), who as of January 1, 19 2020, is receiving the maximum certification premium of 3 percent above their base rate 20 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 21 collective bargaining agreement. 22 * * * 23 5110 See 5099, 5105, 5110 * * * 24 5202 An Employee in the classification of Carpenter Crew Leader (CSC 5202) required 25 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. 26



1 receive a 3 percent certification premium added to their base rate. 2 * * * 5310 A Fabrication Welder (CSC 5310) shall receive an applied rate of 5 percent above 3 their base rate of pay when, at the sole discretion of management, is assigned to act in a 4 lead capacity. 5 5310, 5332 A Heavy Equipment Mechanic (CSC 5332) or Fabrication Welder (CSC 5310) assigned to work at Solid Waste Compactor Facilities shall be paid an 6 additional 5 percent above their regular rate of pay while working on the landfill. 7 5330 A Vehicle and Equipment Shop Attendant (CSC 5330) assigned to work at Solid Waste Compactor Facilities shall be paid an additional 5 percent above their rate of pay 8 while working on the landfill. 9 * * * 10 5332 See 5310, 5332. 5332 A Heavy Equipment Mechanic (CSC 5332) shall receive an applied rate of 11 5 percent above their base rate of pay when, at the sole discretion of management, is 12 assigned to act in a lead capacity-on a defined project. 5332 An employee who meets the certification requirements established by the 13 collective bargaining agreement, in the classifications of Heavy Equipment Mechanic 14 (CSC 5332) shall receive an additional 5 percent over their regular rate of pay. Effective January 1, 2018, a Heavy Equipment Mechanic (CSC 5332) who holds an additional 15 International organization of Fluid Power and Motion Control Professionals Mobile Hydraulics certification as outlined in the collective bargaining agreement will receive 16 an additional 1 percent premium over their base rate of pay. Effective January 1, 2019, 17 this premium increases to 2 percent of their base pay. * * * 18 5335 An employee who meets the certification requirements established by the 19 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 20 pay. A Fire and Marine Diesel Mechanic shall be eligible for an application of rate of an 21 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, 22 aA Fire and Marine Diesel Mechanic (CSC 5335) who holds an additional International 23 organization of Fluid Power and Motion Control Professionals Mobile Hydraulics certification as outlined in the collective bargaining agreement will receive an 24 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. 25 * * * 26 -28-Ord19-1280.doc-CAC/ae

5205 An employee in the classification of Industrial Painter (CSC 5205) required to hold certification in <u>Self Contained Breathing Apparatus (SCBA)</u> or confined space will



|) | |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 2 3 4 | 5336 A Fire and Marine Shop Supervisor (CSC 5336) 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 Fire and Marine Shop Supervisor (CSC 5336) 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 4-2 percent premium over their base rate of pay-Effective January 1, 2019, this premium increases to 2 percent of their base pay. |
| 5 6 | 5338 An employee in the classification of <u>Resource RecoverySolid Waste</u> Mechanic (CSC 5338) shall receive a certification premium of 3 percent above their base rate of pay for holding a Water Backflow Assembly Technician license. |
| 7 | 5338 An employee in the classification of Solid Waste Mechanic (CSC 5338), who as |
| 8 | 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 |
| 9 | receive the premium as long as they are in the classification, per the specific terms of the collective bargaining agreement. |
| 10 | 5361 An Animal Control & Compliance Supervisor (CSC 5361) shall receive in the |
| 11 | first pay period of each year, retroactive to January 1, 2019, a lump sum payment of \$500, in recognition of their assistance in the Tacoma Police Department CALEA |
| 12 | accreditation and successful maintenance of the accreditation. |
| 13 | 5365 An Animal Control & Compliance Officer (CSC 5365) will receive an application of rate of $3-4$ percent per hour when assigned by a Supervisor and performing the |
| 14 | <u>following</u> specific training and evaluation duties as outlined in the Letter of Agreement with the Teamsters Local Union No. 117, General Unitasks: (1) training other Animal |
| 15 | Control & Compliance Officers; (2) developing training plans; and/or (3) participating |
| 16 17 | 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. |
| 18 | |
| 19 20 | 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 |
| 20 21 | 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 |
| 22 | accreditation. |
| 23 24 | L117 General. Forensic Services division employees active on January 1, 2016, and |
| 24 25 | 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. |
| 26 | · · · · |
| | |



| 9 | | | | | | | | |
|----------|----------------------------------------------------------------------------------|-------------------------------------------------|--|--|--|--|--|--|
| | Section 23. That Sections | 1 and 6 are effective retroactive to January 1, | | | | | | |
| 1 | 2019. That Section 2 is effective r | retroactive to December 9, 2019. That | | | | | | |
| 2 | Sections 3, 7, 10, 14, and 18 are effective January 1, 2020. That Sections 4, 8, | | | | | | | |
| 3 4 | 11, 15, and 19 are effective January 1, 2021. That Sections 5, 9, 12, 16, and 20 | | | | | | | |
| 5 | are effective January 1, 2022. That Sections 13, 17, and 21 are effective | | | | | | | |
| 6 | January 1, 2023. That Section 22 | is effective as provided by law. | | | | | | |
| 7 8 | Passed | | | | | | | |
| 9 | | Mayor | | | | | | |
| 10 | Attest: | inayoi | | | | | | |
| 11 | | | | | | | | |
| 12 | City Clerk | | | | | | | |
| 13 14 | Approved as to form: | | | | | | | |
| 14 | | | | | | | | |
| 16 | Deputy City Attorney | | | | | | | |
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