



# ORDINANCE NO. 28795

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the  
 2 Tacoma Municipal Code to implement rates of pay and compensation for  
 3 nonrepresented employees and employees represented by the Tacoma  
 4 Firefighters Union, Local 31, and the Professional Public Safety  
 5 Management Association; and declaring the effective dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

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

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<del>29.10</del>	<del>30.47</del>	<del>34.70</del>	<del>36.42</del>	<del>38.18</del>	<del>40.10</del>
4002		Fire Lieutenant	<del>46.24</del>	<del>48.52</del>				
4003		Fire Captain	<del>53.13</del>	<del>55.82</del>				
4004		Fire Chief Battalion	<del>61.10</del>	<del>64.21</del>				
4005		Fire Battalion Chief Aide	<del>46.24</del>	<del>48.52</del>				
4006		Firefighter-Paramedic	<del>44.00</del>	<del>46.25</del>				
4007		Firefighter Paramedic Supervisor	<del>50.63</del>	<del>53.12</del>				
4008	A	Fire Medical Services Officer	<del>75.77</del>	<del>79.60</del>				
4011		Fire Boat Pilot	<del>46.24</del>	<del>48.52</del>				
4015		Fire Inspector	<del>53.29</del>	<del>55.98</del>				
4016		Fire Marshal Deputy	<del>61.31</del>	<del>64.40</del>				
4022		Harbor Master Deputy	<del>62.82</del>	<del>65.87</del>				
4101		Fire Communications Center Lieutenant	<del>57.33</del>	<del>60.16</del>				

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Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<a href="#">29.97</a>	<a href="#">31.38</a>	<a href="#">35.74</a>	<a href="#">37.51</a>	<a href="#">39.33</a>	<a href="#">41.30</a>
4002		Fire Lieutenant	<a href="#">47.63</a>	<a href="#">49.98</a>				
4003		Fire Captain	<a href="#">54.72</a>	<a href="#">57.49</a>				
4004		Fire Chief Battalion	<a href="#">62.93</a>	<a href="#">66.14</a>				
4005		Fire Battalion Chief Aide	<a href="#">47.63</a>	<a href="#">49.98</a>				
4006		Firefighter-Paramedic	<a href="#">45.32</a>	<a href="#">47.64</a>				
4007		Firefighter Paramedic Supervisor	<a href="#">52.15</a>	<a href="#">54.71</a>				
4008	A	Fire Medical Services Officer	<a href="#">78.04</a>	<a href="#">81.99</a>				
4011		Fire Boat Pilot	<a href="#">47.63</a>	<a href="#">49.98</a>				
4015		Fire Inspector	<a href="#">54.89</a>	<a href="#">57.66</a>				
4016		Fire Marshal Deputy	<a href="#">63.15</a>	<a href="#">66.33</a>				
4022		Harbor Master Deputy	<a href="#">64.70</a>	<a href="#">67.85</a>				
4101		Fire Communications Center Lieutenant	<a href="#">59.05</a>	<a href="#">61.97</a>				

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2022, to read as follows:

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<a href="#">88.02</a>	<a href="#">92.43</a>	<a href="#">97.05</a>	<a href="#">101.90</a>
0765	A	Fire Chief, Deputy	<a href="#">94.62</a>	<a href="#">99.36</a>	<a href="#">104.33</a>	<a href="#">109.54</a>
0770	A	Police Chief, Assistant	88.78	93.22	97.88	102.77
0771	A	Police Chief, Deputy	95.44	100.21	105.22	110.48

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<a href="#">90.67</a>	<a href="#">95.20</a>	<a href="#">99.96</a>	<a href="#">104.96</a>
0765	A	Fire Chief, Deputy	<a href="#">97.47</a>	<a href="#">102.34</a>	<a href="#">107.46</a>	<a href="#">112.83</a>
0770	A	Police Chief, Assistant	88.78	93.22	97.88	102.77
0771	A	Police Chief, Deputy	95.44	100.21	105.22	110.48



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Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2022, to read as follows:

Code	A	Job Title	1
4313	A	Court Commissioner	<del>82.26</del>
4312	A	Municipal Court Judge	<del>91.40</del>

Code	A	Job Title	1
4313	A	Court Commissioner	<u>83.70</u>
4312	A	Municipal Court Judge	<u>93.00</u>

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2022, as provided in Exhibit "A."

Section 5. That Sections 1, 2, and 4 are effective January 1, 2022. That Section 3 is effective July 1, 2022.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
  
\_\_\_\_\_  
City Clerk

Approved as to form:  
  
\_\_\_\_\_  
Deputy City Attorney

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01	44.56	45.12	45.68	46.25	46.83	47.42	48.01	48.61	49.22	49.84	50.46	51.09
0618	A	Account Executive, Senior	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.43	52.07	52.72	53.38	54.05	54.73	55.41	56.10
3127		Advanced Registered Nurse Practitioner	50.23	50.86	51.50	52.14	52.79	53.45	54.12	54.80	55.49	56.18	56.88	57.59	58.31	59.04	59.78	60.53	61.29	62.06	62.84	63.63	64.43
3037		Behavioral Health Case Manager	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.61	34.03	34.46	34.89	35.33	35.77
3035		Behavioral Health Crisis Responder	31.18	31.57	31.96	32.36	32.76	33.17	33.58	34.00	34.43	34.86	35.30	35.74	36.19	36.64	37.10	37.56	38.03	38.51	38.99	39.48	39.97
1129	A	Benefits Manager	44.93	45.49	46.06	46.64	47.22	47.81	48.41	49.02	49.63	50.25	50.88	51.52	52.16	52.81	53.47	54.14	54.82	55.51	56.20	56.90	57.61
0751	A	Budget Officer	69.27	70.14	71.02	71.91	72.81	73.72	74.64	75.57	76.51	77.47	78.44	79.42	80.41	81.42	82.44	83.47	84.51	85.57	86.64	87.72	88.82
0146	A	Business Development Manager	52.75	53.41	54.08	54.76	55.44	56.13	56.83	57.54	58.26	58.99	59.73	60.48	61.24	62.01	62.79	63.57	64.36	65.16	65.97	66.79	67.62
0139	A	Cable & Franchise Production Coordinator	52.06	52.71	53.37	54.04	54.72	55.40	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74
0715	A	City Attorney	93.49	94.66	95.84	97.04	98.25	99.48	100.72	101.98	103.25	104.54	105.85	107.17	108.51	109.87	111.24	112.63	114.04	115.47	116.91	118.37	119.85
1002	A	City Attorney, Assistant	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26
1005	A	City Attorney, Chief Deputy	77.69	78.66	79.64	80.64	81.65	82.67	83.70	84.75	85.81	86.88	87.97	89.07	90.18	91.31	92.45	93.61	94.78	95.96	97.16	98.37	99.60
1004	A	City Attorney, Deputy	62.14	62.92	63.71	64.51	65.32	66.14	66.97	67.81	68.66	69.52	70.39	71.27	72.16	73.06	73.97	74.89	75.83	76.78	77.74	78.71	79.69
1001	A	City Attorney, Prosecuting	40.11	40.61	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.85	45.41	45.98	46.55	47.13	47.72	48.32	48.92	49.53	50.15	50.78	51.41
0700	A	City Clerk	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08	46.66	47.24
0746	A	City Manager, Assistant	83.97	85.02	86.08	87.16	88.25	89.35	90.47	91.60	92.75	93.91	95.08	96.27	97.47	98.69	99.92	101.17	102.43	103.71	105.01	106.32	107.65
0744	A	City Manager, Assistant to the	59.04	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.02	66.85	67.69	68.54	69.40	70.27	71.15	72.04	72.94	73.85	74.77	75.70
0745	A	City Manager, Deputy	93.49	94.66	95.84	97.04	98.25	99.48	100.72	101.98	103.25	104.54	105.85	107.17	108.51	109.87	111.24	112.63	114.04	115.47	116.91	118.37	119.85
0710	A	City Treasurer	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.96	62.73	63.51	64.30	65.10	65.91	66.73	67.56	68.40	69.25	70.12	71.00	71.89	72.79
0750	A	Community & Economic Development Director	69.90	70.77	71.65	72.55	73.46	74.38	75.31	76.25	77.20	78.17	79.15	80.14	81.14	82.15	83.18	84.22	85.27	86.34	87.42	88.51	89.62
2208	A	Community & Economic Development Director, Assistant	58.25	58.98	59.72	60.47	61.23	62.00	62.77	63.55	64.34	65.14	65.95	66.77	67.60	68.45	69.31	70.18	71.06	71.95	72.85	73.76	74.68

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2210	A	Community & Economic Development Division Manager	50.65	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92
1176	A	Community & Economic Development Supervisor	42.34	42.84	43.38	43.92	44.47	45.03	45.59	46.16	46.74	47.32	47.91	48.51	49.12	49.73	50.35	50.98	51.62	52.27	52.92	53.58	54.25
0805	A	Community & Media Services Manager	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91	72.81	73.72	74.64	75.57	76.51
1211	A	Community Relations Officer	38.94	39.40	39.89	40.39	40.89	41.40	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72	46.29	46.87	47.46	48.05	48.65	49.26	49.88
0802	A	Community Relations Specialist	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96
1128	A	Compensation & Benefits Manager, Senior	51.82	52.47	53.13	53.79	54.46	55.14	55.83	56.53	57.24	57.96	58.68	59.41	60.15	60.90	61.66	62.43	63.21	64.00	64.80	65.61	66.43
0619	A	Conservation Manager	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88
2326	A	Conservation Manager, Assistant	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.15	61.91	62.68	63.46	64.25
0631		Conservation Program Associate	25.25	25.57	25.89	26.21	26.54	26.87	27.21	27.55	27.89	28.24	28.59	28.95	29.31	29.68	30.05	30.43	30.81	31.20	31.59	31.98	32.38
0632		Conservation Program Coordinator	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.13	32.53	32.94	33.35	33.77	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29	37.76
0630	A	Conservation Program Manager	39.84	40.34	40.84	41.32	41.84	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.37	47.96	48.56	49.17	49.78	50.40	51.03
0620	A	Conservation Supervisor	45.77	46.34	46.92	47.51	48.10	48.70	49.31	49.93	50.55	51.18	51.82	52.47	53.13	53.79	54.46	55.14	55.83	56.53	57.24	57.96	58.68
1124	A	Contract & Program Auditor	31.59	31.98	32.38	32.78	33.19	33.60	34.02	34.45	34.88	35.32	35.76	36.21	36.66	37.12	37.58	38.05	38.53	39.01	39.50	39.99	40.49
0521	A	Controller	69.27	70.14	71.02	71.91	72.81	73.72	74.64	75.57	76.51	77.47	78.44	79.42	80.41	81.42	82.44	83.47	84.51	85.57	86.64	87.72	88.82
4311	A	Court Administrator	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41	63.19	63.98	64.78	65.59	66.41	67.24	68.08	68.93
4308	A	Court Operations Supervisor	39.83	40.33	40.83	41.34	41.86	42.38	42.91	43.45	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.82	50.44	51.07
0609	A	Customer Service Supervisor I	36.22	36.67	37.13	37.59	38.06	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44
0610	A	Customer Service Supervisor II	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01	44.56	45.12	45.68	46.25	46.83	47.42	48.01	48.61	49.22	49.84	50.46	51.09
0554		Customer Service Training Analyst	33.16	33.57	33.99	34.41	34.84	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96	41.47	41.99	42.51
0727	A	Customer Services Assistant Manager	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.74	76.69	77.65
0616	A	Customer Services Manager	82.04	83.04	84.08	85.13	86.19	87.27	88.36	89.46	90.58	91.71	92.86	94.02	95.20	96.39	97.59	98.81	100.05	101.30	102.57	103.85	105.15

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0147	A	Data Architecture Manager	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66
4605		Department Aide	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55
3032		Designated Crisis Responder I	34.22	34.65	35.08	35.52	35.96	36.41	36.87	37.33	37.80	38.27	38.75	39.23	39.72	40.22	40.72	41.23	41.75	42.27	42.80	43.34	43.88
3033		Designated Crisis Responder II	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08
2349	A	Development Specialist I	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.48	34.91	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56
2351	A	Development Specialist II	36.78	37.24	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16
2352	A	Development Specialist III	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.95	48.55	49.16	49.77	50.39	51.02	51.66	52.31	52.96	53.62
2070	A	Engineer	40.97	41.48	42.00	42.52	43.05	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14	48.74	49.35	49.97	50.59	51.22	51.86	52.51
8028		Engineer in Training	28.02	28.37	28.72	29.08	29.44	29.81	30.18	30.56	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92
2068	A	Engineer, Associate	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41	43.95	44.50	45.06	45.62
2073	A	Engineer, Principal	51.71	52.36	53.01	53.67	54.34	55.02	55.71	56.41	57.12	57.83	58.55	59.28	60.02	60.77	61.53	62.30	63.08	63.87	64.67	65.48	66.30
2082	A	Engineer, Professional	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39
2083	A	Engineer, Senior	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39
2060	A	Engineer, Senior Principal	57.08	57.79	58.51	59.24	59.98	60.73	61.49	62.26	63.04	63.83	64.63	65.44	66.26	67.09	67.93	68.78	69.64	70.51	71.39	72.28	73.18
0758	A	Environmental Services Director	90.62	91.75	92.90	94.06	95.24	96.43	97.64	98.86	100.10	101.35	102.62	103.90	105.20	106.52	107.85	109.20	110.56	111.94	113.34	114.76	116.19
2059	A	Environmental Services Director, Assistant	75.47	76.41	77.37	78.34	79.32	80.31	81.31	82.33	83.36	84.40	85.46	86.53	87.61	88.71	89.82	90.94	92.08	93.23	94.40	95.58	96.77
2056	A	Environmental Services Division Manager	65.20	66.02	66.85	67.69	68.54	69.40	70.27	71.15	72.04	72.94	73.85	74.77	75.70	76.65	77.61	78.58	79.56	80.55	81.56	82.58	83.61
2057	A	Environmental Services Division Manager, Assistant	59.28	60.02	60.77	61.53	62.30	63.08	63.87	64.67	65.48	66.30	67.13	67.97	68.82	69.68	70.55	71.43	72.32	73.22	74.14	75.07	76.01
2092		Environmental Specialist	33.36	33.78	34.20	34.63	35.06	35.50	35.94	36.39	36.84	37.30	37.77	38.24	38.72	39.20	39.69	40.19	40.69	41.20	41.71	42.23	42.76
2093		Environmental Specialist, Senior	38.78	39.26	39.75	40.25	40.75	41.26	41.78	42.30	42.83	43.37	43.91	44.46	45.02	45.58	46.15	46.73	47.31	47.90	48.50	49.11	49.72
2097		Environmental Technician	27.56	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.48	34.91	35.35
2098		Environmental Technician, Senior	30.35	30.73	31.11	31.50	31.89	32.29	32.69	33.10	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89
0753	A	Equity & Human Rights Director	69.90	70.77	71.65	72.55	73.46	74.38	75.31	76.25	77.20	78.17	79.15	80.14	81.14	82.15	83.18	84.22	85.27	86.34	87.42	88.51	89.62
0820	A	Executive Assistant	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.24	48.84	49.45	50.07	50.70	51.33	51.97	52.62	53.28

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0712	A	Finance Director	82.94	83.95	85.00	86.06	87.14	88.23	89.33	90.45	91.58	92.72	93.88	95.05	96.24	97.44	98.66	99.89	101.14	102.40	103.68	104.98	106.29
0520	A	Financial Manager	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52	49.13	49.74	50.36	50.99	51.63	52.28	52.93	53.59	54.26	54.94	55.63	56.33	57.03
0522	A	Financial Manager, Senior	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09	57.80	58.52	59.25	59.99	60.74	61.50	62.27	63.05	63.84	64.64	65.45	66.27	67.10
0524	A	Financial Supervisor	37.64	38.11	38.59	39.07	39.56	40.05	40.55	41.06	41.57	42.09	42.62	43.15	43.69	44.24	44.79	45.35	45.92	46.49	47.07	47.66	48.26
4020		Fire & Life Safety Educator	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12	35.56	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.27	39.76	40.26	40.76
0767	A	Fire Chief	94.54	95.72	96.92	98.13	99.36	100.60	101.86	103.13	104.42	105.73	107.05	108.39	109.74	111.11	112.50	113.91	115.33	116.77	118.23	119.71	121.21
0519	A	Fire Code Official	62.92	63.71	64.51	65.32	66.14	66.97	67.81	68.66	69.52	70.39	71.27	72.16	73.06	73.97	74.89	75.83	76.78	77.74	78.71	79.69	80.69
0518	A	Fire Department Manager	53.38	54.05	54.73	55.41	56.10	56.80	57.51	58.23	58.96	59.70	60.45	61.21	61.98	62.75	63.53	64.32	65.12	65.93	66.75	67.58	68.42
5341	A	Fleet Manager, Assistant	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.43	52.07	52.72	53.38	54.05	54.73
4215	A	Forensics Manager	47.60	48.19	48.79	49.40	50.02	50.65	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.53	60.27	61.02
0726	A	Government Relations Analyst	53.17	53.83	54.50	55.18	55.87	56.57	57.28	58.00	58.72	59.45	60.19	60.94	61.70	62.47	63.25	64.04	64.84	65.65	66.47	67.30	68.14
0724	A	Government Relations Officer	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91	72.81	73.72	74.64	75.57	76.51	77.47	78.44	79.42	80.41	81.42	82.44	83.47	84.51
0717	A	Hearing Examiner	76.25	77.20	78.16	79.14	80.13	81.13	82.14	83.17	84.21	85.26	86.33	87.41	88.50	89.61	90.73	91.86	93.01	94.17	95.35	96.54	97.75
2310	A	Historic Preservation Coordinator	30.50	30.88	31.27	31.66	32.06	32.46	32.87	33.28	33.70	34.12	34.55	34.98	35.42	35.86	36.31	36.76	37.22	37.69	38.16	38.64	39.12
2309	A	Historic Preservation Officer	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.95	48.55	49.16	49.77	50.39	51.02	51.66	52.31	52.96	53.62
2336		Housing Rehabilitation Specialist	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44	35.88	36.33	36.78	37.24	37.71	38.18	38.66	39.14	39.63
1131	A	Human Resources Analyst, Senior	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62	48.22	48.82	49.43	50.05	50.68	51.31	51.95	52.60
0735	A	Human Resources Director	74.80	75.74	76.69	77.65	78.62	79.60	80.60	81.61	82.63	83.66	84.71	85.77	86.84	87.93	89.03	90.14	91.27	92.41	93.57	94.74	95.92
1125	A	Human Resources Director, Assistant	62.33	63.11	63.90	64.70	65.51	66.33	67.16	68.00	68.85	69.71	70.58	71.46	72.35	73.25	74.17	75.10	76.04	76.99	77.95	78.92	79.91
1136	A	Human Resources Manager	45.20	45.76	46.33	46.91	47.50	48.09	48.69	49.30	49.92	50.54	51.17	51.81	52.46	53.12	53.78	54.45	55.13	55.82	56.52	57.23	57.95
1138	A	Human Resources Manager, Senior	51.82	52.47	53.13	53.79	54.46	55.14	55.83	56.53	57.24	57.96	58.68	59.41	60.15	60.90	61.66	62.43	63.21	64.00	64.80	65.61	66.43
2533		Human Services Program Assistant	20.18	20.43	20.69	20.95	21.21	21.48	21.75	22.02	22.30	22.58	22.86	23.15	23.44	23.73	24.03	24.33	24.63	24.94	25.25	25.57	25.89
5151	A	Hydro Project Manager	63.35	64.14	64.94	65.75	66.57	67.40	68.24	69.09	69.95	70.82	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20
5150	A	Hydro Project Manager, Assistant	57.00	57.71	58.43	59.16	59.90	60.65	61.41	62.18	62.96	63.75	64.55	65.36	66.18	67.01	67.85	68.70	69.56	70.43	71.31	72.20	73.10
0835	A	Information Technology Director	85.58	86.65	87.73	88.83	89.94	91.06	92.20	93.35	94.52	95.70	96.90	98.11	99.34	100.58	101.84	103.11	104.40	105.71	107.03	108.37	109.72

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0837	A	Information Technology Director, Assistant	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64	84.69	85.75	86.82	87.91	89.01	90.12
0140	A	Information Technology Manager	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66
0707	A	Information Technology Project Manager	46.76	47.34	47.93	48.53	49.14	49.75	50.37	51.00	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94
0708	A	Information Technology Project Manager, Senior	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.35	61.10	61.86	62.63	63.41	64.20	65.00
0136	A	Information Technology Supervisor	52.06	52.71	53.37	54.04	54.72	55.40	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74
1118	A	Labor Negotiator	47.96	48.56	49.17	49.78	50.40	51.03	51.67	52.32	52.97	53.63	54.30	54.98	55.67	56.37	57.07	57.78	58.50	59.23	59.97	60.72	61.48
1123	A	Labor Relations Analyst	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15	44.70	45.26	45.83	46.40	46.98	47.57
1132	A	Labor Relations Manager	54.20	54.88	55.57	56.26	56.96	57.67	58.39	59.12	59.86	60.61	61.37	62.14	62.92	63.71	64.51	65.32	66.14	66.97	67.81	68.66	69.52
0760	A	Labor Relations Manager, Senior	62.33	63.11	63.90	64.70	65.51	66.33	67.16	68.00	68.85	69.71	70.58	71.46	72.35	73.25	74.17	75.10	76.04	76.99	77.95	78.92	79.91
2207	A	Land Use Administrator	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37	67.20
0031		Legal Assistant	24.24	24.54	24.85	25.16	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20	29.57	29.94	30.31	30.69	31.07
0032		Legal Assistant, Senior	26.94	27.25	27.59	27.93	28.28	28.63	28.99	29.35	29.72	30.09	30.47	30.85	31.24	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52
1007	A	Legal Intern	16.64	16.85	17.06	17.27	17.49	17.71	17.93	18.15	18.38	18.61	18.84	19.08	19.32	19.56	19.80	20.05	20.30	20.55	20.81	21.07	21.33
0553		LEOFF 1 Specialist	30.64	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12	35.56	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.27
1109	A	Management Analyst I	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.61	34.03	34.46	34.89	35.33	35.77
1120	A	Management Analyst II	35.00	35.44	35.88	36.33	36.78	37.24	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87
1135	A	Management Analyst III	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14	48.74	49.35	49.97	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.18	55.87
4607		Management Fellow	25.20	25.52	25.84	26.16	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.37	30.75	31.13	31.52	31.91	32.31
4615		Management Intern	18.75	18.98	19.22	19.46	19.70	19.95	20.20	20.45	20.71	20.97	21.23	21.50	21.77	22.04	22.32	22.60	22.88	23.17	23.46	23.75	24.05
0841	A	Market Development Program Manager	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.39	65.19	66.00	66.82	67.66	68.51	69.37	70.24	71.12	72.01
0842	A	Market Development Research Analyst	50.24	50.87	51.51	52.15	52.80	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44



**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0840	A	Marketing & Development Manager	65.43	66.25	67.08	67.92	68.77	69.63	70.50	71.38	72.27	73.17	74.08	75.01	75.95	76.90	77.86	78.83	79.82	80.82	81.83	82.85	83.89
1165	A	Marketing Assistant	49.99	20.24	20.49	20.75	21.01	21.27	21.54	21.81	22.08	22.36	22.64	22.92	23.21	23.50	23.79	24.09	24.39	24.69	25.00	25.31	25.63
5506	A	Marketing Coordinator	29.33	29.70	30.07	30.45	30.83	31.22	31.61	32.01	32.41	32.82	33.23	33.65	34.07	34.50	34.93	35.37	35.81	36.26	36.71	37.17	37.63
1151		Master Control Technician	20.89	21.15	21.41	21.68	21.95	22.22	22.50	22.78	23.06	23.35	23.64	23.94	24.24	24.54	24.85	25.16	25.47	25.79	26.11	26.44	26.77
0804	A	Media & Communications Director	57.45	58.17	58.90	59.64	60.39	61.14	61.90	62.67	63.45	64.24	65.04	65.85	66.67	67.50	68.34	69.19	70.05	70.93	71.82	72.72	73.63
5508	A	Media Specialist	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62
3125		Mobile Unit Registered Nurse	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.91	41.42	41.94	42.46	42.99	43.53	44.07	44.62	45.18	45.74	46.31
2091	A	Natural Resources Manager	65.14	65.95	66.77	67.60	68.44	69.30	70.17	71.05	71.94	72.84	73.75	74.67	75.60	76.55	77.51	78.48	79.46	80.45	81.46	82.48	83.51
2106	A	Natural Resources Specialist I	34.79	35.22	35.66	36.11	36.56	37.02	37.48	37.95	38.42	38.90	39.39	39.88	40.38	40.88	41.39	41.91	42.43	42.96	43.50	44.04	44.59
2089	A	Natural Resources Specialist II	39.81	40.31	40.81	41.32	41.84	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.37	47.96	48.56	49.17	49.78	50.40	51.03
2094	A	Natural Resources Specialist III	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66
2107		Natural Resources Technician I	21.82	22.09	22.37	22.65	22.93	23.22	23.51	23.80	24.10	24.40	24.70	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.97
2090	A	Natural Resources Technician II	30.54	30.92	31.31	31.70	32.10	32.50	32.91	33.32	33.74	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26	37.73	38.20	38.68	39.16
0759	A	Neighborhood & Community Services Director	69.90	70.77	71.65	72.55	73.46	74.38	75.31	76.25	77.20	78.17	79.15	80.14	81.14	82.15	83.18	84.22	85.27	86.34	87.42	88.51	89.62
0859	A	Neighborhood & Community Services Director, Assistant	56.57	57.28	58.00	58.73	59.46	60.20	60.95	61.71	62.48	63.26	64.05	64.85	65.66	66.48	67.31	68.15	69.00	69.86	70.73	71.61	72.51
2058	A	Neighborhood & Community Services Division Manager	50.65	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92
0754	A	Neighborhood & Community Services Program Manager	41.62	42.14	42.67	43.20	43.74	44.29	44.84	45.40	45.97	46.54	47.12	47.71	48.31	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35
2532		Neighborhood & Community Services Specialist	28.89	29.25	29.62	29.99	30.36	30.74	31.12	31.51	31.90	32.30	32.70	33.11	33.52	33.94	34.36	34.79	35.22	35.66	36.11	36.56	37.02
2534		Neighborhood & Community Services Supervisor	34.63	35.06	35.50	35.94	36.39	36.84	37.30	37.77	38.24	38.72	39.20	39.69	40.19	40.69	41.20	41.72	42.24	42.77	43.30	43.84	44.39
4602		Occupational Intern, Skilled	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0738	A	Office Administrator	31.32	31.71	32.11	32.51	32.92	33.33	33.75	34.17	34.60	35.03	35.47	35.91	36.36	36.81	37.27	37.74	38.21	38.69	39.17	39.66	40.16
0739	A	Office Manager	36.04	36.46	36.92	37.38	37.85	38.32	38.80	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86	43.40	43.94	44.49	45.05	45.61	46.18
0533	A	Operations Manager	51.38	52.02	52.67	53.33	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14	61.90	62.67	63.45	64.24	65.04	65.85
1009	A	Paralegal	29.36	29.73	30.10	30.48	30.86	31.25	31.64	32.04	32.44	32.85	33.26	33.68	34.10	34.53	34.96	35.40	35.84	36.29	36.74	37.20	37.66
1010	A	Paralegal, Senior	35.27	35.71	36.16	36.61	37.07	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21
2085	A	Park Supervisor	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70	42.22	42.75	43.28	43.82
2086	A	Park Supervisor, Assistant	31.08	31.47	31.86	32.26	32.66	33.07	33.48	33.90	34.32	34.75	35.18	35.62	36.07	36.52	36.98	37.44	37.91	38.38	38.86	39.35	39.84
2105		Permit Supervisor	35.04	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33	44.88
2209		Planner, Associate	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.48	34.91	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56
2221		Planner, Principal	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.95	48.55	49.16	49.77	50.39	51.02	51.66	52.31	52.96	53.62
2203		Planner, Senior	36.78	37.24	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16
2219	A	Planning & Development Division Manager	50.65	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92
0719	A	Planning & Development Services Director	74.04	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07	89.17	90.28	91.41	92.55	93.71	94.88
2222	A	Planning Manager	51.78	52.43	53.09	53.75	54.42	55.10	55.79	56.49	57.20	57.92	58.64	59.37	60.11	60.86	61.62	62.39	63.17	63.96	64.76	65.57	66.39
2038	A	Plans Examiner I	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41	43.95	44.50	45.06	45.62
2039	A	Plans Examiner II	40.87	41.38	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40
2040	A	Plans Examiner III	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39
0772	A	Police Chief	94.54	95.72	96.92	98.13	99.36	100.60	101.86	103.13	104.42	105.73	107.05	108.39	109.74	111.11	112.50	113.91	115.33	116.77	118.23	119.71	121.21
5123	A	Power Analyst	50.52	51.15	51.79	52.44	53.10	53.76	54.43	55.11	55.80	56.50	57.21	57.93	58.65	59.38	60.12	60.87	61.63	62.40	63.18	63.97	64.77
5128	A	Power Analyst, Senior	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.63	68.48	69.34	70.21	71.09	71.98
2131	A	Power Engineer I	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11
2132	A	Power Engineer II	41.15	41.66	42.18	42.71	43.24	43.78	44.33	44.88	45.44	46.01	46.59	47.17	47.76	48.36	48.96	49.57	50.19	50.82	51.46	52.10	52.75
2133	A	Power Engineer III	48.35	48.95	49.56	50.18	50.81	51.45	52.09	52.74	53.40	54.07	54.75	55.43	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00
2134	A	Power Engineer IV	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.77	63.55	64.34	65.14	65.95	66.77	67.60	68.44	69.30	70.17	71.05	71.94	72.84	73.75
0815	A	Power Section Assistant Manager I	73.36	74.28	75.21	76.15	77.10	78.06	79.04	80.03	81.03	82.04	83.07	84.11	85.16	86.22	87.30	88.39	89.49	90.61	91.74	92.89	94.05
0817	A	Power Section Assistant Manager II	83.90	84.95	86.01	87.09	88.18	89.28	90.40	91.53	92.67	93.83	95.00	96.19	97.39	98.61	99.84	101.09	102.35	103.63	104.93	106.24	107.57
0816	A	Power Section Manager	109.09	110.45	111.83	113.23	114.65	116.08	117.53	119.00	120.49	122.00	123.52	125.06	126.62	128.20	129.80	131.42	133.06	134.72	136.40	138.11	139.84
5248	A	Power Supervisor I	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16	47.75	48.35	48.95	49.56	50.18	50.81	51.45	52.09	52.74
5251	A	Power Supervisor II	51.43	52.07	52.72	53.38	54.05	54.73	55.41	56.10	56.80	57.51	58.23	58.96	59.70	60.45	61.21	61.98	62.75	63.53	64.32	65.12	65.93

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5249	A	Power Supervisor III	60.04	60.79	61.55	62.32	63.10	63.89	64.69	65.50	66.32	67.15	67.99	68.84	69.70	70.57	71.45	72.34	73.24	74.16	75.09	76.03	76.98
2322		Program Development Specialist	30.50	30.88	31.27	31.66	32.06	32.46	32.87	33.28	33.70	34.12	34.55	34.98	35.42	35.86	36.31	36.76	37.22	37.69	38.16	38.64	39.12
2321		Program Development Specialist, Lead	33.90	34.32	34.75	35.18	35.62	36.07	36.52	36.98	37.44	37.91	38.38	38.86	39.35	39.84	40.34	40.84	41.35	41.87	42.39	42.92	43.46
1100		Program Technician	25.26	25.58	25.90	26.22	26.55	26.88	27.22	27.56	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39
0720	A	Project Manager	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39
0721	A	Project Manager, Senior	58.31	59.04	59.78	60.53	61.29	62.06	62.84	63.63	64.43	65.24	66.06	66.89	67.73	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81
2502		Project Specialist	25.73	26.05	26.38	26.71	27.04	27.38	27.72	28.07	28.42	28.78	29.14	29.50	29.87	30.24	30.62	31.00	31.39	31.78	32.18	32.58	32.99
1142	A	Public Disclosure Manager	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00
0757	A	Public Works Director	79.46	80.45	81.46	82.48	83.51	84.55	85.61	86.68	87.76	88.86	89.97	91.09	92.23	93.38	94.55	95.73	96.93	98.14	99.37	100.61	101.87
0755	A	Public Works Director, Assistant	69.09	69.95	70.82	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20	82.22	83.25	84.29	85.34	86.41	87.49	88.58
2054	A	Public Works Division Manager	62.81	63.60	64.39	65.19	66.00	66.83	67.67	68.52	69.38	70.25	71.13	72.02	72.92	73.83	74.75	75.68	76.63	77.59	78.56	79.54	80.53
2055	A	Public Works Division Manager, Assistant	57.10	57.81	58.53	59.26	60.00	60.75	61.51	62.28	63.06	63.85	64.65	65.46	66.28	67.11	67.95	68.80	69.66	70.53	71.41	72.30	73.20
7128	A	Rail Chief Administrative Officer	55.45	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.59	64.38	65.18	65.99	66.81	67.65	68.50	69.36	70.23	71.11
7129	A	Rail Chief Information/Financial Officer	55.45	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.59	64.38	65.18	65.99	66.81	67.65	68.50	69.36	70.23	71.11
7130	A	Rail Chief Mechanical Officer	62.28	63.06	63.85	64.65	65.46	66.28	67.11	67.95	68.80	69.66	70.53	71.41	72.30	73.20	74.12	75.05	75.99	76.94	77.90	78.87	79.86
7152	A	Rail Superintendent, Assistant	69.39	70.26	71.14	72.03	72.93	73.84	74.76	75.69	76.64	77.60	78.57	79.55	80.54	81.55	82.57	83.60	84.64	85.70	86.77	87.85	88.95
7127	A	Rail Supervisor of Operations	44.41	44.97	45.53	46.10	46.68	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94
7126	A	Railway Roadmaster	55.45	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.59	64.38	65.18	65.99	66.81	67.65	68.50	69.36	70.23	71.11
2343		Real Estate Officer	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52	49.13	49.74	50.36	50.99	51.63
2344	A	Real Estate Officer, Senior	46.97	47.56	48.15	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.51	55.19	55.88	56.58	57.29	58.01	58.74	59.47	60.21
2069	A	Real-Time Energy Trader	55.48	56.17	56.87	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18
0740	A	Records Management Supervisor	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26	37.73	38.20	38.68	39.16	39.65	40.15	40.65	41.16	41.67	42.19	42.72	43.25	43.79

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5033		Recycling Supervisor	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02
3126		Registered Nurse Case Manager	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53	38.00	38.48	38.96	39.45	39.94	40.44	40.95	41.46	41.98	42.50	43.03	43.57
0845	A	Relicensing Coordinator	48.64	49.22	49.84	50.46	51.09	51.73	52.38	53.03	53.69	54.36	55.04	55.73	56.43	57.14	57.85	58.57	59.30	60.04	60.79	61.55	62.32
5052		Resource Conservation Specialist	28.89	29.25	29.62	29.99	30.36	30.74	31.12	31.51	31.90	32.30	32.70	33.11	33.52	33.94	34.36	34.79	35.22	35.66	36.11	36.56	37.02
0557	A	Retirement Chief Investment Officer, Deputy	56.64	57.35	58.07	58.80	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92	65.73	66.55	67.38	68.22	69.07	69.93	70.80	71.68	72.58
0560	A	Retirement System Director	79.27	80.26	81.26	82.28	83.31	84.35	85.40	86.47	87.55	88.64	89.75	90.87	92.01	93.16	94.32	95.50	96.69	97.90	99.12	100.36	101.61
0559	A	Retirement System Director, Assistant	58.35	59.08	59.82	60.57	61.33	62.10	62.88	63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35	71.23	72.12	73.02	73.93	74.85
1110		Risk Analyst	29.47	29.84	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78
1137	A	Risk Analyst, Senior	34.20	34.63	35.06	35.50	35.94	36.39	36.84	37.30	37.77	38.24	38.72	39.20	39.69	40.19	40.69	41.20	41.72	42.24	42.77	43.30	43.84
0703	A	Risk Manager	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.34	61.09	61.85	62.62	63.40	64.19	64.99
0762	A	Safety Director	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53	73.44	74.36	75.29	76.23	77.18	78.14	79.12	80.11	81.11
1204	A	Safety Manager	42.65	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.67
1122		Safety Officer	38.93	39.42	39.91	40.41	40.92	41.43	41.95	42.47	43.00	43.54	44.08	44.63	45.19	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91
2530		Senior Center Cook	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55
2529		Senior Center Van Driver	16.95	17.16	17.37	17.59	17.81	18.03	18.26	18.49	18.72	18.95	19.19	19.43	19.67	19.92	20.17	20.42	20.68	20.94	21.20	21.47	21.74
2556		Seniors Center Supervisor	25.95	26.27	26.60	26.93	27.27	27.61	27.96	28.31	28.66	29.02	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.06	32.46	32.87	33.28
0138	A	T&D Work Practices Specialist	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07	43.61	44.16	44.71	45.27	45.84	46.41	46.99	47.58	48.17	48.77	49.38	50.00	50.62
1170	A	Tacoma Arts Commission Administrator	43.60	44.14	44.69	45.25	45.82	46.39	46.97	47.56	48.15	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.51	55.19	55.88
6220	A	Tacoma Venues & Events Attendant	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55
0730	A	Tacoma Venues & Events Director	70.84	71.73	72.63	73.54	74.46	75.39	76.33	77.28	78.25	79.23	80.22	81.22	82.24	83.27	84.31	85.36	86.43	87.51	88.60	89.71	90.83
0731	A	Tacoma Venues & Events Director Deputy	53.85	54.52	55.20	55.89	56.59	57.30	58.02	58.75	59.48	60.22	60.97	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02
0732	A	Tacoma Venues & Events Division Manager	40.86	41.37	41.89	42.41	42.94	43.48	44.02	44.57	45.13	45.69	46.26	46.84	47.43	48.02	48.62	49.23	49.85	50.47	51.10	51.74	52.39

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1164	A	Tacoma Venues & Events Event Services Coordinator	30.44	30.82	31.21	31.60	32.00	32.40	32.81	33.22	33.64	34.06	34.49	34.92	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57	39.05
1168	A	Tacoma Venues & Events Event Services Manager	33.84	34.26	34.69	35.12	35.56	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.27	39.76	40.26	40.76	41.27	41.79	42.31	42.84	43.38
0728	A	Tacoma Venues & Events Marketing Manager	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05
0733	A	Tacoma Venues & Events Operations Manager	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.12
1215	A	Tacoma Venues & Events Sales Coordinator	25.81	26.13	26.46	26.79	27.12	27.46	27.80	28.15	28.50	28.86	29.22	29.59	29.96	30.33	30.71	31.09	31.48	31.87	32.27	32.67	33.08
1156		Tacoma Venues & Events Technical Services Coordinator	23.68	23.98	24.28	24.58	24.89	25.20	25.52	25.84	26.16	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.38
5535	A	Telecommunications Engineer	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.24	52.89	53.55	54.22	54.90	55.59	56.28	56.98	57.69	58.41
5539		Telecommunications Planning & Design Technician	30.82	31.21	31.60	32.00	32.40	32.81	33.22	33.64	34.06	34.49	34.92	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57	39.05	39.54
5523	A	Telecommunications Technical Administrator	36.32	36.77	37.23	37.70	38.17	38.65	39.13	39.62	40.12	40.62	41.13	41.64	42.16	42.69	43.22	43.76	44.31	44.86	45.42	45.99	46.56
1154		Television Production Coordinator	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.52	43.05	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14
2072	A	Term Energy Trader	70.00	70.87	71.76	72.66	73.57	74.49	75.42	76.36	77.31	78.28	79.26	80.25	81.25	82.27	83.30	84.34	85.39	86.46	87.54	88.63	89.74
1121	A	Training & Development Manager	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14	48.74	49.35	49.97	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.18	55.87
0819	A	Utilities Director, Deputy	86.23	87.31	88.40	89.51	90.63	91.76	92.91	94.07	95.25	96.44	97.65	98.87	100.11	101.36	102.63	103.91	105.21	106.53	107.86	109.21	110.58
0825	A	Utilities Director, Deputy Power Superintendent	125.41	126.98	128.57	130.18	131.81	133.46	135.13	136.82	138.53	140.26	142.01	143.79	145.59	147.41	149.25	151.12	153.01	154.92	156.86	158.82	160.81
0830	A	Utilities Director, Deputy Rail Superintendent	85.02	86.08	87.16	88.25	89.35	90.47	91.60	92.74	93.90	95.07	96.26	97.46	98.68	99.91	101.16	102.42	103.70	105.00	106.31	107.64	108.99
0823	A	Utilities Director, Deputy Water Superintendent	90.57	91.70	92.85	94.01	95.19	96.38	97.58	98.80	100.04	101.29	102.56	103.84	105.14	106.45	107.78	109.13	110.49	111.87	113.27	114.69	116.12
0580	A	Utilities Economist	42.34	42.87	43.41	43.95	44.50	45.06	45.62	46.19	46.77	47.35	47.94	48.54	49.15	49.76	50.38	51.01	51.65	52.30	52.95	53.61	54.28

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0581	A	Utilities Economist, Associate	<a href="#">27.90</a>	<a href="#">28.25</a>	<a href="#">28.60</a>	<a href="#">28.96</a>	<a href="#">29.32</a>	<a href="#">29.69</a>	<a href="#">30.06</a>	<a href="#">30.44</a>	<a href="#">30.82</a>	<a href="#">31.21</a>	<a href="#">31.60</a>	<a href="#">31.99</a>	<a href="#">32.39</a>	<a href="#">32.79</a>	<a href="#">33.20</a>	<a href="#">33.61</a>	<a href="#">34.03</a>	<a href="#">34.46</a>	<a href="#">34.89</a>	<a href="#">35.33</a>	<a href="#">35.77</a>
0582	A	Utilities Economist, Senior	<a href="#">52.90</a>	<a href="#">53.56</a>	<a href="#">54.23</a>	<a href="#">54.91</a>	<a href="#">55.60</a>	<a href="#">56.29</a>	<a href="#">56.99</a>	<a href="#">57.70</a>	<a href="#">58.42</a>	<a href="#">59.15</a>	<a href="#">59.89</a>	<a href="#">60.64</a>	<a href="#">61.40</a>	<a href="#">62.17</a>	<a href="#">62.95</a>	<a href="#">63.74</a>	<a href="#">64.54</a>	<a href="#">65.35</a>	<a href="#">66.17</a>	<a href="#">67.00</a>	<a href="#">67.84</a>
1207	A	Utilities Safety Manager	<a href="#">51.74</a>	<a href="#">52.39</a>	<a href="#">53.04</a>	<a href="#">53.70</a>	<a href="#">54.37</a>	<a href="#">55.05</a>	<a href="#">55.74</a>	<a href="#">56.44</a>	<a href="#">57.15</a>	<a href="#">57.86</a>	<a href="#">58.58</a>	<a href="#">59.31</a>	<a href="#">60.05</a>	<a href="#">60.80</a>	<a href="#">61.56</a>	<a href="#">62.33</a>	<a href="#">63.11</a>	<a href="#">63.90</a>	<a href="#">64.70</a>	<a href="#">65.51</a>	<a href="#">66.33</a>
1153		Video Production Assistant	<a href="#">20.89</a>	<a href="#">21.15</a>	<a href="#">21.41</a>	<a href="#">21.68</a>	<a href="#">21.95</a>	<a href="#">22.22</a>	<a href="#">22.50</a>	<a href="#">22.78</a>	<a href="#">23.06</a>	<a href="#">23.35</a>	<a href="#">23.64</a>	<a href="#">23.94</a>	<a href="#">24.24</a>	<a href="#">24.54</a>	<a href="#">24.85</a>	<a href="#">25.16</a>	<a href="#">25.47</a>	<a href="#">25.79</a>	<a href="#">26.11</a>	<a href="#">26.44</a>	<a href="#">26.77</a>
1152		Video Specialist	<a href="#">31.27</a>	<a href="#">31.66</a>	<a href="#">32.06</a>	<a href="#">32.46</a>	<a href="#">32.87</a>	<a href="#">33.28</a>	<a href="#">33.70</a>	<a href="#">34.12</a>	<a href="#">34.55</a>	<a href="#">34.98</a>	<a href="#">35.42</a>	<a href="#">35.86</a>	<a href="#">36.31</a>	<a href="#">36.76</a>	<a href="#">37.22</a>	<a href="#">37.69</a>	<a href="#">38.16</a>	<a href="#">38.64</a>	<a href="#">39.12</a>	<a href="#">39.61</a>	<a href="#">40.11</a>
2066	A	Water Division Manager	<a href="#">65.20</a>	<a href="#">66.02</a>	<a href="#">66.85</a>	<a href="#">67.69</a>	<a href="#">68.54</a>	<a href="#">69.40</a>	<a href="#">70.27</a>	<a href="#">71.15</a>	<a href="#">72.04</a>	<a href="#">72.94</a>	<a href="#">73.85</a>	<a href="#">74.77</a>	<a href="#">75.70</a>	<a href="#">76.65</a>	<a href="#">77.61</a>	<a href="#">78.58</a>	<a href="#">79.56</a>	<a href="#">80.55</a>	<a href="#">81.56</a>	<a href="#">82.58</a>	<a href="#">83.61</a>
2061	A	Water Division Manager, Assistant	<a href="#">59.28</a>	<a href="#">60.02</a>	<a href="#">60.77</a>	<a href="#">61.53</a>	<a href="#">62.30</a>	<a href="#">63.08</a>	<a href="#">63.87</a>	<a href="#">64.67</a>	<a href="#">65.48</a>	<a href="#">66.30</a>	<a href="#">67.13</a>	<a href="#">67.97</a>	<a href="#">68.82</a>	<a href="#">69.68</a>	<a href="#">70.55</a>	<a href="#">71.43</a>	<a href="#">72.32</a>	<a href="#">73.22</a>	<a href="#">74.14</a>	<a href="#">75.07</a>	<a href="#">76.01</a>
2064	A	Water Division Superintendent, Deputy	<a href="#">75.47</a>	<a href="#">76.41</a>	<a href="#">77.37</a>	<a href="#">78.34</a>	<a href="#">79.32</a>	<a href="#">80.31</a>	<a href="#">81.31</a>	<a href="#">82.33</a>	<a href="#">83.36</a>	<a href="#">84.40</a>	<a href="#">85.45</a>	<a href="#">86.52</a>	<a href="#">87.60</a>	<a href="#">88.70</a>	<a href="#">89.81</a>	<a href="#">90.93</a>	<a href="#">92.07</a>	<a href="#">93.22</a>	<a href="#">94.39</a>	<a href="#">95.57</a>	<a href="#">96.76</a>
2100	A	Water Program Specialist	<a href="#">33.90</a>	<a href="#">34.32</a>	<a href="#">34.75</a>	<a href="#">35.18</a>	<a href="#">35.62</a>	<a href="#">36.07</a>	<a href="#">36.52</a>	<a href="#">36.98</a>	<a href="#">37.44</a>	<a href="#">37.91</a>	<a href="#">38.38</a>	<a href="#">38.86</a>	<a href="#">39.35</a>	<a href="#">39.84</a>	<a href="#">40.34</a>	<a href="#">40.84</a>	<a href="#">41.35</a>	<a href="#">41.87</a>	<a href="#">42.39</a>	<a href="#">42.92</a>	<a href="#">43.46</a>

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	<a href="#">40.65</a>	<a href="#">41.16</a>	<a href="#">41.67</a>	<a href="#">42.19</a>	<a href="#">42.72</a>	<a href="#">43.25</a>	<a href="#">43.79</a>	<a href="#">44.34</a>	<a href="#">44.89</a>	<a href="#">45.45</a>	<a href="#">46.02</a>	<a href="#">46.60</a>	<a href="#">47.18</a>	<a href="#">47.77</a>	<a href="#">48.37</a>	<a href="#">48.97</a>	<a href="#">49.58</a>	<a href="#">50.20</a>	<a href="#">50.83</a>	<a href="#">51.47</a>	<a href="#">52.11</a>
0618	A	Account Executive, Senior	<a href="#">44.63</a>	<a href="#">45.19</a>	<a href="#">45.75</a>	<a href="#">46.32</a>	<a href="#">46.90</a>	<a href="#">47.49</a>	<a href="#">48.08</a>	<a href="#">48.68</a>	<a href="#">49.29</a>	<a href="#">49.91</a>	<a href="#">50.53</a>	<a href="#">51.16</a>	<a href="#">51.80</a>	<a href="#">52.45</a>	<a href="#">53.11</a>	<a href="#">53.77</a>	<a href="#">54.44</a>	<a href="#">55.12</a>	<a href="#">55.81</a>	<a href="#">56.51</a>	<a href="#">57.22</a>
3127		Advanced Registered Nurse Practitioner	<a href="#">51.27</a>	<a href="#">51.91</a>	<a href="#">52.56</a>	<a href="#">53.22</a>	<a href="#">53.89</a>	<a href="#">54.56</a>	<a href="#">55.24</a>	<a href="#">55.93</a>	<a href="#">56.63</a>	<a href="#">57.34</a>	<a href="#">58.06</a>	<a href="#">58.79</a>	<a href="#">59.52</a>	<a href="#">60.26</a>	<a href="#">61.01</a>	<a href="#">61.77</a>	<a href="#">62.54</a>	<a href="#">63.32</a>	<a href="#">64.11</a>	<a href="#">64.91</a>	<a href="#">65.72</a>
3037		Behavioral Health Case Manager	<a href="#">28.48</a>	<a href="#">28.84</a>	<a href="#">29.20</a>	<a href="#">29.56</a>	<a href="#">29.93</a>	<a href="#">30.30</a>	<a href="#">30.68</a>	<a href="#">31.06</a>	<a href="#">31.45</a>	<a href="#">31.84</a>	<a href="#">32.24</a>	<a href="#">32.64</a>	<a href="#">33.05</a>	<a href="#">33.46</a>	<a href="#">33.88</a>	<a href="#">34.30</a>	<a href="#">34.73</a>	<a href="#">35.16</a>	<a href="#">35.60</a>	<a href="#">36.04</a>	<a href="#">36.49</a>
3035		Behavioral Health Crisis Responder	<a href="#">31.81</a>	<a href="#">32.21</a>	<a href="#">32.61</a>	<a href="#">33.02</a>	<a href="#">33.43</a>	<a href="#">33.85</a>	<a href="#">34.27</a>	<a href="#">34.70</a>	<a href="#">35.13</a>	<a href="#">35.57</a>	<a href="#">36.01</a>	<a href="#">36.46</a>	<a href="#">36.92</a>	<a href="#">37.38</a>	<a href="#">37.85</a>	<a href="#">38.32</a>	<a href="#">38.80</a>	<a href="#">39.28</a>	<a href="#">39.77</a>	<a href="#">40.27</a>	<a href="#">40.77</a>
1129	A	Benefits Manager	<a href="#">45.84</a>	<a href="#">46.41</a>	<a href="#">46.99</a>	<a href="#">47.58</a>	<a href="#">48.17</a>	<a href="#">48.77</a>	<a href="#">49.38</a>	<a href="#">50.00</a>	<a href="#">50.62</a>	<a href="#">51.25</a>	<a href="#">51.89</a>	<a href="#">52.54</a>	<a href="#">53.20</a>	<a href="#">53.86</a>	<a href="#">54.53</a>	<a href="#">55.21</a>	<a href="#">55.90</a>	<a href="#">56.60</a>	<a href="#">57.31</a>	<a href="#">58.03</a>	<a href="#">58.76</a>
0751	A	Budget Officer	<a href="#">70.67</a>	<a href="#">71.55</a>	<a href="#">72.44</a>	<a href="#">73.35</a>	<a href="#">74.27</a>	<a href="#">75.20</a>	<a href="#">76.14</a>	<a href="#">77.09</a>	<a href="#">78.05</a>	<a href="#">79.03</a>	<a href="#">80.02</a>	<a href="#">81.02</a>	<a href="#">82.03</a>	<a href="#">83.06</a>	<a href="#">84.10</a>	<a href="#">85.15</a>	<a href="#">86.21</a>	<a href="#">87.29</a>	<a href="#">88.38</a>	<a href="#">89.48</a>	<a href="#">90.60</a>
0146	A	Business Development Manager	<a href="#">53.81</a>	<a href="#">54.48</a>	<a href="#">55.16</a>	<a href="#">55.85</a>	<a href="#">56.55</a>	<a href="#">57.26</a>	<a href="#">57.98</a>	<a href="#">58.70</a>	<a href="#">59.43</a>	<a href="#">60.17</a>	<a href="#">60.92</a>	<a href="#">61.68</a>	<a href="#">62.45</a>	<a href="#">63.23</a>	<a href="#">64.02</a>	<a href="#">64.82</a>	<a href="#">65.63</a>	<a href="#">66.45</a>	<a href="#">67.28</a>	<a href="#">68.12</a>	<a href="#">68.97</a>
0139	A	Cable & Franchise Production Coordinator	<a href="#">53.10</a>	<a href="#">53.76</a>	<a href="#">54.43</a>	<a href="#">55.11</a>	<a href="#">55.80</a>	<a href="#">56.50</a>	<a href="#">57.21</a>	<a href="#">57.93</a>	<a href="#">58.65</a>	<a href="#">59.38</a>	<a href="#">60.12</a>	<a href="#">60.87</a>	<a href="#">61.63</a>	<a href="#">62.40</a>	<a href="#">63.18</a>	<a href="#">63.97</a>	<a href="#">64.77</a>	<a href="#">65.58</a>	<a href="#">66.40</a>	<a href="#">67.23</a>	<a href="#">68.07</a>
0715	A	City Attorney	<a href="#">95.36</a>	<a href="#">96.55</a>	<a href="#">97.76</a>	<a href="#">98.98</a>	<a href="#">100.22</a>	<a href="#">101.47</a>	<a href="#">102.74</a>	<a href="#">104.02</a>	<a href="#">105.32</a>	<a href="#">106.64</a>	<a href="#">107.97</a>	<a href="#">109.32</a>	<a href="#">110.69</a>	<a href="#">112.07</a>	<a href="#">113.47</a>	<a href="#">114.89</a>	<a href="#">116.33</a>	<a href="#">117.78</a>	<a href="#">119.25</a>	<a href="#">120.74</a>	<a href="#">122.25</a>
1002	A	City Attorney, Assistant	<a href="#">51.13</a>	<a href="#">51.77</a>	<a href="#">52.42</a>	<a href="#">53.08</a>	<a href="#">53.74</a>	<a href="#">54.41</a>	<a href="#">55.09</a>	<a href="#">55.78</a>	<a href="#">56.48</a>	<a href="#">57.19</a>	<a href="#">57.90</a>	<a href="#">58.62</a>	<a href="#">59.35</a>	<a href="#">60.09</a>	<a href="#">60.84</a>	<a href="#">61.60</a>	<a href="#">62.37</a>	<a href="#">63.15</a>	<a href="#">63.94</a>	<a href="#">64.74</a>	<a href="#">65.55</a>
1005	A	City Attorney, Chief Deputy	<a href="#">79.25</a>	<a href="#">80.24</a>	<a href="#">81.24</a>	<a href="#">82.26</a>	<a href="#">83.29</a>	<a href="#">84.33</a>	<a href="#">85.38</a>	<a href="#">86.45</a>	<a href="#">87.53</a>	<a href="#">88.62</a>	<a href="#">89.73</a>	<a href="#">90.85</a>	<a href="#">91.99</a>	<a href="#">93.14</a>	<a href="#">94.30</a>	<a href="#">95.48</a>	<a href="#">96.67</a>	<a href="#">97.88</a>	<a href="#">99.10</a>	<a href="#">100.34</a>	<a href="#">101.59</a>

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1004	A	City Attorney, Deputy	<a href="#">63.42</a>	<a href="#">64.21</a>	<a href="#">65.01</a>	<a href="#">65.82</a>	<a href="#">66.64</a>	<a href="#">67.47</a>	<a href="#">68.31</a>	<a href="#">69.16</a>	<a href="#">70.02</a>	<a href="#">70.90</a>	<a href="#">71.79</a>	<a href="#">72.69</a>	<a href="#">73.60</a>	<a href="#">74.52</a>	<a href="#">75.45</a>	<a href="#">76.39</a>	<a href="#">77.34</a>	<a href="#">78.31</a>	<a href="#">79.29</a>	<a href="#">80.28</a>	<a href="#">81.28</a>
1001	A	City Attorney, Prosecuting	<a href="#">40.91</a>	<a href="#">41.42</a>	<a href="#">41.94</a>	<a href="#">42.46</a>	<a href="#">42.99</a>	<a href="#">43.53</a>	<a href="#">44.07</a>	<a href="#">44.62</a>	<a href="#">45.18</a>	<a href="#">45.74</a>	<a href="#">46.31</a>	<a href="#">46.89</a>	<a href="#">47.48</a>	<a href="#">48.07</a>	<a href="#">48.67</a>	<a href="#">49.28</a>	<a href="#">49.90</a>	<a href="#">50.52</a>	<a href="#">51.15</a>	<a href="#">51.79</a>	<a href="#">52.44</a>
0700	A	City Clerk	<a href="#">37.57</a>	<a href="#">38.04</a>	<a href="#">38.52</a>	<a href="#">39.00</a>	<a href="#">39.49</a>	<a href="#">39.98</a>	<a href="#">40.48</a>	<a href="#">40.99</a>	<a href="#">41.50</a>	<a href="#">42.02</a>	<a href="#">42.55</a>	<a href="#">43.08</a>	<a href="#">43.62</a>	<a href="#">44.17</a>	<a href="#">44.72</a>	<a href="#">45.28</a>	<a href="#">45.85</a>	<a href="#">46.42</a>	<a href="#">47.00</a>	<a href="#">47.59</a>	<a href="#">48.18</a>
0746	A	City Manager, Assistant	<a href="#">85.64</a>	<a href="#">86.71</a>	<a href="#">87.79</a>	<a href="#">88.89</a>	<a href="#">90.00</a>	<a href="#">91.13</a>	<a href="#">92.27</a>	<a href="#">93.42</a>	<a href="#">94.59</a>	<a href="#">95.77</a>	<a href="#">96.97</a>	<a href="#">98.18</a>	<a href="#">99.41</a>	<a href="#">100.65</a>	<a href="#">101.91</a>	<a href="#">103.18</a>	<a href="#">104.47</a>	<a href="#">105.78</a>	<a href="#">107.10</a>	<a href="#">108.44</a>	<a href="#">109.80</a>
0744	A	City Manager, Assistant to the	<a href="#">60.25</a>	<a href="#">61.00</a>	<a href="#">61.76</a>	<a href="#">62.53</a>	<a href="#">63.31</a>	<a href="#">64.10</a>	<a href="#">64.90</a>	<a href="#">65.71</a>	<a href="#">66.53</a>	<a href="#">67.36</a>	<a href="#">68.20</a>	<a href="#">69.05</a>	<a href="#">69.91</a>	<a href="#">70.78</a>	<a href="#">71.66</a>	<a href="#">72.56</a>	<a href="#">73.47</a>	<a href="#">74.39</a>	<a href="#">75.32</a>	<a href="#">76.26</a>	<a href="#">77.21</a>
0745	A	City Manager, Deputy	<a href="#">95.36</a>	<a href="#">96.55</a>	<a href="#">97.76</a>	<a href="#">98.98</a>	<a href="#">100.22</a>	<a href="#">101.47</a>	<a href="#">102.74</a>	<a href="#">104.02</a>	<a href="#">105.32</a>	<a href="#">106.64</a>	<a href="#">107.97</a>	<a href="#">109.32</a>	<a href="#">110.69</a>	<a href="#">112.07</a>	<a href="#">113.47</a>	<a href="#">114.89</a>	<a href="#">116.33</a>	<a href="#">117.78</a>	<a href="#">119.25</a>	<a href="#">120.74</a>	<a href="#">122.25</a>
0710	A	City Treasurer	<a href="#">57.93</a>	<a href="#">58.65</a>	<a href="#">59.38</a>	<a href="#">60.12</a>	<a href="#">60.87</a>	<a href="#">61.63</a>	<a href="#">62.40</a>	<a href="#">63.18</a>	<a href="#">63.97</a>	<a href="#">64.77</a>	<a href="#">65.58</a>	<a href="#">66.40</a>	<a href="#">67.23</a>	<a href="#">68.07</a>	<a href="#">68.92</a>	<a href="#">69.78</a>	<a href="#">70.65</a>	<a href="#">71.53</a>	<a href="#">72.42</a>	<a href="#">73.33</a>	<a href="#">74.25</a>
0750	A	Community & Economic Development Director	<a href="#">71.31</a>	<a href="#">72.20</a>	<a href="#">73.10</a>	<a href="#">74.01</a>	<a href="#">74.94</a>	<a href="#">75.88</a>	<a href="#">76.83</a>	<a href="#">77.79</a>	<a href="#">78.76</a>	<a href="#">79.74</a>	<a href="#">80.74</a>	<a href="#">81.75</a>	<a href="#">82.77</a>	<a href="#">83.80</a>	<a href="#">84.85</a>	<a href="#">85.91</a>	<a href="#">86.98</a>	<a href="#">88.07</a>	<a href="#">89.17</a>	<a href="#">90.28</a>	<a href="#">91.41</a>
2208	A	Community & Economic Development Director, Assistant	<a href="#">59.43</a>	<a href="#">60.17</a>	<a href="#">60.92</a>	<a href="#">61.68</a>	<a href="#">62.45</a>	<a href="#">63.23</a>	<a href="#">64.02</a>	<a href="#">64.82</a>	<a href="#">65.63</a>	<a href="#">66.45</a>	<a href="#">67.28</a>	<a href="#">68.12</a>	<a href="#">68.97</a>	<a href="#">69.83</a>	<a href="#">70.70</a>	<a href="#">71.58</a>	<a href="#">72.47</a>	<a href="#">73.38</a>	<a href="#">74.30</a>	<a href="#">75.23</a>	<a href="#">76.17</a>
2210	A	Community & Economic Development Division Manager	<a href="#">51.64</a>	<a href="#">52.29</a>	<a href="#">52.94</a>	<a href="#">53.60</a>	<a href="#">54.27</a>	<a href="#">54.95</a>	<a href="#">55.64</a>	<a href="#">56.34</a>	<a href="#">57.04</a>	<a href="#">57.75</a>	<a href="#">58.47</a>	<a href="#">59.20</a>	<a href="#">59.94</a>	<a href="#">60.69</a>	<a href="#">61.45</a>	<a href="#">62.22</a>	<a href="#">63.00</a>	<a href="#">63.79</a>	<a href="#">64.59</a>	<a href="#">65.40</a>	<a href="#">66.22</a>
1176	A	Community & Economic Development Supervisor	<a href="#">43.17</a>	<a href="#">43.71</a>	<a href="#">44.26</a>	<a href="#">44.81</a>	<a href="#">45.37</a>	<a href="#">45.94</a>	<a href="#">46.51</a>	<a href="#">47.09</a>	<a href="#">47.68</a>	<a href="#">48.28</a>	<a href="#">48.88</a>	<a href="#">49.49</a>	<a href="#">50.11</a>	<a href="#">50.74</a>	<a href="#">51.37</a>	<a href="#">52.01</a>	<a href="#">52.66</a>	<a href="#">53.32</a>	<a href="#">53.99</a>	<a href="#">54.66</a>	<a href="#">55.34</a>
0805	A	Community & Media Services Manager	<a href="#">60.88</a>	<a href="#">61.64</a>	<a href="#">62.41</a>	<a href="#">63.19</a>	<a href="#">63.98</a>	<a href="#">64.78</a>	<a href="#">65.59</a>	<a href="#">66.41</a>	<a href="#">67.24</a>	<a href="#">68.08</a>	<a href="#">68.93</a>	<a href="#">69.79</a>	<a href="#">70.66</a>	<a href="#">71.54</a>	<a href="#">72.43</a>	<a href="#">73.34</a>	<a href="#">74.26</a>	<a href="#">75.19</a>	<a href="#">76.13</a>	<a href="#">77.08</a>	<a href="#">78.04</a>
1211	A	Community Relations Officer	<a href="#">39.69</a>	<a href="#">40.19</a>	<a href="#">40.69</a>	<a href="#">41.20</a>	<a href="#">41.71</a>	<a href="#">42.23</a>	<a href="#">42.76</a>	<a href="#">43.29</a>	<a href="#">43.83</a>	<a href="#">44.38</a>	<a href="#">44.93</a>	<a href="#">45.49</a>	<a href="#">46.06</a>	<a href="#">46.64</a>	<a href="#">47.22</a>	<a href="#">47.81</a>	<a href="#">48.41</a>	<a href="#">49.02</a>	<a href="#">49.63</a>	<a href="#">50.25</a>	<a href="#">50.88</a>
0802	A	Community Relations Specialist	<a href="#">35.76</a>	<a href="#">36.21</a>	<a href="#">36.66</a>	<a href="#">37.12</a>	<a href="#">37.58</a>	<a href="#">38.05</a>	<a href="#">38.53</a>	<a href="#">39.01</a>	<a href="#">39.50</a>	<a href="#">39.99</a>	<a href="#">40.49</a>	<a href="#">41.00</a>	<a href="#">41.51</a>	<a href="#">42.03</a>	<a href="#">42.56</a>	<a href="#">43.09</a>	<a href="#">43.63</a>	<a href="#">44.18</a>	<a href="#">44.73</a>	<a href="#">45.29</a>	<a href="#">45.86</a>
1128	A	Compensation & Benefits Manager, Senior	<a href="#">52.82</a>	<a href="#">53.48</a>	<a href="#">54.15</a>	<a href="#">54.83</a>	<a href="#">55.52</a>	<a href="#">56.21</a>	<a href="#">56.91</a>	<a href="#">57.62</a>	<a href="#">58.34</a>	<a href="#">59.07</a>	<a href="#">59.81</a>	<a href="#">60.56</a>	<a href="#">61.32</a>	<a href="#">62.09</a>	<a href="#">62.87</a>	<a href="#">63.66</a>	<a href="#">64.46</a>	<a href="#">65.27</a>	<a href="#">66.09</a>	<a href="#">66.92</a>	<a href="#">67.76</a>
0619	A	Conservation Manager	<a href="#">58.80</a>	<a href="#">59.54</a>	<a href="#">60.28</a>	<a href="#">61.03</a>	<a href="#">61.79</a>	<a href="#">62.56</a>	<a href="#">63.34</a>	<a href="#">64.13</a>	<a href="#">64.93</a>	<a href="#">65.74</a>	<a href="#">66.56</a>	<a href="#">67.39</a>	<a href="#">68.23</a>	<a href="#">69.08</a>	<a href="#">69.94</a>	<a href="#">70.81</a>	<a href="#">71.70</a>	<a href="#">72.60</a>	<a href="#">73.51</a>	<a href="#">74.43</a>	<a href="#">75.36</a>
2326	A	Conservation Manager, Assistant	<a href="#">51.12</a>	<a href="#">51.76</a>	<a href="#">52.41</a>	<a href="#">53.07</a>	<a href="#">53.73</a>	<a href="#">54.40</a>	<a href="#">55.08</a>	<a href="#">55.77</a>	<a href="#">56.47</a>	<a href="#">57.18</a>	<a href="#">57.89</a>	<a href="#">58.61</a>	<a href="#">59.34</a>	<a href="#">60.08</a>	<a href="#">60.83</a>	<a href="#">61.59</a>	<a href="#">62.36</a>	<a href="#">63.14</a>	<a href="#">63.93</a>	<a href="#">64.73</a>	<a href="#">65.54</a>
0631		Conservation Program Associate	<a href="#">25.77</a>	<a href="#">26.09</a>	<a href="#">26.42</a>	<a href="#">26.75</a>	<a href="#">27.08</a>	<a href="#">27.42</a>	<a href="#">27.76</a>	<a href="#">28.11</a>	<a href="#">28.46</a>	<a href="#">28.82</a>	<a href="#">29.18</a>	<a href="#">29.54</a>	<a href="#">29.91</a>	<a href="#">30.28</a>	<a href="#">30.66</a>	<a href="#">31.04</a>	<a href="#">31.43</a>	<a href="#">31.82</a>	<a href="#">32.22</a>	<a href="#">32.62</a>	<a href="#">33.03</a>
0632		Conservation Program Coordinator	<a href="#">30.04</a>	<a href="#">30.42</a>	<a href="#">30.80</a>	<a href="#">31.19</a>	<a href="#">31.58</a>	<a href="#">31.97</a>	<a href="#">32.37</a>	<a href="#">32.77</a>	<a href="#">33.18</a>	<a href="#">33.59</a>	<a href="#">34.01</a>	<a href="#">34.44</a>	<a href="#">34.87</a>	<a href="#">35.31</a>	<a href="#">35.75</a>	<a href="#">36.20</a>	<a href="#">36.65</a>	<a href="#">37.11</a>	<a href="#">37.57</a>	<a href="#">38.04</a>	<a href="#">38.52</a>

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0630	A	Conservation Program Manager	<a href="#">40.61</a>	<a href="#">41.12</a>	<a href="#">41.63</a>	<a href="#">42.15</a>	<a href="#">42.68</a>	<a href="#">43.21</a>	<a href="#">43.75</a>	<a href="#">44.30</a>	<a href="#">44.85</a>	<a href="#">45.41</a>	<a href="#">45.98</a>	<a href="#">46.55</a>	<a href="#">47.13</a>	<a href="#">47.72</a>	<a href="#">48.32</a>	<a href="#">48.92</a>	<a href="#">49.53</a>	<a href="#">50.15</a>	<a href="#">50.78</a>	<a href="#">51.41</a>	<a href="#">52.05</a>
0620	A	Conservation Supervisor	<a href="#">46.69</a>	<a href="#">47.27</a>	<a href="#">47.86</a>	<a href="#">48.46</a>	<a href="#">49.07</a>	<a href="#">49.68</a>	<a href="#">50.30</a>	<a href="#">50.93</a>	<a href="#">51.57</a>	<a href="#">52.21</a>	<a href="#">52.86</a>	<a href="#">53.52</a>	<a href="#">54.19</a>	<a href="#">54.87</a>	<a href="#">55.56</a>	<a href="#">56.25</a>	<a href="#">56.95</a>	<a href="#">57.66</a>	<a href="#">58.38</a>	<a href="#">59.11</a>	<a href="#">59.85</a>
1124	A	Contract & Program Auditor	<a href="#">32.22</a>	<a href="#">32.62</a>	<a href="#">33.03</a>	<a href="#">33.44</a>	<a href="#">33.86</a>	<a href="#">34.28</a>	<a href="#">34.71</a>	<a href="#">35.14</a>	<a href="#">35.58</a>	<a href="#">36.02</a>	<a href="#">36.47</a>	<a href="#">36.93</a>	<a href="#">37.39</a>	<a href="#">37.86</a>	<a href="#">38.33</a>	<a href="#">38.81</a>	<a href="#">39.30</a>	<a href="#">39.79</a>	<a href="#">40.29</a>	<a href="#">40.79</a>	<a href="#">41.30</a>
0521	A	Controller	<a href="#">70.67</a>	<a href="#">71.55</a>	<a href="#">72.44</a>	<a href="#">73.35</a>	<a href="#">74.27</a>	<a href="#">75.20</a>	<a href="#">76.14</a>	<a href="#">77.09</a>	<a href="#">78.05</a>	<a href="#">79.03</a>	<a href="#">80.02</a>	<a href="#">81.02</a>	<a href="#">82.03</a>	<a href="#">83.06</a>	<a href="#">84.10</a>	<a href="#">85.15</a>	<a href="#">86.21</a>	<a href="#">87.29</a>	<a href="#">88.38</a>	<a href="#">89.48</a>	<a href="#">90.60</a>
4311	A	Court Administrator	<a href="#">54.80</a>	<a href="#">55.49</a>	<a href="#">56.18</a>	<a href="#">56.88</a>	<a href="#">57.59</a>	<a href="#">58.31</a>	<a href="#">59.04</a>	<a href="#">59.78</a>	<a href="#">60.53</a>	<a href="#">61.29</a>	<a href="#">62.06</a>	<a href="#">62.84</a>	<a href="#">63.63</a>	<a href="#">64.43</a>	<a href="#">65.24</a>	<a href="#">66.06</a>	<a href="#">66.89</a>	<a href="#">67.73</a>	<a href="#">68.58</a>	<a href="#">69.44</a>	<a href="#">70.31</a>
4308	A	Court Operations Supervisor	<a href="#">40.63</a>	<a href="#">41.14</a>	<a href="#">41.65</a>	<a href="#">42.17</a>	<a href="#">42.70</a>	<a href="#">43.23</a>	<a href="#">43.77</a>	<a href="#">44.32</a>	<a href="#">44.87</a>	<a href="#">45.43</a>	<a href="#">46.00</a>	<a href="#">46.58</a>	<a href="#">47.16</a>	<a href="#">47.75</a>	<a href="#">48.35</a>	<a href="#">48.95</a>	<a href="#">49.56</a>	<a href="#">50.18</a>	<a href="#">50.81</a>	<a href="#">51.45</a>	<a href="#">52.09</a>
0609	A	Customer Service Supervisor I	<a href="#">36.95</a>	<a href="#">37.41</a>	<a href="#">37.88</a>	<a href="#">38.35</a>	<a href="#">38.83</a>	<a href="#">39.32</a>	<a href="#">39.81</a>	<a href="#">40.31</a>	<a href="#">40.81</a>	<a href="#">41.32</a>	<a href="#">41.84</a>	<a href="#">42.36</a>	<a href="#">42.89</a>	<a href="#">43.43</a>	<a href="#">43.97</a>	<a href="#">44.52</a>	<a href="#">45.08</a>	<a href="#">45.64</a>	<a href="#">46.21</a>	<a href="#">46.79</a>	<a href="#">47.37</a>
0610	A	Customer Service Supervisor II	<a href="#">40.65</a>	<a href="#">41.16</a>	<a href="#">41.67</a>	<a href="#">42.19</a>	<a href="#">42.72</a>	<a href="#">43.25</a>	<a href="#">43.79</a>	<a href="#">44.34</a>	<a href="#">44.89</a>	<a href="#">45.45</a>	<a href="#">46.02</a>	<a href="#">46.60</a>	<a href="#">47.18</a>	<a href="#">47.77</a>	<a href="#">48.37</a>	<a href="#">48.97</a>	<a href="#">49.58</a>	<a href="#">50.20</a>	<a href="#">50.83</a>	<a href="#">51.47</a>	<a href="#">52.11</a>
0554		Customer Service Training Analyst	<a href="#">33.82</a>	<a href="#">34.24</a>	<a href="#">34.67</a>	<a href="#">35.10</a>	<a href="#">35.54</a>	<a href="#">35.98</a>	<a href="#">36.43</a>	<a href="#">36.89</a>	<a href="#">37.35</a>	<a href="#">37.82</a>	<a href="#">38.29</a>	<a href="#">38.77</a>	<a href="#">39.25</a>	<a href="#">39.74</a>	<a href="#">40.24</a>	<a href="#">40.74</a>	<a href="#">41.25</a>	<a href="#">41.77</a>	<a href="#">42.29</a>	<a href="#">42.82</a>	<a href="#">43.36</a>
0727	A	Customer Services Assistant Manager	<a href="#">61.79</a>	<a href="#">62.56</a>	<a href="#">63.34</a>	<a href="#">64.13</a>	<a href="#">64.93</a>	<a href="#">65.74</a>	<a href="#">66.56</a>	<a href="#">67.39</a>	<a href="#">68.23</a>	<a href="#">69.08</a>	<a href="#">69.94</a>	<a href="#">70.81</a>	<a href="#">71.70</a>	<a href="#">72.60</a>	<a href="#">73.51</a>	<a href="#">74.43</a>	<a href="#">75.36</a>	<a href="#">76.30</a>	<a href="#">77.25</a>	<a href="#">78.22</a>	<a href="#">79.20</a>
0616	A	Customer Services Manager	<a href="#">83.65</a>	<a href="#">84.70</a>	<a href="#">85.76</a>	<a href="#">86.83</a>	<a href="#">87.92</a>	<a href="#">89.02</a>	<a href="#">90.13</a>	<a href="#">91.26</a>	<a href="#">92.40</a>	<a href="#">93.56</a>	<a href="#">94.73</a>	<a href="#">95.91</a>	<a href="#">97.11</a>	<a href="#">98.32</a>	<a href="#">99.55</a>	<a href="#">100.79</a>	<a href="#">102.05</a>	<a href="#">103.33</a>	<a href="#">104.62</a>	<a href="#">105.93</a>	<a href="#">107.25</a>
0147	A	Data Architecture Manager	<a href="#">58.61</a>	<a href="#">59.34</a>	<a href="#">60.08</a>	<a href="#">60.83</a>	<a href="#">61.59</a>	<a href="#">62.36</a>	<a href="#">63.14</a>	<a href="#">63.93</a>	<a href="#">64.73</a>	<a href="#">65.54</a>	<a href="#">66.36</a>	<a href="#">67.19</a>	<a href="#">68.03</a>	<a href="#">68.88</a>	<a href="#">69.74</a>	<a href="#">70.61</a>	<a href="#">71.49</a>	<a href="#">72.38</a>	<a href="#">73.28</a>	<a href="#">74.20</a>	<a href="#">75.13</a>
4605		Department Aide	<a href="#">14.49</a>	<a href="#">14.67</a>	<a href="#">14.85</a>	<a href="#">15.04</a>	<a href="#">15.23</a>	<a href="#">15.42</a>	<a href="#">15.61</a>	<a href="#">15.81</a>	<a href="#">16.01</a>	<a href="#">16.21</a>	<a href="#">16.41</a>	<a href="#">16.62</a>	<a href="#">16.83</a>	<a href="#">17.04</a>	<a href="#">17.25</a>	<a href="#">17.47</a>	<a href="#">17.69</a>	<a href="#">17.91</a>	<a href="#">18.13</a>	<a href="#">18.36</a>	<a href="#">18.59</a>
3032		Designated Crisis Responder I	<a href="#">34.91</a>	<a href="#">35.35</a>	<a href="#">35.79</a>	<a href="#">36.24</a>	<a href="#">36.69</a>	<a href="#">37.15</a>	<a href="#">37.61</a>	<a href="#">38.08</a>	<a href="#">38.56</a>	<a href="#">39.04</a>	<a href="#">39.53</a>	<a href="#">40.02</a>	<a href="#">40.52</a>	<a href="#">41.03</a>	<a href="#">41.54</a>	<a href="#">42.06</a>	<a href="#">42.59</a>	<a href="#">43.12</a>	<a href="#">43.66</a>	<a href="#">44.21</a>	<a href="#">44.76</a>
3033		Designated Crisis Responder II	<a href="#">36.65</a>	<a href="#">37.11</a>	<a href="#">37.57</a>	<a href="#">38.04</a>	<a href="#">38.52</a>	<a href="#">39.00</a>	<a href="#">39.49</a>	<a href="#">39.98</a>	<a href="#">40.48</a>	<a href="#">40.99</a>	<a href="#">41.50</a>	<a href="#">42.02</a>	<a href="#">42.55</a>	<a href="#">43.08</a>	<a href="#">43.62</a>	<a href="#">44.17</a>	<a href="#">44.72</a>	<a href="#">45.28</a>	<a href="#">45.85</a>	<a href="#">46.42</a>	<a href="#">47.00</a>
2349	A	Development Specialist I	<a href="#">30.68</a>	<a href="#">31.06</a>	<a href="#">31.45</a>	<a href="#">31.84</a>	<a href="#">32.24</a>	<a href="#">32.64</a>	<a href="#">33.05</a>	<a href="#">33.46</a>	<a href="#">33.88</a>	<a href="#">34.30</a>	<a href="#">34.73</a>	<a href="#">35.16</a>	<a href="#">35.60</a>	<a href="#">36.05</a>	<a href="#">36.50</a>	<a href="#">36.96</a>	<a href="#">37.42</a>	<a href="#">37.89</a>	<a href="#">38.36</a>	<a href="#">38.84</a>	<a href="#">39.33</a>
2351	A	Development Specialist II	<a href="#">37.52</a>	<a href="#">37.99</a>	<a href="#">38.46</a>	<a href="#">38.94</a>	<a href="#">39.43</a>	<a href="#">39.92</a>	<a href="#">40.42</a>	<a href="#">40.93</a>	<a href="#">41.44</a>	<a href="#">41.96</a>	<a href="#">42.48</a>	<a href="#">43.01</a>	<a href="#">43.55</a>	<a href="#">44.09</a>	<a href="#">44.64</a>	<a href="#">45.20</a>	<a href="#">45.77</a>	<a href="#">46.34</a>	<a href="#">46.92</a>	<a href="#">47.51</a>	<a href="#">48.10</a>
2352	A	Development Specialist III	<a href="#">42.66</a>	<a href="#">43.19</a>	<a href="#">43.73</a>	<a href="#">44.28</a>	<a href="#">44.83</a>	<a href="#">45.39</a>	<a href="#">45.96</a>	<a href="#">46.53</a>	<a href="#">47.11</a>	<a href="#">47.70</a>	<a href="#">48.30</a>	<a href="#">48.90</a>	<a href="#">49.51</a>	<a href="#">50.13</a>	<a href="#">50.76</a>	<a href="#">51.39</a>	<a href="#">52.03</a>	<a href="#">52.68</a>	<a href="#">53.34</a>	<a href="#">54.01</a>	<a href="#">54.69</a>
2070	A	Engineer	<a href="#">41.77</a>	<a href="#">42.29</a>	<a href="#">42.82</a>	<a href="#">43.36</a>	<a href="#">43.90</a>	<a href="#">44.45</a>	<a href="#">45.01</a>	<a href="#">45.57</a>	<a href="#">46.14</a>	<a href="#">46.72</a>	<a href="#">47.30</a>	<a href="#">47.89</a>	<a href="#">48.49</a>	<a href="#">49.10</a>	<a href="#">49.71</a>	<a href="#">50.33</a>	<a href="#">50.96</a>	<a href="#">51.60</a>	<a href="#">52.25</a>	<a href="#">52.90</a>	<a href="#">53.56</a>
8028		Engineer in Training	<a href="#">28.58</a>	<a href="#">28.94</a>	<a href="#">29.30</a>	<a href="#">29.67</a>	<a href="#">30.04</a>	<a href="#">30.42</a>	<a href="#">30.80</a>	<a href="#">31.18</a>	<a href="#">31.57</a>	<a href="#">31.96</a>	<a href="#">32.36</a>	<a href="#">32.76</a>	<a href="#">33.17</a>	<a href="#">33.58</a>	<a href="#">34.00</a>	<a href="#">34.43</a>	<a href="#">34.86</a>	<a href="#">35.30</a>	<a href="#">35.74</a>	<a href="#">36.19</a>	<a href="#">36.64</a>
2068	A	Engineer, Associate	<a href="#">36.30</a>	<a href="#">36.75</a>	<a href="#">37.21</a>	<a href="#">37.68</a>	<a href="#">38.15</a>	<a href="#">38.63</a>	<a href="#">39.11</a>	<a href="#">39.60</a>	<a href="#">40.09</a>	<a href="#">40.59</a>	<a href="#">41.10</a>	<a href="#">41.61</a>	<a href="#">42.13</a>	<a href="#">42.66</a>	<a href="#">43.19</a>	<a href="#">43.73</a>	<a href="#">44.28</a>	<a href="#">44.83</a>	<a href="#">45.39</a>	<a href="#">45.96</a>	<a href="#">46.53</a>
2073	A	Engineer, Principal	<a href="#">52.76</a>	<a href="#">53.42</a>	<a href="#">54.09</a>	<a href="#">54.77</a>	<a href="#">55.45</a>	<a href="#">56.14</a>	<a href="#">56.84</a>	<a href="#">57.55</a>	<a href="#">58.27</a>	<a href="#">59.00</a>	<a href="#">59.74</a>	<a href="#">60.49</a>	<a href="#">61.25</a>	<a href="#">62.02</a>	<a href="#">62.80</a>	<a href="#">63.58</a>	<a href="#">64.37</a>	<a href="#">65.17</a>	<a href="#">65.98</a>	<a href="#">66.80</a>	<a href="#">67.63</a>
2082	A	Engineer, Professional	<a href="#">47.25</a>	<a href="#">47.84</a>	<a href="#">48.44</a>	<a href="#">49.05</a>	<a href="#">49.66</a>	<a href="#">50.28</a>	<a href="#">50.91</a>	<a href="#">51.55</a>	<a href="#">52.19</a>	<a href="#">52.84</a>	<a href="#">53.50</a>	<a href="#">54.17</a>	<a href="#">54.85</a>	<a href="#">55.54</a>	<a href="#">56.23</a>	<a href="#">56.93</a>	<a href="#">57.64</a>	<a href="#">58.36</a>	<a href="#">59.09</a>	<a href="#">59.83</a>	<a href="#">60.58</a>
2083	A	Engineer, Senior	<a href="#">47.25</a>	<a href="#">47.84</a>	<a href="#">48.44</a>	<a href="#">49.05</a>	<a href="#">49.66</a>	<a href="#">50.28</a>	<a href="#">50.91</a>	<a href="#">51.55</a>	<a href="#">52.19</a>	<a href="#">52.84</a>	<a href="#">53.50</a>	<a href="#">54.17</a>	<a href="#">54.85</a>	<a href="#">55.54</a>	<a href="#">56.23</a>	<a href="#">56.93</a>	<a href="#">57.64</a>	<a href="#">58.36</a>	<a href="#">59.09</a>	<a href="#">59.83</a>	<a href="#">60.58</a>
2060	A	Engineer, Senior Principal	<a href="#">58.22</a>	<a href="#">58.95</a>	<a href="#">59.69</a>	<a href="#">60.44</a>	<a href="#">61.20</a>	<a href="#">61.97</a>	<a href="#">62.74</a>	<a href="#">63.52</a>	<a href="#">64.31</a>	<a href="#">65.11</a>	<a href="#">65.92</a>	<a href="#">66.74</a>	<a href="#">67.57</a>	<a href="#">68.41</a>	<a href="#">69.27</a>	<a href="#">70.14</a>	<a href="#">71.02</a>	<a href="#">71.91</a>	<a href="#">72.81</a>	<a href="#">73.72</a>	<a href="#">74.64</a>
0758	A	Environmental Services Director	<a href="#">92.45</a>	<a href="#">93.61</a>	<a href="#">94.78</a>	<a href="#">95.96</a>	<a href="#">97.16</a>	<a href="#">98.37</a>	<a href="#">99.60</a>	<a href="#">100.84</a>	<a href="#">102.10</a>	<a href="#">103.38</a>	<a href="#">104.67</a>	<a href="#">105.98</a>	<a href="#">107.30</a>	<a href="#">108.64</a>	<a href="#">110.00</a>	<a href="#">111.37</a>	<a href="#">112.76</a>	<a href="#">114.17</a>	<a href="#">115.60</a>	<a href="#">117.05</a>	<a href="#">118.51</a>



**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2059	A	Environmental Services Director, Assistant	<a href="#">77.00</a>	<a href="#">77.96</a>	<a href="#">78.93</a>	<a href="#">79.92</a>	<a href="#">80.92</a>	<a href="#">81.93</a>	<a href="#">82.95</a>	<a href="#">83.99</a>	<a href="#">85.04</a>	<a href="#">86.10</a>	<a href="#">87.18</a>	<a href="#">88.27</a>	<a href="#">89.37</a>	<a href="#">90.49</a>	<a href="#">91.62</a>	<a href="#">92.77</a>	<a href="#">93.93</a>	<a href="#">95.10</a>	<a href="#">96.29</a>	<a href="#">97.49</a>	<a href="#">98.71</a>
2056	A	Environmental Services Division Manager	<a href="#">66.53</a>	<a href="#">67.36</a>	<a href="#">68.20</a>	<a href="#">69.05</a>	<a href="#">69.91</a>	<a href="#">70.78</a>	<a href="#">71.66</a>	<a href="#">72.56</a>	<a href="#">73.47</a>	<a href="#">74.39</a>	<a href="#">75.32</a>	<a href="#">76.26</a>	<a href="#">77.21</a>	<a href="#">78.18</a>	<a href="#">79.16</a>	<a href="#">80.15</a>	<a href="#">81.15</a>	<a href="#">82.16</a>	<a href="#">83.19</a>	<a href="#">84.23</a>	<a href="#">85.28</a>
2057	A	Environmental Services Division Manager, Assistant	<a href="#">60.47</a>	<a href="#">61.23</a>	<a href="#">62.00</a>	<a href="#">62.78</a>	<a href="#">63.56</a>	<a href="#">64.35</a>	<a href="#">65.15</a>	<a href="#">65.96</a>	<a href="#">66.78</a>	<a href="#">67.61</a>	<a href="#">68.46</a>	<a href="#">69.32</a>	<a href="#">70.19</a>	<a href="#">71.07</a>	<a href="#">71.96</a>	<a href="#">72.86</a>	<a href="#">73.77</a>	<a href="#">74.69</a>	<a href="#">75.62</a>	<a href="#">76.57</a>	<a href="#">77.53</a>
2092		Environmental Specialist	<a href="#">34.01</a>	<a href="#">34.44</a>	<a href="#">34.87</a>	<a href="#">35.31</a>	<a href="#">35.75</a>	<a href="#">36.20</a>	<a href="#">36.65</a>	<a href="#">37.11</a>	<a href="#">37.57</a>	<a href="#">38.04</a>	<a href="#">38.52</a>	<a href="#">39.00</a>	<a href="#">39.49</a>	<a href="#">39.98</a>	<a href="#">40.48</a>	<a href="#">40.99</a>	<a href="#">41.50</a>	<a href="#">42.02</a>	<a href="#">42.55</a>	<a href="#">43.08</a>	<a href="#">43.62</a>
2093		Environmental Specialist, Senior	<a href="#">39.55</a>	<a href="#">40.04</a>	<a href="#">40.54</a>	<a href="#">41.05</a>	<a href="#">41.56</a>	<a href="#">42.08</a>	<a href="#">42.61</a>	<a href="#">43.14</a>	<a href="#">43.68</a>	<a href="#">44.23</a>	<a href="#">44.78</a>	<a href="#">45.34</a>	<a href="#">45.91</a>	<a href="#">46.48</a>	<a href="#">47.06</a>	<a href="#">47.65</a>	<a href="#">48.25</a>	<a href="#">48.85</a>	<a href="#">49.46</a>	<a href="#">50.08</a>	<a href="#">50.71</a>
2097		Environmental Technician	<a href="#">28.13</a>	<a href="#">28.48</a>	<a href="#">28.84</a>	<a href="#">29.20</a>	<a href="#">29.57</a>	<a href="#">29.94</a>	<a href="#">30.31</a>	<a href="#">30.69</a>	<a href="#">31.07</a>	<a href="#">31.46</a>	<a href="#">31.85</a>	<a href="#">32.25</a>	<a href="#">32.65</a>	<a href="#">33.06</a>	<a href="#">33.47</a>	<a href="#">33.89</a>	<a href="#">34.31</a>	<a href="#">34.74</a>	<a href="#">35.17</a>	<a href="#">35.61</a>	<a href="#">36.06</a>
2098		Environmental Technician, Senior	<a href="#">30.94</a>	<a href="#">31.33</a>	<a href="#">31.72</a>	<a href="#">32.12</a>	<a href="#">32.52</a>	<a href="#">32.93</a>	<a href="#">33.34</a>	<a href="#">33.76</a>	<a href="#">34.18</a>	<a href="#">34.61</a>	<a href="#">35.04</a>	<a href="#">35.48</a>	<a href="#">35.92</a>	<a href="#">36.37</a>	<a href="#">36.82</a>	<a href="#">37.28</a>	<a href="#">37.75</a>	<a href="#">38.22</a>	<a href="#">38.70</a>	<a href="#">39.18</a>	<a href="#">39.67</a>
0753	A	Equity & Human Rights Director	<a href="#">71.31</a>	<a href="#">72.20</a>	<a href="#">73.10</a>	<a href="#">74.01</a>	<a href="#">74.94</a>	<a href="#">75.88</a>	<a href="#">76.83</a>	<a href="#">77.79</a>	<a href="#">78.76</a>	<a href="#">79.74</a>	<a href="#">80.74</a>	<a href="#">81.75</a>	<a href="#">82.77</a>	<a href="#">83.80</a>	<a href="#">84.85</a>	<a href="#">85.91</a>	<a href="#">86.98</a>	<a href="#">88.07</a>	<a href="#">89.17</a>	<a href="#">90.28</a>	<a href="#">91.41</a>
0820	A	Executive Assistant	<a href="#">42.39</a>	<a href="#">42.92</a>	<a href="#">43.46</a>	<a href="#">44.00</a>	<a href="#">44.55</a>	<a href="#">45.11</a>	<a href="#">45.67</a>	<a href="#">46.24</a>	<a href="#">46.82</a>	<a href="#">47.41</a>	<a href="#">48.00</a>	<a href="#">48.60</a>	<a href="#">49.21</a>	<a href="#">49.83</a>	<a href="#">50.45</a>	<a href="#">51.08</a>	<a href="#">51.72</a>	<a href="#">52.37</a>	<a href="#">53.02</a>	<a href="#">53.68</a>	<a href="#">54.35</a>
0712	A	Finance Director	<a href="#">84.57</a>	<a href="#">85.63</a>	<a href="#">86.70</a>	<a href="#">87.78</a>	<a href="#">88.88</a>	<a href="#">89.99</a>	<a href="#">91.11</a>	<a href="#">92.25</a>	<a href="#">93.40</a>	<a href="#">94.57</a>	<a href="#">95.75</a>	<a href="#">96.95</a>	<a href="#">98.16</a>	<a href="#">99.39</a>	<a href="#">100.63</a>	<a href="#">101.89</a>	<a href="#">103.16</a>	<a href="#">104.45</a>	<a href="#">105.76</a>	<a href="#">107.08</a>	<a href="#">108.42</a>
0520	A	Financial Manager	<a href="#">45.38</a>	<a href="#">45.95</a>	<a href="#">46.52</a>	<a href="#">47.10</a>	<a href="#">47.69</a>	<a href="#">48.29</a>	<a href="#">48.89</a>	<a href="#">49.50</a>	<a href="#">50.12</a>	<a href="#">50.75</a>	<a href="#">51.38</a>	<a href="#">52.02</a>	<a href="#">52.67</a>	<a href="#">53.33</a>	<a href="#">54.00</a>	<a href="#">54.67</a>	<a href="#">55.35</a>	<a href="#">56.04</a>	<a href="#">56.74</a>	<a href="#">57.45</a>	<a href="#">58.17</a>
0522	A	Financial Manager, Senior	<a href="#">53.40</a>	<a href="#">54.07</a>	<a href="#">54.75</a>	<a href="#">55.43</a>	<a href="#">56.12</a>	<a href="#">56.82</a>	<a href="#">57.53</a>	<a href="#">58.25</a>	<a href="#">58.98</a>	<a href="#">59.72</a>	<a href="#">60.47</a>	<a href="#">61.23</a>	<a href="#">62.00</a>	<a href="#">62.77</a>	<a href="#">63.55</a>	<a href="#">64.34</a>	<a href="#">65.14</a>	<a href="#">65.95</a>	<a href="#">66.77</a>	<a href="#">67.60</a>	<a href="#">68.44</a>
0524	A	Financial Supervisor	<a href="#">38.40</a>	<a href="#">38.88</a>	<a href="#">39.37</a>	<a href="#">39.86</a>	<a href="#">40.36</a>	<a href="#">40.86</a>	<a href="#">41.37</a>	<a href="#">41.89</a>	<a href="#">42.41</a>	<a href="#">42.94</a>	<a href="#">43.48</a>	<a href="#">44.02</a>	<a href="#">44.57</a>	<a href="#">45.13</a>	<a href="#">45.69</a>	<a href="#">46.26</a>	<a href="#">46.84</a>	<a href="#">47.43</a>	<a href="#">48.02</a>	<a href="#">48.62</a>	<a href="#">49.23</a>
4020		Fire & Life Safety Educator	<a href="#">32.43</a>	<a href="#">32.84</a>	<a href="#">33.25</a>	<a href="#">33.67</a>	<a href="#">34.09</a>	<a href="#">34.52</a>	<a href="#">34.95</a>	<a href="#">35.39</a>	<a href="#">35.83</a>	<a href="#">36.28</a>	<a href="#">36.73</a>	<a href="#">37.19</a>	<a href="#">37.65</a>	<a href="#">38.12</a>	<a href="#">38.60</a>	<a href="#">39.08</a>	<a href="#">39.57</a>	<a href="#">40.06</a>	<a href="#">40.56</a>	<a href="#">41.07</a>	<a href="#">41.58</a>
0767	A	Fire Chief	<a href="#">96.43</a>	<a href="#">97.64</a>	<a href="#">98.86</a>	<a href="#">100.10</a>	<a href="#">101.35</a>	<a href="#">102.62</a>	<a href="#">103.90</a>	<a href="#">105.20</a>	<a href="#">106.51</a>	<a href="#">107.84</a>	<a href="#">109.19</a>	<a href="#">110.55</a>	<a href="#">111.93</a>	<a href="#">113.33</a>	<a href="#">114.75</a>	<a href="#">116.18</a>	<a href="#">117.63</a>	<a href="#">119.10</a>	<a href="#">120.59</a>	<a href="#">122.10</a>	<a href="#">123.63</a>
0519	A	Fire Code Official	<a href="#">64.21</a>	<a href="#">65.01</a>	<a href="#">65.82</a>	<a href="#">66.64</a>	<a href="#">67.47</a>	<a href="#">68.31</a>	<a href="#">69.16</a>	<a href="#">70.02</a>	<a href="#">70.90</a>	<a href="#">71.79</a>	<a href="#">72.69</a>	<a href="#">73.60</a>	<a href="#">74.52</a>	<a href="#">75.45</a>	<a href="#">76.39</a>	<a href="#">77.34</a>	<a href="#">78.31</a>	<a href="#">79.29</a>	<a href="#">80.28</a>	<a href="#">81.28</a>	<a href="#">82.30</a>
0518	A	Fire Department Manager	<a href="#">54.44</a>	<a href="#">55.12</a>	<a href="#">55.81</a>	<a href="#">56.51</a>	<a href="#">57.22</a>	<a href="#">57.94</a>	<a href="#">58.66</a>	<a href="#">59.39</a>	<a href="#">60.13</a>	<a href="#">60.88</a>	<a href="#">61.64</a>	<a href="#">62.41</a>	<a href="#">63.19</a>	<a href="#">63.98</a>	<a href="#">64.78</a>	<a href="#">65.59</a>	<a href="#">66.41</a>	<a href="#">67.24</a>	<a href="#">68.08</a>	<a href="#">68.93</a>	<a href="#">69.79</a>
5341	A	Fleet Manager, Assistant	<a href="#">43.55</a>	<a href="#">44.09</a>	<a href="#">44.64</a>	<a href="#">45.20</a>	<a href="#">45.76</a>	<a href="#">46.33</a>	<a href="#">46.91</a>	<a href="#">47.50</a>	<a href="#">48.09</a>	<a href="#">48.69</a>	<a href="#">49.30</a>	<a href="#">49.92</a>	<a href="#">50.54</a>	<a href="#">51.17</a>	<a href="#">51.81</a>	<a href="#">52.46</a>	<a href="#">53.12</a>	<a href="#">53.78</a>	<a href="#">54.45</a>	<a href="#">55.13</a>	<a href="#">55.82</a>
4215	A	Forensics Manager	<a href="#">48.55</a>	<a href="#">49.16</a>	<a href="#">49.77</a>	<a href="#">50.39</a>	<a href="#">51.02</a>	<a href="#">51.66</a>	<a href="#">52.31</a>	<a href="#">52.96</a>	<a href="#">53.62</a>	<a href="#">54.29</a>	<a href="#">54.97</a>	<a href="#">55.66</a>	<a href="#">56.36</a>	<a href="#">57.06</a>	<a href="#">57.77</a>	<a href="#">58.49</a>	<a href="#">59.22</a>	<a href="#">59.96</a>	<a href="#">60.71</a>	<a href="#">61.47</a>	<a href="#">62.24</a>
0726	A	Government Relations Analyst	<a href="#">54.18</a>	<a href="#">54.86</a>	<a href="#">55.55</a>	<a href="#">56.24</a>	<a href="#">56.94</a>	<a href="#">57.65</a>	<a href="#">58.37</a>	<a href="#">59.10</a>	<a href="#">59.84</a>	<a href="#">60.59</a>	<a href="#">61.35</a>	<a href="#">62.12</a>	<a href="#">62.90</a>	<a href="#">63.69</a>	<a href="#">64.49</a>	<a href="#">65.30</a>	<a href="#">66.12</a>	<a href="#">66.95</a>	<a href="#">67.79</a>	<a href="#">68.64</a>	<a href="#">69.50</a>
0724	A	Government Relations Officer	<a href="#">67.24</a>	<a href="#">68.08</a>	<a href="#">68.93</a>	<a href="#">69.79</a>	<a href="#">70.66</a>	<a href="#">71.54</a>	<a href="#">72.43</a>	<a href="#">73.34</a>	<a href="#">74.26</a>	<a href="#">75.19</a>	<a href="#">76.13</a>	<a href="#">77.08</a>	<a href="#">78.04</a>	<a href="#">79.02</a>	<a href="#">80.01</a>	<a href="#">81.01</a>	<a href="#">82.02</a>	<a href="#">83.05</a>	<a href="#">84.09</a>	<a href="#">85.14</a>	<a href="#">86.20</a>
0717	A	Hearing Examiner	<a href="#">77.78</a>	<a href="#">78.75</a>	<a href="#">79.73</a>	<a href="#">80.73</a>	<a href="#">81.74</a>	<a href="#">82.76</a>	<a href="#">83.79</a>	<a href="#">84.84</a>	<a href="#">85.90</a>	<a href="#">86.97</a>	<a href="#">88.06</a>	<a href="#">89.16</a>	<a href="#">90.27</a>	<a href="#">91.40</a>	<a href="#">92.54</a>	<a href="#">93.70</a>	<a href="#">94.87</a>	<a href="#">96.06</a>	<a href="#">97.26</a>	<a href="#">98.48</a>	<a href="#">99.71</a>
2310	A	Historic Preservation Coordinator	<a href="#">31.13</a>	<a href="#">31.52</a>	<a href="#">31.91</a>	<a href="#">32.31</a>	<a href="#">32.71</a>	<a href="#">33.12</a>	<a href="#">33.53</a>	<a href="#">33.95</a>	<a href="#">34.37</a>	<a href="#">34.80</a>	<a href="#">35.24</a>	<a href="#">35.68</a>	<a href="#">36.13</a>	<a href="#">36.58</a>	<a href="#">37.04</a>	<a href="#">37.50</a>	<a href="#">37.97</a>	<a href="#">38.44</a>	<a href="#">38.92</a>	<a href="#">39.41</a>	<a href="#">39.90</a>
2309	A	Historic Preservation Officer	<a href="#">42.66</a>	<a href="#">43.19</a>	<a href="#">43.73</a>	<a href="#">44.28</a>	<a href="#">44.83</a>	<a href="#">45.39</a>	<a href="#">45.96</a>	<a href="#">46.53</a>	<a href="#">47.11</a>	<a href="#">47.70</a>	<a href="#">48.30</a>	<a href="#">48.90</a>	<a href="#">49.51</a>	<a href="#">50.13</a>	<a href="#">50.76</a>	<a href="#">51.39</a>	<a href="#">52.03</a>	<a href="#">52.68</a>	<a href="#">53.34</a>	<a href="#">54.01</a>	<a href="#">54.69</a>

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2336		Housing Rehabilitation Specialist	<a href="#">31.54</a>	<a href="#">31.93</a>	<a href="#">32.33</a>	<a href="#">32.73</a>	<a href="#">33.14</a>	<a href="#">33.55</a>	<a href="#">33.97</a>	<a href="#">34.39</a>	<a href="#">34.82</a>	<a href="#">35.26</a>	<a href="#">35.70</a>	<a href="#">36.15</a>	<a href="#">36.60</a>	<a href="#">37.06</a>	<a href="#">37.52</a>	<a href="#">37.99</a>	<a href="#">38.46</a>	<a href="#">38.94</a>	<a href="#">39.43</a>	<a href="#">39.92</a>	<a href="#">40.42</a>
1131	A	Human Resources Analyst, Senior	<a href="#">41.85</a>	<a href="#">42.37</a>	<a href="#">42.90</a>	<a href="#">43.44</a>	<a href="#">43.98</a>	<a href="#">44.53</a>	<a href="#">45.09</a>	<a href="#">45.65</a>	<a href="#">46.22</a>	<a href="#">46.80</a>	<a href="#">47.39</a>	<a href="#">47.98</a>	<a href="#">48.58</a>	<a href="#">49.19</a>	<a href="#">49.80</a>	<a href="#">50.42</a>	<a href="#">51.05</a>	<a href="#">51.69</a>	<a href="#">52.34</a>	<a href="#">52.99</a>	<a href="#">53.65</a>
0735	A	Human Resources Director	<a href="#">76.31</a>	<a href="#">77.26</a>	<a href="#">78.23</a>	<a href="#">79.21</a>	<a href="#">80.20</a>	<a href="#">81.20</a>	<a href="#">82.22</a>	<a href="#">83.25</a>	<a href="#">84.29</a>	<a href="#">85.34</a>	<a href="#">86.41</a>	<a href="#">87.49</a>	<a href="#">88.58</a>	<a href="#">89.69</a>	<a href="#">90.81</a>	<a href="#">91.95</a>	<a href="#">93.10</a>	<a href="#">94.26</a>	<a href="#">95.44</a>	<a href="#">96.63</a>	<a href="#">97.84</a>
1125	A	Human Resources Director, Assistant	<a href="#">63.58</a>	<a href="#">64.37</a>	<a href="#">65.17</a>	<a href="#">65.98</a>	<a href="#">66.80</a>	<a href="#">67.64</a>	<a href="#">68.49</a>	<a href="#">69.35</a>	<a href="#">70.22</a>	<a href="#">71.10</a>	<a href="#">71.99</a>	<a href="#">72.89</a>	<a href="#">73.80</a>	<a href="#">74.72</a>	<a href="#">75.65</a>	<a href="#">76.60</a>	<a href="#">77.56</a>	<a href="#">78.53</a>	<a href="#">79.51</a>	<a href="#">80.50</a>	<a href="#">81.51</a>
1136	A	Human Resources Manager	<a href="#">46.11</a>	<a href="#">46.69</a>	<a href="#">47.27</a>	<a href="#">47.86</a>	<a href="#">48.46</a>	<a href="#">49.07</a>	<a href="#">49.68</a>	<a href="#">50.30</a>	<a href="#">50.93</a>	<a href="#">51.57</a>	<a href="#">52.21</a>	<a href="#">52.86</a>	<a href="#">53.52</a>	<a href="#">54.19</a>	<a href="#">54.87</a>	<a href="#">55.56</a>	<a href="#">56.25</a>	<a href="#">56.95</a>	<a href="#">57.66</a>	<a href="#">58.38</a>	<a href="#">59.11</a>
1138	A	Human Resources Manager, Senior	<a href="#">52.82</a>	<a href="#">53.48</a>	<a href="#">54.15</a>	<a href="#">54.83</a>	<a href="#">55.52</a>	<a href="#">56.21</a>	<a href="#">56.91</a>	<a href="#">57.62</a>	<a href="#">58.34</a>	<a href="#">59.07</a>	<a href="#">59.81</a>	<a href="#">60.56</a>	<a href="#">61.32</a>	<a href="#">62.09</a>	<a href="#">62.87</a>	<a href="#">63.66</a>	<a href="#">64.46</a>	<a href="#">65.27</a>	<a href="#">66.09</a>	<a href="#">66.92</a>	<a href="#">67.76</a>
2533		Human Services Program Assistant	<a href="#">20.60</a>	<a href="#">20.86</a>	<a href="#">21.12</a>	<a href="#">21.38</a>	<a href="#">21.65</a>	<a href="#">21.92</a>	<a href="#">22.19</a>	<a href="#">22.47</a>	<a href="#">22.75</a>	<a href="#">23.03</a>	<a href="#">23.32</a>	<a href="#">23.61</a>	<a href="#">23.91</a>	<a href="#">24.21</a>	<a href="#">24.51</a>	<a href="#">24.82</a>	<a href="#">25.13</a>	<a href="#">25.44</a>	<a href="#">25.76</a>	<a href="#">26.08</a>	<a href="#">26.41</a>
5151	A	Hydro Project Manager	<a href="#">64.59</a>	<a href="#">65.40</a>	<a href="#">66.22</a>	<a href="#">67.05</a>	<a href="#">67.89</a>	<a href="#">68.74</a>	<a href="#">69.60</a>	<a href="#">70.47</a>	<a href="#">71.35</a>	<a href="#">72.24</a>	<a href="#">73.14</a>	<a href="#">74.05</a>	<a href="#">74.98</a>	<a href="#">75.92</a>	<a href="#">76.87</a>	<a href="#">77.83</a>	<a href="#">78.80</a>	<a href="#">79.79</a>	<a href="#">80.79</a>	<a href="#">81.80</a>	<a href="#">82.82</a>
5150	A	Hydro Project Manager, Assistant	<a href="#">58.18</a>	<a href="#">58.91</a>	<a href="#">59.65</a>	<a href="#">60.40</a>	<a href="#">61.15</a>	<a href="#">61.91</a>	<a href="#">62.68</a>	<a href="#">63.46</a>	<a href="#">64.25</a>	<a href="#">65.05</a>	<a href="#">65.86</a>	<a href="#">66.68</a>	<a href="#">67.51</a>	<a href="#">68.35</a>	<a href="#">69.20</a>	<a href="#">70.06</a>	<a href="#">70.94</a>	<a href="#">71.83</a>	<a href="#">72.73</a>	<a href="#">73.64</a>	<a href="#">74.56</a>
0835	A	Information Technology Director	<a href="#">87.29</a>	<a href="#">88.38</a>	<a href="#">89.48</a>	<a href="#">90.60</a>	<a href="#">91.73</a>	<a href="#">92.88</a>	<a href="#">94.04</a>	<a href="#">95.22</a>	<a href="#">96.41</a>	<a href="#">97.62</a>	<a href="#">98.84</a>	<a href="#">100.08</a>	<a href="#">101.33</a>	<a href="#">102.60</a>	<a href="#">103.88</a>	<a href="#">105.18</a>	<a href="#">106.49</a>	<a href="#">107.82</a>	<a href="#">109.17</a>	<a href="#">110.53</a>	<a href="#">111.91</a>
0837	A	Information Technology Director, Assistant	<a href="#">71.70</a>	<a href="#">72.60</a>	<a href="#">73.51</a>	<a href="#">74.43</a>	<a href="#">75.36</a>	<a href="#">76.30</a>	<a href="#">77.25</a>	<a href="#">78.22</a>	<a href="#">79.20</a>	<a href="#">80.19</a>	<a href="#">81.19</a>	<a href="#">82.20</a>	<a href="#">83.23</a>	<a href="#">84.27</a>	<a href="#">85.32</a>	<a href="#">86.39</a>	<a href="#">87.47</a>	<a href="#">88.56</a>	<a href="#">89.67</a>	<a href="#">90.79</a>	<a href="#">91.92</a>
0140	A	Information Technology Manager	<a href="#">58.61</a>	<a href="#">59.34</a>	<a href="#">60.08</a>	<a href="#">60.83</a>	<a href="#">61.59</a>	<a href="#">62.36</a>	<a href="#">63.14</a>	<a href="#">63.93</a>	<a href="#">64.73</a>	<a href="#">65.54</a>	<a href="#">66.36</a>	<a href="#">67.19</a>	<a href="#">68.03</a>	<a href="#">68.88</a>	<a href="#">69.74</a>	<a href="#">70.61</a>	<a href="#">71.49</a>	<a href="#">72.38</a>	<a href="#">73.28</a>	<a href="#">74.20</a>	<a href="#">75.13</a>
0707	A	Information Technology Project Manager	<a href="#">47.69</a>	<a href="#">48.29</a>	<a href="#">48.89</a>	<a href="#">49.50</a>	<a href="#">50.12</a>	<a href="#">50.75</a>	<a href="#">51.38</a>	<a href="#">52.02</a>	<a href="#">52.67</a>	<a href="#">53.33</a>	<a href="#">54.00</a>	<a href="#">54.67</a>	<a href="#">55.35</a>	<a href="#">56.04</a>	<a href="#">56.74</a>	<a href="#">57.45</a>	<a href="#">58.17</a>	<a href="#">58.90</a>	<a href="#">59.64</a>	<a href="#">60.39</a>	<a href="#">61.14</a>
0708	A	Information Technology Project Manager, Senior	<a href="#">51.71</a>	<a href="#">52.36</a>	<a href="#">53.01</a>	<a href="#">53.67</a>	<a href="#">54.34</a>	<a href="#">55.02</a>	<a href="#">55.71</a>	<a href="#">56.41</a>	<a href="#">57.12</a>	<a href="#">57.83</a>	<a href="#">58.55</a>	<a href="#">59.28</a>	<a href="#">60.02</a>	<a href="#">60.77</a>	<a href="#">61.53</a>	<a href="#">62.30</a>	<a href="#">63.08</a>	<a href="#">63.87</a>	<a href="#">64.67</a>	<a href="#">65.48</a>	<a href="#">66.30</a>
0136	A	Information Technology Supervisor	<a href="#">53.10</a>	<a href="#">53.76</a>	<a href="#">54.43</a>	<a href="#">55.11</a>	<a href="#">55.80</a>	<a href="#">56.50</a>	<a href="#">57.21</a>	<a href="#">57.93</a>	<a href="#">58.65</a>	<a href="#">59.38</a>	<a href="#">60.12</a>	<a href="#">60.87</a>	<a href="#">61.63</a>	<a href="#">62.40</a>	<a href="#">63.18</a>	<a href="#">63.97</a>	<a href="#">64.77</a>	<a href="#">65.58</a>	<a href="#">66.40</a>	<a href="#">67.23</a>	<a href="#">68.07</a>
1118	A	Labor Negotiator	<a href="#">48.91</a>	<a href="#">49.52</a>	<a href="#">50.14</a>	<a href="#">50.77</a>	<a href="#">51.40</a>	<a href="#">52.04</a>	<a href="#">52.69</a>	<a href="#">53.35</a>	<a href="#">54.02</a>	<a href="#">54.70</a>	<a href="#">55.38</a>	<a href="#">56.07</a>	<a href="#">56.77</a>	<a href="#">57.48</a>	<a href="#">58.20</a>	<a href="#">58.93</a>	<a href="#">59.67</a>	<a href="#">60.42</a>	<a href="#">61.18</a>	<a href="#">61.94</a>	<a href="#">62.71</a>
1123	A	Labor Relations Analyst	<a href="#">37.85</a>	<a href="#">38.32</a>	<a href="#">38.80</a>	<a href="#">39.28</a>	<a href="#">39.77</a>	<a href="#">40.27</a>	<a href="#">40.77</a>	<a href="#">41.28</a>	<a href="#">41.80</a>	<a href="#">42.32</a>	<a href="#">42.85</a>	<a href="#">43.39</a>	<a href="#">43.93</a>	<a href="#">44.48</a>	<a href="#">45.04</a>	<a href="#">45.60</a>	<a href="#">46.17</a>	<a href="#">46.75</a>	<a href="#">47.33</a>	<a href="#">47.92</a>	<a href="#">48.52</a>
1132	A	Labor Relations Manager	<a href="#">55.33</a>	<a href="#">56.02</a>	<a href="#">56.72</a>	<a href="#">57.43</a>	<a href="#">58.15</a>	<a href="#">58.88</a>	<a href="#">59.62</a>	<a href="#">60.37</a>	<a href="#">61.12</a>	<a href="#">61.88</a>	<a href="#">62.65</a>	<a href="#">63.43</a>	<a href="#">64.22</a>	<a href="#">65.02</a>	<a href="#">65.83</a>	<a href="#">66.65</a>	<a href="#">67.48</a>	<a href="#">68.32</a>	<a href="#">69.17</a>	<a href="#">70.03</a>	<a href="#">70.91</a>
0760	A	Labor Relations Manager, Senior	<a href="#">63.58</a>	<a href="#">64.37</a>	<a href="#">65.17</a>	<a href="#">65.98</a>	<a href="#">66.80</a>	<a href="#">67.64</a>	<a href="#">68.49</a>	<a href="#">69.35</a>	<a href="#">70.22</a>	<a href="#">71.10</a>	<a href="#">71.99</a>	<a href="#">72.89</a>	<a href="#">73.80</a>	<a href="#">74.72</a>	<a href="#">75.65</a>	<a href="#">76.60</a>	<a href="#">77.56</a>	<a href="#">78.53</a>	<a href="#">79.51</a>	<a href="#">80.50</a>	<a href="#">81.51</a>
2207	A	Land Use Administrator	<a href="#">53.43</a>	<a href="#">54.10</a>	<a href="#">54.78</a>	<a href="#">55.46</a>	<a href="#">56.15</a>	<a href="#">56.85</a>	<a href="#">57.56</a>	<a href="#">58.28</a>	<a href="#">59.01</a>	<a href="#">59.75</a>	<a href="#">60.50</a>	<a href="#">61.26</a>	<a href="#">62.03</a>	<a href="#">62.81</a>	<a href="#">63.60</a>	<a href="#">64.40</a>	<a href="#">65.20</a>	<a href="#">66.02</a>	<a href="#">66.85</a>	<a href="#">67.69</a>	<a href="#">68.54</a>
0031		Legal Assistant	<a href="#">24.72</a>	<a href="#">25.03</a>	<a href="#">25.34</a>	<a href="#">25.66</a>	<a href="#">25.98</a>	<a href="#">26.30</a>	<a href="#">26.63</a>	<a href="#">26.96</a>	<a href="#">27.30</a>	<a href="#">27.64</a>	<a href="#">27.99</a>	<a href="#">28.34</a>	<a href="#">28.69</a>	<a href="#">29.05</a>	<a href="#">29.41</a>	<a href="#">29.78</a>	<a href="#">30.15</a>	<a href="#">30.53</a>	<a href="#">30.91</a>	<a href="#">31.30</a>	<a href="#">31.69</a>

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0032		Legal Assistant, Senior	<a href="#">27.48</a>	<a href="#">27.82</a>	<a href="#">28.17</a>	<a href="#">28.52</a>	<a href="#">28.88</a>	<a href="#">29.24</a>	<a href="#">29.61</a>	<a href="#">29.98</a>	<a href="#">30.35</a>	<a href="#">30.73</a>	<a href="#">31.11</a>	<a href="#">31.50</a>	<a href="#">31.89</a>	<a href="#">32.29</a>	<a href="#">32.69</a>	<a href="#">33.10</a>	<a href="#">33.51</a>	<a href="#">33.93</a>	<a href="#">34.35</a>	<a href="#">34.78</a>	<a href="#">35.21</a>
1007	A	Legal Intern	<a href="#">16.97</a>	<a href="#">17.18</a>	<a href="#">17.39</a>	<a href="#">17.61</a>	<a href="#">17.83</a>	<a href="#">18.05</a>	<a href="#">18.28</a>	<a href="#">18.51</a>	<a href="#">18.74</a>	<a href="#">18.97</a>	<a href="#">19.21</a>	<a href="#">19.45</a>	<a href="#">19.69</a>	<a href="#">19.94</a>	<a href="#">20.19</a>	<a href="#">20.44</a>	<a href="#">20.70</a>	<a href="#">20.96</a>	<a href="#">21.22</a>	<a href="#">21.49</a>	<a href="#">21.76</a>
0553		LEOFF 1 Specialist	<a href="#">31.24</a>	<a href="#">31.63</a>	<a href="#">32.03</a>	<a href="#">32.43</a>	<a href="#">32.84</a>	<a href="#">33.25</a>	<a href="#">33.67</a>	<a href="#">34.09</a>	<a href="#">34.52</a>	<a href="#">34.95</a>	<a href="#">35.39</a>	<a href="#">35.83</a>	<a href="#">36.28</a>	<a href="#">36.73</a>	<a href="#">37.19</a>	<a href="#">37.65</a>	<a href="#">38.12</a>	<a href="#">38.60</a>	<a href="#">39.08</a>	<a href="#">39.57</a>	<a href="#">40.06</a>
1109	A	Management Analyst I	<a href="#">28.48</a>	<a href="#">28.84</a>	<a href="#">29.20</a>	<a href="#">29.56</a>	<a href="#">29.93</a>	<a href="#">30.30</a>	<a href="#">30.68</a>	<a href="#">31.06</a>	<a href="#">31.45</a>	<a href="#">31.84</a>	<a href="#">32.24</a>	<a href="#">32.64</a>	<a href="#">33.05</a>	<a href="#">33.46</a>	<a href="#">33.88</a>	<a href="#">34.30</a>	<a href="#">34.73</a>	<a href="#">35.16</a>	<a href="#">35.60</a>	<a href="#">36.04</a>	<a href="#">36.49</a>
1120	A	Management Analyst II	<a href="#">35.70</a>	<a href="#">36.15</a>	<a href="#">36.60</a>	<a href="#">37.06</a>	<a href="#">37.52</a>	<a href="#">37.99</a>	<a href="#">38.46</a>	<a href="#">38.94</a>	<a href="#">39.43</a>	<a href="#">39.92</a>	<a href="#">40.42</a>	<a href="#">40.93</a>	<a href="#">41.44</a>	<a href="#">41.96</a>	<a href="#">42.48</a>	<a href="#">43.01</a>	<a href="#">43.55</a>	<a href="#">44.09</a>	<a href="#">44.64</a>	<a href="#">45.20</a>	<a href="#">45.77</a>
1135	A	Management Analyst III	<a href="#">44.45</a>	<a href="#">45.01</a>	<a href="#">45.57</a>	<a href="#">46.14</a>	<a href="#">46.72</a>	<a href="#">47.30</a>	<a href="#">47.89</a>	<a href="#">48.49</a>	<a href="#">49.10</a>	<a href="#">49.71</a>	<a href="#">50.33</a>	<a href="#">50.96</a>	<a href="#">51.60</a>	<a href="#">52.25</a>	<a href="#">52.90</a>	<a href="#">53.56</a>	<a href="#">54.23</a>	<a href="#">54.91</a>	<a href="#">55.60</a>	<a href="#">56.29</a>	<a href="#">56.99</a>
4607		Management Fellow	<a href="#">25.71</a>	<a href="#">26.03</a>	<a href="#">26.36</a>	<a href="#">26.69</a>	<a href="#">27.02</a>	<a href="#">27.36</a>	<a href="#">27.70</a>	<a href="#">28.05</a>	<a href="#">28.40</a>	<a href="#">28.75</a>	<a href="#">29.11</a>	<a href="#">29.47</a>	<a href="#">29.84</a>	<a href="#">30.21</a>	<a href="#">30.59</a>	<a href="#">30.97</a>	<a href="#">31.36</a>	<a href="#">31.75</a>	<a href="#">32.15</a>	<a href="#">32.55</a>	<a href="#">32.96</a>
4615		Management Intern	<a href="#">19.14</a>	<a href="#">19.38</a>	<a href="#">19.62</a>	<a href="#">19.87</a>	<a href="#">20.12</a>	<a href="#">20.37</a>	<a href="#">20.62</a>	<a href="#">20.88</a>	<a href="#">21.14</a>	<a href="#">21.40</a>	<a href="#">21.67</a>	<a href="#">21.94</a>	<a href="#">22.21</a>	<a href="#">22.49</a>	<a href="#">22.77</a>	<a href="#">23.05</a>	<a href="#">23.34</a>	<a href="#">23.63</a>	<a href="#">23.93</a>	<a href="#">24.23</a>	<a href="#">24.53</a>
0841	A	Market Development Program Manager	<a href="#">57.31</a>	<a href="#">58.03</a>	<a href="#">58.76</a>	<a href="#">59.49</a>	<a href="#">60.23</a>	<a href="#">60.98</a>	<a href="#">61.74</a>	<a href="#">62.51</a>	<a href="#">63.29</a>	<a href="#">64.08</a>	<a href="#">64.88</a>	<a href="#">65.69</a>	<a href="#">66.51</a>	<a href="#">67.34</a>	<a href="#">68.18</a>	<a href="#">69.03</a>	<a href="#">69.89</a>	<a href="#">70.76</a>	<a href="#">71.64</a>	<a href="#">72.54</a>	<a href="#">73.45</a>
0842	A	Market Development Research Analyst	<a href="#">51.28</a>	<a href="#">51.92</a>	<a href="#">52.57</a>	<a href="#">53.23</a>	<a href="#">53.90</a>	<a href="#">54.57</a>	<a href="#">55.25</a>	<a href="#">55.94</a>	<a href="#">56.64</a>	<a href="#">57.35</a>	<a href="#">58.07</a>	<a href="#">58.80</a>	<a href="#">59.53</a>	<a href="#">60.27</a>	<a href="#">61.02</a>	<a href="#">61.78</a>	<a href="#">62.55</a>	<a href="#">63.33</a>	<a href="#">64.12</a>	<a href="#">64.92</a>	<a href="#">65.73</a>
0840	A	Marketing & Development Manager	<a href="#">66.74</a>	<a href="#">67.57</a>	<a href="#">68.41</a>	<a href="#">69.27</a>	<a href="#">70.14</a>	<a href="#">71.02</a>	<a href="#">71.91</a>	<a href="#">72.81</a>	<a href="#">73.72</a>	<a href="#">74.64</a>	<a href="#">75.57</a>	<a href="#">76.51</a>	<a href="#">77.47</a>	<a href="#">78.44</a>	<a href="#">79.42</a>	<a href="#">80.41</a>	<a href="#">81.42</a>	<a href="#">82.44</a>	<a href="#">83.47</a>	<a href="#">84.51</a>	<a href="#">85.57</a>
1165	A	Marketing Assistant	<a href="#">20.40</a>	<a href="#">20.65</a>	<a href="#">20.91</a>	<a href="#">21.17</a>	<a href="#">21.43</a>	<a href="#">21.70</a>	<a href="#">21.97</a>	<a href="#">22.24</a>	<a href="#">22.52</a>	<a href="#">22.80</a>	<a href="#">23.09</a>	<a href="#">23.38</a>	<a href="#">23.67</a>	<a href="#">23.97</a>	<a href="#">24.27</a>	<a href="#">24.57</a>	<a href="#">24.88</a>	<a href="#">25.19</a>	<a href="#">25.50</a>	<a href="#">25.82</a>	<a href="#">26.14</a>
5506	A	Marketing Coordinator	<a href="#">29.95</a>	<a href="#">30.32</a>	<a href="#">30.70</a>	<a href="#">31.08</a>	<a href="#">31.47</a>	<a href="#">31.86</a>	<a href="#">32.26</a>	<a href="#">32.66</a>	<a href="#">33.07</a>	<a href="#">33.48</a>	<a href="#">33.90</a>	<a href="#">34.32</a>	<a href="#">34.75</a>	<a href="#">35.18</a>	<a href="#">35.62</a>	<a href="#">36.07</a>	<a href="#">36.52</a>	<a href="#">36.98</a>	<a href="#">37.44</a>	<a href="#">37.91</a>	<a href="#">38.38</a>
1151		Master Control Technician	<a href="#">21.30</a>	<a href="#">21.57</a>	<a href="#">21.84</a>	<a href="#">22.11</a>	<a href="#">22.39</a>	<a href="#">22.67</a>	<a href="#">22.95</a>	<a href="#">23.24</a>	<a href="#">23.53</a>	<a href="#">23.82</a>	<a href="#">24.12</a>	<a href="#">24.42</a>	<a href="#">24.73</a>	<a href="#">25.04</a>	<a href="#">25.35</a>	<a href="#">25.67</a>	<a href="#">25.99</a>	<a href="#">26.31</a>	<a href="#">26.64</a>	<a href="#">26.97</a>	<a href="#">27.31</a>
0804	A	Media & Communications Director	<a href="#">58.58</a>	<a href="#">59.31</a>	<a href="#">60.05</a>	<a href="#">60.80</a>	<a href="#">61.56</a>	<a href="#">62.33</a>	<a href="#">63.11</a>	<a href="#">63.90</a>	<a href="#">64.70</a>	<a href="#">65.51</a>	<a href="#">66.33</a>	<a href="#">67.16</a>	<a href="#">68.00</a>	<a href="#">68.85</a>	<a href="#">69.71</a>	<a href="#">70.58</a>	<a href="#">71.46</a>	<a href="#">72.35</a>	<a href="#">73.25</a>	<a href="#">74.17</a>	<a href="#">75.10</a>
5508	A	Media Specialist	<a href="#">37.89</a>	<a href="#">38.36</a>	<a href="#">38.84</a>	<a href="#">39.33</a>	<a href="#">39.82</a>	<a href="#">40.32</a>	<a href="#">40.82</a>	<a href="#">41.33</a>	<a href="#">41.85</a>	<a href="#">42.37</a>	<a href="#">42.90</a>	<a href="#">43.44</a>	<a href="#">43.98</a>	<a href="#">44.53</a>	<a href="#">45.09</a>	<a href="#">45.65</a>	<a href="#">46.22</a>	<a href="#">46.80</a>	<a href="#">47.38</a>	<a href="#">47.97</a>	<a href="#">48.57</a>
3125		Mobile Unit Registered Nurse	<a href="#">36.85</a>	<a href="#">37.31</a>	<a href="#">37.78</a>	<a href="#">38.25</a>	<a href="#">38.73</a>	<a href="#">39.21</a>	<a href="#">39.70</a>	<a href="#">40.20</a>	<a href="#">40.70</a>	<a href="#">41.21</a>	<a href="#">41.73</a>	<a href="#">42.25</a>	<a href="#">42.78</a>	<a href="#">43.31</a>	<a href="#">43.85</a>	<a href="#">44.40</a>	<a href="#">44.95</a>	<a href="#">45.51</a>	<a href="#">46.08</a>	<a href="#">46.66</a>	<a href="#">47.24</a>
2091	A	Natural Resources Manager	<a href="#">66.45</a>	<a href="#">67.28</a>	<a href="#">68.12</a>	<a href="#">68.97</a>	<a href="#">69.83</a>	<a href="#">70.70</a>	<a href="#">71.58</a>	<a href="#">72.47</a>	<a href="#">73.38</a>	<a href="#">74.30</a>	<a href="#">75.23</a>	<a href="#">76.17</a>	<a href="#">77.12</a>	<a href="#">78.08</a>	<a href="#">79.06</a>	<a href="#">80.05</a>	<a href="#">81.05</a>	<a href="#">82.06</a>	<a href="#">83.09</a>	<a href="#">84.13</a>	<a href="#">85.18</a>
2106	A	Natural Resources Specialist I	<a href="#">35.49</a>	<a href="#">35.93</a>	<a href="#">36.38</a>	<a href="#">36.83</a>	<a href="#">37.29</a>	<a href="#">37.76</a>	<a href="#">38.23</a>	<a href="#">38.71</a>	<a href="#">39.19</a>	<a href="#">39.68</a>	<a href="#">40.18</a>	<a href="#">40.68</a>	<a href="#">41.19</a>	<a href="#">41.70</a>	<a href="#">42.22</a>	<a href="#">42.75</a>	<a href="#">43.28</a>	<a href="#">43.82</a>	<a href="#">44.37</a>	<a href="#">44.92</a>	<a href="#">45.48</a>
2089	A	Natural Resources Specialist II	<a href="#">40.61</a>	<a href="#">41.12</a>	<a href="#">41.63</a>	<a href="#">42.15</a>	<a href="#">42.68</a>	<a href="#">43.21</a>	<a href="#">43.75</a>	<a href="#">44.30</a>	<a href="#">44.85</a>	<a href="#">45.41</a>	<a href="#">45.98</a>	<a href="#">46.55</a>	<a href="#">47.13</a>	<a href="#">47.72</a>	<a href="#">48.32</a>	<a href="#">48.92</a>	<a href="#">49.53</a>	<a href="#">50.15</a>	<a href="#">50.78</a>	<a href="#">51.41</a>	<a href="#">52.05</a>
2094	A	Natural Resources Specialist III	<a href="#">46.67</a>	<a href="#">47.25</a>	<a href="#">47.84</a>	<a href="#">48.44</a>	<a href="#">49.05</a>	<a href="#">49.66</a>	<a href="#">50.28</a>	<a href="#">50.91</a>	<a href="#">51.55</a>	<a href="#">52.19</a>	<a href="#">52.84</a>	<a href="#">53.50</a>	<a href="#">54.17</a>	<a href="#">54.85</a>	<a href="#">55.54</a>	<a href="#">56.23</a>	<a href="#">56.93</a>	<a href="#">57.64</a>	<a href="#">58.36</a>	<a href="#">59.09</a>	<a href="#">59.83</a>
2107		Natural Resources Technician I	<a href="#">22.25</a>	<a href="#">22.53</a>	<a href="#">22.81</a>	<a href="#">23.10</a>	<a href="#">23.39</a>	<a href="#">23.68</a>	<a href="#">23.98</a>	<a href="#">24.28</a>	<a href="#">24.58</a>	<a href="#">24.89</a>	<a href="#">25.20</a>	<a href="#">25.51</a>	<a href="#">25.83</a>	<a href="#">26.15</a>	<a href="#">26.48</a>	<a href="#">26.81</a>	<a href="#">27.15</a>	<a href="#">27.49</a>	<a href="#">27.83</a>	<a href="#">28.18</a>	<a href="#">28.53</a>
2090	A	Natural Resources Technician II	<a href="#">31.16</a>	<a href="#">31.55</a>	<a href="#">31.94</a>	<a href="#">32.34</a>	<a href="#">32.74</a>	<a href="#">33.15</a>	<a href="#">33.56</a>	<a href="#">33.98</a>	<a href="#">34.40</a>	<a href="#">34.83</a>	<a href="#">35.27</a>	<a href="#">35.71</a>	<a href="#">36.16</a>	<a href="#">36.61</a>	<a href="#">37.07</a>	<a href="#">37.53</a>	<a href="#">38.00</a>	<a href="#">38.48</a>	<a href="#">38.96</a>	<a href="#">39.45</a>	<a href="#">39.94</a>

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0759	A	Neighborhood & Community Services Director	<a href="#">71.31</a>	<a href="#">72.20</a>	<a href="#">73.10</a>	<a href="#">74.01</a>	<a href="#">74.94</a>	<a href="#">75.88</a>	<a href="#">76.83</a>	<a href="#">77.79</a>	<a href="#">78.76</a>	<a href="#">79.74</a>	<a href="#">80.74</a>	<a href="#">81.75</a>	<a href="#">82.77</a>	<a href="#">83.80</a>	<a href="#">84.85</a>	<a href="#">85.91</a>	<a href="#">86.98</a>	<a href="#">88.07</a>	<a href="#">89.17</a>	<a href="#">90.28</a>	<a href="#">91.41</a>
0859	A	Neighborhood & Community Services Director, Assistant	<a href="#">57.66</a>	<a href="#">58.38</a>	<a href="#">59.11</a>	<a href="#">59.85</a>	<a href="#">60.60</a>	<a href="#">61.36</a>	<a href="#">62.13</a>	<a href="#">62.91</a>	<a href="#">63.70</a>	<a href="#">64.50</a>	<a href="#">65.31</a>	<a href="#">66.13</a>	<a href="#">66.96</a>	<a href="#">67.80</a>	<a href="#">68.65</a>	<a href="#">69.51</a>	<a href="#">70.38</a>	<a href="#">71.26</a>	<a href="#">72.15</a>	<a href="#">73.05</a>	<a href="#">73.96</a>
2058	A	Neighborhood & Community Services Division Manager	<a href="#">51.64</a>	<a href="#">52.29</a>	<a href="#">52.94</a>	<a href="#">53.60</a>	<a href="#">54.27</a>	<a href="#">54.95</a>	<a href="#">55.64</a>	<a href="#">56.34</a>	<a href="#">57.04</a>	<a href="#">57.75</a>	<a href="#">58.47</a>	<a href="#">59.20</a>	<a href="#">59.94</a>	<a href="#">60.69</a>	<a href="#">61.45</a>	<a href="#">62.22</a>	<a href="#">63.00</a>	<a href="#">63.79</a>	<a href="#">64.59</a>	<a href="#">65.40</a>	<a href="#">66.22</a>
0754	A	Neighborhood & Community Services Program Manager	<a href="#">42.45</a>	<a href="#">42.98</a>	<a href="#">43.52</a>	<a href="#">44.06</a>	<a href="#">44.61</a>	<a href="#">45.17</a>	<a href="#">45.73</a>	<a href="#">46.30</a>	<a href="#">46.88</a>	<a href="#">47.47</a>	<a href="#">48.06</a>	<a href="#">48.66</a>	<a href="#">49.27</a>	<a href="#">49.89</a>	<a href="#">50.51</a>	<a href="#">51.14</a>	<a href="#">51.78</a>	<a href="#">52.43</a>	<a href="#">53.09</a>	<a href="#">53.75</a>	<a href="#">54.42</a>
2532		Neighborhood & Community Services Specialist	<a href="#">29.45</a>	<a href="#">29.82</a>	<a href="#">30.19</a>	<a href="#">30.57</a>	<a href="#">30.95</a>	<a href="#">31.34</a>	<a href="#">31.73</a>	<a href="#">32.13</a>	<a href="#">32.53</a>	<a href="#">32.94</a>	<a href="#">33.35</a>	<a href="#">33.77</a>	<a href="#">34.19</a>	<a href="#">34.62</a>	<a href="#">35.05</a>	<a href="#">35.49</a>	<a href="#">35.93</a>	<a href="#">36.38</a>	<a href="#">36.83</a>	<a href="#">37.29</a>	<a href="#">37.76</a>
2534		Neighborhood & Community Services Supervisor	<a href="#">35.31</a>	<a href="#">35.75</a>	<a href="#">36.20</a>	<a href="#">36.65</a>	<a href="#">37.11</a>	<a href="#">37.57</a>	<a href="#">38.04</a>	<a href="#">38.52</a>	<a href="#">39.00</a>	<a href="#">39.49</a>	<a href="#">39.98</a>	<a href="#">40.48</a>	<a href="#">40.99</a>	<a href="#">41.50</a>	<a href="#">42.02</a>	<a href="#">42.55</a>	<a href="#">43.08</a>	<a href="#">43.62</a>	<a href="#">44.17</a>	<a href="#">44.72</a>	<a href="#">45.28</a>
4602		Occupational Intern, Skilled	<a href="#">14.49</a>	<a href="#">14.67</a>	<a href="#">14.85</a>	<a href="#">15.04</a>	<a href="#">15.23</a>	<a href="#">15.42</a>	<a href="#">15.61</a>	<a href="#">15.81</a>	<a href="#">16.01</a>	<a href="#">16.21</a>	<a href="#">16.41</a>	<a href="#">16.62</a>	<a href="#">16.83</a>	<a href="#">17.04</a>	<a href="#">17.25</a>	<a href="#">17.47</a>	<a href="#">17.69</a>	<a href="#">17.91</a>	<a href="#">18.13</a>	<a href="#">18.36</a>	<a href="#">18.59</a>
0738	A	Office Administrator	<a href="#">31.95</a>	<a href="#">32.35</a>	<a href="#">32.75</a>	<a href="#">33.16</a>	<a href="#">33.57</a>	<a href="#">33.99</a>	<a href="#">34.41</a>	<a href="#">34.84</a>	<a href="#">35.28</a>	<a href="#">35.72</a>	<a href="#">36.17</a>	<a href="#">36.62</a>	<a href="#">37.08</a>	<a href="#">37.54</a>	<a href="#">38.01</a>	<a href="#">38.49</a>	<a href="#">38.97</a>	<a href="#">39.46</a>	<a href="#">39.95</a>	<a href="#">40.45</a>	<a href="#">40.96</a>
0739	A	Office Manager	<a href="#">36.74</a>	<a href="#">37.20</a>	<a href="#">37.67</a>	<a href="#">38.14</a>	<a href="#">38.62</a>	<a href="#">39.10</a>	<a href="#">39.59</a>	<a href="#">40.08</a>	<a href="#">40.58</a>	<a href="#">41.09</a>	<a href="#">41.60</a>	<a href="#">42.12</a>	<a href="#">42.65</a>	<a href="#">43.18</a>	<a href="#">43.72</a>	<a href="#">44.27</a>	<a href="#">44.82</a>	<a href="#">45.38</a>	<a href="#">45.95</a>	<a href="#">46.52</a>	<a href="#">47.10</a>
0533	A	Operations Manager	<a href="#">52.40</a>	<a href="#">53.05</a>	<a href="#">53.71</a>	<a href="#">54.38</a>	<a href="#">55.06</a>	<a href="#">55.75</a>	<a href="#">56.45</a>	<a href="#">57.16</a>	<a href="#">57.87</a>	<a href="#">58.59</a>	<a href="#">59.32</a>	<a href="#">60.06</a>	<a href="#">60.81</a>	<a href="#">61.57</a>	<a href="#">62.34</a>	<a href="#">63.12</a>	<a href="#">63.91</a>	<a href="#">64.71</a>	<a href="#">65.52</a>	<a href="#">66.34</a>	<a href="#">67.17</a>
1009	A	Paralegal	<a href="#">29.98</a>	<a href="#">30.35</a>	<a href="#">30.73</a>	<a href="#">31.11</a>	<a href="#">31.50</a>	<a href="#">31.89</a>	<a href="#">32.29</a>	<a href="#">32.69</a>	<a href="#">33.10</a>	<a href="#">33.51</a>	<a href="#">33.93</a>	<a href="#">34.35</a>	<a href="#">34.78</a>	<a href="#">35.21</a>	<a href="#">35.65</a>	<a href="#">36.10</a>	<a href="#">36.55</a>	<a href="#">37.01</a>	<a href="#">37.47</a>	<a href="#">37.94</a>	<a href="#">38.41</a>
1010	A	Paralegal, Senior	<a href="#">35.96</a>	<a href="#">36.41</a>	<a href="#">36.87</a>	<a href="#">37.33</a>	<a href="#">37.80</a>	<a href="#">38.27</a>	<a href="#">38.75</a>	<a href="#">39.23</a>	<a href="#">39.72</a>	<a href="#">40.22</a>	<a href="#">40.72</a>	<a href="#">41.23</a>	<a href="#">41.75</a>	<a href="#">42.27</a>	<a href="#">42.80</a>	<a href="#">43.33</a>	<a href="#">43.87</a>	<a href="#">44.42</a>	<a href="#">44.98</a>	<a href="#">45.54</a>	<a href="#">46.11</a>
2085	A	Park Supervisor	<a href="#">34.85</a>	<a href="#">35.29</a>	<a href="#">35.73</a>	<a href="#">36.18</a>	<a href="#">36.63</a>	<a href="#">37.09</a>	<a href="#">37.55</a>	<a href="#">38.02</a>	<a href="#">38.50</a>	<a href="#">38.98</a>	<a href="#">39.47</a>	<a href="#">39.96</a>	<a href="#">40.46</a>	<a href="#">40.97</a>	<a href="#">41.48</a>	<a href="#">42.00</a>	<a href="#">42.53</a>	<a href="#">43.06</a>	<a href="#">43.60</a>	<a href="#">44.15</a>	<a href="#">44.70</a>
2086	A	Park Supervisor, Assistant	<a href="#">31.69</a>	<a href="#">32.09</a>	<a href="#">32.49</a>	<a href="#">32.90</a>	<a href="#">33.31</a>	<a href="#">33.73</a>	<a href="#">34.15</a>	<a href="#">34.58</a>	<a href="#">35.01</a>	<a href="#">35.45</a>	<a href="#">35.89</a>	<a href="#">36.34</a>	<a href="#">36.79</a>	<a href="#">37.25</a>	<a href="#">37.72</a>	<a href="#">38.19</a>	<a href="#">38.67</a>	<a href="#">39.15</a>	<a href="#">39.64</a>	<a href="#">40.14</a>	<a href="#">40.64</a>
2105		Permit Supervisor	<a href="#">35.71</a>	<a href="#">36.16</a>	<a href="#">36.61</a>	<a href="#">37.07</a>	<a href="#">37.53</a>	<a href="#">38.00</a>	<a href="#">38.47</a>	<a href="#">38.95</a>	<a href="#">39.44</a>	<a href="#">39.93</a>	<a href="#">40.43</a>	<a href="#">40.94</a>	<a href="#">41.45</a>	<a href="#">41.97</a>	<a href="#">42.49</a>	<a href="#">43.02</a>	<a href="#">43.56</a>	<a href="#">44.10</a>	<a href="#">44.65</a>	<a href="#">45.21</a>	<a href="#">45.78</a>
2209		Planner, Associate	<a href="#">30.68</a>	<a href="#">31.06</a>	<a href="#">31.45</a>	<a href="#">31.84</a>	<a href="#">32.24</a>	<a href="#">32.64</a>	<a href="#">33.05</a>	<a href="#">33.46</a>	<a href="#">33.88</a>	<a href="#">34.30</a>	<a href="#">34.73</a>	<a href="#">35.16</a>	<a href="#">35.60</a>	<a href="#">36.05</a>	<a href="#">36.50</a>	<a href="#">36.96</a>	<a href="#">37.42</a>	<a href="#">37.89</a>	<a href="#">38.36</a>	<a href="#">38.84</a>	<a href="#">39.33</a>
2221		Planner, Principal	<a href="#">42.66</a>	<a href="#">43.19</a>	<a href="#">43.73</a>	<a href="#">44.28</a>	<a href="#">44.83</a>	<a href="#">45.39</a>	<a href="#">45.96</a>	<a href="#">46.53</a>	<a href="#">47.11</a>	<a href="#">47.70</a>	<a href="#">48.30</a>	<a href="#">48.90</a>	<a href="#">49.51</a>	<a href="#">50.13</a>	<a href="#">50.76</a>	<a href="#">51.39</a>	<a href="#">52.03</a>	<a href="#">52.68</a>	<a href="#">53.34</a>	<a href="#">54.01</a>	<a href="#">54.69</a>
2203		Planner, Senior	<a href="#">37.52</a>	<a href="#">37.99</a>	<a href="#">38.46</a>	<a href="#">38.94</a>	<a href="#">39.43</a>	<a href="#">39.92</a>	<a href="#">40.42</a>	<a href="#">40.93</a>	<a href="#">41.44</a>	<a href="#">41.96</a>	<a href="#">42.48</a>	<a href="#">43.01</a>	<a href="#">43.55</a>	<a href="#">44.09</a>	<a href="#">44.64</a>	<a href="#">45.20</a>	<a href="#">45.77</a>	<a href="#">46.34</a>	<a href="#">46.92</a>	<a href="#">47.51</a>	<a href="#">48.10</a>
2219	A	Planning & Development Division Manager	<a href="#">51.64</a>	<a href="#">52.29</a>	<a href="#">52.94</a>	<a href="#">53.60</a>	<a href="#">54.27</a>	<a href="#">54.95</a>	<a href="#">55.64</a>	<a href="#">56.34</a>	<a href="#">57.04</a>	<a href="#">57.75</a>	<a href="#">58.47</a>	<a href="#">59.20</a>	<a href="#">59.94</a>	<a href="#">60.69</a>	<a href="#">61.45</a>	<a href="#">62.22</a>	<a href="#">63.00</a>	<a href="#">63.79</a>	<a href="#">64.59</a>	<a href="#">65.40</a>	<a href="#">66.22</a>
0719	A	Planning & Development Services Director	<a href="#">75.48</a>	<a href="#">76.42</a>	<a href="#">77.38</a>	<a href="#">78.35</a>	<a href="#">79.33</a>	<a href="#">80.32</a>	<a href="#">81.32</a>	<a href="#">82.34</a>	<a href="#">83.37</a>	<a href="#">84.41</a>	<a href="#">85.47</a>	<a href="#">86.54</a>	<a href="#">87.62</a>	<a href="#">88.72</a>	<a href="#">89.83</a>	<a href="#">90.95</a>	<a href="#">92.09</a>	<a href="#">93.24</a>	<a href="#">94.41</a>	<a href="#">95.59</a>	<a href="#">96.78</a>
2222	A	Planning Manager	<a href="#">52.79</a>	<a href="#">53.45</a>	<a href="#">54.12</a>	<a href="#">54.80</a>	<a href="#">55.48</a>	<a href="#">56.17</a>	<a href="#">56.87</a>	<a href="#">57.58</a>	<a href="#">58.30</a>	<a href="#">59.03</a>	<a href="#">59.77</a>	<a href="#">60.52</a>	<a href="#">61.28</a>	<a href="#">62.05</a>	<a href="#">62.83</a>	<a href="#">63.62</a>	<a href="#">64.42</a>	<a href="#">65.23</a>	<a href="#">66.05</a>	<a href="#">66.88</a>	<a href="#">67.72</a>
2038	A	Plans Examiner I	<a href="#">36.30</a>	<a href="#">36.75</a>	<a href="#">37.21</a>	<a href="#">37.68</a>	<a href="#">38.15</a>	<a href="#">38.63</a>	<a href="#">39.11</a>	<a href="#">39.60</a>	<a href="#">40.09</a>	<a href="#">40.59</a>	<a href="#">41.10</a>	<a href="#">41.61</a>	<a href="#">42.13</a>	<a href="#">42.66</a>	<a href="#">43.19</a>	<a href="#">43.73</a>	<a href="#">44.28</a>	<a href="#">44.83</a>	<a href="#">45.39</a>	<a href="#">45.96</a>	<a href="#">46.53</a>
2039	A	Plans Examiner II	<a href="#">41.70</a>	<a href="#">42.22</a>	<a href="#">42.75</a>	<a href="#">43.28</a>	<a href="#">43.82</a>	<a href="#">44.37</a>	<a href="#">44.92</a>	<a href="#">45.48</a>	<a href="#">46.05</a>	<a href="#">46.63</a>	<a href="#">47.21</a>	<a href="#">47.80</a>	<a href="#">48.40</a>	<a href="#">49.00</a>	<a href="#">49.61</a>	<a href="#">50.23</a>	<a href="#">50.86</a>	<a href="#">51.50</a>	<a href="#">52.14</a>	<a href="#">52.79</a>	<a href="#">53.45</a>
2040	A	Plans Examiner III	<a href="#">47.25</a>	<a href="#">47.84</a>	<a href="#">48.44</a>	<a href="#">49.05</a>	<a href="#">49.66</a>	<a href="#">50.28</a>	<a href="#">50.91</a>	<a href="#">51.55</a>	<a href="#">52.19</a>	<a href="#">52.84</a>	<a href="#">53.50</a>	<a href="#">54.17</a>	<a href="#">54.85</a>	<a href="#">55.54</a>	<a href="#">56.23</a>	<a href="#">56.93</a>	<a href="#">57.64</a>	<a href="#">58.36</a>	<a href="#">59.09</a>	<a href="#">59.83</a>	<a href="#">60.58</a>

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0772	A	Police Chief	<a href="#">96.43</a>	<a href="#">97.64</a>	<a href="#">98.86</a>	<a href="#">100.10</a>	<a href="#">101.35</a>	<a href="#">102.62</a>	<a href="#">103.90</a>	<a href="#">105.20</a>	<a href="#">106.51</a>	<a href="#">107.84</a>	<a href="#">109.19</a>	<a href="#">110.55</a>	<a href="#">111.93</a>	<a href="#">113.33</a>	<a href="#">114.75</a>	<a href="#">116.18</a>	<a href="#">117.63</a>	<a href="#">119.10</a>	<a href="#">120.59</a>	<a href="#">122.10</a>	<a href="#">123.63</a>
5123	A	Power Analyst	<a href="#">51.51</a>	<a href="#">52.15</a>	<a href="#">52.80</a>	<a href="#">53.46</a>	<a href="#">54.13</a>	<a href="#">54.81</a>	<a href="#">55.50</a>	<a href="#">56.19</a>	<a href="#">56.89</a>	<a href="#">57.60</a>	<a href="#">58.32</a>	<a href="#">59.05</a>	<a href="#">59.79</a>	<a href="#">60.54</a>	<a href="#">61.30</a>	<a href="#">62.07</a>	<a href="#">62.85</a>	<a href="#">63.64</a>	<a href="#">64.44</a>	<a href="#">65.25</a>	<a href="#">66.07</a>
5128	A	Power Analyst, Senior	<a href="#">57.28</a>	<a href="#">58.00</a>	<a href="#">58.73</a>	<a href="#">59.46</a>	<a href="#">60.20</a>	<a href="#">60.95</a>	<a href="#">61.71</a>	<a href="#">62.48</a>	<a href="#">63.26</a>	<a href="#">64.05</a>	<a href="#">64.85</a>	<a href="#">65.66</a>	<a href="#">66.48</a>	<a href="#">67.31</a>	<a href="#">68.15</a>	<a href="#">69.00</a>	<a href="#">69.86</a>	<a href="#">70.73</a>	<a href="#">71.61</a>	<a href="#">72.51</a>	<a href="#">73.42</a>
2131	A	Power Engineer I	<a href="#">37.49</a>	<a href="#">37.96</a>	<a href="#">38.43</a>	<a href="#">38.91</a>	<a href="#">39.40</a>	<a href="#">39.89</a>	<a href="#">40.39</a>	<a href="#">40.89</a>	<a href="#">41.40</a>	<a href="#">41.92</a>	<a href="#">42.44</a>	<a href="#">42.97</a>	<a href="#">43.51</a>	<a href="#">44.05</a>	<a href="#">44.60</a>	<a href="#">45.16</a>	<a href="#">45.72</a>	<a href="#">46.29</a>	<a href="#">46.87</a>	<a href="#">47.46</a>	<a href="#">48.05</a>
2132	A	Power Engineer II	<a href="#">41.98</a>	<a href="#">42.50</a>	<a href="#">43.03</a>	<a href="#">43.57</a>	<a href="#">44.11</a>	<a href="#">44.66</a>	<a href="#">45.22</a>	<a href="#">45.79</a>	<a href="#">46.36</a>	<a href="#">46.94</a>	<a href="#">47.53</a>	<a href="#">48.12</a>	<a href="#">48.72</a>	<a href="#">49.33</a>	<a href="#">49.95</a>	<a href="#">50.57</a>	<a href="#">51.20</a>	<a href="#">51.84</a>	<a href="#">52.49</a>	<a href="#">53.15</a>	<a href="#">53.81</a>
2133	A	Power Engineer III	<a href="#">49.34</a>	<a href="#">49.96</a>	<a href="#">50.58</a>	<a href="#">51.21</a>	<a href="#">51.85</a>	<a href="#">52.50</a>	<a href="#">53.16</a>	<a href="#">53.82</a>	<a href="#">54.49</a>	<a href="#">55.17</a>	<a href="#">55.86</a>	<a href="#">56.56</a>	<a href="#">57.27</a>	<a href="#">57.99</a>	<a href="#">58.71</a>	<a href="#">59.44</a>	<a href="#">60.18</a>	<a href="#">60.93</a>	<a href="#">61.69</a>	<a href="#">62.46</a>	<a href="#">63.24</a>
2134	A	Power Engineer IV	<a href="#">58.70</a>	<a href="#">59.43</a>	<a href="#">60.17</a>	<a href="#">60.92</a>	<a href="#">61.68</a>	<a href="#">62.45</a>	<a href="#">63.23</a>	<a href="#">64.02</a>	<a href="#">64.82</a>	<a href="#">65.63</a>	<a href="#">66.45</a>	<a href="#">67.28</a>	<a href="#">68.12</a>	<a href="#">68.97</a>	<a href="#">69.83</a>	<a href="#">70.70</a>	<a href="#">71.58</a>	<a href="#">72.47</a>	<a href="#">73.38</a>	<a href="#">74.30</a>	<a href="#">75.23</a>
0815	A	Power Section Assistant Manager I	<a href="#">74.81</a>	<a href="#">75.75</a>	<a href="#">76.70</a>	<a href="#">77.66</a>	<a href="#">78.63</a>	<a href="#">79.61</a>	<a href="#">80.61</a>	<a href="#">81.62</a>	<a href="#">82.64</a>	<a href="#">83.67</a>	<a href="#">84.72</a>	<a href="#">85.78</a>	<a href="#">86.85</a>	<a href="#">87.94</a>	<a href="#">89.04</a>	<a href="#">90.15</a>	<a href="#">91.28</a>	<a href="#">92.42</a>	<a href="#">93.58</a>	<a href="#">94.75</a>	<a href="#">95.93</a>
0817	A	Power Section Assistant Manager II	<a href="#">85.58</a>	<a href="#">86.65</a>	<a href="#">87.73</a>	<a href="#">88.83</a>	<a href="#">89.94</a>	<a href="#">91.06</a>	<a href="#">92.20</a>	<a href="#">93.35</a>	<a href="#">94.52</a>	<a href="#">95.70</a>	<a href="#">96.90</a>	<a href="#">98.11</a>	<a href="#">99.34</a>	<a href="#">100.58</a>	<a href="#">101.84</a>	<a href="#">103.11</a>	<a href="#">104.40</a>	<a href="#">105.71</a>	<a href="#">107.03</a>	<a href="#">108.37</a>	<a href="#">109.72</a>
0816	A	Power Section Manager	<a href="#">111.26</a>	<a href="#">112.65</a>	<a href="#">114.06</a>	<a href="#">115.49</a>	<a href="#">116.93</a>	<a href="#">118.39</a>	<a href="#">119.87</a>	<a href="#">121.37</a>	<a href="#">122.89</a>	<a href="#">124.43</a>	<a href="#">125.99</a>	<a href="#">127.56</a>	<a href="#">129.15</a>	<a href="#">130.76</a>	<a href="#">132.39</a>	<a href="#">134.04</a>	<a href="#">135.72</a>	<a href="#">137.42</a>	<a href="#">139.14</a>	<a href="#">140.88</a>	<a href="#">142.64</a>
5248	A	Power Supervisor I	<a href="#">41.96</a>	<a href="#">42.48</a>	<a href="#">43.01</a>	<a href="#">43.55</a>	<a href="#">44.09</a>	<a href="#">44.64</a>	<a href="#">45.20</a>	<a href="#">45.77</a>	<a href="#">46.34</a>	<a href="#">46.92</a>	<a href="#">47.51</a>	<a href="#">48.10</a>	<a href="#">48.70</a>	<a href="#">49.31</a>	<a href="#">49.93</a>	<a href="#">50.55</a>	<a href="#">51.18</a>	<a href="#">51.82</a>	<a href="#">52.47</a>	<a href="#">53.13</a>	<a href="#">53.79</a>
5251	A	Power Supervisor II	<a href="#">52.46</a>	<a href="#">53.12</a>	<a href="#">53.78</a>	<a href="#">54.45</a>	<a href="#">55.13</a>	<a href="#">55.82</a>	<a href="#">56.52</a>	<a href="#">57.23</a>	<a href="#">57.95</a>	<a href="#">58.67</a>	<a href="#">59.40</a>	<a href="#">60.14</a>	<a href="#">60.89</a>	<a href="#">61.65</a>	<a href="#">62.42</a>	<a href="#">63.20</a>	<a href="#">63.99</a>	<a href="#">64.79</a>	<a href="#">65.60</a>	<a href="#">66.42</a>	<a href="#">67.25</a>
5249	A	Power Supervisor III	<a href="#">61.25</a>	<a href="#">62.02</a>	<a href="#">62.80</a>	<a href="#">63.58</a>	<a href="#">64.37</a>	<a href="#">65.17</a>	<a href="#">65.98</a>	<a href="#">66.80</a>	<a href="#">67.63</a>	<a href="#">68.48</a>	<a href="#">69.34</a>	<a href="#">70.21</a>	<a href="#">71.09</a>	<a href="#">71.98</a>	<a href="#">72.88</a>	<a href="#">73.79</a>	<a href="#">74.71</a>	<a href="#">75.64</a>	<a href="#">76.59</a>	<a href="#">77.55</a>	<a href="#">78.52</a>
2322		Program Development Specialist	<a href="#">31.13</a>	<a href="#">31.52</a>	<a href="#">31.91</a>	<a href="#">32.31</a>	<a href="#">32.71</a>	<a href="#">33.12</a>	<a href="#">33.53</a>	<a href="#">33.95</a>	<a href="#">34.37</a>	<a href="#">34.80</a>	<a href="#">35.24</a>	<a href="#">35.68</a>	<a href="#">36.13</a>	<a href="#">36.58</a>	<a href="#">37.04</a>	<a href="#">37.50</a>	<a href="#">37.97</a>	<a href="#">38.44</a>	<a href="#">38.92</a>	<a href="#">39.41</a>	<a href="#">39.90</a>
2321		Program Development Specialist, Lead	<a href="#">34.58</a>	<a href="#">35.01</a>	<a href="#">35.45</a>	<a href="#">35.89</a>	<a href="#">36.34</a>	<a href="#">36.79</a>	<a href="#">37.25</a>	<a href="#">37.72</a>	<a href="#">38.19</a>	<a href="#">38.67</a>	<a href="#">39.15</a>	<a href="#">39.64</a>	<a href="#">40.14</a>	<a href="#">40.64</a>	<a href="#">41.15</a>	<a href="#">41.66</a>	<a href="#">42.18</a>	<a href="#">42.71</a>	<a href="#">43.24</a>	<a href="#">43.78</a>	<a href="#">44.33</a>
1100		Program Technician	<a href="#">25.78</a>	<a href="#">26.10</a>	<a href="#">26.43</a>	<a href="#">26.76</a>	<a href="#">27.09</a>	<a href="#">27.43</a>	<a href="#">27.77</a>	<a href="#">28.12</a>	<a href="#">28.47</a>	<a href="#">28.83</a>	<a href="#">29.19</a>	<a href="#">29.55</a>	<a href="#">29.92</a>	<a href="#">30.29</a>	<a href="#">30.67</a>	<a href="#">31.05</a>	<a href="#">31.44</a>	<a href="#">31.83</a>	<a href="#">32.23</a>	<a href="#">32.63</a>	<a href="#">33.04</a>
0720	A	Project Manager	<a href="#">47.25</a>	<a href="#">47.84</a>	<a href="#">48.44</a>	<a href="#">49.05</a>	<a href="#">49.66</a>	<a href="#">50.28</a>	<a href="#">50.91</a>	<a href="#">51.55</a>	<a href="#">52.19</a>	<a href="#">52.84</a>	<a href="#">53.50</a>	<a href="#">54.17</a>	<a href="#">54.85</a>	<a href="#">55.54</a>	<a href="#">56.23</a>	<a href="#">56.93</a>	<a href="#">57.64</a>	<a href="#">58.36</a>	<a href="#">59.09</a>	<a href="#">59.83</a>	<a href="#">60.58</a>
0721	A	Project Manager, Senior	<a href="#">59.55</a>	<a href="#">60.29</a>	<a href="#">61.04</a>	<a href="#">61.80</a>	<a href="#">62.57</a>	<a href="#">63.35</a>	<a href="#">64.14</a>	<a href="#">64.94</a>	<a href="#">65.75</a>	<a href="#">66.57</a>	<a href="#">67.40</a>	<a href="#">68.24</a>	<a href="#">69.09</a>	<a href="#">69.95</a>	<a href="#">70.82</a>	<a href="#">71.71</a>	<a href="#">72.61</a>	<a href="#">73.52</a>	<a href="#">74.44</a>	<a href="#">75.37</a>	<a href="#">76.31</a>
2502		Project Specialist	<a href="#">26.23</a>	<a href="#">26.56</a>	<a href="#">26.89</a>	<a href="#">27.23</a>	<a href="#">27.57</a>	<a href="#">27.91</a>	<a href="#">28.26</a>	<a href="#">28.61</a>	<a href="#">28.97</a>	<a href="#">29.33</a>	<a href="#">29.70</a>	<a href="#">30.07</a>	<a href="#">30.45</a>	<a href="#">30.83</a>	<a href="#">31.22</a>	<a href="#">31.61</a>	<a href="#">32.01</a>	<a href="#">32.41</a>	<a href="#">32.82</a>	<a href="#">33.23</a>	<a href="#">33.65</a>
1142	A	Public Disclosure Manager	<a href="#">43.77</a>	<a href="#">44.32</a>	<a href="#">44.87</a>	<a href="#">45.43</a>	<a href="#">46.00</a>	<a href="#">46.57</a>	<a href="#">47.15</a>	<a href="#">47.74</a>	<a href="#">48.34</a>	<a href="#">48.94</a>	<a href="#">49.55</a>	<a href="#">50.17</a>	<a href="#">50.80</a>	<a href="#">51.43</a>	<a href="#">52.07</a>	<a href="#">52.72</a>	<a href="#">53.38</a>	<a href="#">54.05</a>	<a href="#">54.73</a>	<a href="#">55.41</a>	<a href="#">56.10</a>
0757	A	Public Works Director	<a href="#">81.04</a>	<a href="#">82.05</a>	<a href="#">83.08</a>	<a href="#">84.12</a>	<a href="#">85.17</a>	<a href="#">86.23</a>	<a href="#">87.31</a>	<a href="#">88.40</a>	<a href="#">89.51</a>	<a href="#">90.63</a>	<a href="#">91.76</a>	<a href="#">92.91</a>	<a href="#">94.07</a>	<a href="#">95.25</a>	<a href="#">96.44</a>	<a href="#">97.65</a>	<a href="#">98.87</a>	<a href="#">100.11</a>	<a href="#">101.36</a>	<a href="#">102.63</a>	<a href="#">103.91</a>
0755	A	Public Works Director, Assistant	<a href="#">70.47</a>	<a href="#">71.35</a>	<a href="#">72.24</a>	<a href="#">73.14</a>	<a href="#">74.05</a>	<a href="#">74.98</a>	<a href="#">75.92</a>	<a href="#">76.87</a>	<a href="#">77.83</a>	<a href="#">78.80</a>	<a href="#">79.79</a>	<a href="#">80.79</a>	<a href="#">81.80</a>	<a href="#">82.82</a>	<a href="#">83.86</a>	<a href="#">84.91</a>	<a href="#">85.97</a>	<a href="#">87.04</a>	<a href="#">88.13</a>	<a href="#">89.23</a>	<a href="#">90.35</a>
2054	A	Public Works Division Manager	<a href="#">64.09</a>	<a href="#">64.89</a>	<a href="#">65.70</a>	<a href="#">66.52</a>	<a href="#">67.35</a>	<a href="#">68.19</a>	<a href="#">69.04</a>	<a href="#">69.90</a>	<a href="#">70.77</a>	<a href="#">71.65</a>	<a href="#">72.55</a>	<a href="#">73.46</a>	<a href="#">74.38</a>	<a href="#">75.31</a>	<a href="#">76.25</a>	<a href="#">77.20</a>	<a href="#">78.16</a>	<a href="#">79.14</a>	<a href="#">80.13</a>	<a href="#">81.13</a>	<a href="#">82.14</a>
2055	A	Public Works Division Manager, Assistant	<a href="#">58.24</a>	<a href="#">58.97</a>	<a href="#">59.71</a>	<a href="#">60.46</a>	<a href="#">61.22</a>	<a href="#">61.99</a>	<a href="#">62.76</a>	<a href="#">63.54</a>	<a href="#">64.33</a>	<a href="#">65.13</a>	<a href="#">65.94</a>	<a href="#">66.76</a>	<a href="#">67.59</a>	<a href="#">68.43</a>	<a href="#">69.29</a>	<a href="#">70.16</a>	<a href="#">71.04</a>	<a href="#">71.93</a>	<a href="#">72.83</a>	<a href="#">73.74</a>	<a href="#">74.66</a>
7128	A	Rail Chief Administrative Officer	<a href="#">56.59</a>	<a href="#">57.30</a>	<a href="#">58.02</a>	<a href="#">58.75</a>	<a href="#">59.48</a>	<a href="#">60.22</a>	<a href="#">60.97</a>	<a href="#">61.73</a>	<a href="#">62.50</a>	<a href="#">63.28</a>	<a href="#">64.07</a>	<a href="#">64.87</a>	<a href="#">65.68</a>	<a href="#">66.50</a>	<a href="#">67.33</a>	<a href="#">68.17</a>	<a href="#">69.02</a>	<a href="#">69.88</a>	<a href="#">70.75</a>	<a href="#">71.63</a>	<a href="#">72.53</a>

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7129	A	Rail Chief Information/Financial Officer	<a href="#">56.59</a>	<a href="#">57.30</a>	<a href="#">58.02</a>	<a href="#">58.75</a>	<a href="#">59.48</a>	<a href="#">60.22</a>	<a href="#">60.97</a>	<a href="#">61.73</a>	<a href="#">62.50</a>	<a href="#">63.28</a>	<a href="#">64.07</a>	<a href="#">64.87</a>	<a href="#">65.68</a>	<a href="#">66.50</a>	<a href="#">67.33</a>	<a href="#">68.17</a>	<a href="#">69.02</a>	<a href="#">69.88</a>	<a href="#">70.75</a>	<a href="#">71.63</a>	<a href="#">72.53</a>
7130	A	Rail Chief Mechanical Officer	<a href="#">63.55</a>	<a href="#">64.34</a>	<a href="#">65.14</a>	<a href="#">65.95</a>	<a href="#">66.77</a>	<a href="#">67.60</a>	<a href="#">68.44</a>	<a href="#">69.30</a>	<a href="#">70.17</a>	<a href="#">71.05</a>	<a href="#">71.94</a>	<a href="#">72.84</a>	<a href="#">73.75</a>	<a href="#">74.67</a>	<a href="#">75.60</a>	<a href="#">76.55</a>	<a href="#">77.51</a>	<a href="#">78.48</a>	<a href="#">79.46</a>	<a href="#">80.45</a>	<a href="#">81.46</a>
7152	A	Rail Superintendent, Assistant	<a href="#">70.77</a>	<a href="#">71.65</a>	<a href="#">72.55</a>	<a href="#">73.46</a>	<a href="#">74.38</a>	<a href="#">75.31</a>	<a href="#">76.25</a>	<a href="#">77.20</a>	<a href="#">78.16</a>	<a href="#">79.14</a>	<a href="#">80.13</a>	<a href="#">81.13</a>	<a href="#">82.14</a>	<a href="#">83.17</a>	<a href="#">84.21</a>	<a href="#">85.26</a>	<a href="#">86.33</a>	<a href="#">87.41</a>	<a href="#">88.50</a>	<a href="#">89.61</a>	<a href="#">90.73</a>
7127	A	Rail Supervisor of Operations	<a href="#">45.29</a>	<a href="#">45.86</a>	<a href="#">46.43</a>	<a href="#">47.01</a>	<a href="#">47.60</a>	<a href="#">48.20</a>	<a href="#">48.80</a>	<a href="#">49.41</a>	<a href="#">50.03</a>	<a href="#">50.66</a>	<a href="#">51.29</a>	<a href="#">51.93</a>	<a href="#">52.58</a>	<a href="#">53.24</a>	<a href="#">53.91</a>	<a href="#">54.58</a>	<a href="#">55.26</a>	<a href="#">55.95</a>	<a href="#">56.65</a>	<a href="#">57.36</a>	<a href="#">58.08</a>
7126	A	Railway Roadmaster	<a href="#">56.59</a>	<a href="#">57.30</a>	<a href="#">58.02</a>	<a href="#">58.75</a>	<a href="#">59.48</a>	<a href="#">60.22</a>	<a href="#">60.97</a>	<a href="#">61.73</a>	<a href="#">62.50</a>	<a href="#">63.28</a>	<a href="#">64.07</a>	<a href="#">64.87</a>	<a href="#">65.68</a>	<a href="#">66.50</a>	<a href="#">67.33</a>	<a href="#">68.17</a>	<a href="#">69.02</a>	<a href="#">69.88</a>	<a href="#">70.75</a>	<a href="#">71.63</a>	<a href="#">72.53</a>
2343		Real Estate Officer	<a href="#">41.08</a>	<a href="#">41.59</a>	<a href="#">42.11</a>	<a href="#">42.64</a>	<a href="#">43.17</a>	<a href="#">43.71</a>	<a href="#">44.26</a>	<a href="#">44.81</a>	<a href="#">45.37</a>	<a href="#">45.94</a>	<a href="#">46.51</a>	<a href="#">47.09</a>	<a href="#">47.68</a>	<a href="#">48.28</a>	<a href="#">48.88</a>	<a href="#">49.49</a>	<a href="#">50.11</a>	<a href="#">50.74</a>	<a href="#">51.37</a>	<a href="#">52.01</a>	<a href="#">52.66</a>
2344	A	Real Estate Officer, Senior	<a href="#">47.89</a>	<a href="#">48.49</a>	<a href="#">49.10</a>	<a href="#">49.71</a>	<a href="#">50.33</a>	<a href="#">50.96</a>	<a href="#">51.60</a>	<a href="#">52.25</a>	<a href="#">52.90</a>	<a href="#">53.56</a>	<a href="#">54.23</a>	<a href="#">54.91</a>	<a href="#">55.60</a>	<a href="#">56.30</a>	<a href="#">57.00</a>	<a href="#">57.71</a>	<a href="#">58.43</a>	<a href="#">59.16</a>	<a href="#">59.90</a>	<a href="#">60.65</a>	<a href="#">61.41</a>
2069	A	Real-Time Energy Trader	<a href="#">56.64</a>	<a href="#">57.35</a>	<a href="#">58.07</a>	<a href="#">58.80</a>	<a href="#">59.54</a>	<a href="#">60.28</a>	<a href="#">61.03</a>	<a href="#">61.79</a>	<a href="#">62.56</a>	<a href="#">63.34</a>	<a href="#">64.13</a>	<a href="#">64.93</a>	<a href="#">65.74</a>	<a href="#">66.56</a>	<a href="#">67.39</a>	<a href="#">68.23</a>	<a href="#">69.08</a>	<a href="#">69.94</a>	<a href="#">70.81</a>	<a href="#">71.70</a>	<a href="#">72.60</a>
0740	A	Records Management Supervisor	<a href="#">34.84</a>	<a href="#">35.28</a>	<a href="#">35.72</a>	<a href="#">36.17</a>	<a href="#">36.62</a>	<a href="#">37.08</a>	<a href="#">37.54</a>	<a href="#">38.01</a>	<a href="#">38.49</a>	<a href="#">38.97</a>	<a href="#">39.46</a>	<a href="#">39.95</a>	<a href="#">40.45</a>	<a href="#">40.96</a>	<a href="#">41.47</a>	<a href="#">41.99</a>	<a href="#">42.51</a>	<a href="#">43.04</a>	<a href="#">43.58</a>	<a href="#">44.12</a>	<a href="#">44.67</a>
5033		Recycling Supervisor	<a href="#">33.43</a>	<a href="#">33.85</a>	<a href="#">34.27</a>	<a href="#">34.70</a>	<a href="#">35.13</a>	<a href="#">35.57</a>	<a href="#">36.01</a>	<a href="#">36.46</a>	<a href="#">36.92</a>	<a href="#">37.38</a>	<a href="#">37.85</a>	<a href="#">38.32</a>	<a href="#">38.80</a>	<a href="#">39.29</a>	<a href="#">39.78</a>	<a href="#">40.28</a>	<a href="#">40.78</a>	<a href="#">41.29</a>	<a href="#">41.81</a>	<a href="#">42.33</a>	<a href="#">42.86</a>
3126		Registered Nurse Case Manager	<a href="#">34.66</a>	<a href="#">35.09</a>	<a href="#">35.53</a>	<a href="#">35.97</a>	<a href="#">36.42</a>	<a href="#">36.88</a>	<a href="#">37.34</a>	<a href="#">37.81</a>	<a href="#">38.28</a>	<a href="#">38.76</a>	<a href="#">39.24</a>	<a href="#">39.73</a>	<a href="#">40.23</a>	<a href="#">40.73</a>	<a href="#">41.24</a>	<a href="#">41.76</a>	<a href="#">42.28</a>	<a href="#">42.81</a>	<a href="#">43.35</a>	<a href="#">43.89</a>	<a href="#">44.44</a>
0845	A	Relicensing Coordinator	<a href="#">49.57</a>	<a href="#">50.19</a>	<a href="#">50.82</a>	<a href="#">51.46</a>	<a href="#">52.10</a>	<a href="#">52.75</a>	<a href="#">53.41</a>	<a href="#">54.08</a>	<a href="#">54.76</a>	<a href="#">55.44</a>	<a href="#">56.13</a>	<a href="#">56.83</a>	<a href="#">57.54</a>	<a href="#">58.26</a>	<a href="#">58.99</a>	<a href="#">59.73</a>	<a href="#">60.48</a>	<a href="#">61.24</a>	<a href="#">62.01</a>	<a href="#">62.79</a>	<a href="#">63.57</a>
5052		Resource Conservation Specialist	<a href="#">29.45</a>	<a href="#">29.82</a>	<a href="#">30.19</a>	<a href="#">30.57</a>	<a href="#">30.95</a>	<a href="#">31.34</a>	<a href="#">31.73</a>	<a href="#">32.13</a>	<a href="#">32.53</a>	<a href="#">32.94</a>	<a href="#">33.35</a>	<a href="#">33.77</a>	<a href="#">34.19</a>	<a href="#">34.62</a>	<a href="#">35.05</a>	<a href="#">35.49</a>	<a href="#">35.93</a>	<a href="#">36.38</a>	<a href="#">36.83</a>	<a href="#">37.29</a>	<a href="#">37.76</a>
0557	A	Retirement Chief Investment Officer, Deputy	<a href="#">57.73</a>	<a href="#">58.45</a>	<a href="#">59.18</a>	<a href="#">59.92</a>	<a href="#">60.67</a>	<a href="#">61.43</a>	<a href="#">62.20</a>	<a href="#">62.98</a>	<a href="#">63.77</a>	<a href="#">64.57</a>	<a href="#">65.38</a>	<a href="#">66.20</a>	<a href="#">67.03</a>	<a href="#">67.87</a>	<a href="#">68.72</a>	<a href="#">69.58</a>	<a href="#">70.45</a>	<a href="#">71.33</a>	<a href="#">72.22</a>	<a href="#">73.12</a>	<a href="#">74.03</a>
0560	A	Retirement System Director	<a href="#">80.84</a>	<a href="#">81.85</a>	<a href="#">82.87</a>	<a href="#">83.91</a>	<a href="#">84.96</a>	<a href="#">86.02</a>	<a href="#">87.10</a>	<a href="#">88.19</a>	<a href="#">89.29</a>	<a href="#">90.41</a>	<a href="#">91.54</a>	<a href="#">92.68</a>	<a href="#">93.84</a>	<a href="#">95.01</a>	<a href="#">96.20</a>	<a href="#">97.40</a>	<a href="#">98.62</a>	<a href="#">99.85</a>	<a href="#">101.10</a>	<a href="#">102.36</a>	<a href="#">103.64</a>
0559	A	Retirement System Director, Assistant	<a href="#">59.59</a>	<a href="#">60.33</a>	<a href="#">61.08</a>	<a href="#">61.84</a>	<a href="#">62.61</a>	<a href="#">63.39</a>	<a href="#">64.18</a>	<a href="#">64.98</a>	<a href="#">65.79</a>	<a href="#">66.61</a>	<a href="#">67.44</a>	<a href="#">68.28</a>	<a href="#">69.13</a>	<a href="#">69.99</a>	<a href="#">70.86</a>	<a href="#">71.75</a>	<a href="#">72.65</a>	<a href="#">73.56</a>	<a href="#">74.48</a>	<a href="#">75.41</a>	<a href="#">76.35</a>
1110		Risk Analyst	<a href="#">30.06</a>	<a href="#">30.44</a>	<a href="#">30.82</a>	<a href="#">31.21</a>	<a href="#">31.60</a>	<a href="#">31.99</a>	<a href="#">32.39</a>	<a href="#">32.79</a>	<a href="#">33.20</a>	<a href="#">33.61</a>	<a href="#">34.03</a>	<a href="#">34.46</a>	<a href="#">34.89</a>	<a href="#">35.33</a>	<a href="#">35.77</a>	<a href="#">36.22</a>	<a href="#">36.67</a>	<a href="#">37.13</a>	<a href="#">37.59</a>	<a href="#">38.06</a>	<a href="#">38.54</a>
1137	A	Risk Analyst, Senior	<a href="#">34.87</a>	<a href="#">35.31</a>	<a href="#">35.75</a>	<a href="#">36.20</a>	<a href="#">36.65</a>	<a href="#">37.11</a>	<a href="#">37.57</a>	<a href="#">38.04</a>	<a href="#">38.52</a>	<a href="#">39.00</a>	<a href="#">39.49</a>	<a href="#">39.98</a>	<a href="#">40.48</a>	<a href="#">40.99</a>	<a href="#">41.50</a>	<a href="#">42.02</a>	<a href="#">42.55</a>	<a href="#">43.08</a>	<a href="#">43.62</a>	<a href="#">44.17</a>	<a href="#">44.72</a>
0703	A	Risk Manager	<a href="#">51.70</a>	<a href="#">52.35</a>	<a href="#">53.00</a>	<a href="#">53.66</a>	<a href="#">54.33</a>	<a href="#">55.01</a>	<a href="#">55.70</a>	<a href="#">56.40</a>	<a href="#">57.11</a>	<a href="#">57.82</a>	<a href="#">58.54</a>	<a href="#">59.27</a>	<a href="#">60.01</a>	<a href="#">60.76</a>	<a href="#">61.52</a>	<a href="#">62.29</a>	<a href="#">63.07</a>	<a href="#">63.86</a>	<a href="#">64.66</a>	<a href="#">65.47</a>	<a href="#">66.29</a>
0762	A	Safety Director	<a href="#">64.52</a>	<a href="#">65.33</a>	<a href="#">66.15</a>	<a href="#">66.98</a>	<a href="#">67.82</a>	<a href="#">68.67</a>	<a href="#">69.53</a>	<a href="#">70.40</a>	<a href="#">71.28</a>	<a href="#">72.17</a>	<a href="#">73.07</a>	<a href="#">73.98</a>	<a href="#">74.90</a>	<a href="#">75.84</a>	<a href="#">76.79</a>	<a href="#">77.75</a>	<a href="#">78.72</a>	<a href="#">79.70</a>	<a href="#">80.70</a>	<a href="#">81.71</a>	<a href="#">82.73</a>
1204	A	Safety Manager	<a href="#">43.49</a>	<a href="#">44.03</a>	<a href="#">44.58</a>	<a href="#">45.14</a>	<a href="#">45.70</a>	<a href="#">46.27</a>	<a href="#">46.85</a>	<a href="#">47.44</a>	<a href="#">48.03</a>	<a href="#">48.63</a>	<a href="#">49.24</a>	<a href="#">49.86</a>	<a href="#">50.48</a>	<a href="#">51.11</a>	<a href="#">51.75</a>	<a href="#">52.40</a>	<a href="#">53.06</a>	<a href="#">53.72</a>	<a href="#">54.39</a>	<a href="#">55.07</a>	<a href="#">55.76</a>
1122		Safety Officer	<a href="#">39.70</a>	<a href="#">40.20</a>	<a href="#">40.70</a>	<a href="#">41.21</a>	<a href="#">41.73</a>	<a href="#">42.25</a>	<a href="#">42.78</a>	<a href="#">43.31</a>	<a href="#">43.85</a>	<a href="#">44.40</a>	<a href="#">44.96</a>	<a href="#">45.52</a>	<a href="#">46.09</a>	<a href="#">46.67</a>	<a href="#">47.25</a>	<a href="#">47.84</a>	<a href="#">48.44</a>	<a href="#">49.05</a>	<a href="#">49.66</a>	<a href="#">50.28</a>	<a href="#">50.91</a>
2530		Senior Center Cook	<a href="#">14.49</a>	<a href="#">14.67</a>	<a href="#">14.85</a>	<a href="#">15.04</a>	<a href="#">15.23</a>	<a href="#">15.42</a>	<a href="#">15.61</a>	<a href="#">15.81</a>	<a href="#">16.01</a>	<a href="#">16.21</a>	<a href="#">16.41</a>	<a href="#">16.62</a>	<a href="#">16.83</a>	<a href="#">17.04</a>	<a href="#">17.25</a>	<a href="#">17.47</a>	<a href="#">17.69</a>	<a href="#">17.91</a>	<a href="#">18.13</a>	<a href="#">18.36</a>	<a href="#">18.59</a>
2529		Senior Center Van Driver	<a href="#">17.30</a>	<a href="#">17.52</a>	<a href="#">17.74</a>	<a href="#">17.96</a>	<a href="#">18.18</a>	<a href="#">18.41</a>	<a href="#">18.64</a>	<a href="#">18.87</a>	<a href="#">19.11</a>	<a href="#">19.35</a>	<a href="#">19.59</a>	<a href="#">19.83</a>	<a href="#">20.08</a>	<a href="#">20.33</a>	<a href="#">20.58</a>	<a href="#">20.84</a>	<a href="#">21.10</a>	<a href="#">21.36</a>	<a href="#">21.63</a>	<a href="#">21.90</a>	<a href="#">22.17</a>

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2556		Seniors Center Supervisor	<a href="#">26.49</a>	<a href="#">26.82</a>	<a href="#">27.16</a>	<a href="#">27.50</a>	<a href="#">27.84</a>	<a href="#">28.19</a>	<a href="#">28.54</a>	<a href="#">28.90</a>	<a href="#">29.26</a>	<a href="#">29.63</a>	<a href="#">30.00</a>	<a href="#">30.37</a>	<a href="#">30.75</a>	<a href="#">31.13</a>	<a href="#">31.52</a>	<a href="#">31.91</a>	<a href="#">32.31</a>	<a href="#">32.71</a>	<a href="#">33.12</a>	<a href="#">33.53</a>	<a href="#">33.95</a>
0138	A	T&D Work Practices Specialist	<a href="#">40.27</a>	<a href="#">40.77</a>	<a href="#">41.28</a>	<a href="#">41.80</a>	<a href="#">42.32</a>	<a href="#">42.85</a>	<a href="#">43.39</a>	<a href="#">43.93</a>	<a href="#">44.48</a>	<a href="#">45.04</a>	<a href="#">45.60</a>	<a href="#">46.17</a>	<a href="#">46.75</a>	<a href="#">47.33</a>	<a href="#">47.92</a>	<a href="#">48.52</a>	<a href="#">49.13</a>	<a href="#">49.74</a>	<a href="#">50.36</a>	<a href="#">50.99</a>	<a href="#">51.63</a>
1170	A	Tacoma Arts Commission Administrator	<a href="#">44.45</a>	<a href="#">45.01</a>	<a href="#">45.57</a>	<a href="#">46.14</a>	<a href="#">46.72</a>	<a href="#">47.30</a>	<a href="#">47.89</a>	<a href="#">48.49</a>	<a href="#">49.10</a>	<a href="#">49.71</a>	<a href="#">50.33</a>	<a href="#">50.96</a>	<a href="#">51.60</a>	<a href="#">52.25</a>	<a href="#">52.90</a>	<a href="#">53.56</a>	<a href="#">54.23</a>	<a href="#">54.91</a>	<a href="#">55.60</a>	<a href="#">56.30</a>	<a href="#">57.00</a>
6220	A	Tacoma Venues & Events Attendant	<a href="#">14.49</a>	<a href="#">14.67</a>	<a href="#">14.85</a>	<a href="#">15.04</a>	<a href="#">15.23</a>	<a href="#">15.42</a>	<a href="#">15.61</a>	<a href="#">15.81</a>	<a href="#">16.01</a>	<a href="#">16.21</a>	<a href="#">16.41</a>	<a href="#">16.62</a>	<a href="#">16.83</a>	<a href="#">17.04</a>	<a href="#">17.25</a>	<a href="#">17.47</a>	<a href="#">17.69</a>	<a href="#">17.91</a>	<a href="#">18.13</a>	<a href="#">18.36</a>	<a href="#">18.59</a>
0730	A	Tacoma Venues & Events Director	<a href="#">72.27</a>	<a href="#">73.17</a>	<a href="#">74.08</a>	<a href="#">75.01</a>	<a href="#">75.95</a>	<a href="#">76.90</a>	<a href="#">77.86</a>	<a href="#">78.83</a>	<a href="#">79.82</a>	<a href="#">80.82</a>	<a href="#">81.83</a>	<a href="#">82.85</a>	<a href="#">83.89</a>	<a href="#">84.94</a>	<a href="#">86.00</a>	<a href="#">87.07</a>	<a href="#">88.16</a>	<a href="#">89.26</a>	<a href="#">90.38</a>	<a href="#">91.51</a>	<a href="#">92.65</a>
0731	A	Tacoma Venues & Events Director Deputy	<a href="#">54.89</a>	<a href="#">55.58</a>	<a href="#">56.27</a>	<a href="#">56.97</a>	<a href="#">57.68</a>	<a href="#">58.40</a>	<a href="#">59.13</a>	<a href="#">59.87</a>	<a href="#">60.62</a>	<a href="#">61.38</a>	<a href="#">62.15</a>	<a href="#">62.93</a>	<a href="#">63.72</a>	<a href="#">64.52</a>	<a href="#">65.33</a>	<a href="#">66.15</a>	<a href="#">66.98</a>	<a href="#">67.82</a>	<a href="#">68.67</a>	<a href="#">69.53</a>	<a href="#">70.40</a>
0732	A	Tacoma Venues & Events Division Manager	<a href="#">41.69</a>	<a href="#">42.21</a>	<a href="#">42.74</a>	<a href="#">43.27</a>	<a href="#">43.81</a>	<a href="#">44.36</a>	<a href="#">44.91</a>	<a href="#">45.47</a>	<a href="#">46.04</a>	<a href="#">46.62</a>	<a href="#">47.20</a>	<a href="#">47.79</a>	<a href="#">48.39</a>	<a href="#">48.99</a>	<a href="#">49.60</a>	<a href="#">50.22</a>	<a href="#">50.85</a>	<a href="#">51.49</a>	<a href="#">52.13</a>	<a href="#">52.78</a>	<a href="#">53.44</a>
1164	A	Tacoma Venues & Events Event Services Coordinator	<a href="#">31.07</a>	<a href="#">31.46</a>	<a href="#">31.85</a>	<a href="#">32.25</a>	<a href="#">32.65</a>	<a href="#">33.06</a>	<a href="#">33.47</a>	<a href="#">33.89</a>	<a href="#">34.31</a>	<a href="#">34.74</a>	<a href="#">35.17</a>	<a href="#">35.61</a>	<a href="#">36.06</a>	<a href="#">36.51</a>	<a href="#">36.97</a>	<a href="#">37.43</a>	<a href="#">37.90</a>	<a href="#">38.37</a>	<a href="#">38.85</a>	<a href="#">39.34</a>	<a href="#">39.83</a>
1168	A	Tacoma Venues & Events Event Services Manager	<a href="#">34.52</a>	<a href="#">34.95</a>	<a href="#">35.39</a>	<a href="#">35.83</a>	<a href="#">36.28</a>	<a href="#">36.73</a>	<a href="#">37.19</a>	<a href="#">37.65</a>	<a href="#">38.12</a>	<a href="#">38.60</a>	<a href="#">39.08</a>	<a href="#">39.57</a>	<a href="#">40.06</a>	<a href="#">40.56</a>	<a href="#">41.07</a>	<a href="#">41.58</a>	<a href="#">42.10</a>	<a href="#">42.63</a>	<a href="#">43.16</a>	<a href="#">43.70</a>	<a href="#">44.25</a>
0728	A	Tacoma Venues & Events Marketing Manager	<a href="#">39.01</a>	<a href="#">39.50</a>	<a href="#">39.99</a>	<a href="#">40.49</a>	<a href="#">41.00</a>	<a href="#">41.51</a>	<a href="#">42.03</a>	<a href="#">42.56</a>	<a href="#">43.09</a>	<a href="#">43.63</a>	<a href="#">44.18</a>	<a href="#">44.73</a>	<a href="#">45.29</a>	<a href="#">45.86</a>	<a href="#">46.43</a>	<a href="#">47.01</a>	<a href="#">47.60</a>	<a href="#">48.20</a>	<a href="#">48.80</a>	<a href="#">49.41</a>	<a href="#">50.03</a>
0733	A	Tacoma Venues & Events Operations Manager	<a href="#">49.42</a>	<a href="#">50.04</a>	<a href="#">50.67</a>	<a href="#">51.30</a>	<a href="#">51.94</a>	<a href="#">52.59</a>	<a href="#">53.25</a>	<a href="#">53.92</a>	<a href="#">54.59</a>	<a href="#">55.27</a>	<a href="#">55.96</a>	<a href="#">56.66</a>	<a href="#">57.37</a>	<a href="#">58.09</a>	<a href="#">58.82</a>	<a href="#">59.56</a>	<a href="#">60.30</a>	<a href="#">61.05</a>	<a href="#">61.81</a>	<a href="#">62.58</a>	<a href="#">63.36</a>
1215	A	Tacoma Venues & Events Sales Coordinator	<a href="#">26.31</a>	<a href="#">26.64</a>	<a href="#">26.97</a>	<a href="#">27.31</a>	<a href="#">27.65</a>	<a href="#">28.00</a>	<a href="#">28.35</a>	<a href="#">28.70</a>	<a href="#">29.06</a>	<a href="#">29.42</a>	<a href="#">29.79</a>	<a href="#">30.16</a>	<a href="#">30.54</a>	<a href="#">30.92</a>	<a href="#">31.31</a>	<a href="#">31.70</a>	<a href="#">32.10</a>	<a href="#">32.50</a>	<a href="#">32.91</a>	<a href="#">33.32</a>	<a href="#">33.74</a>
1156		Tacoma Venues & Events Technical Services Coordinator	<a href="#">24.17</a>	<a href="#">24.47</a>	<a href="#">24.78</a>	<a href="#">25.09</a>	<a href="#">25.40</a>	<a href="#">25.72</a>	<a href="#">26.04</a>	<a href="#">26.37</a>	<a href="#">26.70</a>	<a href="#">27.03</a>	<a href="#">27.37</a>	<a href="#">27.71</a>	<a href="#">28.06</a>	<a href="#">28.41</a>	<a href="#">28.77</a>	<a href="#">29.13</a>	<a href="#">29.49</a>	<a href="#">29.86</a>	<a href="#">30.23</a>	<a href="#">30.61</a>	<a href="#">30.99</a>
5535	A	Telecommunications Engineer	<a href="#">46.46</a>	<a href="#">47.04</a>	<a href="#">47.63</a>	<a href="#">48.23</a>	<a href="#">48.83</a>	<a href="#">49.44</a>	<a href="#">50.06</a>	<a href="#">50.69</a>	<a href="#">51.32</a>	<a href="#">51.96</a>	<a href="#">52.61</a>	<a href="#">53.27</a>	<a href="#">53.94</a>	<a href="#">54.61</a>	<a href="#">55.29</a>	<a href="#">55.98</a>	<a href="#">56.68</a>	<a href="#">57.39</a>	<a href="#">58.11</a>	<a href="#">58.84</a>	<a href="#">59.58</a>
5539		Telecommunications Planning & Design Technician	<a href="#">31.46</a>	<a href="#">31.85</a>	<a href="#">32.25</a>	<a href="#">32.65</a>	<a href="#">33.06</a>	<a href="#">33.47</a>	<a href="#">33.89</a>	<a href="#">34.31</a>	<a href="#">34.74</a>	<a href="#">35.17</a>	<a href="#">35.61</a>	<a href="#">36.06</a>	<a href="#">36.51</a>	<a href="#">36.97</a>	<a href="#">37.43</a>	<a href="#">37.90</a>	<a href="#">38.37</a>	<a href="#">38.85</a>	<a href="#">39.34</a>	<a href="#">39.83</a>	<a href="#">40.33</a>
5523	A	Telecommunications Technical Administrator	<a href="#">37.05</a>	<a href="#">37.51</a>	<a href="#">37.98</a>	<a href="#">38.45</a>	<a href="#">38.93</a>	<a href="#">39.42</a>	<a href="#">39.91</a>	<a href="#">40.41</a>	<a href="#">40.92</a>	<a href="#">41.43</a>	<a href="#">41.95</a>	<a href="#">42.47</a>	<a href="#">43.00</a>	<a href="#">43.54</a>	<a href="#">44.08</a>	<a href="#">44.63</a>	<a href="#">45.19</a>	<a href="#">45.75</a>	<a href="#">46.32</a>	<a href="#">46.90</a>	<a href="#">47.49</a>
1154		Television Production Coordinator	<a href="#">38.29</a>	<a href="#">38.77</a>	<a href="#">39.25</a>	<a href="#">39.74</a>	<a href="#">40.24</a>	<a href="#">40.74</a>	<a href="#">41.25</a>	<a href="#">41.77</a>	<a href="#">42.29</a>	<a href="#">42.82</a>	<a href="#">43.36</a>	<a href="#">43.90</a>	<a href="#">44.45</a>	<a href="#">45.01</a>	<a href="#">45.57</a>	<a href="#">46.14</a>	<a href="#">46.72</a>	<a href="#">47.30</a>	<a href="#">47.89</a>	<a href="#">48.49</a>	<a href="#">49.10</a>

**EXHIBIT "A"**

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2072	A	Term Energy Trader	<a href="#">71.39</a>	<a href="#">72.28</a>	<a href="#">73.18</a>	<a href="#">74.09</a>	<a href="#">75.02</a>	<a href="#">75.96</a>	<a href="#">76.91</a>	<a href="#">77.87</a>	<a href="#">78.84</a>	<a href="#">79.83</a>	<a href="#">80.83</a>	<a href="#">81.84</a>	<a href="#">82.86</a>	<a href="#">83.90</a>	<a href="#">84.95</a>	<a href="#">86.01</a>	<a href="#">87.09</a>	<a href="#">88.18</a>	<a href="#">89.28</a>	<a href="#">90.40</a>	<a href="#">91.53</a>
1121	A	Training & Development Manager	<a href="#">44.45</a>	<a href="#">45.01</a>	<a href="#">45.57</a>	<a href="#">46.14</a>	<a href="#">46.72</a>	<a href="#">47.30</a>	<a href="#">47.89</a>	<a href="#">48.49</a>	<a href="#">49.10</a>	<a href="#">49.71</a>	<a href="#">50.33</a>	<a href="#">50.96</a>	<a href="#">51.60</a>	<a href="#">52.25</a>	<a href="#">52.90</a>	<a href="#">53.56</a>	<a href="#">54.23</a>	<a href="#">54.91</a>	<a href="#">55.60</a>	<a href="#">56.29</a>	<a href="#">56.99</a>
0819	A	Utilities Director, Deputy	<a href="#">87.98</a>	<a href="#">89.08</a>	<a href="#">90.19</a>	<a href="#">91.32</a>	<a href="#">92.46</a>	<a href="#">93.62</a>	<a href="#">94.79</a>	<a href="#">95.97</a>	<a href="#">97.17</a>	<a href="#">98.38</a>	<a href="#">99.61</a>	<a href="#">100.86</a>	<a href="#">102.12</a>	<a href="#">103.40</a>	<a href="#">104.69</a>	<a href="#">106.00</a>	<a href="#">107.32</a>	<a href="#">108.66</a>	<a href="#">110.02</a>	<a href="#">111.40</a>	<a href="#">112.79</a>
0825	A	Utilities Director, Deputy Power Superintendent	<a href="#">127.94</a>	<a href="#">129.54</a>	<a href="#">131.16</a>	<a href="#">132.80</a>	<a href="#">134.46</a>	<a href="#">136.14</a>	<a href="#">137.84</a>	<a href="#">139.56</a>	<a href="#">141.30</a>	<a href="#">143.07</a>	<a href="#">144.86</a>	<a href="#">146.67</a>	<a href="#">148.50</a>	<a href="#">150.36</a>	<a href="#">152.24</a>	<a href="#">154.14</a>	<a href="#">156.07</a>	<a href="#">158.02</a>	<a href="#">160.00</a>	<a href="#">162.00</a>	<a href="#">164.03</a>
0830	A	Utilities Director, Deputy Rail Superintendent	<a href="#">86.71</a>	<a href="#">87.79</a>	<a href="#">88.89</a>	<a href="#">90.00</a>	<a href="#">91.13</a>	<a href="#">92.27</a>	<a href="#">93.42</a>	<a href="#">94.59</a>	<a href="#">95.77</a>	<a href="#">96.97</a>	<a href="#">98.18</a>	<a href="#">99.41</a>	<a href="#">100.65</a>	<a href="#">101.91</a>	<a href="#">103.18</a>	<a href="#">104.47</a>	<a href="#">105.78</a>	<a href="#">107.10</a>	<a href="#">108.44</a>	<a href="#">109.80</a>	<a href="#">111.17</a>
0823	A	Utilities Director, Deputy Water Superintendent	<a href="#">92.40</a>	<a href="#">93.55</a>	<a href="#">94.72</a>	<a href="#">95.90</a>	<a href="#">97.10</a>	<a href="#">98.31</a>	<a href="#">99.54</a>	<a href="#">100.78</a>	<a href="#">102.04</a>	<a href="#">103.32</a>	<a href="#">104.61</a>	<a href="#">105.92</a>	<a href="#">107.24</a>	<a href="#">108.58</a>	<a href="#">109.94</a>	<a href="#">111.31</a>	<a href="#">112.70</a>	<a href="#">114.11</a>	<a href="#">115.54</a>	<a href="#">116.98</a>	<a href="#">118.44</a>
0580	A	Utilities Economist	<a href="#">43.19</a>	<a href="#">43.73</a>	<a href="#">44.28</a>	<a href="#">44.83</a>	<a href="#">45.39</a>	<a href="#">45.96</a>	<a href="#">46.53</a>	<a href="#">47.11</a>	<a href="#">47.70</a>	<a href="#">48.30</a>	<a href="#">48.90</a>	<a href="#">49.51</a>	<a href="#">50.13</a>	<a href="#">50.76</a>	<a href="#">51.39</a>	<a href="#">52.03</a>	<a href="#">52.68</a>	<a href="#">53.34</a>	<a href="#">54.01</a>	<a href="#">54.69</a>	<a href="#">55.37</a>
0581	A	Utilities Economist, Associate	<a href="#">28.48</a>	<a href="#">28.84</a>	<a href="#">29.20</a>	<a href="#">29.56</a>	<a href="#">29.93</a>	<a href="#">30.30</a>	<a href="#">30.68</a>	<a href="#">31.06</a>	<a href="#">31.45</a>	<a href="#">31.84</a>	<a href="#">32.24</a>	<a href="#">32.64</a>	<a href="#">33.05</a>	<a href="#">33.46</a>	<a href="#">33.88</a>	<a href="#">34.30</a>	<a href="#">34.73</a>	<a href="#">35.16</a>	<a href="#">35.60</a>	<a href="#">36.04</a>	<a href="#">36.49</a>
0582	A	Utilities Economist, Senior	<a href="#">54.00</a>	<a href="#">54.68</a>	<a href="#">55.36</a>	<a href="#">56.05</a>	<a href="#">56.75</a>	<a href="#">57.46</a>	<a href="#">58.18</a>	<a href="#">58.91</a>	<a href="#">59.65</a>	<a href="#">60.40</a>	<a href="#">61.15</a>	<a href="#">61.91</a>	<a href="#">62.68</a>	<a href="#">63.46</a>	<a href="#">64.25</a>	<a href="#">65.05</a>	<a href="#">65.86</a>	<a href="#">66.68</a>	<a href="#">67.51</a>	<a href="#">68.35</a>	<a href="#">69.20</a>
1207	A	Utilities Safety Manager	<a href="#">52.77</a>	<a href="#">53.43</a>	<a href="#">54.10</a>	<a href="#">54.78</a>	<a href="#">55.46</a>	<a href="#">56.15</a>	<a href="#">56.85</a>	<a href="#">57.56</a>	<a href="#">58.28</a>	<a href="#">59.01</a>	<a href="#">59.75</a>	<a href="#">60.50</a>	<a href="#">61.26</a>	<a href="#">62.03</a>	<a href="#">62.81</a>	<a href="#">63.60</a>	<a href="#">64.39</a>	<a href="#">65.19</a>	<a href="#">66.00</a>	<a href="#">66.82</a>	<a href="#">67.66</a>
1153		Video Production Assistant	<a href="#">21.30</a>	<a href="#">21.57</a>	<a href="#">21.84</a>	<a href="#">22.11</a>	<a href="#">22.39</a>	<a href="#">22.67</a>	<a href="#">22.95</a>	<a href="#">23.24</a>	<a href="#">23.53</a>	<a href="#">23.82</a>	<a href="#">24.12</a>	<a href="#">24.42</a>	<a href="#">24.73</a>	<a href="#">25.04</a>	<a href="#">25.35</a>	<a href="#">25.67</a>	<a href="#">25.99</a>	<a href="#">26.31</a>	<a href="#">26.64</a>	<a href="#">26.97</a>	<a href="#">27.31</a>
1152		Video Specialist	<a href="#">31.91</a>	<a href="#">32.31</a>	<a href="#">32.71</a>	<a href="#">33.12</a>	<a href="#">33.53</a>	<a href="#">33.95</a>	<a href="#">34.37</a>	<a href="#">34.80</a>	<a href="#">35.24</a>	<a href="#">35.68</a>	<a href="#">36.13</a>	<a href="#">36.58</a>	<a href="#">37.04</a>	<a href="#">37.50</a>	<a href="#">37.97</a>	<a href="#">38.44</a>	<a href="#">38.92</a>	<a href="#">39.41</a>	<a href="#">39.90</a>	<a href="#">40.40</a>	<a href="#">40.91</a>
2066	A	Water Division Manager	<a href="#">66.53</a>	<a href="#">67.36</a>	<a href="#">68.20</a>	<a href="#">69.05</a>	<a href="#">69.91</a>	<a href="#">70.78</a>	<a href="#">71.66</a>	<a href="#">72.56</a>	<a href="#">73.47</a>	<a href="#">74.39</a>	<a href="#">75.32</a>	<a href="#">76.26</a>	<a href="#">77.21</a>	<a href="#">78.18</a>	<a href="#">79.16</a>	<a href="#">80.15</a>	<a href="#">81.15</a>	<a href="#">82.16</a>	<a href="#">83.19</a>	<a href="#">84.23</a>	<a href="#">85.28</a>
2061	A	Water Division Manager, Assistant	<a href="#">60.47</a>	<a href="#">61.23</a>	<a href="#">62.00</a>	<a href="#">62.78</a>	<a href="#">63.56</a>	<a href="#">64.35</a>	<a href="#">65.15</a>	<a href="#">65.96</a>	<a href="#">66.78</a>	<a href="#">67.61</a>	<a href="#">68.46</a>	<a href="#">69.32</a>	<a href="#">70.19</a>	<a href="#">71.07</a>	<a href="#">71.96</a>	<a href="#">72.86</a>	<a href="#">73.77</a>	<a href="#">74.69</a>	<a href="#">75.62</a>	<a href="#">76.57</a>	<a href="#">77.53</a>
2064	A	Water Division Superintendent, Deputy	<a href="#">76.99</a>	<a href="#">77.95</a>	<a href="#">78.92</a>	<a href="#">79.91</a>	<a href="#">80.91</a>	<a href="#">81.92</a>	<a href="#">82.94</a>	<a href="#">83.98</a>	<a href="#">85.03</a>	<a href="#">86.09</a>	<a href="#">87.17</a>	<a href="#">88.26</a>	<a href="#">89.36</a>	<a href="#">90.48</a>	<a href="#">91.61</a>	<a href="#">92.76</a>	<a href="#">93.92</a>	<a href="#">95.09</a>	<a href="#">96.28</a>	<a href="#">97.48</a>	<a href="#">98.70</a>
2100	A	Water Program Specialist	<a href="#">34.58</a>	<a href="#">35.01</a>	<a href="#">35.45</a>	<a href="#">35.89</a>	<a href="#">36.34</a>	<a href="#">36.79</a>	<a href="#">37.25</a>	<a href="#">37.72</a>	<a href="#">38.19</a>	<a href="#">38.67</a>	<a href="#">39.15</a>	<a href="#">39.64</a>	<a href="#">40.14</a>	<a href="#">40.64</a>	<a href="#">41.15</a>	<a href="#">41.66</a>	<a href="#">42.18</a>	<a href="#">42.71</a>	<a href="#">43.24</a>	<a href="#">43.78</a>	<a href="#">44.33</a>