



# ORDINANCE NO. 28391

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

4 BE IT ORDAINED BY THE CITY OF TACOMA:

5 Section 1. That Section 1.12.355 of the Tacoma Municipal Code (“TMC”)  
 6 is hereby amended, effective January 1, 2017, as set forth on the attached  
 7 Exhibit “A.”

9 Section 2. That Chapter 1.12 of the TMC is hereby amended by  
 10 amending Section 1.12.640 thereto, effective January 1, 2017, to read as follows:

11 **1.12.640 Application of additional rates.**

12 \* \* \*

13 0720 The classification of Project Manager (CSC 0720) is comprised of all non-automatic steps, and  
 14 progression within the salary range is based on ~~merit and/or performance~~ management discretion.

15 0721 The classification of Project Manager (CSC 0721) is comprised of all non-automatic steps, and  
 progression within the salary range is based on management discretion.

16 \* \* \*

17 2133 The classification of Power Engineer III (CSC 2133) is comprised of all non-automatic steps, and  
 progression within the salary range is based on management discretion.

18 2134 The classification of Power Engineer IV (CSC 2134) is comprised of all non-automatic steps, and  
 progression within the salary range is based on management discretion.

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20 5249, 5251 Employees in the classifications of Power Supervisor III (CSC 5249) and Power Supervisor II  
 21 (CSC 5251), assigned to work in emergency situations outside normal work hours shall be compensated at  
 22 time and one-half of his/her regular rate of pay for all hours worked when responding to the work site or  
 headquarters. An employee will receive a minimum of one hour, or actual time worked if it exceeds one  
 23 hour, at time and one-half his/her regular rate of pay for emergency calls received at his/her residence  
 24 which do not require the employee to respond in person.

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Section 3. That Sections 1 and 2 shall become effective January 1, 2017.

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   |
|------|---|--|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 1129 | A | Benefits Manager                           | 3850 | 3898 | 3947 | 3996 | 4046 | 4097 | 4148 | 4200 | 4252 | 4306 | 4359 | 4414 | 4469 | 4525 | 4581 | 4639 | 4697 | 4755 | 4815 | 4875 | 4936 |
| 1002 | A | City Attorney, Assistant                   | 4322 | 4376 | 4431 | 4486 | 4542 | 4599 | 4656 | 4715 | 4774 | 4833 | 4894 | 4955 | 5017 | 5080 | 5143 | 5207 | 5272 | 5338 | 5405 | 5473 | 5541 |
| 1005 | A | City Attorney, Chief Deputy                | 6908 | 6994 | 7082 | 7170 | 7260 | 7350 | 7442 | 7535 | 7630 | 7725 | 7821 | 7919 | 8018 | 8118 | 8220 | 8323 | 8427 | 8532 | 8639 | 8747 | 8856 |
| 1004 | A | City Attorney, Deputy                      | 5526 | 5595 | 5665 | 5736 | 5808 | 5881 | 5954 | 6028 | 6104 | 6180 | 6257 | 6336 | 6415 | 6495 | 6576 | 6658 | 6742 | 6826 | 6911 | 6998 | 7085 |
| 1001 | A | City Attorney, Prosecuting                 | 3458 | 3501 | 3545 | 3589 | 3634 | 3679 | 3725 | 3772 | 3819 | 3867 | 3915 | 3964 | 4014 | 4064 | 4115 | 4166 | 4218 | 4271 | 4324 | 4378 | 4433 |
| 0746 | A | City Manager, Assistant                    | 6855 | 6940 | 7027 | 7115 | 7204 | 7294 | 7385 | 7477 | 7571 | 7666 | 7761 | 7858 | 7957 | 8056 | 8157 | 8259 | 8362 | 8467 | 8572 | 8680 | 8788 |
| 0744 | A | City Manager, Assistant to the             | 5208 | 5273 | 5339 | 5406 | 5473 | 5542 | 5611 | 5681 | 5752 | 5824 | 5897 | 5971 | 6045 | 6121 | 6197 | 6275 | 6353 | 6433 | 6513 | 6595 | 6677 |
| 0805 | A | Community & Media Services Manager         | 5204 | 5269 | 5335 | 5402 | 5469 | 5538 | 5607 | 5677 | 5748 | 5820 | 5893 | 5966 | 6041 | 6116 | 6193 | 6270 | 6349 | 6428 | 6508 | 6590 | 6672 |
| 0630 | A | Conservation Program Manager               | 3516 | 3560 | 3605 | 3650 | 3695 | 3742 | 3788 | 3836 | 3884 | 3932 | 3981 | 4031 | 4082 | 4133 | 4184 | 4237 | 4289 | 4343 | 4397 | 4452 | 4508 |
| 0620 | A | Conservation Supervisor                    | 4044 | 4095 | 4146 | 4198 | 4250 | 4304 | 4357 | 4412 | 4467 | 4523 | 4579 | 4637 | 4694 | 4753 | 4813 | 4873 | 4934 | 4995 | 5058 | 5121 | 5185 |
| 1124 | A | Contract & Program Auditor                 | 2738 | 2772 | 2807 | 2842 | 2877 | 2913 | 2950 | 2987 | 3024 | 3062 | 3100 | 3139 | 3178 | 3218 | 3258 | 3299 | 3340 | 3382 | 3424 | 3467 | 3510 |
| 0727 | A | Customer Services Assistant Manager        | 4884 | 4945 | 5007 | 5070 | 5133 | 5197 | 5262 | 5328 | 5395 | 5462 | 5530 | 5600 | 5670 | 5740 | 5812 | 5885 | 5958 | 6033 | 6108 | 6185 | 6262 |
| 0616 | A | Customer Services Manager                  | 6852 | 6938 | 7025 | 7113 | 7201 | 7291 | 7383 | 7475 | 7568 | 7663 | 7759 | 7856 | 7954 | 8053 | 8154 | 8256 | 8359 | 8464 | 8569 | 8677 | 8785 |
| 4605 |   | Department Aide                            | 1182 | 1196 | 1211 | 1227 | 1242 | 1257 | 1273 | 1289 | 1305 | 1322 | 1338 | 1355 | 1372 | 1389 | 1406 | 1424 | 1442 | 1460 | 1478 | 1496 | 1515 |
| 2070 | A | Engineer                                   | 3650 | 3695 | 3741 | 3788 | 3836 | 3884 | 3932 | 3981 | 4031 | 4081 | 4132 | 4184 | 4236 | 4289 | 4343 | 4397 | 4452 | 4508 | 4564 | 4621 | 4679 |
| 8028 |   | Engineer in Training                       | 2525 | 2556 | 2588 | 2621 | 2654 | 2687 | 2720 | 2754 | 2789 | 2824 | 2859 | 2895 | 2931 | 2967 | 3005 | 3042 | 3080 | 3119 | 3158 | 3197 | 3237 |
| 2068 | A | Engineer, Associate                        | 3208 | 3248 | 3289 | 3330 | 3372 | 3414 | 3456 | 3500 | 3543 | 3588 | 3633 | 3678 | 3724 | 3770 | 3818 | 3865 | 3914 | 3963 | 4012 | 4062 | 4113 |
| 2073 | A | Engineer, Principal                        | 4533 | 4590 | 4647 | 4706 | 4764 | 4824 | 4884 | 4945 | 5007 | 5070 | 5133 | 5197 | 5262 | 5328 | 5395 | 5462 | 5530 | 5599 | 5669 | 5740 | 5812 |
| 2082 | A | Engineer, Professional                     | 4091 | 4142 | 4194 | 4246 | 4300 | 4353 | 4408 | 4463 | 4519 | 4575 | 4632 | 4690 | 4749 | 4808 | 4868 | 4929 | 4991 | 5053 | 5116 | 5180 | 5245 |
| 2083 | A | Engineer, Senior                           | 4091 | 4142 | 4194 | 4246 | 4300 | 4353 | 4408 | 4463 | 4519 | 4575 | 4632 | 4690 | 4749 | 4808 | 4868 | 4929 | 4991 | 5053 | 5116 | 5180 | 5245 |
| 2060 | A | Engineer, Senior Principal                 | 4975 | 5037 | 5100 | 5164 | 5228 | 5294 | 5360 | 5427 | 5495 | 5563 | 5633 | 5703 | 5775 | 5847 | 5920 | 5994 | 6069 | 6145 | 6221 | 6299 | 6378 |
| 0758 | A | Environmental Services Director            | 7506 | 7600 | 7695 | 7791 | 7888 | 7987 | 8087 | 8188 | 8290 | 8394 | 8499 | 8605 | 8713 | 8822 | 8932 | 9043 | 9157 | 9271 | 9387 | 9504 | 9623 |
| 2059 | A | Environmental Services Director, Assistant | 6468 | 6549 | 6631 | 6713 | 6797 | 6882 | 6968 | 7055 | 7144 | 7233 | 7323 | 7415 | 7508 | 7601 | 7696 | 7793 | 7890 | 7989 | 8089 | 8190 | 8292 |

**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     |
|------|---|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|
| 2056 | A | Environmental Services Division Manager            | 57.33 | 58.05 | 58.77 | 59.51 | 60.25 | 61.00 | 61.77 | 62.54 | 63.32 | 64.11 | 64.91 | 65.73 | 66.55 | 67.38 | 68.22 | 69.07 | 69.94  | 70.81  | 71.70  | 72.59  | 73.50  |
| 2057 | A | Environmental Services Division Manager, Assistant | 52.11 | 52.76 | 53.42 | 54.09 | 54.77 | 55.45 | 56.14 | 56.85 | 57.56 | 58.28 | 59.01 | 59.74 | 60.49 | 61.25 | 62.01 | 62.79 | 63.57  | 64.37  | 65.17  | 65.99  | 66.81  |
| 0820 | A | Executive Assistant                                | 33.63 | 34.05 | 34.47 | 34.90 | 35.34 | 35.78 | 36.23 | 36.68 | 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  |
| 0767 | A | Fire Chief   | 82.06 | 83.08 | 84.12 | 85.17 | 86.24 | 87.32 | 88.41 | 89.51 | 90.63 | 91.76 | 92.91 | 94.07 | 95.25 | 96.44 | 97.64 | 98.86 | 100.10 | 101.35 | 102.62 | 103.90 | 105.20 |
| 0518 | A | Fire Department Manager                            | 47.57 | 48.17 | 48.77 | 49.38 | 50.00 | 50.62 | 51.25 | 51.89 | 52.54 | 53.20 | 53.87 | 54.54 | 55.22 | 55.91 | 56.61 | 57.32 | 58.03  | 58.76  | 59.49  | 60.24  | 60.99  |
| 4215 | A | Forensics Manager                                  | 42.28 | 42.81 | 43.35 | 43.89 | 44.44 | 44.99 | 45.56 | 46.13 | 46.70 | 47.29 | 47.88 | 48.48 | 49.08 | 49.70 | 50.32 | 50.95 | 51.58  | 52.23  | 52.88  | 53.54  | 54.21  |
| 0726 | A | Government Relations Analyst                       | 47.99 | 48.59 | 49.19 | 49.81 | 50.43 | 51.06 | 51.70 | 52.35 | 53.00 | 53.66 | 54.33 | 55.01 | 55.70 | 56.40 | 57.10 | 57.82 | 58.54  | 59.27  | 60.01  | 60.76  | 61.52  |
| 0724 | A | Government Relations Officer                       | 57.73 | 58.45 | 59.18 | 59.92 | 60.67 | 61.43 | 62.20 | 62.97 | 63.76 | 64.56 | 65.36 | 66.18 | 67.01 | 67.85 | 68.69 | 69.55 | 70.42  | 71.30  | 72.19  | 73.10  | 74.01  |
| 2310 | A | Historic Preservation Coordinator                  | 27.52 | 27.86 | 28.21 | 28.56 | 28.92 | 29.28 | 29.65 | 30.02 | 30.39 | 30.77 | 31.16 | 31.55 | 31.94 | 32.34 | 32.75 | 33.16 | 33.57  | 33.99  | 34.41  | 34.84  | 35.28  |
| 2309 | A | Historic Preservation Officer                      | 35.96 | 36.41 | 36.86 | 37.32 | 37.79 | 38.26 | 38.74 | 39.23 | 39.72 | 40.21 | 40.71 | 41.22 | 41.74 | 42.26 | 42.79 | 43.32 | 43.87  | 44.41  | 44.97  | 45.53  | 46.10  |
| 0735 | A | Human Resources Director                           | 67.16 | 68.00 | 68.85 | 69.71 | 70.58 | 71.46 | 72.36 | 73.26 | 74.18 | 75.10 | 76.04 | 76.99 | 77.95 | 78.93 | 79.92 | 80.91 | 81.93  | 82.95  | 83.99  | 85.04  | 86.10  |
| 1125 | A | Human Resources Director, Assistant                | 55.84 | 56.54 | 57.25 | 57.96 | 58.69 | 59.42 | 60.16 | 60.91 | 61.68 | 62.45 | 63.23 | 64.02 | 64.82 | 65.63 | 66.45 | 67.28 | 68.12  | 68.97  | 69.83  | 70.71  | 71.59  |
| 1136 | A | Human Resources Manager                            | 40.28 | 40.78 | 41.29 | 41.81 | 42.33 | 42.86 | 43.40 | 43.94 | 44.49 | 45.04 | 45.61 | 46.18 | 46.75 | 47.34 | 47.93 | 48.53 | 49.14  | 49.75  | 50.37  | 51.00  | 51.64  |
| 0835 | A | Information Technology Director                    | 75.11 | 76.05 | 77.00 | 77.97 | 78.94 | 79.93 | 80.93 | 81.94 | 82.96 | 84.00 | 85.05 | 86.11 | 87.19 | 88.28 | 89.38 | 90.50 | 91.63  | 92.78  | 93.94  | 95.11  | 96.30  |
| 0837 | A | Information Technology Director, Assistant         | 60.93 | 61.69 | 62.46 | 63.24 | 64.03 | 64.83 | 65.64 | 66.46 | 67.29 | 68.13 | 68.99 | 69.85 | 70.72 | 71.60 | 72.50 | 73.41 | 74.32  | 75.25  | 76.19  | 77.15  | 78.11  |
| 0140 | A | Information Technology Manager                     | 49.34 | 49.96 | 50.58 | 51.22 | 51.86 | 52.51 | 53.16 | 53.83 | 54.50 | 55.18 | 55.87 | 56.57 | 57.28 | 57.99 | 58.72 | 59.45 | 60.19  | 60.95  | 61.71  | 62.48  | 63.26  |
| 0136 | A | Information Technology Supervisor                  | 44.93 | 45.49 | 46.06 | 46.63 | 47.22 | 47.81 | 48.41 | 49.01 | 49.62 | 50.24 | 50.87 | 51.51 | 52.15 | 52.80 | 53.46 | 54.13 | 54.81  | 55.49  | 56.19  | 56.89  | 57.60  |
| 1123 |   | Labor Relations Analyst                            | 30.04 | 30.41 | 30.79 | 31.18 | 31.57 | 31.96 | 32.36 | 32.77 | 33.18 | 33.59 | 34.01 | 34.44 | 34.87 | 35.30 | 35.74 | 36.19 | 36.64  | 37.10  | 37.57  | 38.03  | 38.51  |
| 0553 |   | LEOFF 1 Specialist                                 | 25.53 | 25.85 | 26.17 | 26.50 | 26.83 | 27.17 | 27.51 | 27.85 | 28.20 | 28.55 | 28.91 | 29.27 | 29.64 | 30.01 | 30.38 | 30.76 | 31.15  | 31.53  | 31.93  | 32.33  | 32.73  |
| 1120 | A | Management Analyst II                              | 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 | 36.86 | 37.32 | 37.79  | 38.26  | 38.74  | 39.22  | 39.71  |

**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    |
|------|---|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1135 | A | Management Analyst III                            | 39.41 | 39.90 | 40.40 | 40.90 | 41.41 | 41.93 | 42.46 | 42.99 | 43.52 | 44.07 | 44.62 | 45.18 | 45.74 | 46.31 | 46.89 | 47.48 | 48.07 | 48.67 | 49.28 | 49.90 | 50.52 |
| 4607 |   | Management Fellow                                 | 19.13 | 19.36 | 19.61 | 19.85 | 20.10 | 20.35 | 20.61 | 20.86 | 21.12 | 21.39 | 21.66 | 21.93 | 22.20 | 22.48 | 22.76 | 23.04 | 23.33 | 23.62 | 23.92 | 24.22 | 24.52 |
| 0841 | A | Market Development Program Manager                | 48.52 | 49.12 | 49.74 | 50.36 | 50.99 | 51.63 | 52.27 | 52.92 | 53.59 | 54.26 | 54.93 | 55.62 | 56.32 | 57.02 | 57.73 | 58.45 | 59.18 | 59.92 | 60.67 | 61.43 | 62.20 |
| 0842 | A | Market Development Research Analyst               | 43.42 | 43.97 | 44.52 | 45.07 | 45.64 | 46.21 | 46.78 | 47.37 | 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 |
| 0840 | A | Marketing & Development Manager                   | 56.53 | 57.23 | 57.95 | 58.67 | 59.41 | 60.15 | 60.90 | 61.66 | 62.43 | 63.21 | 64.00 | 64.80 | 65.61 | 66.43 | 67.26 | 68.11 | 68.96 | 69.82 | 70.69 | 71.58 | 72.47 |
| 1165 | A | Marketing Assistant                               | 17.61 | 17.83 | 18.06 | 18.28 | 18.51 | 18.74 | 18.98 | 19.21 | 19.45 | 19.70 | 19.94 | 20.19 | 20.44 | 20.70 | 20.96 | 21.22 | 21.49 | 21.75 | 22.03 | 22.30 | 22.58 |
| 5506 | A | Marketing Coordinator                             | 25.97 | 26.29 | 26.62 | 26.95 | 27.29 | 27.63 | 27.98 | 28.33 | 28.68 | 29.04 | 29.40 | 29.77 | 30.14 | 30.52 | 30.90 | 31.29 | 31.68 | 32.07 | 32.47 | 32.88 | 33.29 |
| 2106 | A | Natural Resources Biologist I                     | 31.47 | 31.87 | 32.27 | 32.67 | 33.08 | 33.49 | 33.91 | 34.33 | 34.76 | 35.20 | 35.64 | 36.08 | 36.53 | 36.99 | 37.45 | 37.92 | 38.39 | 38.87 | 39.36 | 39.85 | 40.35 |
| 2091 | A | Natural Resources Manager                         | 57.55 | 58.27 | 59.00 | 59.73 | 60.48 | 61.24 | 62.00 | 62.78 | 63.56 | 64.36 | 65.16 | 65.98 | 66.80 | 67.64 | 68.48 | 69.34 | 70.20 | 71.08 | 71.97 | 72.87 | 73.78 |
| 2107 |   | Natural Resources Technician I                    | 18.91 | 19.14 | 19.38 | 19.63 | 19.87 | 20.12 | 20.37 | 20.63 | 20.88 | 21.14 | 21.41 | 21.68 | 21.95 | 22.22 | 22.50 | 22.78 | 23.06 | 23.35 | 23.65 | 23.94 | 24.24 |
| 2090 | A | Natural Resources Technician II                   | 26.89 | 27.23 | 27.57 | 27.92 | 28.26 | 28.62 | 28.98 | 29.34 | 29.70 | 30.08 | 30.45 | 30.83 | 31.22 | 31.61 | 32.00 | 32.40 | 32.81 | 33.22 | 33.63 | 34.05 | 34.48 |
| 0754 | A | Neighborhood & Community Services Program Manager | 36.41 | 36.87 | 37.33 | 37.79 | 38.27 | 38.74 | 39.23 | 39.72 | 40.22 | 40.72 | 41.23 | 41.74 | 42.26 | 42.79 | 43.33 | 43.87 | 44.42 | 44.97 | 45.53 | 46.10 | 46.68 |
| 2534 |   | Neighborhood & Community Services Supervisor      | 30.81 | 31.20 | 31.59 | 31.98 | 32.38 | 32.78 | 33.19 | 33.61 | 34.03 | 34.45 | 34.89 | 35.32 | 35.76 | 36.21 | 36.66 | 37.12 | 37.59 | 38.06 | 38.53 | 39.01 | 39.50 |
| 4602 |   | Occupational Intern, Skilled                      | 11.69 | 11.84 | 11.99 | 12.14 | 12.29 | 12.44 | 12.60 | 12.75 | 12.91 | 13.08 | 13.24 | 13.40 | 13.57 | 13.74 | 13.91 | 14.09 | 14.26 | 14.44 | 14.62 | 14.80 | 14.99 |
| 0738 | A | Office Administrator                              | 26.98 | 27.32 | 27.66 | 28.00 | 28.36 | 28.71 | 29.07 | 29.43 | 29.80 | 30.17 | 30.55 | 30.93 | 31.32 | 31.71 | 32.11 | 32.51 | 32.91 | 33.32 | 33.74 | 34.16 | 34.59 |
| 0739 | A | Office Manager                                    | 31.03 | 31.42 | 31.81 | 32.21 | 32.61 | 33.02 | 33.43 | 33.85 | 34.27 | 34.70 | 35.13 | 35.57 | 36.02 | 36.47 | 36.92 | 37.38 | 37.85 | 38.32 | 38.80 | 39.29 | 39.78 |
| 0533 | A | Operations Manager                                | 45.63 | 46.20 | 46.78 | 47.36 | 47.96 | 48.55 | 49.16 | 49.78 | 50.40 | 51.03 | 51.67 | 52.31 | 52.97 | 53.63 | 54.30 | 54.98 | 55.66 | 56.36 | 57.06 | 57.78 | 58.50 |
| 0730 | A | PAF-Tacoma Venues & Events Director               | 63.91 | 64.71 | 65.52 | 66.34 | 67.17 | 68.01 | 68.86 | 69.72 | 70.59 | 71.47 | 72.37 | 73.27 | 74.19 | 75.12 | 76.05 | 77.01 | 77.97 | 78.94 | 79.93 | 80.93 | 81.94 |
| 0731 | A | PAF-Tacoma Venues & Events Director Deputy        | 48.78 | 49.39 | 50.01 | 50.63 | 51.27 | 51.91 | 52.56 | 53.21 | 53.88 | 54.55 | 55.23 | 55.92 | 56.62 | 57.33 | 58.05 | 58.77 | 59.51 | 60.25 | 61.01 | 61.77 | 62.54 |
| 0732 | A | PAF-Tacoma Venues & Events Division Manager       | 37.03 | 37.49 | 37.96 | 38.43 | 38.91 | 39.40 | 39.89 | 40.39 | 40.90 | 41.41 | 41.92 | 42.45 | 42.98 | 43.52 | 44.06 | 44.61 | 45.17 | 45.73 | 46.31 | 46.88 | 47.47 |

**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 | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Event Services Coordinator     | 27.60            | 27.94            | 28.29            | 28.64            | 29.00            | 29.37            | 29.73            | 30.10            | 30.48            | 30.86            | 31.25            | 31.64             | 32.03             | 32.43             | 32.84             | 33.25             | 33.66             | 34.09             | 34.51             | 34.94             | 35.38             |
| 1168 | A | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Event Services Manager         | 30.66            | 31.05            | 31.43            | 31.83            | 32.22            | 32.63            | 33.03            | 33.45            | 33.87            | 34.29            | 34.72            | 35.15             | 35.59             | 36.04             | 36.49             | 36.94             | 37.40             | 37.87             | 38.35             | 38.82             | 39.31             |
| 0728 | A | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Marketing Manager              | 34.67            | 35.10            | 35.54            | 35.99            | 36.44            | 36.89            | 37.35            | 37.82            | 38.29            | 38.77            | 39.26            | 39.75             | 40.24             | 40.75             | 41.26             | 41.77             | 42.30             | 42.82             | 43.36             | 43.90             | 44.45             |
| 0733 | A | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Operations Manager             | 43.90            | 44.45            | 45.00            | 45.57            | 46.14            | 46.71            | 47.30            | 47.89            | 48.49            | 49.09            | 49.71            | 50.33             | 50.96             | 51.59             | 52.24             | 52.89             | 53.55             | 54.22             | 54.90             | 55.59             | 56.28             |
| 1215 | A | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Sales Coordinator              | 23.38            | 23.67            | 23.96            | 24.26            | 24.57            | 24.87            | 25.19            | 25.50            | 25.82            | 26.14            | 26.47            | 26.80             | 27.13             | 27.47             | 27.82             | 28.17             | 28.52             | 28.87             | 29.23             | 29.60             | 29.97             |
| 1156 |   | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Technical Services Coordinator | 21.47            | 21.73            | 22.01            | 22.28            | 22.56            | 22.84            | 23.13            | 23.42            | 23.71            | 24.01            | 24.31            | 24.61             | 24.92             | 25.23             | 25.54             | 25.86             | 26.19             | 26.51             | 26.84             | 27.18             | 27.52             |
| 1009 | A | Paralegal  | <del>26.53</del> | <del>26.86</del> | <del>27.20</del> | <del>27.54</del> | <del>27.88</del> | <del>28.23</del> | <del>28.58</del> | <del>28.94</del> | <del>29.30</del> | <del>29.67</del> | <del>30.04</del> | <del>30.41</del>  | <del>30.79</del>  | <del>31.18</del>  | <del>31.57</del>  | <del>31.96</del>  | <del>32.36</del>  | <del>32.77</del>  | <del>33.18</del>  | <del>33.59</del>  | <del>34.01</del>  |
| 1010 | A | Paralegal, Senior  | <del>31.81</del> | <del>32.21</del> | <del>32.61</del> | <del>33.02</del> | <del>33.43</del> | <del>33.85</del> | <del>34.27</del> | <del>34.70</del> | <del>35.13</del> | <del>35.57</del> | <del>36.02</del> | <del>36.47</del>  | <del>36.92</del>  | <del>37.38</del>  | <del>37.85</del>  | <del>38.32</del>  | <del>38.80</del>  | <del>39.29</del>  | <del>39.78</del>  | <del>40.28</del>  | <del>40.78</del>  |
| 2221 |   | Planner, Principal   | <del>37.86</del> | <del>38.33</del> | <del>38.81</del> | <del>39.30</del> | <del>39.79</del> | <del>40.29</del> | <del>40.79</del> | <del>41.30</del> | <del>41.82</del> | <del>42.34</del> | <del>42.87</del> | <del>43.41</del>  | <del>43.95</del>  | <del>44.50</del>  | <del>45.05</del>  | <del>45.62</del>  | <del>46.19</del>  | <del>46.76</del>  | <del>47.35</del>  | <del>47.94</del>  | <del>48.54</del>  |
| 0719 | A | Planning & Development Services Director   | <del>63.34</del> | <del>64.13</del> | <del>64.93</del> | <del>65.74</del> | <del>66.56</del> | <del>67.40</del> | <del>68.24</del> | <del>69.09</del> | <del>69.95</del> | <del>70.83</del> | <del>71.71</del> | <del>72.61</del>  | <del>73.52</del>  | <del>74.44</del>  | <del>75.37</del>  | <del>76.31</del>  | <del>77.26</del>  | <del>78.23</del>  | <del>79.21</del>  | <del>80.20</del>  | <del>81.20</del>  |
| 0772 | A | Police Chief   | <del>82.06</del> | <del>83.08</del> | <del>84.12</del> | <del>85.17</del> | <del>86.24</del> | <del>87.32</del> | <del>88.41</del> | <del>89.51</del> | <del>90.63</del> | <del>91.76</del> | <del>92.91</del> | <del>94.07</del>  | <del>95.25</del>  | <del>96.44</del>  | <del>97.64</del>  | <del>98.86</del>  | <del>100.10</del> | <del>101.35</del> | <del>102.62</del> | <del>103.90</del> | <del>105.20</del> |
| 5123 | A | Power Analyst  | <del>44.92</del> | <del>45.48</del> | <del>46.05</del> | <del>46.63</del> | <del>47.21</del> | <del>47.80</del> | <del>48.40</del> | <del>49.00</del> | <del>49.61</del> | <del>50.23</del> | <del>50.86</del> | <del>51.50</del>  | <del>52.14</del>  | <del>52.79</del>  | <del>53.45</del>  | <del>54.12</del>  | <del>54.80</del>  | <del>55.48</del>  | <del>56.18</del>  | <del>56.88</del>  | <del>57.59</del>  |
| 5128 | A | Power Analyst, Senior  | <del>49.90</del> | <del>50.53</del> | <del>51.16</del> | <del>51.80</del> | <del>52.45</del> | <del>53.10</del> | <del>53.77</del> | <del>54.44</del> | <del>55.12</del> | <del>55.81</del> | <del>56.51</del> | <del>57.21</del>  | <del>57.93</del>  | <del>58.65</del>  | <del>59.38</del>  | <del>60.13</del>  | <del>60.88</del>  | <del>61.64</del>  | <del>62.41</del>  | <del>63.19</del>  | <del>63.98</del>  |
| 0815 | A | Power Section Assistant Manager I  | <del>59.19</del> | <del>59.93</del> | <del>60.68</del> | <del>61.43</del> | <del>62.20</del> | <del>62.98</del> | <del>63.77</del> | <del>64.56</del> | <del>65.37</del> | <del>66.19</del> | <del>67.02</del> | <del>67.85</del>  | <del>68.70</del>  | <del>69.56</del>  | <del>70.43</del>  | <del>71.31</del>  | <del>72.20</del>  | <del>73.10</del>  | <del>74.02</del>  | <del>74.94</del>  | <del>75.88</del>  |
| 0817 | A | Power Section Assistant Manager II   | <del>67.70</del> | <del>68.54</del> | <del>69.40</del> | <del>70.27</del> | <del>71.15</del> | <del>72.04</del> | <del>72.94</del> | <del>73.85</del> | <del>74.77</del> | <del>75.70</del> | <del>76.65</del> | <del>77.61</del>  | <del>78.58</del>  | <del>79.56</del>  | <del>80.56</del>  | <del>81.56</del>  | <del>82.58</del>  | <del>83.62</del>  | <del>84.66</del>  | <del>85.72</del>  | <del>86.79</del>  |
| 0816 | A | Power Section Manager  | <del>88.00</del> | <del>89.10</del> | <del>90.21</del> | <del>91.34</del> | <del>92.48</del> | <del>93.64</del> | <del>94.81</del> | <del>96.00</del> | <del>97.20</del> | <del>98.41</del> | <del>99.64</del> | <del>100.89</del> | <del>102.15</del> | <del>103.42</del> | <del>104.72</del> | <del>106.03</del> | <del>107.35</del> | <del>108.69</del> | <del>110.05</del> | <del>111.43</del> | <del>112.82</del> |
| 5248 | A | Power Supervisor I   | <del>36.12</del> | <del>36.57</del> | <del>37.03</del> | <del>37.49</del> | <del>37.96</del> | <del>38.44</del> | <del>38.92</del> | <del>39.40</del> | <del>39.90</del> | <del>40.40</del> | <del>40.90</del> | <del>41.41</del>  | <del>41.93</del>  | <del>42.45</del>  | <del>42.98</del>  | <del>43.52</del>  | <del>44.07</del>  | <del>44.62</del>  | <del>45.17</del>  | <del>45.74</del>  | <del>46.31</del>  |
| 5251 | A | Power Supervisor II  | <del>45.15</del> | <del>45.72</del> | <del>46.29</del> | <del>46.87</del> | <del>47.46</del> | <del>48.05</del> | <del>48.65</del> | <del>49.26</del> | <del>49.87</del> | <del>50.50</del> | <del>51.13</del> | <del>51.77</del>  | <del>52.41</del>  | <del>53.07</del>  | <del>53.73</del>  | <del>54.40</del>  | <del>55.08</del>  | <del>55.77</del>  | <del>56.47</del>  | <del>57.18</del>  | <del>57.89</del>  |
| 5249 | A | Power Supervisor III   | <del>51.82</del> | <del>52.46</del> | <del>53.12</del> | <del>53.78</del> | <del>54.46</del> | <del>55.14</del> | <del>55.83</del> | <del>56.52</del> | <del>57.23</del> | <del>57.95</del> | <del>58.67</del> | <del>59.40</del>  | <del>60.15</del>  | <del>60.90</del>  | <del>61.66</del>  | <del>62.43</del>  | <del>63.21</del>  | <del>64.00</del>  | <del>64.80</del>  | <del>65.61</del>  | <del>66.43</del>  |

**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   |
|------|---|--|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 2322 |   | Program Development Specialist           | 2752 | 2786 | 2821 | 2856 | 2892 | 2928 | 2965 | 3002 | 3039 | 3077 | 3116 | 3155 | 3194 | 3234 | 3275 | 3316 | 3357 | 3399 | 3441 | 3484 | 3528 |
| 2321 |   | Program Development Specialist, Lead     | 3058 | 3096 | 3135 | 3174 | 3213 | 3254 | 3294 | 3335 | 3377 | 3419 | 3462 | 3505 | 3549 | 3594 | 3638 | 3684 | 3730 | 3777 | 3824 | 3872 | 3920 |
| 0720 | A | Project Manager                          | 4230 | 4283 | 4336 | 4391 | 4445 | 4501 | 4557 | 4614 | 4672 | 4730 | 4789 | 4849 | 4910 | 4971 | 5033 | 5096 | 5160 | 5225 | 5290 | 5356 | 5423 |
| 2502 |   | Project Specialist                       | 2321 | 2350 | 2380 | 2409 | 2440 | 2470 | 2501 | 2532 | 2564 | 2596 | 2628 | 2661 | 2694 | 2728 | 2762 | 2797 | 2832 | 2867 | 2903 | 2939 | 2976 |
| 0757 | A | Public Works Director                    | 7011 | 7098 | 7187 | 7277 | 7368 | 7460 | 7553 | 7648 | 7743 | 7840 | 7938 | 8037 | 8138 | 8239 | 8342 | 8447 | 8552 | 8659 | 8767 | 8877 | 8988 |
| 0755 | A | Public Works Director, Assistant         | 6101 | 6177 | 6255 | 6333 | 6412 | 6492 | 6573 | 6656 | 6739 | 6823 | 6908 | 6995 | 7082 | 7171 | 7260 | 7351 | 7443 | 7536 | 7630 | 7725 | 7822 |
| 2054 | A | Public Works Division Manager            | 5618 | 5689 | 5760 | 5832 | 5905 | 5978 | 6053 | 6129 | 6205 | 6283 | 6362 | 6441 | 6522 | 6603 | 6686 | 6769 | 6854 | 6940 | 7026 | 7114 | 7203 |
| 2055 | A | Public Works Division Manager, Assistant | 5105 | 5169 | 5234 | 5299 | 5365 | 5432 | 5500 | 5569 | 5639 | 5709 | 5780 | 5853 | 5926 | 6000 | 6075 | 6151 | 6228 | 6306 | 6384 | 6464 | 6545 |
| 7128 | A | Rail Chief Administrative Officer        | 4928 | 4990 | 5052 | 5115 | 5179 | 5244 | 5309 | 5376 | 5443 | 5511 | 5580 | 5650 | 5720 | 5792 | 5864 | 5938 | 6012 | 6087 | 6163 | 6240 | 6318 |
| 7129 | A | Rail Chief Information/Financial Officer | 4928 | 4990 | 5052 | 5115 | 5179 | 5244 | 5309 | 5376 | 5443 | 5511 | 5580 | 5650 | 5720 | 5792 | 5864 | 5938 | 6012 | 6087 | 6163 | 6240 | 6318 |
| 7130 | A | Rail Chief Mechanical Officer            | 5533 | 5603 | 5673 | 5743 | 5815 | 5888 | 5962 | 6036 | 6112 | 6188 | 6265 | 6344 | 6423 | 6503 | 6584 | 6667 | 6750 | 6834 | 6920 | 7006 | 7094 |
| 7152 | A | Rail Superintendent, Assistant           | 6163 | 6240 | 6318 | 6397 | 6477 | 6558 | 6640 | 6723 | 6807 | 6892 | 6978 | 7065 | 7154 | 7243 | 7334 | 7425 | 7518 | 7612 | 7707 | 7803 | 7901 |
| 7127 | A | Rail Supervisor of Operations            | 3946 | 3995 | 4045 | 4096 | 4147 | 4199 | 4251 | 4305 | 4358 | 4413 | 4468 | 4524 | 4580 | 4638 | 4696 | 4754 | 4814 | 4874 | 4935 | 4997 | 5059 |
| 7126 | A | Railway Roadmaster                       | 4928 | 4990 | 5052 | 5115 | 5179 | 5244 | 5309 | 5376 | 5443 | 5511 | 5580 | 5650 | 5720 | 5792 | 5864 | 5938 | 6012 | 6087 | 6163 | 6240 | 6318 |
| 2343 |   | Real Estate Officer                      | 3502 | 3546 | 3590 | 3635 | 3681 | 3727 | 3773 | 3820 | 3868 | 3917 | 3965 | 4015 | 4065 | 4116 | 4168 | 4220 | 4272 | 4326 | 4380 | 4435 | 4490 |
| 2344 | A | Real Estate Officer, Senior              | 3851 | 3899 | 3948 | 3997 | 4047 | 4098 | 4149 | 4201 | 4253 | 4306 | 4360 | 4415 | 4470 | 4526 | 4582 | 4640 | 4698 | 4756 | 4816 | 4876 | 4937 |
| 2069 | A | Real-Time Energy Trader                  | 4783 | 4843 | 4903 | 4965 | 5027 | 5090 | 5153 | 5218 | 5283 | 5349 | 5416 | 5483 | 5552 | 5621 | 5692 | 5763 | 5835 | 5908 | 5982 | 6056 | 6132 |
| 0740 | A | Records Management Supervisor            | 2754 | 2789 | 2823 | 2859 | 2895 | 2931 | 2967 | 3004 | 3042 | 3080 | 3119 | 3157 | 3197 | 3237 | 3277 | 3318 | 3360 | 3402 | 3444 | 3487 | 3531 |
| 0559 | A | Retirement Director, Assistant           | 4959 | 5021 | 5084 | 5148 | 5212 | 5277 | 5343 | 5410 | 5477 | 5546 | 5615 | 5685 | 5757 | 5828 | 5901 | 5975 | 6050 | 6125 | 6202 | 6280 | 6358 |
| 0560 | A | Retirement System Director               | 6456 | 6537 | 6619 | 6701 | 6785 | 6870 | 6956 | 7043 | 7131 | 7220 | 7310 | 7401 | 7494 | 7588 | 7683 | 7779 | 7876 | 7974 | 8074 | 8175 | 8277 |

**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   |
|------|---|--|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 1137 | A | Risk Analyst, Senior                                 | 3085 | 3123 | 3163 | 3202 | 3242 | 3283 | 3324 | 3365 | 3407 | 3450 | 3493 | 3537 | 3581 | 3626 | 3671 | 3717 | 3763 | 3810 | 3858 | 3906 | 3955 |
| 1122 |   | Safety Officer                                       | 3317 | 3359 | 3401 | 3443 | 3486 | 3530 | 3574 | 3619 | 3664 | 3710 | 3756 | 3803 | 3851 | 3899 | 3948 | 3997 | 4047 | 4097 | 4149 | 4200 | 4253 |
| 5512 |   | Sales & Service Representative, Lead                 | 2317 | 2346 | 2376 | 2405 | 2435 | 2466 | 2497 | 2528 | 2560 | 2592 | 2624 | 2657 | 2690 | 2724 | 2758 | 2792 | 2827 | 2862 | 2898 | 2934 | 2971 |
| 2530 |   | Senior Center Cook                                   | 1211 | 1226 | 1242 | 1257 | 1273 | 1289 | 1305 | 1321 | 1338 | 1355 | 1372 | 1389 | 1406 | 1424 | 1441 | 1459 | 1478 | 1496 | 1515 | 1534 | 1553 |
| 2529 |   | Senior Center Van Driver                             | 1500 | 1519 | 1538 | 1557 | 1576 | 1596 | 1616 | 1636 | 1657 | 1677 | 1698 | 1720 | 1741 | 1763 | 1785 | 1807 | 1830 | 1853 | 1876 | 1899 | 1923 |
| 2556 |   | Seniors Center Supervisor                            | 2308 | 2337 | 2366 | 2396 | 2426 | 2456 | 2487 | 2518 | 2549 | 2581 | 2613 | 2646 | 2679 | 2713 | 2746 | 2781 | 2816 | 2851 | 2886 | 2922 | 2959 |
| 0138 | A | T&D Work Practices Specialist                        | 3473 | 3516 | 3560 | 3604 | 3650 | 3695 | 3741 | 3788 | 3835 | 3883 | 3932 | 3981 | 4031 | 4081 | 4132 | 4184 | 4236 | 4289 | 4343 | 4397 | 4452 |
| 5526 | A | Telecommunications Broadband Services Manager        | 4529 | 4585 | 4643 | 4701 | 4759 | 4819 | 4879 | 4940 | 5002 | 5064 | 5128 | 5192 | 5257 | 5322 | 5389 | 5456 | 5525 | 5594 | 5664 | 5734 | 5806 |
| 5531 | A | Telecommunications Customer Care & Marketing Manager | 3919 | 3968 | 4017 | 4068 | 4118 | 4170 | 4222 | 4275 | 4328 | 4382 | 4437 | 4493 | 4549 | 4606 | 4663 | 4721 | 4780 | 4840 | 4901 | 4962 | 5024 |
| 5532 | A | Telecommunications Customer Care Supervisor          | 3033 | 3071 | 3110 | 3149 | 3188 | 3228 | 3268 | 3309 | 3350 | 3392 | 3435 | 3478 | 3521 | 3565 | 3610 | 3655 | 3700 | 3747 | 3794 | 3841 | 3889 |
| 5535 | A | Telecommunications Engineer                          | 4083 | 4134 | 4185 | 4238 | 4291 | 4344 | 4398 | 4453 | 4509 | 4566 | 4623 | 4680 | 4739 | 4798 | 4858 | 4919 | 4980 | 5043 | 5106 | 5169 | 5234 |
| 5530 | A | Telecommunications Franchise Contract Specialist     | 3666 | 3712 | 3758 | 3805 | 3853 | 3901 | 3950 | 3999 | 4049 | 4100 | 4151 | 4203 | 4255 | 4309 | 4362 | 4417 | 4472 | 4528 | 4585 | 4642 | 4700 |
| 5500 | A | Telecommunications Manager                           | 7668 | 7764 | 7861 | 7959 | 8059 | 8160 | 8262 | 8365 | 8469 | 8575 | 8683 | 8791 | 8901 | 9012 | 9125 | 9239 | 9354 | 9471 | 9590 | 9710 | 9831 |
| 5515 | A | Telecommunications Manager, Assistant                | 5880 | 5954 | 6028 | 6104 | 6180 | 6257 | 6336 | 6415 | 6495 | 6576 | 6658 | 6742 | 6826 | 6911 | 6998 | 7085 | 7174 | 7263 | 7354 | 7446 | 7539 |
| 5539 |   | Telecommunications Planning & Design Technician      | 2782 | 2817 | 2852 | 2888 | 2924 | 2961 | 2998 | 3035 | 3073 | 3111 | 3150 | 3190 | 3230 | 3270 | 3311 | 3352 | 3394 | 3437 | 3479 | 3523 | 3567 |
| 5523 | A | Telecommunications Technical Administrator           | 3092 | 3131 | 3170 | 3209 | 3249 | 3290 | 3331 | 3373 | 3415 | 3458 | 3501 | 3545 | 3589 | 3634 | 3679 | 3725 | 3772 | 3819 | 3867 | 3915 | 3964 |
| 5562 | A | Telecommunications Technical Services Supervisor     | 3500 | 3544 | 3588 | 3633 | 3678 | 3724 | 3771 | 3818 | 3866 | 3914 | 3963 | 4012 | 4063 | 4113 | 4165 | 4217 | 4269 | 4323 | 4377 | 4432 | 4487 |
| 1154 |   | Television Production Coordinator                    | 3249 | 3299 | 3330 | 3372 | 3414 | 3457 | 3500 | 3544 | 3588 | 3633 | 3678 | 3724 | 3771 | 3818 | 3866 | 3914 | 3963 | 4013 | 4063 | 4114 | 4165 |



**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                              | 5983  | 6058  | 6134  | 6211  | 6288  | 6367  | 6446  | 6527  | 6609  | 6691  | 6775  | 6860  | 6945  | 7032  | 7120  | 7209  | 7299  | 7390  | 7483  | 7576  | 7671  |
| 1121 | A | Training & Development Manager                  | 3870  | 3919  | 3968  | 4017  | 4068  | 4118  | 4170  | 4222  | 4275  | 4328  | 4382  | 4437  | 4493  | 4549  | 4606  | 4663  | 4721  | 4780  | 4840  | 4901  | 4962  |
| 0822 | A | Utilities Director                              | 13744 | 13896 | 14059 | 14235 | 14413 | 14593 | 14775 | 14960 | 15147 | 15336 | 15528 | 15722 | 15919 | 16118 | 16319 | 16523 | 16730 | 16939 | 17151 | 17365 | 17582 |
| 0819 | A | Utilities Director, Deputy                      | 7430  | 7522  | 7616  | 7712  | 7808  | 7906  | 8005  | 8105  | 8206  | 8308  | 8412  | 8517  | 8624  | 8732  | 8841  | 8951  | 9063  | 9177  | 9291  | 9407  | 9525  |
| 0825 | A | Utilities Director, Deputy Power Superintendent | 10127 | 10253 | 10382 | 10511 | 10643 | 10776 | 10910 | 11047 | 11185 | 11325 | 11466 | 11610 | 11755 | 11902 | 12050 | 12201 | 12354 | 12508 | 12664 | 12823 | 12983 |
| 0830 | A | Utilities Director, Deputy Rail Superintendent  | 7552  | 7646  | 7742  | 7839  | 7937  | 8036  | 8136  | 8238  | 8341  | 8445  | 8551  | 8658  | 8766  | 8876  | 8987  | 9099  | 9213  | 9328  | 9444  | 9562  | 9682  |
| 0823 | A | Utilities Director, Deputy Water Superintendent | 7930  | 8029  | 8129  | 8231  | 8334  | 8438  | 8543  | 8650  | 8758  | 8868  | 8978  | 9091  | 9204  | 9319  | 9436  | 9554  | 9673  | 9794  | 9917  | 10040 | 10166 |
| 1152 |   | Video Specialist                                | 2707  | 2741  | 2776  | 2810  | 2845  | 2881  | 2917  | 2953  | 2990  | 3028  | 3066  | 3104  | 3143  | 3182  | 3222  | 3262  | 3303  | 3344  | 3386  | 3428  | 3471  |
| 2066 | A | Water Division Manager                          | 5735  | 5806  | 5879  | 5952  | 6027  | 6102  | 6178  | 6256  | 6334  | 6413  | 6493  | 6574  | 6656  | 6740  | 6824  | 6909  | 6996  | 7083  | 7172  | 7261  | 7352  |
| 2061 | A | Water Division Manager, Assistant               | 5214  | 5279  | 5345  | 5412  | 5479  | 5548  | 5617  | 5687  | 5758  | 5830  | 5903  | 5977  | 6052  | 6127  | 6204  | 6281  | 6360  | 6439  | 6520  | 6601  | 6684  |
| 2064 | A | Water Division Superintendent, Deputy           | 6600  | 6683  | 6766  | 6851  | 6937  | 7023  | 7111  | 7200  | 7290  | 7381  | 7473  | 7567  | 7661  | 7757  | 7854  | 7952  | 8052  | 8152  | 8254  | 8358  | 8462  |
| 2100 | A | Water Program Specialist                        | 3058  | 3096  | 3135  | 3174  | 3213  | 3254  | 3294  | 3335  | 3377  | 3419  | 3462  | 3505  | 3549  | 3594  | 3638  | 3684  | 3730  | 3777  | 3824  | 3872  | 3920  |
| 5068 |   | Water Supply Supervisor                         | 3534  | 3578  | 3623  | 3668  | 3714  | 3761  | 3808  | 3855  | 3903  | 3952  | 4002  | 4052  | 4102  | 4154  | 4206  | 4258  | 4311  | 4365  | 4420  | 4475  | 4531  |
| 2349 | A | Development Specialist                          | 2725  | 2759  | 2794  | 2829  | 2864  | 2900  | 2936  | 2973  | 3010  | 3048  | 3086  | 3124  | 3163  | 3203  | 3243  | 3284  | 3325  | 3366  | 3408  | 3451  | 3494  |
| 2036 |   | Plans Examiner                                  | 2820  | 2855  | 2891  | 2927  | 2963  | 3000  | 3038  | 3076  | 3114  | 3153  | 3193  | 3233  | 3273  | 3314  | 3355  | 3397  | 3440  | 3483  | 3526  | 3570  | 3615  |
| 2037 | A | Plans Examiner, Senior                          | 3133  | 3172  | 3212  | 3252  | 3293  | 3334  | 3376  | 3418  | 3461  | 3504  | 3548  | 3592  | 3637  | 3682  | 3728  | 3775  | 3822  | 3870  | 3918  | 3967  | 4017  |
| 1184 | A | Management & Budget Specialist                  | 2320  | 2349  | 2378  | 2408  | 2438  | 2468  | 2499  | 2530  | 2562  | 2594  | 2626  | 2659  | 2692  | 2726  | 2760  | 2794  | 2829  | 2864  | 2900  | 2936  | 2973  |
| 1186 | A | Management & Budget Internal Consultant         | 3128  | 3167  | 3207  | 3247  | 3287  | 3328  | 3370  | 3412  | 3455  | 3498  | 3542  | 3586  | 3631  | 3676  | 3722  | 3769  | 3816  | 3863  | 3912  | 3960  | 4010  |

**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                     |
|------|---|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|
| 1129 | A | Benefits Manager                           | <a href="#">40.71</a> | <a href="#">41.22</a> | <a href="#">41.74</a> | <a href="#">42.26</a> | <a href="#">42.79</a> | <a href="#">43.32</a> | <a href="#">43.86</a> | <a href="#">44.41</a> | <a href="#">44.97</a> | <a href="#">45.53</a> | <a href="#">46.10</a> | <a href="#">46.68</a> | <a href="#">47.26</a> | <a href="#">47.85</a> | <a href="#">48.45</a> | <a href="#">49.06</a> | <a href="#">49.67</a> | <a href="#">50.29</a> | <a href="#">50.92</a> | <a href="#">51.56</a>  | <a href="#">52.20</a>  |
| 1002 | A | City Attorney, Assistant                   | <a href="#">45.42</a> | <a href="#">45.99</a> | <a href="#">46.56</a> | <a href="#">47.14</a> | <a href="#">47.73</a> | <a href="#">48.33</a> | <a href="#">48.93</a> | <a href="#">49.54</a> | <a href="#">50.16</a> | <a href="#">50.79</a> | <a href="#">51.42</a> | <a href="#">52.06</a> | <a href="#">52.71</a> | <a href="#">53.37</a> | <a href="#">54.04</a> | <a href="#">54.72</a> | <a href="#">55.40</a> | <a href="#">56.09</a> | <a href="#">56.79</a> | <a href="#">57.50</a>  | <a href="#">58.22</a>  |
| 1005 | A | City Attorney, Chief Deputy                | <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> | <a href="#">83.76</a> | <a href="#">84.81</a> | <a href="#">85.87</a> | <a href="#">86.94</a> | <a href="#">88.03</a> | <a href="#">89.13</a>  | <a href="#">90.24</a>  |
| 1004 | A | City Attorney, Deputy                      | <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> | <a href="#">62.18</a> | <a href="#">62.96</a> | <a href="#">63.75</a> | <a href="#">64.55</a> | <a href="#">65.36</a> | <a href="#">66.18</a> | <a href="#">67.01</a> | <a href="#">67.85</a> | <a href="#">68.70</a> | <a href="#">69.56</a> | <a href="#">70.43</a> | <a href="#">71.31</a>  | <a href="#">72.20</a>  |
| 1001 | A | City Attorney, Prosecuting                 | <a href="#">36.33</a> | <a href="#">36.78</a> | <a href="#">37.24</a> | <a href="#">37.71</a> | <a href="#">38.18</a> | <a href="#">38.66</a> | <a href="#">39.14</a> | <a href="#">39.63</a> | <a href="#">40.13</a> | <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>  |
| 0746 | A | City Manager, Assistant                    | <a href="#">72.66</a> | <a href="#">73.57</a> | <a href="#">74.49</a> | <a href="#">75.42</a> | <a href="#">76.36</a> | <a href="#">77.31</a> | <a href="#">78.28</a> | <a href="#">79.26</a> | <a href="#">80.25</a> | <a href="#">81.25</a> | <a href="#">82.27</a> | <a href="#">83.30</a> | <a href="#">84.34</a> | <a href="#">85.39</a> | <a href="#">86.46</a> | <a href="#">87.54</a> | <a href="#">88.63</a> | <a href="#">89.74</a> | <a href="#">90.86</a> | <a href="#">92.00</a>  | <a href="#">93.15</a>  |
| 0744 | A | City Manager, Assistant to the             | <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> | <a href="#">66.90</a> | <a href="#">67.74</a>  | <a href="#">68.59</a>  |
| 0805 | A | Community & Media Services Manager         | <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="#">62.78</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>  |
| 0630 | A | Conservation Program Manager               | <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> | <a href="#">40.83</a> | <a href="#">41.34</a> | <a href="#">41.86</a> | <a href="#">42.38</a> | <a href="#">42.91</a> | <a href="#">43.45</a> | <a href="#">43.99</a> | <a href="#">44.54</a> | <a href="#">45.10</a> | <a href="#">45.66</a>  | <a href="#">46.23</a>  |
| 0620 | A | Conservation Supervisor                    | <a href="#">41.48</a> | <a href="#">42.00</a> | <a href="#">42.52</a> | <a href="#">43.05</a> | <a href="#">43.59</a> | <a href="#">44.13</a> | <a href="#">44.68</a> | <a href="#">45.24</a> | <a href="#">45.81</a> | <a href="#">46.38</a> | <a href="#">46.96</a> | <a href="#">47.55</a> | <a href="#">48.14</a> | <a href="#">48.74</a> | <a href="#">49.35</a> | <a href="#">49.97</a> | <a href="#">50.59</a> | <a href="#">51.22</a> | <a href="#">51.86</a> | <a href="#">52.51</a>  | <a href="#">53.17</a>  |
| 1124 | A | Contract & Program Auditor                 | <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="#">32.00</a> | <a href="#">32.40</a> | <a href="#">32.80</a> | <a href="#">33.21</a> | <a href="#">33.63</a> | <a href="#">34.05</a> | <a href="#">34.48</a> | <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>  |
| 0727 | A | Customer Services Assistant Manager        | <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> | <a href="#">55.10</a> | <a href="#">55.79</a> | <a href="#">56.49</a> | <a href="#">57.20</a> | <a href="#">57.91</a> | <a href="#">58.63</a> | <a href="#">59.36</a> | <a href="#">60.10</a> | <a href="#">60.85</a> | <a href="#">61.61</a> | <a href="#">62.38</a> | <a href="#">63.16</a> | <a href="#">63.95</a> | <a href="#">64.75</a> | <a href="#">65.56</a>  | <a href="#">66.38</a>  |
| 0616 | A | Customer Services Manager                  | <a href="#">72.63</a> | <a href="#">73.54</a> | <a href="#">74.46</a> | <a href="#">75.39</a> | <a href="#">76.33</a> | <a href="#">77.28</a> | <a href="#">78.25</a> | <a href="#">79.23</a> | <a href="#">80.22</a> | <a href="#">81.22</a> | <a href="#">82.24</a> | <a href="#">83.27</a> | <a href="#">84.31</a> | <a href="#">85.36</a> | <a href="#">86.43</a> | <a href="#">87.51</a> | <a href="#">88.60</a> | <a href="#">89.71</a> | <a href="#">90.83</a> | <a href="#">91.97</a>  | <a href="#">93.12</a>  |
| 4605 |   | Department Aide                            | <a href="#">12.18</a> | <a href="#">12.33</a> | <a href="#">12.48</a> | <a href="#">12.64</a> | <a href="#">12.80</a> | <a href="#">12.96</a> | <a href="#">13.12</a> | <a href="#">13.28</a> | <a href="#">13.45</a> | <a href="#">13.62</a> | <a href="#">13.79</a> | <a href="#">13.96</a> | <a href="#">14.13</a> | <a href="#">14.31</a> | <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>  |
| 2070 | A | Engineer                                   | <a href="#">37.10</a> | <a href="#">37.56</a> | <a href="#">38.03</a> | <a href="#">38.51</a> | <a href="#">38.99</a> | <a href="#">39.48</a> | <a href="#">39.97</a> | <a href="#">40.47</a> | <a href="#">40.98</a> | <a href="#">41.49</a> | <a href="#">42.01</a> | <a href="#">42.54</a> | <a href="#">43.07</a> | <a href="#">43.61</a> | <a href="#">44.16</a> | <a href="#">44.71</a> | <a href="#">45.27</a> | <a href="#">45.84</a> | <a href="#">46.41</a> | <a href="#">46.99</a>  | <a href="#">47.58</a>  |
| 8028 |   | Engineer in Training                       | <a href="#">25.37</a> | <a href="#">25.69</a> | <a href="#">26.01</a> | <a href="#">26.34</a> | <a href="#">26.67</a> | <a href="#">27.00</a> | <a href="#">27.34</a> | <a href="#">27.68</a> | <a href="#">28.03</a> | <a href="#">28.38</a> | <a href="#">28.73</a> | <a href="#">29.09</a> | <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>  |
| 2068 | A | Engineer, Associate                        | <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> | <a href="#">39.82</a> | <a href="#">40.32</a> | <a href="#">40.82</a>  | <a href="#">41.33</a>  |
| 2073 | A | Engineer, Principal                        | <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> | <a href="#">56.46</a> | <a href="#">57.17</a> | <a href="#">57.88</a> | <a href="#">58.60</a> | <a href="#">59.33</a>  | <a href="#">60.07</a>  |
| 2082 | A | Engineer, Professional                     | <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> | <a href="#">45.23</a> | <a href="#">45.80</a> | <a href="#">46.37</a> | <a href="#">46.95</a> | <a href="#">47.54</a> | <a href="#">48.13</a> | <a href="#">48.73</a> | <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>  |
| 2083 | A | Engineer, Senior                           | <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> | <a href="#">45.23</a> | <a href="#">45.80</a> | <a href="#">46.37</a> | <a href="#">46.95</a> | <a href="#">47.54</a> | <a href="#">48.13</a> | <a href="#">48.73</a> | <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>  |
| 2060 | A | Engineer, Senior Principal                 | <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> | <a href="#">55.03</a> | <a href="#">55.72</a> | <a href="#">56.42</a> | <a href="#">57.13</a> | <a href="#">57.84</a> | <a href="#">58.56</a> | <a href="#">59.29</a> | <a href="#">60.03</a> | <a href="#">60.78</a> | <a href="#">61.54</a> | <a href="#">62.31</a> | <a href="#">63.09</a> | <a href="#">63.88</a> | <a href="#">64.68</a> | <a href="#">65.49</a>  | <a href="#">66.31</a>  |
| 0758 | A | Environmental Services Director            | <a href="#">79.57</a> | <a href="#">80.56</a> | <a href="#">81.57</a> | <a href="#">82.59</a> | <a href="#">83.62</a> | <a href="#">84.67</a> | <a href="#">85.73</a> | <a href="#">86.80</a> | <a href="#">87.88</a> | <a href="#">88.98</a> | <a href="#">90.09</a> | <a href="#">91.22</a> | <a href="#">92.36</a> | <a href="#">93.51</a> | <a href="#">94.68</a> | <a href="#">95.86</a> | <a href="#">97.06</a> | <a href="#">98.27</a> | <a href="#">99.50</a> | <a href="#">100.74</a> | <a href="#">102.00</a> |
| 2059 | A | Environmental Services Director, Assistant | <a href="#">68.39</a> | <a href="#">69.24</a> | <a href="#">70.11</a> | <a href="#">70.99</a> | <a href="#">71.88</a> | <a href="#">72.78</a> | <a href="#">73.69</a> | <a href="#">74.61</a> | <a href="#">75.54</a> | <a href="#">76.48</a> | <a href="#">77.44</a> | <a href="#">78.41</a> | <a href="#">79.39</a> | <a href="#">80.38</a> | <a href="#">81.38</a> | <a href="#">82.40</a> | <a href="#">83.43</a> | <a href="#">84.47</a> | <a href="#">85.53</a> | <a href="#">86.60</a>  | <a href="#">87.68</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                     |
|------|---|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 2056 | A | Environmental Services Division Manager            | <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> | <a href="#">66.90</a> | <a href="#">67.74</a> | <a href="#">68.59</a> | <a href="#">69.45</a>  | <a href="#">70.32</a>  | <a href="#">71.20</a>  | <a href="#">72.09</a>  | <a href="#">72.99</a>  | <a href="#">73.90</a>  | <a href="#">74.82</a>  | <a href="#">75.76</a>  |
| 2057 | A | Environmental Services Division Manager, Assistant | <a href="#">53.72</a> | <a href="#">54.39</a> | <a href="#">55.07</a> | <a href="#">55.76</a> | <a href="#">56.46</a> | <a href="#">57.17</a> | <a href="#">57.88</a> | <a href="#">58.60</a> | <a href="#">59.33</a> | <a href="#">60.07</a> | <a href="#">60.82</a> | <a href="#">61.58</a> | <a href="#">62.35</a> | <a href="#">63.13</a>  | <a href="#">63.92</a>  | <a href="#">64.72</a>  | <a href="#">65.53</a>  | <a href="#">66.35</a>  | <a href="#">67.18</a>  | <a href="#">68.02</a>  | <a href="#">68.87</a>  |
| 0820 | A | Executive Assistant                                | <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> | <a href="#">38.89</a> | <a href="#">39.38</a> | <a href="#">39.87</a> | <a href="#">40.37</a> | <a href="#">40.87</a> | <a href="#">41.38</a> | <a href="#">41.90</a>  | <a href="#">42.42</a>  | <a href="#">42.95</a>  | <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>  |
| 0767 | A | Fire Chief   | <a href="#">85.67</a> | <a href="#">86.74</a> | <a href="#">87.82</a> | <a href="#">88.92</a> | <a href="#">90.03</a> | <a href="#">91.16</a> | <a href="#">92.30</a> | <a href="#">93.45</a> | <a href="#">94.62</a> | <a href="#">95.80</a> | <a href="#">97.00</a> | <a href="#">98.21</a> | <a href="#">99.44</a> | <a href="#">100.68</a> | <a href="#">101.94</a> | <a href="#">103.21</a> | <a href="#">104.50</a> | <a href="#">105.81</a> | <a href="#">107.13</a> | <a href="#">108.47</a> | <a href="#">109.83</a> |
| 0518 | A | Fire Department Manager                            | <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="#">51.44</a> | <a href="#">52.08</a> | <a href="#">52.73</a> | <a href="#">53.39</a> | <a href="#">54.06</a> | <a href="#">54.74</a> | <a href="#">55.42</a> | <a href="#">56.11</a> | <a href="#">56.81</a>  | <a href="#">57.52</a>  | <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>  |
| 4215 | A | Forensics Manager                                  | <a href="#">43.12</a> | <a href="#">43.66</a> | <a href="#">44.21</a> | <a href="#">44.76</a> | <a href="#">45.32</a> | <a href="#">45.89</a> | <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>  |
| 0726 | A | Government Relations Analyst                       | <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>  | <a href="#">59.49</a>  | <a href="#">60.23</a>  | <a href="#">60.98</a>  | <a href="#">61.74</a>  |
| 0724 | A | Government Relations Officer                       | <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="#">68.45</a> | <a href="#">69.31</a> | <a href="#">70.18</a>  | <a href="#">71.06</a>  | <a href="#">71.95</a>  | <a href="#">72.85</a>  | <a href="#">73.76</a>  | <a href="#">74.68</a>  | <a href="#">75.61</a>  | <a href="#">76.56</a>  |
| 2310 | A | Historic Preservation Coordinator                  | <a href="#">27.63</a> | <a href="#">27.98</a> | <a href="#">28.33</a> | <a href="#">28.68</a> | <a href="#">29.04</a> | <a href="#">29.40</a> | <a href="#">29.77</a> | <a href="#">30.14</a> | <a href="#">30.52</a> | <a href="#">30.90</a> | <a href="#">31.29</a> | <a href="#">31.68</a> | <a href="#">32.08</a> | <a href="#">32.48</a>  | <a href="#">32.89</a>  | <a href="#">33.30</a>  | <a href="#">33.72</a>  | <a href="#">34.14</a>  | <a href="#">34.57</a>  | <a href="#">35.00</a>  | <a href="#">35.44</a>  |
| 2309 | A | Historic Preservation Officer                      | <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="#">47.39</a>  | <a href="#">47.98</a>  | <a href="#">48.58</a>  |
| 0735 | A | Human Resources Director                           | <a href="#">67.78</a> | <a href="#">68.63</a> | <a href="#">69.49</a> | <a href="#">70.36</a> | <a href="#">71.24</a> | <a href="#">72.13</a> | <a href="#">73.03</a> | <a href="#">73.94</a> | <a href="#">74.86</a> | <a href="#">75.80</a> | <a href="#">76.75</a> | <a href="#">77.71</a> | <a href="#">78.68</a> | <a href="#">79.66</a>  | <a href="#">80.66</a>  | <a href="#">81.67</a>  | <a href="#">82.69</a>  | <a href="#">83.72</a>  | <a href="#">84.77</a>  | <a href="#">85.83</a>  | <a href="#">86.90</a>  |
| 1125 | A | Human Resources Director, Assistant                | <a href="#">56.49</a> | <a href="#">57.20</a> | <a href="#">57.92</a> | <a href="#">58.64</a> | <a href="#">59.37</a> | <a href="#">60.11</a> | <a href="#">60.86</a> | <a href="#">61.62</a> | <a href="#">62.39</a> | <a href="#">63.17</a> | <a href="#">63.96</a> | <a href="#">64.76</a> | <a href="#">65.57</a> | <a href="#">66.39</a>  | <a href="#">67.22</a>  | <a href="#">68.06</a>  | <a href="#">68.91</a>  | <a href="#">69.77</a>  | <a href="#">70.64</a>  | <a href="#">71.52</a>  | <a href="#">72.41</a>  |
| 1136 | A | Human Resources Manager                            | <a href="#">40.97</a> | <a href="#">41.48</a> | <a href="#">42.00</a> | <a href="#">42.52</a> | <a href="#">43.05</a> | <a href="#">43.59</a> | <a href="#">44.13</a> | <a href="#">44.68</a> | <a href="#">45.24</a> | <a href="#">45.81</a> | <a href="#">46.38</a> | <a href="#">46.96</a> | <a href="#">47.55</a> | <a href="#">48.14</a>  | <a href="#">48.74</a>  | <a href="#">49.35</a>  | <a href="#">49.97</a>  | <a href="#">50.59</a>  | <a href="#">51.22</a>  | <a href="#">51.86</a>  | <a href="#">52.51</a>  |
| 0835 | A | Information Technology Director                    | <a href="#">77.55</a> | <a href="#">78.52</a> | <a href="#">79.50</a> | <a href="#">80.49</a> | <a href="#">81.50</a> | <a href="#">82.52</a> | <a href="#">83.55</a> | <a href="#">84.59</a> | <a href="#">85.65</a> | <a href="#">86.72</a> | <a href="#">87.80</a> | <a href="#">88.90</a> | <a href="#">90.01</a> | <a href="#">91.14</a>  | <a href="#">92.28</a>  | <a href="#">93.43</a>  | <a href="#">94.60</a>  | <a href="#">95.78</a>  | <a href="#">96.98</a>  | <a href="#">98.19</a>  | <a href="#">99.42</a>  |
| 0837 | A | Information Technology Director, Assistant         | <a href="#">63.67</a> | <a href="#">64.47</a> | <a href="#">65.28</a> | <a href="#">66.10</a> | <a href="#">66.93</a> | <a href="#">67.77</a> | <a href="#">68.62</a> | <a href="#">69.48</a> | <a href="#">70.35</a> | <a href="#">71.23</a> | <a href="#">72.12</a> | <a href="#">73.02</a> | <a href="#">73.93</a> | <a href="#">74.85</a>  | <a href="#">75.79</a>  | <a href="#">76.74</a>  | <a href="#">77.70</a>  | <a href="#">78.67</a>  | <a href="#">79.65</a>  | <a href="#">80.65</a>  | <a href="#">81.66</a>  |
| 0140 | A | Information Technology Manager                     | <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> | <a href="#">56.80</a> | <a href="#">57.51</a> | <a href="#">58.23</a> | <a href="#">58.96</a> | <a href="#">59.70</a> | <a href="#">60.45</a> | <a href="#">61.21</a>  | <a href="#">61.98</a>  | <a href="#">62.75</a>  | <a href="#">63.53</a>  | <a href="#">64.32</a>  | <a href="#">65.12</a>  | <a href="#">65.93</a>  | <a href="#">66.75</a>  |
| 0136 | A | Information Technology Supervisor                  | <a href="#">47.17</a> | <a href="#">47.76</a> | <a href="#">48.36</a> | <a href="#">48.96</a> | <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>  |
| 1123 |   | Labor Relations Analyst                            | <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>  | <a href="#">39.82</a>  | <a href="#">40.32</a>  | <a href="#">40.82</a>  |
| 0553 |   | LEOFF 1 Specialist                                 | <a href="#">27.06</a> | <a href="#">27.40</a> | <a href="#">27.74</a> | <a href="#">28.09</a> | <a href="#">28.44</a> | <a href="#">28.80</a> | <a href="#">29.16</a> | <a href="#">29.52</a> | <a href="#">29.89</a> | <a href="#">30.26</a> | <a href="#">30.64</a> | <a href="#">31.02</a> | <a href="#">31.41</a> | <a href="#">31.80</a>  | <a href="#">32.20</a>  | <a href="#">32.60</a>  | <a href="#">33.01</a>  | <a href="#">33.42</a>  | <a href="#">33.84</a>  | <a href="#">34.26</a>  | <a href="#">34.69</a>  |
| 1120 | A | Management Analyst II                              | <a href="#">31.71</a> | <a href="#">32.11</a> | <a href="#">32.51</a> | <a href="#">32.92</a> | <a href="#">33.33</a> | <a href="#">33.75</a> | <a href="#">34.17</a> | <a href="#">34.60</a> | <a href="#">35.03</a> | <a href="#">35.47</a> | <a href="#">35.91</a> | <a href="#">36.36</a> | <a href="#">36.81</a> | <a href="#">37.27</a>  | <a href="#">37.74</a>  | <a href="#">38.21</a>  | <a href="#">38.69</a>  | <a href="#">39.17</a>  | <a href="#">39.66</a>  | <a href="#">40.16</a>  | <a href="#">40.66</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                    |
|------|---|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1135 | A | Management Analyst III                            | <a href="#">39.48</a> | <a href="#">39.97</a> | <a href="#">40.47</a> | <a href="#">40.98</a> | <a href="#">41.49</a> | <a href="#">42.01</a> | <a href="#">42.54</a> | <a href="#">43.07</a> | <a href="#">43.61</a> | <a href="#">44.16</a> | <a href="#">44.71</a> | <a href="#">45.27</a> | <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="#">50.63</a> |
| 4607 |   | Management Fellow                                 | <a href="#">19.17</a> | <a href="#">19.41</a> | <a href="#">19.65</a> | <a href="#">19.90</a> | <a href="#">20.15</a> | <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> |
| 0841 | A | Market Development Program Manager                | <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> | <a href="#">54.12</a> | <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> |
| 0842 | A | Market Development Research Analyst               | <a href="#">45.55</a> | <a href="#">46.12</a> | <a href="#">46.70</a> | <a href="#">47.28</a> | <a href="#">47.87</a> | <a href="#">48.47</a> | <a href="#">49.08</a> | <a href="#">49.69</a> | <a href="#">50.31</a> | <a href="#">50.94</a> | <a href="#">51.58</a> | <a href="#">52.22</a> | <a href="#">52.87</a> | <a href="#">53.53</a> | <a href="#">54.20</a> | <a href="#">54.88</a> | <a href="#">55.57</a> | <a href="#">56.26</a> | <a href="#">56.96</a> | <a href="#">57.67</a> | <a href="#">58.39</a> |
| 0840 | A | Marketing & Development Manager                   | <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> |
| 1165 | A | Marketing Assistant                               | <a href="#">18.11</a> | <a href="#">18.34</a> | <a href="#">18.57</a> | <a href="#">18.80</a> | <a href="#">19.03</a> | <a href="#">19.27</a> | <a href="#">19.51</a> | <a href="#">19.75</a> | <a href="#">20.00</a> | <a href="#">20.25</a> | <a href="#">20.50</a> | <a href="#">20.76</a> | <a href="#">21.02</a> | <a href="#">21.28</a> | <a href="#">21.55</a> | <a href="#">21.82</a> | <a href="#">22.09</a> | <a href="#">22.37</a> | <a href="#">22.65</a> | <a href="#">22.93</a> | <a href="#">23.22</a> |
| 5506 | A | Marketing Coordinator                             | <a href="#">26.59</a> | <a href="#">26.92</a> | <a href="#">27.26</a> | <a href="#">27.60</a> | <a href="#">27.94</a> | <a href="#">28.29</a> | <a href="#">28.64</a> | <a href="#">29.00</a> | <a href="#">29.36</a> | <a href="#">29.73</a> | <a href="#">30.10</a> | <a href="#">30.48</a> | <a href="#">30.86</a> | <a href="#">31.25</a> | <a href="#">31.64</a> | <a href="#">32.04</a> | <a href="#">32.44</a> | <a href="#">32.85</a> | <a href="#">33.26</a> | <a href="#">33.68</a> | <a href="#">34.10</a> |
| 2106 | A | Natural Resources Biologist I                     | <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> | <a href="#">40.40</a> |
| 2091 | A | Natural Resources Manager                         | <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="#">63.59</a> | <a href="#">64.38</a> | <a href="#">65.18</a> | <a href="#">65.99</a> | <a href="#">66.81</a> | <a href="#">67.65</a> | <a href="#">68.50</a> | <a href="#">69.36</a> | <a href="#">70.23</a> | <a href="#">71.11</a> | <a href="#">72.00</a> | <a href="#">72.90</a> | <a href="#">73.81</a> | <a href="#">74.73</a> | <a href="#">75.66</a> |
| 2107 |   | Natural Resources Technician I                    | <a href="#">19.76</a> | <a href="#">20.01</a> | <a href="#">20.26</a> | <a href="#">20.51</a> | <a href="#">20.77</a> | <a href="#">21.03</a> | <a href="#">21.29</a> | <a href="#">21.56</a> | <a href="#">21.83</a> | <a href="#">22.10</a> | <a href="#">22.38</a> | <a href="#">22.66</a> | <a href="#">22.94</a> | <a href="#">23.23</a> | <a href="#">23.52</a> | <a href="#">23.81</a> | <a href="#">24.11</a> | <a href="#">24.41</a> | <a href="#">24.72</a> | <a href="#">25.03</a> | <a href="#">25.34</a> |
| 2090 | A | Natural Resources Technician II                   | <a href="#">27.67</a> | <a href="#">28.02</a> | <a href="#">28.37</a> | <a href="#">28.72</a> | <a href="#">29.08</a> | <a href="#">29.44</a> | <a href="#">29.81</a> | <a href="#">30.18</a> | <a href="#">30.56</a> | <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> |
| 0754 | A | Neighborhood & Community Services Program Manager | <a href="#">37.71</a> | <a href="#">38.18</a> | <a href="#">38.66</a> | <a href="#">39.14</a> | <a href="#">39.63</a> | <a href="#">40.13</a> | <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="#">46.57</a> | <a href="#">47.15</a> | <a href="#">47.74</a> | <a href="#">48.34</a> |
| 2534 |   | Neighborhood & Community Services Supervisor      | <a href="#">31.37</a> | <a href="#">31.76</a> | <a href="#">32.16</a> | <a href="#">32.56</a> | <a href="#">32.97</a> | <a href="#">33.38</a> | <a href="#">33.80</a> | <a href="#">34.22</a> | <a href="#">34.65</a> | <a href="#">35.08</a> | <a href="#">35.52</a> | <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> |
| 4602 |   | Occupational Intern, Skilled                      | <a href="#">12.18</a> | <a href="#">12.33</a> | <a href="#">12.48</a> | <a href="#">12.64</a> | <a href="#">12.80</a> | <a href="#">12.96</a> | <a href="#">13.12</a> | <a href="#">13.28</a> | <a href="#">13.45</a> | <a href="#">13.62</a> | <a href="#">13.79</a> | <a href="#">13.96</a> | <a href="#">14.13</a> | <a href="#">14.31</a> | <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> |
| 0738 | A | Office Administrator                              | <a href="#">28.39</a> | <a href="#">28.74</a> | <a href="#">29.10</a> | <a href="#">29.46</a> | <a href="#">29.83</a> | <a href="#">30.20</a> | <a href="#">30.58</a> | <a href="#">30.96</a> | <a href="#">31.35</a> | <a href="#">31.74</a> | <a href="#">32.14</a> | <a href="#">32.54</a> | <a href="#">32.95</a> | <a href="#">33.36</a> | <a href="#">33.78</a> | <a href="#">34.20</a> | <a href="#">34.63</a> | <a href="#">35.06</a> | <a href="#">35.50</a> | <a href="#">35.94</a> | <a href="#">36.39</a> |
| 0739 | A | Office Manager                                    | <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> | <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> |
| 0533 | A | Operations Manager                                | <a href="#">46.54</a> | <a href="#">47.12</a> | <a href="#">47.71</a> | <a href="#">48.31</a> | <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> |
| 0730 | A | PAF-Tacoma Venues & Events Director               | <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> |
| 0731 | A | PAF-Tacoma Venues & Events Director Deputy        | 48.78                 | 49.39                 | 50.01                 | 50.63                 | 51.27                 | 51.91                 | 52.56                 | 53.21                 | 53.88                 | 54.55                 | 55.23                 | 55.92                 | 56.62                 | 57.33                 | 58.05                 | 58.77                 | 59.51                 | 60.25                 | 61.01                 | 61.77                 | 62.54                 |
| 0732 | A | PAF-Tacoma Venues & Events Division Manager       | 37.03                 | 37.49                 | 37.96                 | 38.43                 | 38.91                 | 39.40                 | 39.89                 | 40.39                 | 40.90                 | 41.41                 | 41.92                 | 42.45                 | 42.98                 | 43.52                 | 44.06                 | 44.61                 | 45.17                 | 45.73                 | 46.31                 | 46.88                 | 47.47                 |

**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 | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Event Services Coordinator     | 27.60                 | 27.94                 | 28.29                 | 28.64                 | 29.00                 | 29.37                 | 29.73                  | 30.10                  | 30.48                  | 30.86                  | 31.25                  | 31.64                  | 32.03                  | 32.43                  | 32.84                  | 33.25                  | 33.66                  | 34.09                  | 34.51                  | 34.94                  | 35.38                  |
| 1168 | A | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Event Services Manager         | 30.66                 | 31.05                 | 31.43                 | 31.83                 | 32.22                 | 32.63                 | 33.03                  | 33.45                  | 33.87                  | 34.29                  | 34.72                  | 35.15                  | 35.59                  | 36.04                  | 36.49                  | 36.94                  | 37.40                  | 37.87                  | 38.35                  | 38.82                  | 39.31                  |
| 0728 | A | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Marketing Manager              | 34.67                 | 35.10                 | 35.54                 | 35.99                 | 36.44                 | 36.89                 | 37.35                  | 37.82                  | 38.29                  | 38.77                  | 39.26                  | 39.75                  | 40.24                  | 40.75                  | 41.26                  | 41.77                  | 42.30                  | 42.82                  | 43.36                  | 43.90                  | 44.45                  |
| 0733 | A | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Operations Manager             | 43.90                 | 44.45                 | 45.00                 | 45.57                 | 46.14                 | 46.71                 | 47.30                  | 47.89                  | 48.49                  | 49.09                  | 49.71                  | 50.33                  | 50.96                  | 51.59                  | 52.24                  | 52.89                  | 53.55                  | 54.22                  | 54.90                  | 55.59                  | 56.28                  |
| 1215 | A | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Sales Coordinator              | 23.38                 | 23.67                 | 23.96                 | 24.26                 | 24.57                 | 24.87                 | 25.19                  | 25.50                  | 25.82                  | 26.14                  | 26.47                  | 26.80                  | 27.13                  | 27.47                  | 27.82                  | 28.17                  | 28.52                  | 28.87                  | 29.23                  | 29.60                  | 29.97                  |
| 1156 |   | <a href="#">PAF-Tacoma Venues &amp; Events</a><br>Technical Services Coordinator | 21.47                 | 21.73                 | 22.01                 | 22.28                 | 22.56                 | 22.84                 | 23.13                  | 23.42                  | 23.71                  | 24.01                  | 24.31                  | 24.61                  | 24.92                  | 25.23                  | 25.54                  | 25.86                  | 26.19                  | 26.51                  | 26.84                  | 27.18                  | 27.52                  |
| 1009 | A | Paralegal  | <a href="#">26.61</a> | <a href="#">26.94</a> | <a href="#">27.28</a> | <a href="#">27.62</a> | <a href="#">27.97</a> | <a href="#">28.32</a> | <a href="#">28.67</a>  | <a href="#">29.03</a>  | <a href="#">29.39</a>  | <a href="#">29.76</a>  | <a href="#">30.13</a>  | <a href="#">30.51</a>  | <a href="#">30.89</a>  | <a href="#">31.28</a>  | <a href="#">31.67</a>  | <a href="#">32.07</a>  | <a href="#">32.47</a>  | <a href="#">32.88</a>  | <a href="#">33.29</a>  | <a href="#">33.71</a>  | <a href="#">34.13</a>  |
| 1010 | A | Paralegal, Senior  | <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>  |
| 2221 |   | Planner, Principal   | <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="#">47.39</a>  | <a href="#">47.98</a>  | <a href="#">48.58</a>  |
| 0719 | A | Planning & Development Services Director   | <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="#">79.78</a>  | <a href="#">80.78</a>  | <a href="#">81.79</a>  | <a href="#">82.81</a>  | <a href="#">83.85</a>  | <a href="#">84.90</a>  | <a href="#">85.96</a>  |
| 0772 | A | Police Chief   | <a href="#">85.67</a> | <a href="#">86.74</a> | <a href="#">87.82</a> | <a href="#">88.92</a> | <a href="#">90.03</a> | <a href="#">91.16</a> | <a href="#">92.30</a>  | <a href="#">93.45</a>  | <a href="#">94.62</a>  | <a href="#">95.80</a>  | <a href="#">97.00</a>  | <a href="#">98.21</a>  | <a href="#">99.44</a>  | <a href="#">100.68</a> | <a href="#">101.94</a> | <a href="#">103.21</a> | <a href="#">104.50</a> | <a href="#">105.81</a> | <a href="#">107.13</a> | <a href="#">108.47</a> | <a href="#">109.83</a> |
| 5123 | A | Power Analyst  | <a href="#">45.78</a> | <a href="#">46.35</a> | <a href="#">46.93</a> | <a href="#">47.52</a> | <a href="#">48.11</a> | <a href="#">48.71</a> | <a href="#">49.32</a>  | <a href="#">49.94</a>  | <a href="#">50.56</a>  | <a href="#">51.19</a>  | <a href="#">51.83</a>  | <a href="#">52.48</a>  | <a href="#">53.14</a>  | <a href="#">53.80</a>  | <a href="#">54.47</a>  | <a href="#">55.15</a>  | <a href="#">55.84</a>  | <a href="#">56.54</a>  | <a href="#">57.25</a>  | <a href="#">57.97</a>  | <a href="#">58.69</a>  |
| 5128 | A | Power Analyst, Senior  | <a href="#">50.84</a> | <a href="#">51.48</a> | <a href="#">52.12</a> | <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="#">64.40</a>  | <a href="#">65.21</a>  |
| 0815 | A | Power Section Assistant Manager I  | <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>  | <a href="#">75.59</a>  | <a href="#">76.53</a>  | <a href="#">77.49</a>  | <a href="#">78.46</a>  | <a href="#">79.44</a>  | <a href="#">80.43</a>  |
| 0817 | A | Power Section Assistant Manager II   | <a href="#">71.76</a> | <a href="#">72.66</a> | <a href="#">73.57</a> | <a href="#">74.49</a> | <a href="#">75.42</a> | <a href="#">76.36</a> | <a href="#">77.31</a>  | <a href="#">78.28</a>  | <a href="#">79.26</a>  | <a href="#">80.25</a>  | <a href="#">81.25</a>  | <a href="#">82.27</a>  | <a href="#">83.30</a>  | <a href="#">84.34</a>  | <a href="#">85.39</a>  | <a href="#">86.46</a>  | <a href="#">87.54</a>  | <a href="#">88.63</a>  | <a href="#">89.74</a>  | <a href="#">90.86</a>  | <a href="#">92.00</a>  |
| 0816 | A | Power Section Manager  | <a href="#">93.27</a> | <a href="#">94.44</a> | <a href="#">95.62</a> | <a href="#">96.82</a> | <a href="#">98.03</a> | <a href="#">99.26</a> | <a href="#">100.50</a> | <a href="#">101.76</a> | <a href="#">103.03</a> | <a href="#">104.32</a> | <a href="#">105.62</a> | <a href="#">106.94</a> | <a href="#">108.28</a> | <a href="#">109.63</a> | <a href="#">111.00</a> | <a href="#">112.39</a> | <a href="#">113.79</a> | <a href="#">115.21</a> | <a href="#">116.65</a> | <a href="#">118.11</a> | <a href="#">119.59</a> |
| 5248 | A | Power Supervisor I   | <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> | <a href="#">40.17</a>  | <a href="#">40.67</a>  | <a href="#">41.18</a>  | <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>  |
| 5251 | A | Power Supervisor II  | <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>  | <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>  |
| 5249 | A | Power Supervisor III   | <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>  | <a href="#">66.37</a>  | <a href="#">67.20</a>  | <a href="#">68.04</a>  | <a href="#">68.89</a>  | <a href="#">69.75</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           |
|------|---|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 2322 |   | Program Development Specialist           | <u>27.63</u> | <u>27.98</u> | <u>28.33</u> | <u>28.68</u> | <u>29.04</u> | <u>29.40</u> | <u>29.77</u> | <u>30.14</u> | <u>30.52</u> | <u>30.90</u> | <u>31.29</u> | <u>31.68</u> | <u>32.08</u> | <u>32.48</u> | <u>32.89</u> | <u>33.30</u> | <u>33.72</u> | <u>34.14</u> | <u>34.57</u> | <u>35.00</u> | <u>35.44</u> |
| 2321 |   | Program Development Specialist, Lead     | <u>30.73</u> | <u>31.11</u> | <u>31.50</u> | <u>31.89</u> | <u>32.29</u> | <u>32.69</u> | <u>33.10</u> | <u>33.51</u> | <u>33.93</u> | <u>34.35</u> | <u>34.78</u> | <u>35.21</u> | <u>35.65</u> | <u>36.10</u> | <u>36.55</u> | <u>37.01</u> | <u>37.47</u> | <u>37.94</u> | <u>38.41</u> | <u>38.89</u> | <u>39.38</u> |
| 0720 | A | Project Manager                          | <u>41.99</u> | <u>42.51</u> | <u>43.04</u> | <u>43.58</u> | <u>44.12</u> | <u>44.67</u> | <u>45.23</u> | <u>45.80</u> | <u>46.37</u> | <u>46.95</u> | <u>47.54</u> | <u>48.13</u> | <u>48.73</u> | <u>49.34</u> | <u>49.96</u> | <u>50.58</u> | <u>51.21</u> | <u>51.85</u> | <u>52.50</u> | <u>53.16</u> | <u>53.82</u> |
| 2502 |   | Project Specialist                       | <u>23.31</u> | <u>23.60</u> | <u>23.90</u> | <u>24.20</u> | <u>24.50</u> | <u>24.81</u> | <u>25.12</u> | <u>25.43</u> | <u>25.75</u> | <u>26.07</u> | <u>26.40</u> | <u>26.73</u> | <u>27.06</u> | <u>27.40</u> | <u>27.74</u> | <u>28.09</u> | <u>28.44</u> | <u>28.80</u> | <u>29.16</u> | <u>29.52</u> | <u>29.89</u> |
| 0757 | A | Public Works Director                    | <u>72.00</u> | <u>72.90</u> | <u>73.81</u> | <u>74.73</u> | <u>75.66</u> | <u>76.61</u> | <u>77.57</u> | <u>78.54</u> | <u>79.52</u> | <u>80.51</u> | <u>81.52</u> | <u>82.54</u> | <u>83.57</u> | <u>84.61</u> | <u>85.67</u> | <u>86.74</u> | <u>87.82</u> | <u>88.92</u> | <u>90.03</u> | <u>91.16</u> | <u>92.30</u> |
| 0755 | A | Public Works Director, Assistant         | <u>62.62</u> | <u>63.40</u> | <u>64.19</u> | <u>64.99</u> | <u>65.80</u> | <u>66.62</u> | <u>67.45</u> | <u>68.29</u> | <u>69.14</u> | <u>70.00</u> | <u>70.88</u> | <u>71.77</u> | <u>72.67</u> | <u>73.58</u> | <u>74.50</u> | <u>75.43</u> | <u>76.37</u> | <u>77.32</u> | <u>78.29</u> | <u>79.27</u> | <u>80.26</u> |
| 2054 | A | Public Works Division Manager            | <u>56.87</u> | <u>57.58</u> | <u>58.30</u> | <u>59.03</u> | <u>59.77</u> | <u>60.52</u> | <u>61.28</u> | <u>62.05</u> | <u>62.83</u> | <u>63.62</u> | <u>64.42</u> | <u>65.23</u> | <u>66.05</u> | <u>66.88</u> | <u>67.72</u> | <u>68.57</u> | <u>69.43</u> | <u>70.30</u> | <u>71.18</u> | <u>72.07</u> | <u>72.97</u> |
| 2055 | A | Public Works Division Manager, Assistant | <u>51.74</u> | <u>52.39</u> | <u>53.04</u> | <u>53.70</u> | <u>54.37</u> | <u>55.05</u> | <u>55.74</u> | <u>56.44</u> | <u>57.15</u> | <u>57.86</u> | <u>58.58</u> | <u>59.31</u> | <u>60.05</u> | <u>60.80</u> | <u>61.56</u> | <u>62.33</u> | <u>63.11</u> | <u>63.90</u> | <u>64.70</u> | <u>65.51</u> | <u>66.33</u> |
| 7128 | A | Rail Chief Administrative Officer        | <u>50.24</u> | <u>50.87</u> | <u>51.51</u> | <u>52.15</u> | <u>52.80</u> | <u>53.46</u> | <u>54.13</u> | <u>54.81</u> | <u>55.50</u> | <u>56.19</u> | <u>56.89</u> | <u>57.60</u> | <u>58.32</u> | <u>59.05</u> | <u>59.79</u> | <u>60.54</u> | <u>61.30</u> | <u>62.07</u> | <u>62.85</u> | <u>63.64</u> | <u>64.44</u> |
| 7129 | A | Rail Chief Information/Financial Officer | <u>50.24</u> | <u>50.87</u> | <u>51.51</u> | <u>52.15</u> | <u>52.80</u> | <u>53.46</u> | <u>54.13</u> | <u>54.81</u> | <u>55.50</u> | <u>56.19</u> | <u>56.89</u> | <u>57.60</u> | <u>58.32</u> | <u>59.05</u> | <u>59.79</u> | <u>60.54</u> | <u>61.30</u> | <u>62.07</u> | <u>62.85</u> | <u>63.64</u> | <u>64.44</u> |
| 7130 | A | Rail Chief Mechanical Officer            | <u>56.45</u> | <u>57.16</u> | <u>57.87</u> | <u>58.59</u> | <u>59.32</u> | <u>60.06</u> | <u>60.81</u> | <u>61.57</u> | <u>62.34</u> | <u>63.12</u> | <u>63.91</u> | <u>64.71</u> | <u>65.52</u> | <u>66.34</u> | <u>67.17</u> | <u>68.01</u> | <u>68.86</u> | <u>69.72</u> | <u>70.59</u> | <u>71.47</u> | <u>72.36</u> |
| 7152 | A | Rail Superintendent, Assistant           | <u>62.83</u> | <u>63.62</u> | <u>64.42</u> | <u>65.23</u> | <u>66.05</u> | <u>66.88</u> | <u>67.72</u> | <u>68.57</u> | <u>69.43</u> | <u>70.30</u> | <u>71.18</u> | <u>72.07</u> | <u>72.97</u> | <u>73.88</u> | <u>74.80</u> | <u>75.74</u> | <u>76.69</u> | <u>77.65</u> | <u>78.62</u> | <u>79.60</u> | <u>80.59</u> |
| 7127 | A | Rail Supervisor of Operations            | <u>40.24</u> | <u>40.74</u> | <u>41.25</u> | <u>41.77</u> | <u>42.29</u> | <u>42.82</u> | <u>43.36</u> | <u>43.90</u> | <u>44.45</u> | <u>45.01</u> | <u>45.57</u> | <u>46.14</u> | <u>46.72</u> | <u>47.30</u> | <u>47.89</u> | <u>48.49</u> | <u>49.10</u> | <u>49.71</u> | <u>50.33</u> | <u>50.96</u> | <u>51.60</u> |
| 7126 | A | Railway Roadmaster                       | <u>49.86</u> | <u>50.48</u> | <u>51.11</u> | <u>51.75</u> | <u>52.40</u> | <u>53.05</u> | <u>53.71</u> | <u>54.38</u> | <u>55.06</u> | <u>55.75</u> | <u>56.45</u> | <u>57.16</u> | <u>57.87</u> | <u>58.59</u> | <u>59.32</u> | <u>60.06</u> | <u>60.81</u> | <u>61.57</u> | <u>62.34</u> | <u>63.12</u> | <u>63.91</u> |
| 2343 |   | Real Estate Officer                      | <u>36.48</u> | <u>36.94</u> | <u>37.40</u> | <u>37.87</u> | <u>38.34</u> | <u>38.82</u> | <u>39.31</u> | <u>39.80</u> | <u>40.30</u> | <u>40.80</u> | <u>41.31</u> | <u>41.83</u> | <u>42.35</u> | <u>42.88</u> | <u>43.42</u> | <u>43.96</u> | <u>44.51</u> | <u>45.07</u> | <u>45.63</u> | <u>46.20</u> | <u>46.78</u> |
| 2344 | A | Real Estate Officer, Senior              | <u>40.14</u> | <u>40.64</u> | <u>41.15</u> | <u>41.66</u> | <u>42.18</u> | <u>42.71</u> | <u>43.24</u> | <u>43.78</u> | <u>44.33</u> | <u>44.88</u> | <u>45.44</u> | <u>46.01</u> | <u>46.59</u> | <u>47.17</u> | <u>47.76</u> | <u>48.36</u> | <u>48.96</u> | <u>49.57</u> | <u>50.19</u> | <u>50.82</u> | <u>51.46</u> |
| 2069 | A | Real-Time Energy Trader                  | <u>50.30</u> | <u>50.93</u> | <u>51.57</u> | <u>52.21</u> | <u>52.86</u> | <u>53.52</u> | <u>54.19</u> | <u>54.87</u> | <u>55.56</u> | <u>56.25</u> | <u>56.95</u> | <u>57.66</u> | <u>58.38</u> | <u>59.11</u> | <u>59.85</u> | <u>60.60</u> | <u>61.36</u> | <u>62.13</u> | <u>62.91</u> | <u>63.70</u> | <u>64.50</u> |
| 0740 | A | Records Management Supervisor            | <u>29.20</u> | <u>29.57</u> | <u>29.94</u> | <u>30.31</u> | <u>30.69</u> | <u>31.07</u> | <u>31.46</u> | <u>31.85</u> | <u>32.25</u> | <u>32.65</u> | <u>33.06</u> | <u>33.47</u> | <u>33.89</u> | <u>34.31</u> | <u>34.74</u> | <u>35.17</u> | <u>35.61</u> | <u>36.06</u> | <u>36.51</u> | <u>36.97</u> | <u>37.43</u> |
| 0559 | A | Retirement Director, Assistant           | <u>50.37</u> | <u>51.00</u> | <u>51.64</u> | <u>52.29</u> | <u>52.94</u> | <u>53.60</u> | <u>54.27</u> | <u>54.95</u> | <u>55.64</u> | <u>56.34</u> | <u>57.04</u> | <u>57.75</u> | <u>58.47</u> | <u>59.20</u> | <u>59.94</u> | <u>60.69</u> | <u>61.45</u> | <u>62.22</u> | <u>63.00</u> | <u>63.79</u> | <u>64.59</u> |
| 0560 | A | Retirement System Director               | <u>68.43</u> | <u>69.29</u> | <u>70.16</u> | <u>71.04</u> | <u>71.93</u> | <u>72.83</u> | <u>73.74</u> | <u>74.66</u> | <u>75.59</u> | <u>76.53</u> | <u>77.49</u> | <u>78.46</u> | <u>79.44</u> | <u>80.43</u> | <u>81.44</u> | <u>82.46</u> | <u>83.49</u> | <u>84.53</u> | <u>85.59</u> | <u>86.66</u> | <u>87.74</u> |

**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           |
|------|---|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|
| 1137 | A | Risk Analyst, Senior                                 | <u>3099</u> | <u>3138</u> | <u>3177</u> | <u>3217</u> | <u>3257</u> | <u>3298</u> | <u>3339</u> | <u>3381</u> | <u>3423</u> | <u>3466</u> | <u>3509</u> | <u>3553</u> | <u>3597</u> | <u>3642</u> | <u>3688</u> | <u>3734</u> | <u>3781</u> | <u>3828</u>  | <u>3876</u>  | <u>3924</u>  | <u>3973</u>  |
| 1122 |   | Safety Officer                                       | <u>3358</u> | <u>3400</u> | <u>3443</u> | <u>3486</u> | <u>3530</u> | <u>3574</u> | <u>3619</u> | <u>3664</u> | <u>3710</u> | <u>3756</u> | <u>3803</u> | <u>3851</u> | <u>3899</u> | <u>3948</u> | <u>3997</u> | <u>4047</u> | <u>4098</u> | <u>4149</u>  | <u>4201</u>  | <u>4254</u>  | <u>4307</u>  |
| 5512 |   | Sales & Service Representative, Lead                 | <u>2350</u> | <u>2379</u> | <u>2409</u> | <u>2439</u> | <u>2469</u> | <u>2500</u> | <u>2531</u> | <u>2563</u> | <u>2595</u> | <u>2627</u> | <u>2660</u> | <u>2693</u> | <u>2727</u> | <u>2761</u> | <u>2796</u> | <u>2831</u> | <u>2866</u> | <u>2902</u>  | <u>2938</u>  | <u>2975</u>  | <u>3012</u>  |
| 2530 |   | Senior Center Cook                                   | <u>1240</u> | <u>1256</u> | <u>1272</u> | <u>1288</u> | <u>1304</u> | <u>1320</u> | <u>1336</u> | <u>1353</u> | <u>1370</u> | <u>1387</u> | <u>1404</u> | <u>1422</u> | <u>1440</u> | <u>1458</u> | <u>1476</u> | <u>1494</u> | <u>1513</u> | <u>1532</u>  | <u>1551</u>  | <u>1570</u>  | <u>1590</u>  |
| 2529 |   | Senior Center Van Driver                             | <u>1537</u> | <u>1556</u> | <u>1575</u> | <u>1595</u> | <u>1615</u> | <u>1635</u> | <u>1655</u> | <u>1676</u> | <u>1697</u> | <u>1718</u> | <u>1739</u> | <u>1761</u> | <u>1783</u> | <u>1805</u> | <u>1828</u> | <u>1851</u> | <u>1874</u> | <u>1897</u>  | <u>1921</u>  | <u>1945</u>  | <u>1969</u>  |
| 2556 |   | Seniors Center Supervisor                            | <u>2353</u> | <u>2382</u> | <u>2412</u> | <u>2442</u> | <u>2473</u> | <u>2504</u> | <u>2535</u> | <u>2567</u> | <u>2599</u> | <u>2631</u> | <u>2664</u> | <u>2697</u> | <u>2731</u> | <u>2765</u> | <u>2800</u> | <u>2835</u> | <u>2870</u> | <u>2906</u>  | <u>2942</u>  | <u>2979</u>  | <u>3016</u>  |
| 0138 | A | T&D Work Practices Specialist                        | <u>3576</u> | <u>3621</u> | <u>3666</u> | <u>3712</u> | <u>3758</u> | <u>3805</u> | <u>3853</u> | <u>3901</u> | <u>3950</u> | <u>3999</u> | <u>4049</u> | <u>4100</u> | <u>4151</u> | <u>4203</u> | <u>4256</u> | <u>4309</u> | <u>4363</u> | <u>4418</u>  | <u>4473</u>  | <u>4529</u>  | <u>4586</u>  |
| 5526 | A | Telecommunications Broadband Services Manager        | <u>4800</u> | <u>4860</u> | <u>4921</u> | <u>4983</u> | <u>5045</u> | <u>5108</u> | <u>5172</u> | <u>5237</u> | <u>5302</u> | <u>5368</u> | <u>5435</u> | <u>5503</u> | <u>5572</u> | <u>5642</u> | <u>5713</u> | <u>5784</u> | <u>5856</u> | <u>5929</u>  | <u>6003</u>  | <u>6078</u>  | <u>6154</u>  |
| 5531 | A | Telecommunications Customer Care & Marketing Manager | <u>3970</u> | <u>4020</u> | <u>4070</u> | <u>4121</u> | <u>4173</u> | <u>4225</u> | <u>4278</u> | <u>4331</u> | <u>4385</u> | <u>4440</u> | <u>4495</u> | <u>4551</u> | <u>4608</u> | <u>4666</u> | <u>4724</u> | <u>4783</u> | <u>4843</u> | <u>4904</u>  | <u>4965</u>  | <u>5027</u>  | <u>5090</u>  |
| 5532 | A | Telecommunications Customer Care Supervisor          | <u>3053</u> | <u>3091</u> | <u>3130</u> | <u>3169</u> | <u>3209</u> | <u>3249</u> | <u>3290</u> | <u>3331</u> | <u>3373</u> | <u>3415</u> | <u>3458</u> | <u>3501</u> | <u>3545</u> | <u>3589</u> | <u>3634</u> | <u>3679</u> | <u>3725</u> | <u>3772</u>  | <u>3819</u>  | <u>3867</u>  | <u>3915</u>  |
| 5535 | A | Telecommunications Engineer                          | <u>4127</u> | <u>4179</u> | <u>4231</u> | <u>4284</u> | <u>4338</u> | <u>4392</u> | <u>4447</u> | <u>4503</u> | <u>4559</u> | <u>4616</u> | <u>4674</u> | <u>4732</u> | <u>4791</u> | <u>4851</u> | <u>4912</u> | <u>4973</u> | <u>5035</u> | <u>5098</u>  | <u>5162</u>  | <u>5227</u>  | <u>5292</u>  |
| 5530 | A | Telecommunications Franchise Contract Specialist     | <u>3673</u> | <u>3719</u> | <u>3765</u> | <u>3812</u> | <u>3860</u> | <u>3908</u> | <u>3957</u> | <u>4006</u> | <u>4056</u> | <u>4107</u> | <u>4158</u> | <u>4210</u> | <u>4263</u> | <u>4316</u> | <u>4370</u> | <u>4425</u> | <u>4480</u> | <u>4536</u>  | <u>4593</u>  | <u>4650</u>  | <u>4708</u>  |
| 5500 | A | Telecommunications Manager                           | <u>8130</u> | <u>8232</u> | <u>8335</u> | <u>8439</u> | <u>8544</u> | <u>8651</u> | <u>8759</u> | <u>8868</u> | <u>8979</u> | <u>9091</u> | <u>9205</u> | <u>9320</u> | <u>9436</u> | <u>9554</u> | <u>9673</u> | <u>9794</u> | <u>9916</u> | <u>10040</u> | <u>10165</u> | <u>10292</u> | <u>10421</u> |
| 5515 | A | Telecommunications Manager, Assistant                | <u>6233</u> | <u>6311</u> | <u>6390</u> | <u>6470</u> | <u>6551</u> | <u>6633</u> | <u>6716</u> | <u>6800</u> | <u>6885</u> | <u>6971</u> | <u>7058</u> | <u>7146</u> | <u>7235</u> | <u>7325</u> | <u>7417</u> | <u>7510</u> | <u>7604</u> | <u>7699</u>  | <u>7795</u>  | <u>7892</u>  | <u>7991</u>  |
| 5539 |   | Telecommunications Planning & Design Technician      | <u>2793</u> | <u>2828</u> | <u>2863</u> | <u>2899</u> | <u>2935</u> | <u>2972</u> | <u>3009</u> | <u>3047</u> | <u>3085</u> | <u>3124</u> | <u>3163</u> | <u>3203</u> | <u>3243</u> | <u>3284</u> | <u>3325</u> | <u>3367</u> | <u>3409</u> | <u>3452</u>  | <u>3495</u>  | <u>3539</u>  | <u>3583</u>  |
| 5523 | A | Telecommunications Technical Administrator           | <u>3106</u> | <u>3145</u> | <u>3184</u> | <u>3224</u> | <u>3264</u> | <u>3305</u> | <u>3346</u> | <u>3388</u> | <u>3430</u> | <u>3473</u> | <u>3516</u> | <u>3560</u> | <u>3604</u> | <u>3649</u> | <u>3695</u> | <u>3741</u> | <u>3788</u> | <u>3835</u>  | <u>3883</u>  | <u>3932</u>  | <u>3981</u>  |
| 5562 | A | Telecommunications Technical Services Supervisor     | <u>3555</u> | <u>3599</u> | <u>3644</u> | <u>3690</u> | <u>3736</u> | <u>3783</u> | <u>3830</u> | <u>3878</u> | <u>3926</u> | <u>3975</u> | <u>4025</u> | <u>4075</u> | <u>4126</u> | <u>4178</u> | <u>4230</u> | <u>4283</u> | <u>4337</u> | <u>4391</u>  | <u>4446</u>  | <u>4502</u>  | <u>4558</u>  |
| 1154 |   | Television Production Coordinator                    | <u>3400</u> | <u>3443</u> | <u>3486</u> | <u>3530</u> | <u>3574</u> | <u>3619</u> | <u>3664</u> | <u>3710</u> | <u>3756</u> | <u>3803</u> | <u>3851</u> | <u>3899</u> | <u>3948</u> | <u>3997</u> | <u>4047</u> | <u>4098</u> | <u>4149</u> | <u>4201</u>  | <u>4254</u>  | <u>4307</u>  | <u>4361</u>  |

**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="#">63.44</a>  | <a href="#">64.23</a>  | <a href="#">65.03</a>  | <a href="#">65.84</a>  | <a href="#">66.66</a>  | <a href="#">67.49</a>  | <a href="#">68.33</a>  | <a href="#">69.18</a>  | <a href="#">70.04</a>  | <a href="#">70.92</a>  | <a href="#">71.81</a>  | <a href="#">72.71</a>  | <a href="#">73.62</a>  | <a href="#">74.54</a>  | <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>  |
| 1121                 | A                 | Training & Development Manager                               | <a href="#">39.48</a>  | <a href="#">39.97</a>  | <a href="#">40.47</a>  | <a href="#">40.98</a>  | <a href="#">41.49</a>  | <a href="#">42.01</a>  | <a href="#">42.54</a>  | <a href="#">43.07</a>  | <a href="#">43.61</a>  | <a href="#">44.16</a>  | <a href="#">44.71</a>  | <a href="#">45.27</a>  | <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="#">50.63</a>  |
| 0822                 | A                 | Utilities Director   | <a href="#">145.37</a> | <a href="#">147.19</a> | <a href="#">149.03</a> | <a href="#">150.89</a> | <a href="#">152.78</a> | <a href="#">154.69</a> | <a href="#">156.62</a> | <a href="#">158.58</a> | <a href="#">160.56</a> | <a href="#">162.57</a> | <a href="#">164.60</a> | <a href="#">166.66</a> | <a href="#">168.74</a> | <a href="#">170.85</a> | <a href="#">172.99</a> | <a href="#">175.15</a> | <a href="#">177.34</a> | <a href="#">179.56</a> | <a href="#">181.80</a> | <a href="#">184.07</a> | <a href="#">186.37</a> |
| 0819                 | A                 | Utilities Director, Deputy                                   | <a href="#">78.14</a>  | <a href="#">79.12</a>  | <a href="#">80.11</a>  | <a href="#">81.11</a>  | <a href="#">82.12</a>  | <a href="#">83.15</a>  | <a href="#">84.19</a>  | <a href="#">85.24</a>  | <a href="#">86.31</a>  | <a href="#">87.39</a>  | <a href="#">88.48</a>  | <a href="#">89.59</a>  | <a href="#">90.71</a>  | <a href="#">91.84</a>  | <a href="#">92.99</a>  | <a href="#">94.15</a>  | <a href="#">95.33</a>  | <a href="#">96.52</a>  | <a href="#">97.73</a>  | <a href="#">98.95</a>  | <a href="#">100.19</a> |
| 0825                 | A                 | Utilities Director, Deputy Power Superintendent              | <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> | <a href="#">114.20</a> | <a href="#">115.63</a> | <a href="#">117.08</a> | <a href="#">118.54</a> | <a href="#">120.02</a> | <a href="#">121.52</a> | <a href="#">123.04</a> | <a href="#">124.58</a> | <a href="#">126.14</a> | <a href="#">127.72</a> | <a href="#">129.32</a> | <a href="#">130.94</a> | <a href="#">132.58</a> | <a href="#">134.24</a> | <a href="#">135.92</a> | <a href="#">137.62</a> |
| 0830                 | A                 | Utilities Director, Deputy Rail Superintendent               | <a href="#">77.04</a>  | <a href="#">78.00</a>  | <a href="#">78.98</a>  | <a href="#">79.97</a>  | <a href="#">80.97</a>  | <a href="#">81.98</a>  | <a href="#">83.00</a>  | <a href="#">84.04</a>  | <a href="#">85.09</a>  | <a href="#">86.15</a>  | <a href="#">87.23</a>  | <a href="#">88.32</a>  | <a href="#">89.42</a>  | <a href="#">90.54</a>  | <a href="#">91.67</a>  | <a href="#">92.82</a>  | <a href="#">93.98</a>  | <a href="#">95.15</a>  | <a href="#">96.34</a>  | <a href="#">97.54</a>  | <a href="#">98.76</a>  |
| 0823                 | A                 | Utilities Director, Deputy Water Superintendent              | <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> | <a href="#">105.21</a> |
| 1152                 |                   | Video Specialist   | <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>  | <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>  |
| 2066                 | A                 | Water Division Manager                                       | <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>  | <a href="#">66.90</a>  | <a href="#">67.74</a>  | <a href="#">68.59</a>  | <a href="#">69.45</a>  | <a href="#">70.32</a>  | <a href="#">71.20</a>  | <a href="#">72.09</a>  | <a href="#">72.99</a>  | <a href="#">73.90</a>  | <a href="#">74.82</a>  | <a href="#">75.76</a>  |
| 2061                 | A                 | Water Division Manager, Assistant                            | <a href="#">53.72</a>  | <a href="#">54.39</a>  | <a href="#">55.07</a>  | <a href="#">55.76</a>  | <a href="#">56.46</a>  | <a href="#">57.17</a>  | <a href="#">57.88</a>  | <a href="#">58.60</a>  | <a href="#">59.33</a>  | <a href="#">60.07</a>  | <a href="#">60.82</a>  | <a href="#">61.58</a>  | <a href="#">62.35</a>  | <a href="#">63.13</a>  | <a href="#">63.92</a>  | <a href="#">64.72</a>  | <a href="#">65.53</a>  | <a href="#">66.35</a>  | <a href="#">67.18</a>  | <a href="#">68.02</a>  | <a href="#">68.87</a>  |
| 2064                 | A                 | Water Division Superintendent, Deputy                        | <a href="#">68.38</a>  | <a href="#">69.23</a>  | <a href="#">70.10</a>  | <a href="#">70.98</a>  | <a href="#">71.87</a>  | <a href="#">72.77</a>  | <a href="#">73.68</a>  | <a href="#">74.60</a>  | <a href="#">75.53</a>  | <a href="#">76.47</a>  | <a href="#">77.43</a>  | <a href="#">78.40</a>  | <a href="#">79.38</a>  | <a href="#">80.37</a>  | <a href="#">81.37</a>  | <a href="#">82.39</a>  | <a href="#">83.42</a>  | <a href="#">84.46</a>  | <a href="#">85.52</a>  | <a href="#">86.59</a>  | <a href="#">87.67</a>  |
| 2100                 | A                 | Water Program Specialist                                     | <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>  | <a href="#">38.89</a>  | <a href="#">39.38</a>  |
| 5068                 |                   | Water Supply Supervisor                                      | <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>  | <a href="#">46.34</a>  |
| 2349                 | A                 | Development Specialist I                                     | <a href="#">27.25</a>  | <a href="#">27.59</a>  | <a href="#">27.94</a>  | <a href="#">28.29</a>  | <a href="#">28.64</a>  | <a href="#">29.00</a>  | <a href="#">29.36</a>  | <a href="#">29.73</a>  | <a href="#">30.10</a>  | <a href="#">30.48</a>  | <a href="#">30.86</a>  | <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="#">33.66</a>  | <a href="#">34.08</a>  | <a href="#">34.51</a>  | <a href="#">34.94</a>  |
| <a href="#">2351</a> | <a href="#">A</a> | <a href="#">Development Specialist II</a>                    | <a href="#">33.33</a>  | <a href="#">33.75</a>  | <a href="#">34.17</a>  | <a href="#">34.60</a>  | <a href="#">35.03</a>  | <a href="#">35.47</a>  | <a href="#">35.91</a>  | <a href="#">36.36</a>  | <a href="#">36.81</a>  | <a href="#">37.27</a>  | <a href="#">37.74</a>  | <a href="#">38.21</a>  | <a href="#">38.69</a>  | <a href="#">39.17</a>  | <a href="#">39.66</a>  | <a href="#">40.16</a>  | <a href="#">40.66</a>  | <a href="#">41.17</a>  | <a href="#">41.68</a>  | <a href="#">42.20</a>  | <a href="#">42.73</a>  |
| <a href="#">2352</a> | <a href="#">A</a> | <a href="#">Development Specialist III</a>                   | <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="#">47.39</a>  | <a href="#">47.98</a>  | <a href="#">48.58</a>  |
| <a href="#">0139</a> | <a href="#">A</a> | <a href="#">Cable &amp; Franchise Production Coordinator</a> | <a href="#">47.17</a>  | <a href="#">47.76</a>  | <a href="#">48.36</a>  | <a href="#">48.96</a>  | <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="#">0519</a> | <a href="#">A</a> | <a href="#">Fire Code Official</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>  | <a href="#">63.02</a>  | <a href="#">63.81</a>  | <a href="#">64.61</a>  | <a href="#">65.42</a>  | <a href="#">66.24</a>  | <a href="#">67.07</a>  | <a href="#">67.91</a>  | <a href="#">68.76</a>  | <a href="#">69.62</a>  |
| <a href="#">4615</a> |                   | <a href="#">Management Intern</a>                            | <a href="#">17.00</a>  | <a href="#">17.21</a>  | <a href="#">17.43</a>  | <a href="#">17.65</a>  | <a href="#">17.87</a>  | <a href="#">18.09</a>  | <a href="#">18.32</a>  | <a href="#">18.55</a>  | <a href="#">18.78</a>  | <a href="#">19.01</a>  | <a href="#">19.25</a>  | <a href="#">19.49</a>  | <a href="#">19.73</a>  | <a href="#">19.98</a>  | <a href="#">20.23</a>  | <a href="#">20.48</a>  | <a href="#">20.74</a>  | <a href="#">21.00</a>  | <a href="#">21.26</a>  | <a href="#">21.53</a>  | <a href="#">21.80</a>  |
| <a href="#">2038</a> | <a href="#">A</a> | <a href="#">Plans Examiner I</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>  | <a href="#">39.82</a>  | <a href="#">40.32</a>  | <a href="#">40.82</a>  | <a href="#">41.33</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                   |
|----------------------|-------------------|------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| <a href="#">2039</a> | <a href="#">A</a> | <a href="#">Plans Examiner II</a>  | <a href="#">3704</a> | <a href="#">3750</a> | <a href="#">3797</a> | <a href="#">3844</a> | <a href="#">3892</a> | <a href="#">3941</a> | <a href="#">3990</a> | <a href="#">4040</a> | <a href="#">4091</a> | <a href="#">4142</a> | <a href="#">4194</a> | <a href="#">4246</a> | <a href="#">4299</a> | <a href="#">4353</a> | <a href="#">4407</a> | <a href="#">4462</a> | <a href="#">4518</a> | <a href="#">4574</a> | <a href="#">4631</a> | <a href="#">4689</a> | <a href="#">4748</a> |
| <a href="#">2040</a> | <a href="#">A</a> | <a href="#">Plans Examiner III</a> | <a href="#">4199</a> | <a href="#">4251</a> | <a href="#">4304</a> | <a href="#">4358</a> | <a href="#">4412</a> | <a href="#">4467</a> | <a href="#">4523</a> | <a href="#">4580</a> | <a href="#">4637</a> | <a href="#">4695</a> | <a href="#">4754</a> | <a href="#">4813</a> | <a href="#">4873</a> | <a href="#">4934</a> | <a href="#">4996</a> | <a href="#">5058</a> | <a href="#">5121</a> | <a href="#">5185</a> | <a href="#">5250</a> | <a href="#">5316</a> | <a href="#">5382</a> |
| <a href="#">2131</a> | <a href="#">A</a> | <a href="#">Power Engineer I</a>   | <a href="#">3328</a> | <a href="#">3370</a> | <a href="#">3412</a> | <a href="#">3455</a> | <a href="#">3498</a> | <a href="#">3542</a> | <a href="#">3586</a> | <a href="#">3631</a> | <a href="#">3676</a> | <a href="#">3722</a> | <a href="#">3769</a> | <a href="#">3816</a> | <a href="#">3864</a> | <a href="#">3912</a> | <a href="#">3961</a> | <a href="#">4011</a> | <a href="#">4061</a> | <a href="#">4112</a> | <a href="#">4163</a> | <a href="#">4215</a> | <a href="#">4268</a> |
| <a href="#">2132</a> | <a href="#">A</a> | <a href="#">Power Engineer II</a>  | <a href="#">3729</a> | <a href="#">3776</a> | <a href="#">3823</a> | <a href="#">3871</a> | <a href="#">3919</a> | <a href="#">3968</a> | <a href="#">4018</a> | <a href="#">4068</a> | <a href="#">4119</a> | <a href="#">4170</a> | <a href="#">4222</a> | <a href="#">4275</a> | <a href="#">4328</a> | <a href="#">4382</a> | <a href="#">4437</a> | <a href="#">4492</a> | <a href="#">4548</a> | <a href="#">4605</a> | <a href="#">4663</a> | <a href="#">4721</a> | <a href="#">4780</a> |
| <a href="#">2133</a> | <a href="#">A</a> | <a href="#">Power Engineer III</a> | <a href="#">4382</a> | <a href="#">4437</a> | <a href="#">4492</a> | <a href="#">4548</a> | <a href="#">4605</a> | <a href="#">4663</a> | <a href="#">4721</a> | <a href="#">4780</a> | <a href="#">4840</a> | <a href="#">4900</a> | <a href="#">4961</a> | <a href="#">5023</a> | <a href="#">5086</a> | <a href="#">5150</a> | <a href="#">5214</a> | <a href="#">5279</a> | <a href="#">5345</a> | <a href="#">5412</a> | <a href="#">5480</a> | <a href="#">5548</a> | <a href="#">5617</a> |
| <a href="#">2134</a> | <a href="#">A</a> | <a href="#">Power Engineer IV</a>  | <a href="#">5212</a> | <a href="#">5277</a> | <a href="#">5343</a> | <a href="#">5410</a> | <a href="#">5478</a> | <a href="#">5546</a> | <a href="#">5615</a> | <a href="#">5685</a> | <a href="#">5756</a> | <a href="#">5828</a> | <a href="#">5901</a> | <a href="#">5975</a> | <a href="#">6050</a> | <a href="#">6126</a> | <a href="#">6203</a> | <a href="#">6281</a> | <a href="#">6360</a> | <a href="#">6439</a> | <a href="#">6519</a> | <a href="#">6600</a> | <a href="#">6683</a> |