



SUBSTITUTE ORDINANCE NO. 28925

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

6 WHEREAS the ordinance provides for wage increases as negotiated for
7 represented classifications contained within the collective bargaining agreement,
8 and other related documents, with the Tacoma Fire Fighters Union, Local 31,
9 effective January 1, 2024, and

10 WHEREAS the ordinance provides a general wage increase of 2.75 percent
11 for all nonrepresented classifications, excluding the positions of City Manager and
12 Utilities Director, and excluding the classifications of Telecommunications Engineer
13 and Senior Telecommunications Engineer pending union representation
14 certification proceedings, and

15 WHEREAS the ordinance provides a wage adjustment for the
16 nonrepresented classifications of Department Aide, Skilled Occupational Intern,
17 and Venues & Events Attendant in order to comply with Washington State
18 minimum wage requirements, and

19 WHEREAS the ordinance maintains current wage rates for the
20 classifications of Hydro Parks Supervisor and Assistant Hydro Parks Supervisor,
21 represented by the International Brotherhood of Electrical Workers, Local 483,
22 Supervisors' Unit, while in union accretion bargaining, and
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WHEREAS the ordinance removes the December 31, 2023, sunset date for Section 1.12.110.H of the Tacoma Municipal Code (“TMC”) which provides authority to the City Manager or the Director of Utilities to authorize the payment of up to an annual \$200,000 in additional compensation, in order to secure or retain key qualified personnel possessing specialized technical or professional skills in unrepresented positions, and

WHEREAS the ordinance amends Section 1.12.180 of the TMC to increase the standby pay rate for eligible nonrepresented employees from \$3.00 to \$3.75 per hour, effective January 1, 2024, and

WHEREAS the ordinance includes the two new classifications of Senior Financial Services Analyst and Real Property Manager as nonrepresented, appointive, and overtime exempt category “D”, and

WHEREAS the ordinance provides for changes to the overtime designation from category “D” to category “A” for the classifications of Equity Program Specialist and LEOFF 1 Pension Specialist as they no longer meet the Fair Labor Standards Act requirement for an exemption from overtime, and

WHEREAS the ordinance amends Section 1.12.640 of the TMC to create an application of rate of 7 percent for the classification of Mobile Unit Registered Nurse to acknowledge the additional unusual circumstances faced in providing clinical care as part of the evolving area of alternative response to Police and Fire;

Now, Therefore,



BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.180 of the Tacoma Municipal Code is hereby amended, effective January 1, 2024, to read as follows:

1.12.180 Standby pay.

Employees shall be eligible for standby pay pursuant to applicable collective bargaining agreements when assigned as a member of a standby crew for possible call to work in the event of an emergency. Non-represented employees may be eligible for standby pay of ~~\$3.00~~ 3.75 per hour when assigned and approved by a Department Director. Exempt employees (overtime Category D or E) are not eligible for standby pay unless such pay is provided for in a collective bargaining agreement or the department has received prior written approval from the Human Resources Director, based on documented, critical business need.

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>32.64</u>	<u>34.27</u>	<u>39.07</u>	<u>41.02</u>	<u>43.07</u>	<u>45.22</u>
4002		Fire Lieutenant	<u>52.12</u>	<u>54.73</u>				
4003		Fire Captain	<u>59.95</u>	<u>62.95</u>				
4004		Fire Chief Battalion	<u>68.98</u>	<u>72.43</u>				
4005		Fire Battalion Chief Aide	<u>52.12</u>	<u>54.73</u>				
4006		Firefighter-Paramedic	<u>49.69</u>	<u>52.17</u>				
4008	A	Fire Medical Services Officer	<u>85.50</u>	<u>89.78</u>				
4011		Fire Boat Pilot	<u>52.12</u>	<u>54.73</u>				
4015		Fire Inspector	<u>60.13</u>	<u>63.14</u>				
4016		Fire Marshal Deputy	<u>69.16</u>	<u>72.62</u>				
4022		Harbor Master Deputy	<u>70.76</u>	<u>74.30</u>				
4101		Fire Communications Center Lieutenant	<u>64.63</u>	<u>67.86</u>				
4102		Fire Captain Dispatcher	<u>72.71</u>	<u>76.35</u>				
4103	A	Fire Communications Center Supervisor	<u>78.16</u>	<u>82.07</u>				

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>34.10</u>	<u>35.81</u>	<u>40.82</u>	<u>42.86</u>	<u>45.00</u>	<u>47.25</u>
4002		Fire Lieutenant	<u>54.47</u>	<u>57.20</u>				
4003		Fire Captain	<u>62.64</u>	<u>65.77</u>				
4004		Fire Chief Battalion	<u>72.04</u>	<u>75.64</u>				
4005		Fire Battalion Chief Aide	<u>54.47</u>	<u>57.20</u>				
4006		Firefighter-Paramedic	<u>51.92</u>	<u>54.52</u>				
4008	A	Fire Medical Services Officer	<u>89.35</u>	<u>93.82</u>				



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Code	A	Job Title	1	2	3	4	5	6
4011		Fire Boat Pilot	54.47	57.20				
4015		Fire Inspector	62.84	65.98				
4016		Fire Marshal Deputy	72.26	75.87				
4022		Harbor Master Deputy	73.94	77.64				
4101		Fire Communications Center Lieutenant	67.53	70.92				
4102		Fire Captain Dispatcher	75.97	79.79				
4103	A	Fire Communications Center Supervisor	81.67	85.77				

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2024, as set forth in the attached Exhibit "A."

Section 4. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective January 1, 2024, to read as follows:

1.12.640 Application of additional rates.
 * * *
 5540 ~~A Telecommunications Network Construction Technician (CSC 5540) must pass a skills test prior to advancing to step 3 and must pass a skills test prior to advancing to step 5.~~ A Telecommunications Network Construction Technician, when assigned by management as Lead over a group or project, shall receive an additional 10 percent above the current step.
 5540 A Telecommunications Network Construction Technician (CSC 5540) assigned to work in a vault or manhole that exceeds 60 inches in depth and contains either (1) exposed energized secondary bus or (2) energized primary wire or equipment, shall be paid a 3 percent application of rate above his or her regular rate of pay for the time actually worked in the vault, with a two-hour minimum.
 * * *
[P1170 A Mobile Unit Registered Nurse \(CSC P117\) will be eligible to receive an application of rate of 7 percent to acknowledge the additional unusual risk faced in providing clinical care as part of the evolving area of alternative response to Police and Fire.](#)

Section 5. That Section 1.12.110.H is hereby amended to remove the sunset date of 11:59 p.m., December 31, 2023.



Section 6. That Sections 1, 2, 3, and 4 are effective January 1, 2024.

1 That Section 5 is effective December 31, 2023.

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3 Passed _____

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Mayor

6 Attest:

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8 _____
City Clerk

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10 Approved as to form:

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Deputy City Attorney

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EXHIBIT "A"

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9
P0010	A	Account Relationship Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P0020	A	Advanced Registered Nurse Practitioner	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
T0010	A	Applications/Systems Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
T0020	A	Applications/Systems Engineer, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
T0030	A	Applications/Systems Engineer, Senior	50.24	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P0030		Arts Program Administrator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P0040		Arts Program Planner	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
P0050	A	Assistant City Attorney	50.24	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
M0030	A	Assistant Director, Community & Economic Development	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
M0040	A	Assistant Director, Environmental Services	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
M0050	A	Assistant Director, Equity & Human Rights	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
M0060	A	Assistant Director, Finance	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
M0070	A	Assistant Director, Human Resources	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
M0080	A	Assistant Director, Information Technology	96.27	101.08	106.13	111.44	117.01	122.86	129.01	132.23	135.54
M0090	A	Assistant Director, Neighborhood & Community Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
M0100	A	Assistant Director, Planning & Development Services	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
M0110	A	Assistant Director, Public Works	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
M0120	A	Assistant Director, Retirement System	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
M0130	A	Assistant Director, Tacoma Venues & Events	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
T0040	A	Assistant Division Manager, Engineering	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P0060	A	Assistant Division Manager, Environmental Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82



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Code	A	Job Title	1	2	3	4	5	6	7	8	9
P0070	A	Assistant Division Manager, Planning & Development	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P0080	A	Assistant Division Manager, Public Works	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P0090	A	Assistant Division Manager, Water Utility	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
M0470	A	Assistant Section Manager, Power Utility	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29
M0140	A	Assistant to the City Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
M0480	A	Assistant Utilities Technology Director	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08
T0060	A	Associate Civil Engineer	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
T0070	A	Associate Civil Engineer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
T0080	A	Associate Civil Engineer, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
T0090	A	Associate Electrical Engineer	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
T0100	A	Associate Electrical Engineer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
T0110	A	Associate Electrical Engineer, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
T0120	A	Associate Power Systems Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
T0130	A	Associate Power Systems Engineer, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P0100	A	Behavioral Health Case Manager	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P0110	A	Behavioral Health Crisis Responder	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P0120	A	Booking Manager	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
M0150	A	Budget Officer	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
P0130		Business & Economic Development Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
P0140		Business & Economic Development Analyst, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P0150	A	Business & Economic Development Program Manager	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P0160	A	Business Services Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P0170		Business Services Analyst, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P0180	A	Business Services Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P0190	A	Business Services Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17



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Code	A	Job Title	1	2	3	4	5	6	7	8	9
P0200	A	Business Systems Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.94
P0210		Business Systems Analyst, Associate	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
P0220	A	Business Systems Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P0230	A	Business Systems Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
M0160	A	Chief Deputy City Attorney	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
P0240	A	Chief Fire Code Official	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
M0170	A	Chief Government Affairs Officer	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
P0250	A	Chief of Staff, Police	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P0260	A	Chief Strategy Officer	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
M0180	A	City Attorney	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70
P0270	A	City Clerk	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
M0190	A	City Treasurer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
T0140	A	Civil Engineer PE, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
T0150	A	Civil Engineer, PE	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P0280	A	Civil Rights Investigator	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.94
N0010	A	Client Technology Support Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
T0160	A	Client Technology Support Supervisor	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P0290	A	Communications & Marketing Analyst	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
P0300		Communications & Marketing Analyst, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P0310	A	Communications & Marketing Analyst, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P0320	A	Communications & Marketing Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.94
A0010		Communications & Marketing Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61
P0330		Community Resources Analyst	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
P0340	A	Community Resources Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P0350	A	Community Resources Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.94
N0190		Community Service Officer	30.27	31.78	33.37	35.04	36.79				
P0360	A	Continuous Improvement Consultant	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94



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Code	A	Job Title	1	2	3	4	5	6	7	8	9
P0370	A	Continuous Improvement Consultant, Principal	50.24	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P0380	A	Continuous Improvement Consultant, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P0390	A	Contract/Program Auditor	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
M0200	A	Controller	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
P0400	A	Court Administrator	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
A0020	A	Court Operations Supervisor	46.74	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P0410	A	Criminal Justice Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P0420		Customer Service Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P0430	A	Customer Service Analyst, Principal	46.74	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P1980	A	Customer Service Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
T0530	A	Dam Safety Engineer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
T0190	A	Data Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
T0200	A	Data Analyst, Senior	46.74	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
T0210	A	Data Architecture Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
T0170		Data Dashboard Analyst	46.74	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
T0180	A	Data Dashboard Analyst, Senior	50.24	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
T0220	A	Data Scientist	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P0450	A	Day-Ahead Energy Trader	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
D0010		Department Aide	15.74	16.53	17.35	18.22	19.13	20.09	21.09	22.15	23.26
P0460	A	Department Emergency Management Officer	50.24	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P0470	A	Deputy City Attorney	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P0480	A	Deputy City Attorney, Senior	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
M0210	A	Deputy City Manager	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70
P0490	A	Deputy Retirement Investment Officer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P0500	A	Development Services Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P0510	A	Development Services Program Coordinator	46.74	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
N0020		Development Services Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
N0030		Development Services Specialist, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
M0230	A	Director, Communications	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41



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Code	A	Job Title	1	2	3	4	5	6	7	8	9
M0240	A	Director, Community & Economic Development	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29
M0220	A	Director, Environmental Services	89.55	94.03	98.73	103.67	108.85	114.29	120.04	123.04	126.08
M0250	A	Director, Equity & Human Rights	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
M0260	A	Director, Finance (CFO)	89.55	94.03	98.73	103.67	108.85	114.29	120.04	123.04	126.08
M0270	A	Director, Human Resources	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29
M0280	A	Director, Information Technology	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70
M0290	A	Director, Neighborhood & Community Services	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
M0300	A	Director, Planning & Development	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29
M0310	A	Director, Public Works	89.55	94.03	98.73	103.67	108.85	114.29	120.04	123.04	126.08
M0320	A	Director, Retirement System	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29
M0330	A	Director, Safety	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
M0340	A	Director, Tacoma Venues & Events	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
P0530	A	Division Manager, Arts Administration	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P0540	A	Division Manager, Business Services	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P0550	A	Division Manager, Community & Economic Development	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P0560	A	Division Manager, Customer Service	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
T0230	A	Division Manager, Engineering	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
P0570	A	Division Manager, Environmental Services	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P0590	A	Division Manager, Financial Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P0600	A	Division Manager, Fleet & Facilities	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
T0240	A	Division Manager, Information Technology	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
P0610	A	Division Manager, Labor Relations	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
P1990	A	Division Manager, Neighborhood & Community Services	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P0620	A	Division Manager, Planning & Development	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P0630	A	Division Manager, Public Works	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41



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P0640	A	Division Manager, Television & Video Production	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P0650	A	Division Manager, Water Utility	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P0660	A	Education & Outreach Liaison	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P0670		Education & Outreach Liaison, Associate	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61
P0680	A	Education & Outreach Liaison, Principal	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P0690	A	Education & Outreach Liaison, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
T0250	A	Electrical Engineer PE, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
T0260	A	Electrical Engineer, PE	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P0700	A	Emergency Management Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P0710	A	Emergency Management Officer, Chief	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
T0270	A	Engineering Project Manager	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
T0540	A	Engineering Project Manager, Principal	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
T0290	A	Engineering Project Manager, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
N0040	A	Engineering Support Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
S0010		Engineer-in-Training	30.27	31.78	33.37	35.04	36.79				
T0300	A	Enterprise Data Architecture Manager	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P0720	A	Equal Employment Opportunity Officer	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P0730	A	Equity Programs Consultant	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P0740	A	Equity Programs Consultant, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P2040	A	Equity Programs Consultant, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
A0030		Equity Programs Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61
A0040		Equity Programs Specialist, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
N0050		Events AV/Production Technician	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P0760	A	Executive Assistant	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P0770	A	Financial Services Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P0780	A	Financial Services Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69



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A0050	A	Financial Services Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
M0350	A	Fire Chief	119.80	125.79	132.08	138.68	142.15	145.70			
P0790	A	Fleet & Facilities Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P0800		Fleet & Facilities Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
P0810	A	Fleet & Facilities Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
N0060	A	Fleet & Facilities Field Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P0820	A	Government Affairs Advisor	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P0830	A	Government Affairs Advisor, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P0840	A	Government Affairs Officer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P0850	A	Guest Experience Manager	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
M0360	A	Hearing Examiner	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
P0860	A	Historic Preservation Analyst	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P0880	A	Housing Analyst	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
P0890	A	Housing Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P0900	A	Housing Analyst, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
N0070		Housing Rehab Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61
P0910	A	Human Resources Consultant, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
T0310	A	Information Technology Security Analyst	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
T0320	A	Information Technology Security Analyst, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
T0330	A	Information Technology Security Analyst, Senior	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P0930	A	Labor Negotiator	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P1970	A	Labor Negotiator, Public Safety	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P0940	A	Labor Relations Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P0950	A	Language Access Program Coordinator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P0960	A	Learning Consultant, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P0970	A	Learning Consultant, Senior (Instructional Designer)	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
A0060		Legal Assistant	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61
A0070		LEOFF I Pension Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61



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P0980	A	Licensed Legal Intern	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.84
P0990	A	Management Fellow	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.84
A0080		Management Support Technician, Senior	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64
P1000	A	Manager, Business Services	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P1010	A	Manager, Continuous Improvement	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
T0350	A	Manager, Engineering	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P1020	A	Manager, Enterprise Safety	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1030	A	Manager, Financial Services	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1040	A	Manager, Fire Training & Accreditation	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P1050	A	Manager, Fleet & Facilities Operations	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1060	A	Manager, Human Resources	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1070	A	Manager, Natural Resources	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
T0360	A	Manager, Power Systems Engineering	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
P2000	A	Manager, Power Utility	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
P1110	A	Manager, Public Disclosure	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1120	A	Manager, Sustainability	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
T0370	A	Manager, Technology	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P1130	A	Manager, Television Station	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
M0370	A	Manager, Training & Development	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1140	A	Manager, Venues & Events Services	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P1160	A	Market Research & Development Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1150	A	Market Research & Development Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
N0090		Master Control Programmer	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.84
P1170	A	Mobile Unit Registered Nurse	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P1180	A	Natural Resources Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P1190	A	Natural Resources Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
P1200	A	Natural Resources Analyst, Principal	50.24	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P2050	A	Natural Resources Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76



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N0100	A	Natural Resources Field Supervisor	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
N0110		Natural Resources Field Technician	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64
A0090	A	Office Administrator	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
A0100	A	Office Manager	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
P1210	A	Operations Manager, Parking	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1220	A	Operations Manager, Surface & Wastewater	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1230	A	Operations Manager, Water Operations & Maintenance	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
T0380	A	Operations Technology Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
T0390	A	Operations Technology Engineer, Associate	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
T0400	A	Operations Technology Engineer, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
T0410	A	Operations Technology Engineer, Senior	50.24	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
A0110	A	Paralegal	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P1240		Planner, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P1250	A	Planner, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P1260	A	Planner, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P1270	A	Plans Examiner	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P1280	A	Plans Examiner, Principal	50.24	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P1290	A	Plans Examiner, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
M0380	A	Police Chief	119.80	125.79	132.08	138.68	142.15	145.70			
P1930	A	Police Community Engagement Senior Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P1300	A	Policy Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P1310	A	Policy Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P1350	A	Power Audit & Compliance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P1360	A	Power Audit & Compliance Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1370	A	Power Audit & Compliance Analyst, Senior	50.24	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
A0120		Power Audit & Compliance Specialist	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P1380		Power Energy Conservation Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P1390		Power Energy Conservation Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94



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P1400	A	Power Energy Conservation Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1410	A	Power Energy Conservation Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P1420	A	Power Energy Portfolio Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P2010		Power Energy Portfolio Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
P1430	A	Power Energy Portfolio Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1440	A	Power Energy Portfolio Analyst, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P1450	A	Power Field Operations Supervisor	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P1460	A	Power Field Operations Supervisor, Senior	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
M0390	A	Power Section Manager	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70
T0430	A	Power Systems Engineer PE, Principal	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
T0440	A	Power Systems Engineer, PE	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
N0120	A	Power Warehouse Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P1470	A	Prosecuting City Attorney	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P1960	A	Public Information Officer	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P1480	A	Rail Chief Mechanical Officer	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P1490	A	Rail Operations Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P1500	A	Rail Operations Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P1510	A	Rail Trainmaster	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P1520	A	Railway Roadmaster	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P1530	A	Real Property Officer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P1540		Real Property Officer, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P1550	A	Real-Time Energy Trader	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P2020	A	Real-Time Energy Trader, Lead	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P1560	A	Registered Nurse Case Manager	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P1570		Regulatory Compliance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P1580		Regulatory Compliance Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
P1590	A	Regulatory Compliance Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69



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Code	A	Job Title	1	2	3	4	5	6	7	8	9
P1600		Regulatory Compliance Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
N0130		Regulatory Compliance Technician	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64
N0140		Regulatory Compliance Technician, Senior	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P1610	A	Retirement Chief Investment Officer	111.25	116.81	122.65	128.78	135.22	141.98	149.08	152.81	156.63
P1620	A	RIM Administrator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P1630	A	RIM Administrator/Deputy City Clerk	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
A0130		RIM Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
P1640		Risk Analyst	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
P1650	A	Risk Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P1660	A	Risk Manager	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P1670	A	Safety Consultant, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P1680	A	Safety Consultant, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P1690	A	Sales & Marketing Manager	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
P1700	A	Senior Manager, Business Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P1710	A	Senior Manager, Communications & Marketing	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P1720	A	Senior Manager, Customer Service	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
P1730	A	Senior Manager, Fleet & Facilities	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P1740	A	Senior Manager, Market Research & Development	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P2030	A	Senior Manager, Power Utility	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
T0460	A	Senior Manager, Technology	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
S0020		Skilled Occupational Intern	15.74	16.53	17.35	18.22	19.13				
P1770	A	Strategic Initiatives Program Coordinator	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
T0470	A	Structural Engineer, PE	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
P1780		Sustainability Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
P1790	A	Sustainability Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
T0480	A	Technology Project Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
T0490	A	Technology Project Manager, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
N0150		Telecom Planning & Design Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24



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N0160	A	Telecom Planning & Design Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
N0170	A	Telecommunications Technical Specialist, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P1800	A	Term Energy Trader	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
P1810	A	Therapeutic Courts Program Coordinator	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P1830		Transportation Services Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
P1840		Transportation Services Analyst, Associate	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
P1850	A	Transportation Services Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P1860	A	Transportation Services Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
N0180		TV/Video Producer	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.84
P1870		TV/Video Producer, Principal	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
P1880		TV/Video Producer, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
M0400	A	Utilities Assistant Superintendent - Rail	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
M0410	A	Utilities Assistant Superintendent - Water	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
M0420	A	Utilities Deputy Director	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29
M0430	A	Utilities Deputy Director - Power Superintendent	128.56	134.99	141.74	148.83	156.27	164.08	172.29	176.59	181.01
M0440	A	Utilities Deputy Director - Rail Superintendent	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08
M0450	A	Utilities Deputy Director - Water Superintendent	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08
M0460	A	Utilities Technology Director	96.27	101.08	106.13	111.44	117.01	122.86	129.01	132.23	135.54
T0520	A	Utilities Technology Officer	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
S0030	A	Venues & Events Attendant	15.74	16.53	17.35	18.22	19.13				
P1890		Venues & Events Liaison	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
P1910	A	Venues & Events Program Manager	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P1920	A	Water Operations & Maintenance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
P1940	A	Water Operations & Maintenance Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76



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P0010	A	Account Relationship Manager	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P0020	A	Advanced Registered Nurse Practitioner	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
T0010	A	Applications/Systems Engineer	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
T0020	A	Applications/Systems Engineer, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
T0030	A	Applications/Systems Engineer, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P0030		Arts Program Administrator	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P0040		Arts Program Planner	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P0050	A	Assistant City Attorney	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
M0030	A	Assistant Director, Community & Economic Development	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
M0040	A	Assistant Director, Environmental Services	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
M0050	A	Assistant Director, Equity & Human Rights	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
M0060	A	Assistant Director, Finance	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
M0070	A	Assistant Director, Human Resources	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
M0080	A	Assistant Director, Information Technology	98.91	103.86	109.05	114.50	120.23	126.24	132.55	135.86	139.26
M0090	A	Assistant Director, Neighborhood & Community Services	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
M0100	A	Assistant Director, Planning & Development Services	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
M0110	A	Assistant Director, Public Works	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
M0120	A	Assistant Director, Retirement System	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
M0130	A	Assistant Director, Tacoma Venues & Events	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
T0040	A	Assistant Division Manager, Engineering	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P0060	A	Assistant Division Manager, Environmental Services	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P0070	A	Assistant Division Manager, Planning & Development	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P0080	A	Assistant Division Manager, Public Works	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P0090	A	Assistant Division Manager, Water Utility	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25



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M0470	A	Assistant Section Manager, Power Utility	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50
M0140	A	Assistant to the City Manager	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
M0480	A	Assistant Utilities Technology Director	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55
T0060	A	Associate Civil Engineer	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
T0070	A	Associate Civil Engineer, Principal	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
T0080	A	Associate Civil Engineer, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
T0090	A	Associate Electrical Engineer	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
T0100	A	Associate Electrical Engineer, Principal	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
T0110	A	Associate Electrical Engineer, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
T0120	A	Associate Power Systems Engineer	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
T0130	A	Associate Power Systems Engineer, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P0100	A	Behavioral Health Case Manager	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P0110	A	Behavioral Health Crisis Responder	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P0120	A	Booking Manager	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
M0150	A	Budget Officer	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
P0130		Business & Economic Development Analyst	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P0140		Business & Economic Development Analyst, Associate	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P0150	A	Business & Economic Development Program Manager	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P0160	A	Business Services Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P0170		Business Services Analyst, Associate	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P0180	A	Business Services Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P0190	A	Business Services Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P0200	A	Business Systems Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P0210		Business Systems Analyst, Associate	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
P0220	A	Business Systems Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P0230	A	Business Systems Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58



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M0160	A	Chief Deputy City Attorney	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
P0240	A	Chief Fire Code Official	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
M0170	A	Chief Government Affairs Officer	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
P0250	A	Chief of Staff, Police	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P0260	A	Chief Strategy Officer	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
M0180	A	City Attorney	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70
P0270	A	City Clerk	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
M0190	A	City Treasurer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
T0140	A	Civil Engineer PE, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
T0150	A	Civil Engineer, PE	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P0280	A	Civil Rights Investigator	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
N0010	A	Client Technology Support Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
T0160	A	Client Technology Support Supervisor	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P0290	A	Communications & Marketing Analyst	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
P0300		Communications & Marketing Analyst, Associate	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P0310	A	Communications & Marketing Analyst, Principal	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P0320	A	Communications & Marketing Analyst, Senior	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
A0010		Communications & Marketing Specialist	31.10	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78
P0330		Community Resources Analyst	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
P0340	A	Community Resources Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P0350	A	Community Resources Analyst, Senior	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
N0190		Community Service Officer	31.10	32.66	34.29	36.00	37.80				
P0360	A	Continuous Improvement Consultant	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P0370	A	Continuous Improvement Consultant, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P0380	A	Continuous Improvement Consultant, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P0390	A	Contract/Program Auditor	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
M0200	A	Controller	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
P0400	A	Court Administrator	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
A0020	A	Court Operations Supervisor	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P0410	A	Criminal Justice Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85



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P0420		Customer Service Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P0430	A	Customer Service Analyst, Principal	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P1980	A	Customer Service Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
T0530	A	Dam Safety Engineer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
T0190	A	Data Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
T0200	A	Data Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
T0210	A	Data Architecture Manager	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
T0170		Data Dashboard Analyst	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
T0180	A	Data Dashboard Analyst, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
T0220	A	Data Scientist	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P0450	A	Day-Ahead Energy Trader	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
D0010		Department Aide	16.28	17.09	17.94	18.84	19.78	20.77	21.81	22.90	24.05
P0460	A	Department Emergency Management Officer	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P0470	A	Deputy City Attorney	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P0480	A	Deputy City Attorney, Senior	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
M0210	A	Deputy City Manager	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70
P0490	A	Deputy Retirement Investment Officer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P0500	A	Development Services Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P0510	A	Development Services Program Coordinator	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
N0020		Development Services Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
N0030		Development Services Specialist, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
M0230	A	Director, Communications	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
M0240	A	Director, Community & Economic Development	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50
M0220	A	Director, Environmental Services	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55
M0250	A	Director, Equity & Human Rights	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
M0260	A	Director, Finance (CFO)	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55
M0270	A	Director, Human Resources	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50
M0280	A	Director, Information Technology	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70
M0290	A	Director, Neighborhood & Community Services	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
M0300	A	Director, Planning & Development	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50



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Code	A	Job Title	1	2	3	4	5	6	7	8	9
M0310	A	Director, Public Works	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55
M0320	A	Director, Retirement System	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50
M0330	A	Director, Safety	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
M0340	A	Director, Tacoma Venues & Events	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
P0530	A	Division Manager, Arts Administration	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P0540	A	Division Manager, Business Services	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P0550	A	Division Manager, Community & Economic Development	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P0560	A	Division Manager, Customer Service	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
T0230	A	Division Manager, Engineering	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
P0570	A	Division Manager, Environmental Services	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P0590	A	Division Manager, Financial Services	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P0600	A	Division Manager, Fleet & Facilities	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
T0240	A	Division Manager, Information Technology	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
P0610	A	Division Manager, Labor Relations	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
P1990	A	Division Manager, Neighborhood & Community Services	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P0620	A	Division Manager, Planning & Development	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P0630	A	Division Manager, Public Works	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P0640	A	Division Manager, Television & Video Production	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P0650	A	Division Manager, Water Utility	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P0660	A	Education & Outreach Liaison	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P0670		Education & Outreach Liaison, Associate	31.10	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78
P0680	A	Education & Outreach Liaison, Principal	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P0690	A	Education & Outreach Liaison, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
T0250	A	Electrical Engineer PE, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
T0260	A	Electrical Engineer, PE	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P0700	A	Emergency Management Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85



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Code	A	Job Title	1	2	3	4	5	6	7	8	9
P0710	A	Emergency Management Officer, Chief	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
T0270	A	Engineering Project Manager	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
T0540	A	Engineering Project Manager, Principal	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
T0290	A	Engineering Project Manager, Senior	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
N0040	A	Engineering Support Supervisor	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
S0010		Engineer-in-Training	31.10	32.66	34.29	36.00	37.80				
T0300	A	Enterprise Data Architecture Manager	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P0720	A	Equal Employment Opportunity Officer	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P0730	A	Equity Programs Consultant	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P0740	A	Equity Programs Consultant, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P2040	A	Equity Programs Consultant, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
A0030		Equity Programs Specialist	31.10	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78
A0040		Equity Programs Specialist, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
N0050		Events AV/Production Technician	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P0760	A	Executive Assistant	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P0770	A	Financial Services Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P0780	A	Financial Services Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P2070	A	Financial Services Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
A0050	A	Financial Services Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
M0350	A	Fire Chief	123.09	129.24	135.70	142.49	146.05	149.70			
P0790	A	Fleet & Facilities Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P0800		Fleet & Facilities Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P0810	A	Fleet & Facilities Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
N0060	A	Fleet & Facilities Field Supervisor	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P0820	A	Government Affairs Advisor	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P0830	A	Government Affairs Advisor, Senior	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P0840	A	Government Affairs Officer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P0850	A	Guest Experience Manager	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40



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M0360	A	Hearing Examiner	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
P0860	A	Historic Preservation Analyst	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P0880	A	Housing Analyst	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
P0890	A	Housing Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P0900	A	Housing Analyst, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
N0070		Housing Rehab Specialist	31.10	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78
P0910	A	Human Resources Consultant, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
T0310	A	Information Technology Security Analyst	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
T0320	A	Information Technology Security Analyst, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
T0330	A	Information Technology Security Analyst, Senior	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P0930	A	Labor Negotiator	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P1970	A	Labor Negotiator, Public Safety	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P0940	A	Labor Relations Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P0950	A	Language Access Program Coordinator	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P0960	A	Learning Consultant, Principal	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P0970	A	Learning Consultant, Senior (Instructional Designer)	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
A0060		Legal Assistant	31.10	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78
A0070		LEOFF I Pension Specialist	31.10	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78
P0980	A	Licensed Legal Intern	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P0990	A	Management Fellow	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
A0080		Management Support Technician, Senior	28.93	30.38	31.90	33.49	35.16	36.92	38.77	39.74	40.73
P1000	A	Manager, Business Services	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P1010	A	Manager, Continuous Improvement	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
T0350	A	Manager, Engineering	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P1020	A	Manager, Enterprise Safety	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1030	A	Manager, Financial Services	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1040	A	Manager, Fire Training & Accreditation	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P1050	A	Manager, Fleet & Facilities Operations	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1060	A	Manager, Human Resources	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09



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Code	A	Job Title	1	2	3	4	5	6	7	8	9
P1070	A	Manager, Natural Resources	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
T0360	A	Manager, Power Systems Engineering	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
P2000	A	Manager, Power Utility	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
P1110	A	Manager, Public Disclosure	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P2060	A	Manager, Real Property	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1120	A	Manager, Sustainability	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
T0370	A	Manager, Technology	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P1130	A	Manager, Television Station	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
M0370	A	Manager, Training & Development	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1140	A	Manager, Venues & Events Services	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P1160	A	Market Research & Development Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1150	A	Market Research & Development Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
N0090		Master Control Programmer	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P1170	A	Mobile Unit Registered Nurse	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P1180	A	Natural Resources Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P1190	A	Natural Resources Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P1200	A	Natural Resources Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P2050	A	Natural Resources Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
N0100	A	Natural Resources Field Supervisor	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
N0110		Natural Resources Field Technician	28.93	30.38	31.90	33.49	35.16	36.92	38.77	39.74	40.73
A0090	A	Office Administrator	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
A0100	A	Office Manager	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
P1210	A	Operations Manager, Parking	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1220	A	Operations Manager, Surface & Wastewater	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1230	A	Operations Manager, Water Operations & Maintenance	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
T0380	A	Operations Technology Engineer	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
T0390	A	Operations Technology Engineer, Associate	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47



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T0400	A	Operations Technology Engineer, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
T0410	A	Operations Technology Engineer, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
A0110	A	Paralegal	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P1240		Planner, Associate	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P1250	A	Planner, Principal	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P1260	A	Planner, Senior	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P1270	A	Plans Examiner	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P1280	A	Plans Examiner, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P1290	A	Plans Examiner, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
M0380	A	Police Chief	123.09	129.24	135.70	142.49	146.05	149.70			
P1930	A	Police Community Engagement Senior Manager	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P1300	A	Policy Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P1310	A	Policy Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P1350	A	Power Audit & Compliance Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P1360	A	Power Audit & Compliance Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1370	A	Power Audit & Compliance Analyst, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
A0120		Power Audit & Compliance Specialist	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P1380		Power Energy Conservation Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P1390		Power Energy Conservation Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P1400	A	Power Energy Conservation Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1410	A	Power Energy Conservation Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P1420	A	Power Energy Portfolio Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P2010		Power Energy Portfolio Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P1430	A	Power Energy Portfolio Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1440	A	Power Energy Portfolio Analyst, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P1450	A	Power Field Operations Supervisor	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P1460	A	Power Field Operations Supervisor, Senior	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28



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M0390	A	Power Section Manager	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70
T0430	A	Power Systems Engineer PE, Principal	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
T0440	A	Power Systems Engineer, PE	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
N0120	A	Power Warehouse Supervisor	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P1470	A	Prosecuting City Attorney	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P1960	A	Public Information Officer	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P1480	A	Rail Chief Mechanical Officer	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P1490	A	Rail Operations Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P1500	A	Rail Operations Manager	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
P1510	A	Rail Trainmaster	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P1520	A	Railway Roadmaster	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P1530	A	Real Property Officer, Principal	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P1540		Real Property Officer, Senior	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P1550	A	Real-Time Energy Trader	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P2020	A	Real-Time Energy Trader, Lead	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
P1560	A	Registered Nurse Case Manager	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P1570		Regulatory Compliance Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P1580		Regulatory Compliance Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P1590	A	Regulatory Compliance Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P1600		Regulatory Compliance Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
N0130		Regulatory Compliance Technician	28.93	30.38	31.90	33.49	35.16	36.92	38.77	39.74	40.73
N0140		Regulatory Compliance Technician, Senior	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P1610	A	Retirement Chief Investment Officer	114.30	120.02	126.02	132.32	138.94	145.89	153.18	157.01	160.94
P1620	A	RIM Administrator	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P1630	A	RIM Administrator/Deputy City Clerk	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
A0130		RIM Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
P1640		Risk Analyst	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P1650	A	Risk Analyst, Senior	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P1660	A	Risk Manager	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P1670	A	Safety Consultant, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P1680	A	Safety Consultant, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85



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Code	A	Job Title	1	2	3	4	5	6	7	8	9
P1690	A	Sales & Marketing Manager	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
P1700	A	Senior Manager, Business Services	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P1710	A	Senior Manager, Communications & Marketing	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P1720	A	Senior Manager, Customer Service	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
P1730	A	Senior Manager, Fleet & Facilities	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P1740	A	Senior Manager, Market Research & Development	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P2030	A	Senior Manager, Power Utility	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
T0460	A	Senior Manager, Technology	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
S0020		Skilled Occupational Intern	16.28	17.09	17.94	18.84	19.78				
P1770	A	Strategic Initiatives Program Coordinator	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
T0470	A	Structural Engineer, PE	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25
P1780		Sustainability Analyst	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P1790	A	Sustainability Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
T0480	A	Technology Project Manager	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09
T0490	A	Technology Project Manager, Senior	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94
N0150		Telecom Planning & Design Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
N0160	A	Telecom Planning & Design Supervisor	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
N0170	A	Telecommunications Technical Specialist, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85
P1800	A	Term Energy Trader	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28
P1810	A	Therapeutic Courts Program Coordinator	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P1830		Transportation Services Analyst	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P1840		Transportation Services Analyst, Associate	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58
P1850	A	Transportation Services Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65
P1860	A	Transportation Services Analyst, Senior	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
N0180		TV/Video Producer	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07
P1870		TV/Video Producer, Principal	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85



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P1880		TV/Video Producer, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
M0400	A	Utilities Assistant Superintendent - Rail	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
M0410	A	Utilities Assistant Superintendent - Water	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
M0420	A	Utilities Deputy Director	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50
M0430	A	Utilities Deputy Director - Power Superintendent	132.10	138.70	145.64	152.92	160.57	168.60	177.03	181.46	186.00
M0440	A	Utilities Deputy Director - Rail Superintendent	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55
M0450	A	Utilities Deputy Director - Water Superintendent	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55
M0460	A	Utilities Technology Director	98.91	103.86	109.05	114.50	120.23	126.24	132.55	135.86	139.26
T0520	A	Utilities Technology Officer	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
S0030	A	Venues & Events Attendant	16.28	17.09	17.94	18.84	19.78				
P1890		Venues & Events Liaison	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40
P1910	A	Venues & Events Program Manager	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P1920	A	Water Operations & Maintenance Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47
P1940	A	Water Operations & Maintenance Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58