

SUBSTITUTE ORDINANCE NO. 28925

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

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

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

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

WHEREAS the ordinance maintains current wage rates for the classifications of Hydro Parks Supervisor and Assistant Hydro Parks Supervisor, represented by the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, while in union accretion bargaining, and

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 \$3.003.75 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	Α	Job Title	1	2	3	4	5	6
4001		Firefighter	32.64	34.27	39.07	41.02	43.07	45.22
4002		Fire Lieutenant	52.12	54.73				
4003		Fire Captain	59.95	62.95				
4004		Fire Chief Battalion	68.98	72.43				
4005		Fire Battalion Chief Aide	52.12	54.73				
4006		Firefighter-Paramedic	49.69	52.17				
4008	Α	Fire Medical Services Officer	85.50	89.78				
4011		Fire Boat Pilot	52.12	54.73				
4015		Fire Inspector	60.13	63.14				
4016		Fire Marshal Deputy	69.16	72.62				
4022		Harbor Master Deputy	70.76	74.30				
4101		Fire Communications Center Lieutenant	64.63	67.86				
4102		Fire Captain Dispatcher	72.71	76.35				
4103	Α	Fire Communications Center Supervisor	78.16	82.07				
Code	Α	Job Title	1	2	3	4	5	6
4001		Firefighter	34.10	35.81	40.82	42.86	45.00	47.25
4002		Fire Lieutenant	54.47	<u>57.20</u>				
4003		Fire Captain	62.64	65.77				
4004		Fire Chief Battalion	72.04	<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	Α	Fire Medical Services Officer	89.35	93.82				



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

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.



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	Section 6. That Sections 1,	2, 3, and 4 are effective January 1, 2024.
1	That Section 5 is effective Deceml	per 31, 2023.
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3	Passed	
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5		Mayor
6	Attest:	Mayor
7		
8	City Clerk	
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10	Approved as to form:	
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12	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	Α	Job Title	1	2	3	4	5	6	7	8	9
P0010	Α	Account Relationship Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
P0020	Α	Advanced Registered Nurse Practitioner	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
T0010	Α	Applications/Systems Engineer	43.45	4 5.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
T0020	Α	Applications/Systems Engineer, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
T0030	Α	Applications/Systems Engineer, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
P0030		Arts Program Administrator	43.45	4 5.62	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	Α	Assistant City Attorney	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
M0030	Α	Assistant Director, Community & Economic Development	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
M0040	Α	Assistant Director, Environmental Services	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
M0050	Α	Assistant Director, Equity & Human Rights	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
M0060	Α	Assistant Director, Finance	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
M0070	Α	Assistant Director, Human Resources	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
M0080	Α	Assistant Director, Information Technology	96.27	101.08	106.13	111.44	117.01	122.86	129.01	132.23	135.54
M0090	Α	Assistant Director, Neighborhood & Community Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
M0100	Α	Assistant Director, Planning & Development Services	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
M0110	Α	Assistant Director, Public Works	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
M0120	Α	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	Α	Assistant Division Manager, Engineering	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
P0060	Α	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	Α	Job Title	1	2	3	4	5	6	7	8	9
1	P0070	Α	Assistant Division Manager, Planning & Development	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
2	P0080	Α	Assistant Division Manager, Public Works	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
3	P0090	Α	Assistant Division Manager, Water Utility	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
4	M0470	Α	Assistant Section Manager, Power Utility	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29
5	M0140	Α	Assistant to the City Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
6	M0480	Α	Assistant Utilities Technology Director	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08
7	T0060	Α	Associate Civil Engineer	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
8	T0070	Α	Associate Civil Engineer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
9	T0080	Α	Associate Civil Engineer, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
10	T0090	Α	Associate Electrical Engineer	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
11	T0100	Α	Associate Electrical Engineer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
12	T0110	Α	Associate Electrical Engineer, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
13	T0120	Α	Associate Power Systems Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
14 15	T0130	Α	Associate Power Systems Engineer, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
16	P0100	Α	Behavioral Health Case Manager	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
17	P0110	Α	Behavioral Health Crisis Responder	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
40	P0120	Α	Booking Manager	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
18	M0150	Α	Budget Officer	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
19	P0130		Business & Economic Development Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
20	P0140		Business & Economic Development Analyst, Associate	32.54	34.16	35.87	37.66	39.55	4 1.52	43.60	44.69	45.81
21 22	P0150	Α	Business & Economic Development Program	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
23	P0160	Α	Manager Business Services	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
24	P0170		Analyst Business Services	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
25	P0180	Α	Analyst, Associate Business Services	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
26	P0190	Α	Analyst, Principal 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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2 Code Job Title 1 5 6 8 9 42.44 40.42 44.56 46.79 49.13 51.58 56.91 P0200 Α **Business Systems** 54.16 55.52 Analyst 1 P0210 34.98 36.72 38.56 40.49 42.51 44.64 46.87 48.04 49.24 **Business Systems** 2 Analyst, Associate 52.72 P0220 **Business Systems** 50.21 55.36 58.13 61.03 64.08 67.29 68.97 70.69 3 Analyst, Principal 49.04 51.50 54.07 P0230 Business Systems 46.71 56.77 59.61 62.59 64.16 65.76 Α Analyst, Senior 4 M0160 77.49 81.37 85.43 89.71 94.19 98.90 103.85 106.44 109.10 Chief Deputy City Α 5 Attorney P0240 Chief Fire Code Official 72.08 75.69 79.47 83.45 87.62 92.00 96.60 99.02 101.49 Α 6 M0170 Α Chief Government 72.08 75.69 79.47 83.45 87.62 92.00 96.60 99.02 101.49 Affairs Officer 7 70.41 85.58 P0250 Chief of Staff, Police 67.06 73.93 77.63 81.51 89.86 92.11 94.41 Α Chief Strategy Officer 58.03 60.93 63.97 67.17 70.53 74.06 77.76 79.70 81.70 P0260 Α 8 103.49 108.66 114.09 119.80 125.79 132.08 138.68 142.15 145.70 M0180 City Attorney Α P0270 46.71 49.04 51.50 54.07 56.77 59.61 62.59 64.16 65.76 City Clerk Α 9 M0190 City Treasurer 67.06 70.41 73.93 77.63 81.51 85.58 89.86 92.11 94.41 Α 10 58.03 60.93 63.97 67.17 70.53 74.06 77.76 79.70 81.70 T0140 Civil Engineer PE, Α Principal 11 T0150 53.98 56.68 59.51 62.49 65.61 68.89 72.33 74.14 76.00 Α Civil Engineer, PE P0280 40.42 42.44 44.56 49.13 54.16 56.91 Civil Rights Investigator 46.79 51.58 55.52 Α 12 N0010 Client Technology 34.98 36.72 38.56 40.49 42.51 44.64 46.87 48.04 49.24 Α Support Specialist 13 T0160 Client Technology 53.98 56.68 59.51 62.49 65.61 68.89 72.33 74.14 76.00 Α Support Supervisor 14 P0290 Communications & 34.98 36.72 38.56 40.49 42.51 44.64 46.87 48.04 49.24 Marketing Analyst 15 P0300 Communications & 32.54 34.16 35.87 37.66 39.55 41.52 43.60 44.69 45.81 Marketing Analyst, 16 Associate P0310 46.71 49.04 51.50 54.07 56.77 59.61 62.59 64.16 65.76 Communications & 17 Marketing Analyst, Principal 18 P0320 49.13 56.91 Communications & 40.42 42.44 44.56 46.79 51.58 54.16 55.52 Α Marketing Analyst, 19 Senior A0010 Communications & 30.27 31.78 33.37 35.04 36.79 38.63 40.56 41.57 42.61 20 Marketing Specialist 46.87 36.72 38.56 40.49 42.51 44.64 48.04 49.24 P0330 Community Resources 34.98 21 Analyst 50.21 52.72 55.36 58.13 61.03 64.08 67.29 68.97 70.69 P0340 Community Resources 22 Analyst, Principal 40.42 42.44 44.56 46.79 49.13 51.58 56.91 P0350 Community Resources 54.16 55.52 23 Analyst, Senior N0190 Community Service 30.27 31.78 33.37 35.04 36.79 24 Officer 47.99 52.94 P0360 Α Continuous 37.60 39.48 41.45 43.52 45.70 50.39 51.64 25 Improvement Consultant 26



2 Code Job Title 5 6 8 9 1 50.21 52.72 64.08 58.13 61.03 P0370 Α 55.36 67.29 68.97 70.69 Continuous Improvement 1 Consultant, Principal 2 P0380 Continuous 43.45 45.62 47.90 50.30 52.81 55.45 58.23 59.68 61.17 Improvement Consultant, Senior 3 38.56 49.24 P0390 34.98 36.72 40.49 42.51 44.64 46.87 48.04 Contract/Program Auditor 4 M0200 Α Controller 72.08 75.69 79.47 83.45 87.62 92.00 96.60 99.02 101.49 5 62.38 72.21 85.68 87.82 P0400 65.50 68.77 75.82 79.61 83.59 Α Court Administrator A0020 Α **Court Operations** 46.71 49.04 51.50 54.07 56.77 59.61 62.59 64.16 65.76 6 Supervisor P0410 43.45 45.62 47.90 50.30 52.81 55.45 58.23 59.68 61.17 Criminal Justice Analyst 7 P0420 40.42 42.44 44.56 46.79 49.13 51.58 54.16 55.52 56.91 **Customer Service** Analyst 8 P0430 **Customer Service** 46.71 49.04 51.50 54.07 56.77 59.61 62.59 64.16 65.76 Α Analyst, Principal 9 P1980 Α **Customer Service** 43.45 45.62 47.90 50.30 52.81 55.45 58.23 59.68 61.17 Analyst, Senior 10 Dam Safety Engineer T0530 67.06 70.41 73.93 77.63 81.51 85.58 89.86 92.11 94.41 T0190 53.98 56.68 59.51 62.49 65.61 68.89 72.33 74.14 76.00 Α Data Analyst, Principal 11 46.71 49.04 51.50 54.07 56.77 59.61 62.59 64.16 T0200 Α Data Analyst, Senior 65.76 58.03 60.93 67.17 74.06 T0210 Α 63.97 70.53 77.76 79.70 81.70 12 Data Architecture Manager T0170 46.71 49.04 51.50 54.07 56.77 59.61 62.59 64.16 65.76 13 Data Dashboard Analyst 14 T0180 Data Dashboard 50.21 52.72 55.36 58.13 61.03 64.08 67.29 68.97 70.69 Analyst, Senior 15 67.06 70.41 73.93 77.63 92.11 94.41 T0220 Α **Data Scientist** 81.51 85.58 89.86 72.21 P0450 62.38 65.50 68.77 75.82 79.61 83.59 85.68 87.82 Α Day-Ahead Energy 16 Trader 18.22 19.13 20.09 D0010 15.74 16.53 17.35 21.09 22.15 23.26 Department Aide 17 P0460 50.21 52.72 55.36 58.13 61.03 64.08 67.29 68.97 70.69 Department Emergency Management Officer 18 P0470 62.38 65.50 68.77 72.21 75.82 79.61 83.59 85.68 87.82 Α Deputy City Attorney P0480 Α Deputy City Attorney, 67.06 70.41 73.93 77.63 81.51 85.58 89.86 92.11 94.41 19 Senior M0210 103.49 108.66 114.09 119.80 125.79 132.08 138.68 142.15 145.70 Α Deputy City Manager 20 P0490 67.06 70.41 73.93 85.58 92.11 94.41 Α Deputy Retirement 77.63 81.51 89.86 **Investment Officer** 21 P0500 Α **Development Services** 43.45 45.62 47.90 50.30 52.81 55.45 58.23 59.68 61.17 Analyst 22 P0510 **Development Services** 46.71 49.04 51.50 54.07 56.77 59.61 62.59 64.16 65.76 **Program Coordinator** 23 N0020 34.98 36.72 38.56 40.49 42.51 44.64 46.87 48.04 49.24 **Development Services** Specialist 24 37.60 39.48 41.45 43.52 45.70 47.99 52.94 N0030 50.39 51.64 **Development Services** Specialist, Senior 25 67.06 70.41 73.93 77.63 81.51 85.58 89.86 92.11 94.41 M0230 Α Director. Communications 26



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2 Code Job Title 5 6 8 9 91.84 101.26 M0240 Α Director, Community & 83.30 87.47 96.43 106.32 111.63 114.42 117.29 **Economic Development** 89.55 94.03 98.73 103.67 108.85 114.29 120.01 123.01 126.08 M0220 Director, Environmental 2 Services M0250 Director, Equity & 67.06 70.41 73.93 77.63 81.51 85.58 89.86 92.11 94.41 Α **Human Rights** 94.03 114.29 120.01 Director, Finance (CFO) 89.55 98.73 103.67 108.85 123.01 126.08 M0260 4 M0270 83.30 87.47 91.84 96.43 101.26 106.32 111.63 114.42 117.29 Α Director, Human Resources 103.49 108.66 114.09 119.80 132.08 142.15 125.79 138.68 145.70 M0280 Α Director, Information Technology 6 M0290 Director, Neighborhood 77.49 81.37 85.43 89.71 94.19 98.90 103.85 106.44 109.10 & Community Services M0300 Director, Planning & 83.30 87.47 91.84 96.43 101.26 106.32 111.63 114.42 117.29 Α Development 114.29 M0310 Director. Public Works 89.55 94.03 98.73 103.67 108.85 120.01 123.01 126.08 M0320 Α Director, Retirement 83.30 87.47 91.84 96.43 101.26 106.32 111.63 114.42 117.29 System 77.49 94.19 98.90 106.44 M0330 Director, Safety 81.37 85.43 89.71 103.85 109.10 10 M0340 Director, Tacoma 77.49 81.37 85.43 89.71 94.19 98.90 103.85 106.44 109.10 Α Venues & Events 58.03 60.93 63.97 74.06 P0530 Α Division Manager, Arts 67.17 70.53 77.76 79.70 81.70 Administration 12 P0540 Α Division Manager, 67.06 70.41 73.93 77.63 81.51 85.58 89.86 92.11 94.41 **Business Services** 13 P0550 58.03 60.93 63.97 67.17 70.53 74.06 79.70 81.70 Division Manager, 77.76 Community & Economic 14 Development 67.06 70.41 73.93 92.11 94.41 P0560 Division Manager, 77.63 81.51 85.58 89.86 15 **Customer Service** 79.47 83.45 92.00 99.02 T0230 72.08 75.69 87.62 96.60 101.49 Α Division Manager, Engineering P0570 67.06 70.41 73.93 77.63 81.51 85.58 89.86 92.11 94.41 Α Division Manager, Environmental Services P0590 Α Division Manager, 62.38 65.50 68.77 72.21 75.82 79.61 83.59 85.68 87.82 **Financial Services** 67.06 70.41 73.93 85.58 92.11 P0600 Division Manager, Fleet 77.63 81.51 89.86 94.41 19 & Facilities 94.19 T0240 77.49 81.37 85.43 89.71 98.90 103.85 106.44 109.10 Division Manager, 20 Information Technology Division Manager, 72.08 75.69 79.47 83.45 87.62 92.00 96.60 99.02 101.49 P0610 Labor Relations 58.03 60.93 63.97 70.53 P1990 Division Manager, 67.17 74.06 77.76 79.70 81.70 Neighborhood & Community Services 23 P0620 Α Division Manager, 62.38 65.50 68.77 72.21 75.82 79.61 83.59 85.68 87.82 Planning & 24 Development 67.06 70.41 73.93 77.63 81.51 85.58 89.86 92.11 94.41 P0630 Division Manager, 25 Public Works

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2 Code Job Title 1 5 6 8 9 62.38 65.50 68.77 72.21 75.82 79.61 P0640 Α Division Manager, 83.59 85.68 87.82 Television & Video 1 Production 2 P0650 Division Manager, 67.06 70.41 73.93 77.63 81.51 85.58 89.86 92.11 94.41 Water Utility **Education & Outreach** 32.54 34.16 35.87 37.66 39.55 41.52 43.60 44.69 45.81 3 P0660 Liaison P0670 Education & Outreach 30.27 31.78 33.37 35.04 36.79 38.63 40.56 41.57 42.61 4 Liaison. Associate 43.45 45.62 47.90 50.30 52.81 58.23 61.17 5 P0680 Education & Outreach 55.45 59.68 Α Liaison, Principal P0690 Education & Outreach 37.60 39.48 41.45 43.52 45.70 47.99 50.39 51.64 52.94 6 Α Liaison, Senior 7 Electrical Engineer PE. T0250 58.03 60.93 63.97 67.17 70.53 74.06 77.76 79.70 81.70 Principal 8 T0260 Α Electrical Engineer, PE 53.98 56.68 59.51 62.49 65.61 68.89 72.33 74.14 76.00 P0700 45.62 47.90 50.30 52.81 59.68 Α Emergency 43.45 55.45 58.23 61.17 9 Management Analyst P0710 58.03 60.93 63.97 67.17 70.53 74.06 77.76 79.70 81.70 Emergency 10 Management Officer, Chief 11 T0270 50.21 61.03 64.08 **Engineering Project** 52.72 55.36 58.13 67.29 68.97 70.69 Α Manager 12 T0540 **Engineering Project** 62.38 65.50 68.77 72.21 75.82 79.61 83.59 85.68 87.82 Manager, Principal 13 T0290 Engineering Project 58.03 60.93 63.97 67.17 70.53 74.06 77.76 79.70 81.70 Manager, Senior 14 N0040 Α 43.45 45.62 47.90 50.30 52.81 55.45 58.23 59.68 61.17 **Engineering Support** Supervisor 15 S0010 30.27 31.78 33.37 35.04 36.79 Engineer-in-Training 81.51 85.58 T0300 Α Enterprise Data 67.06 70.41 73.93 77.63 89.86 92.11 94.41 16 Architecture Manager P0720 **Equal Employment** 58.03 60.93 63.97 67.17 70.53 74.06 77.76 79.70 81.70 17 Opportunity Officer 40.42 42.44 44.56 46.79 49.13 51.58 P0730 **Equity Programs** 54.16 55.52 56.91 Α 18 Consultant P0740 50.21 58.13 64.08 68.97 Α **Equity Programs** 52.72 55.36 61.03 67.29 70.69 19 Consultant, Principal P2040 **Equity Programs** 43.45 45.62 47.90 50.30 52.81 55.45 58.23 59.68 61.17 Α 20 Consultant, Senior A0030 **Equity Programs** 30.27 31.78 33.37 35.04 36.79 38.63 40.56 41.57 42.61 21 Specialist A0040 **Equity Programs** 37.60 39.48 41.45 43.52 45.70 47.99 50.39 51.64 52.94 22 Specialist, Senior N0050 Events AV/Production 32.54 34.16 35.87 37.66 39.55 41.52 43.60 44.69 45.81 23 Technician P0760 **Executive Assistant** 43.45 45.62 47.90 50.30 52.81 55.45 58.23 59.68 61.17 Α 24 P0770 Financial Services 40.42 42.44 44.56 46.79 49.13 51.58 54.16 55.52 56.91 Α Analyst 25 50.21 P0780 Financial Services 52.72 55.36 58.13 61.03 64.08 67.29 68.97 70.69 Analyst, Principal 26



	Code	Α	Job Title	1	2	3	4	5	6	7	8	9
	A0050	Α	Financial Services	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
	M0350		Specialist Fire Chief	119.80	125.79	132.08	138.68	142.15	145.70	10.07	10.01	10.21
	P0790	Α	Fleet & Facilities	40.42	42.44			49.13	1/15.70 51.58	54.16	55.52	56.91
		Α	Analyst	_		44.56	46.79					
	P0800		Fleet & Facilities Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
	P0810	Α	Fleet & Facilities Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
	N0060	Α	Fleet & Facilities Field Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
	P0820	Α	Government Affairs Advisor	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
	P0830	Α	Government Affairs Advisor, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
	P0840	Α	Government Affairs Officer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
	P0850	Α	Guest Experience Manager	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
	M0360	Α	Hearing Examiner	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
	P0860	Α	Historic Preservation Analyst	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
$\ $	P0880	Α	Housing Analyst	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
	P0890	Α	Housing Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
	P0900	Α	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	Α	Human Resources Consultant, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
	T0310	Α	Information Technology Security Analyst	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
	T0320	Α	Information Technology Security Analyst, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
	T0330	Α	Information Technology Security Analyst, Senior	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
	P0930	Α	Labor Negotiator	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
	P1970	Α	Labor Negotiator, Public Safety	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
	P0940	Α	Labor Relations Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
	P0950	Α	Language Access Program Coordinator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
	P0960	Α	Learning Consultant, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
	P0970	Α	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



	Code	Α	Job Title	1 1	2	3	4	5	6	7	8	9
	P0980	A	Licensed Legal Intern	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
1	P0990	A	Management Fellow	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
2	A0080	^	Management Support Technician, Senior	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64
3	P1000	Α	Manager, Business Services	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
4	P1010	Α	Manager, Continuous Improvement	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
5	T0350	Α	Manager, Engineering	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
6	P1020	Α	Manager, Enterprise Safety	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
0 7	P1030	Α	Manager, Financial Services	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
8	P1040	Α	Manager, Fire Training & Accreditation	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
9	P1050	Α	Manager, Fleet & Facilities Operations	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
0	P1060	Α	Manager, Human Resources	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
10	P1070	Α	Manager, Natural Resources	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
'	T0360	Α	Manager, Power Systems Engineering	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
'^	P2000	Α	Manager, Power Utility	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
13	P1110	Α	Manager, Public Disclosure	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
14	P1120	Α	Manager, Sustainability	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
_	T0370	Α	Manager, Technology	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
5	P1130	Α	Manager, Television Station	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
6	M0370	Α	Manager, Training & Development	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
7	P1140	Α	Manager, Venues & Events Services	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
18 19	P1160	Α	Market Research & Development Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
20	P1150	Α	Market Research & Development Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
21	N0090		Master Control Programmer	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
22	P1170	Α	Mobile Unit Registered Nurse	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
23	P1180	Α	Natural Resources Analyst	43.45	4 5.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
24	P1190	Α	Natural Resources Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
25	P1200	Α	Natural Resources Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
26	P2050	Α	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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		Code	Α	Job Title	1	2	3	4	5	6	7	8	9
		N0100	Α	Natural Resources Field	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
1		110100	, ,	Supervisor	01.00	00.12	00.00	10.10	12.01	11.01	10.01	10.01	10.21
2		N0110		Natural Resources Field Technician	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64
		A0090	Α	Office Administrator	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
3	lÌ	A0100	Α	Office Manager	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24
4		P1210	Α	Operations Manager, Parking	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
5		P1220	Α	Operations Manager, Surface & Wastewater	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
6	Î	P1230	Α	Operations Manager, Water Operations & Maintenance	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
7		T0380	Α	Operations Technology Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
8		T0390	Α	Operations Technology Engineer, Associate	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
9		T0400	Α	Operations Technology Engineer, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
10		T0410	Α	Operations Technology Engineer, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
11		A0110	Α	Paralegal	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
12		P1240		Planner, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
		P1250	Α	Planner, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
13		P1260	Α	Planner, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
		P1270	Α	Plans Examiner	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
14		P1280	Α	Plans Examiner, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
15		P1290	Α	Plans Examiner, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
16		M0380	Α	Police Chief	119.80	125.79	132.08	138.68	142.15	145.70			
17		P1930	Α	Police Community Engagement Senior Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
18		P1300	Α	Policy Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
.		P1310	Α	Policy Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
19		P1350	Α	Power Audit & Compliance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
20		P1360	Α	Power Audit & Compliance Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
22		P1370	Α	Power Audit & Compliance Analyst, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
23		A0120		Power Audit & Compliance Specialist	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81
24		P1380		Power Energy Conservation Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
25 26		P1390		Power Energy Conservation Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94



	Code	Α	Job Title	1	2	3	4	5	6	7	8	9
1	P1400	Α	Power Energy Conservation Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
2 3	P1410	Α	Power Energy Conservation Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
4	P1420	Α	Power Energy Portfolio Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
5	P2010		Power Energy Portfolio Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
6	P1430	Α	Power Energy Portfolio Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
7	P1440	Α	Power Energy Portfolio Analyst, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
8	P1450	Α	Power Field Operations Supervisor	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
9	P1460	Α	Power Field Operations Supervisor, Senior	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
	M0390	Α	Power Section Manager	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70
10	T0430	Α	Power Systems Engineer PE, Principal	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
11	T0440	Α	Power Systems Engineer, PE	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
12	N0120	A	Power Warehouse Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
13 14	P1470	A	Prosecuting City Attorney	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
	P1960	Α	Public Information Officer	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
15 16	P1480	Α	Rail Chief Mechanical Officer	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82
16	P1490	Α	Rail Operations Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
17	P1500	Α	Rail Operations Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00
18	P1510	Α	Rail Trainmaster	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
'0	P1520	Α	Railway Roadmaster	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
19	P1530	Α	Real Property Officer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
20	P1540		Real Property Officer, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
21	P1550	Α	Real-Time Energy Trader	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70
22	P2020	Α	Real-Time Energy Trader, Lead	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41
23	P1560	Α	Registered Nurse Case Manager	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
24	P1570		Regulatory Compliance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
25	P1580		Regulatory Compliance Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
26	P1590	Α	Regulatory Compliance Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69



Code	Α	Job Title	1	2	3	4	5	6	7	8	
P1600		Regulatory Compliance Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	
N0130		Regulatory Compliance Technician	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	
N0140		Regulatory Compliance Technician, Senior	32.54	34.16	35.87	37.66	39.55	41.52	4 3.60	44.69	
P1610	Α	Retirement Chief Investment Officer	111.25	116.81	122.65	128.78	135.22	141.98	149.08	152.81	
P1620	Α	RIM Administrator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	
P1630	Α	RIM Administrator/Deputy City Clerk	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	
A0130		RIM Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	
P1640		Risk Analyst	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	
P1650	Α	Risk Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	
P1660	Α	Risk Manager	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	
P1670	Α	Safety Consultant, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	
P1680	Α	Safety Consultant, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	
P1690	Α	Sales & Marketing Manager	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	
P1700	Α	Senior Manager, Business Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	
P1710	Α	Senior Manager, Communications & Marketing	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	
P1720	Α	Senior Manager, Customer Service	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	
P1730	Α	Senior Manager, Fleet & Facilities	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	
P1740	Α	Senior Manager, Market Research & Development	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	
P2030	Α	Senior Manager, Power Utility	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	
T0460	Α	Senior Manager, Technology	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	
S0020		Skilled Occupational Intern	15.74	16.53	17.35	18.22	19.13				
P1770	Α	Strategic Initiatives Program Coordinator	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	
T0470	Α	Structural Engineer, PE	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	
P1780		Sustainability Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	
P1790	Α	Sustainability Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	
T0480	Α	Technology Project Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	
T0490	Α	Technology Project Manager, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	
N0150		Telecom Planning & Design Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	



	Code	Α	Job Title	1	2	3	4	5	6	7	8	9
1	N0160	Α	Telecom Planning & Design Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
2	N0170	Α	Telecommunications Technical Specialist, Senior	43.45	4 5.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
3	P1800	Α	Term Energy Trader	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49
4	P1810	Α	Therapeutic Courts Program Coordinator	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
5	P1830		Transportation Services Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
6	P1840		Transportation Services Analyst, Associate	34.98	36.72	38.56	40.49	4 2.51	44.64	46.87	48.04	49.24
7	P1850	Α	Transportation Services Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69
8	P1860	Α	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	45.81
9	P1870		TV/Video Producer, Principal	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17
10	P1880		TV/Video Producer, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
11	M0400	Α	Utilities Assistant Superintendent - Rail	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
13	M0410	Α	Utilities Assistant Superintendent - Water	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
13	M0420	Α	Utilities Deputy Director	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29
14	M0430	Α	Utilities Deputy Director - Power Superintendent	128.56	134.99	141.74	148.83	156.27	164.08	172.29	176.59	181.01
15	M0440	Α	Utilities Deputy Director - Rail Superintendent	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08
16	M0450	Α	Utilities Deputy Director - Water Superintendent	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08
17	M0460	Α	Utilities Technology Director	96.27	101.08	106.13	111.44	117.01	122.86	129.01	132.23	135.54
18	T0520	Α	Utilities Technology Officer	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10
19	S0030	Α	Venues & Events Attendant	15.74	16.53	17.35	18.22	19.13				
20	P1890		Venues & Events Liaison	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94
21	P1910	Α	Venues & Events Program Manager	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
22	P1920	Α	Water Operations & Maintenance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91
23	P1940	Α	Water Operations & Maintenance Analyst,	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76
24		<u> </u>	Senior									
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2 3 7 8 Code Job Title 1 4 5 6 9 P0010 Account Relationship 55.47 58.24 61.15 64.21 67.42 70.79 74.33 76.19 78.09 Α Manager P0020 Advanced Registered 55.47 58.24 61.15 64.21 67.42 70.79 74.33 76.19 78.09 Nurse Practitioner T0010 49.22 Α Applications/Systems 44.65 46.88 51.68 54.26 56.97 59.82 61.32 62.85 Engineer T0020 Α Applications/Systems 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 Engineer, Principal T0030 Applications/Systems 59.73 62.72 70.88 51.60 54.18 56.89 65.86 69.15 72.65 Α Engineer, Senior P0030 Arts Program 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 Administrator P0040 Arts Program Planner 38.63 40.56 42.59 44.72 46.96 49.31 51.78 53.07 54.40 P0050 Assistant City Attorney 51.60 54.18 56.89 59.73 62.72 65.86 70.88 72.65 69.15 94.53 104.28 M0030 Α Assistant Director, 74.07 77.77 81.66 85.74 90.03 99.26 101.74 Community & Economic Development M0040 Α Assistant Director. 79.63 83.61 87.79 92.18 96.79 101.63 106.71 109.38 112.11 **Environmental Services** M0050 Assistant Director, Equity 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 & Human Rights M0060 Assistant Director, 79.63 83.61 87.79 92.18 96.79 101.63 106.71 109.38 112.11 Α Finance M0070 Α Assistant Director. 74.07 77.77 81.66 85.74 90.03 94.53 99.26 101.74 104.28 **Human Resources** M0080 Α Assistant Director. 98.91 103.86 109.05 114.50 120.23 126.24 132.55 135.86 139.26 Information Technology M0090 Assistant Director, 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 Α Neighborhood & Community Services M0100 Assistant Director, 74.07 77.77 81.66 85.74 90.03 94.53 99.26 101.74 104.28 Α Planning & Development Services M0110 Α Assistant Director, Public 79.63 83.61 87.79 92.18 96.79 101.63 106.71 109.38 112.11 Works M0120 Assistant Director. 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 Α Retirement System M0130 Assistant Director. 68.90 72.34 75.96 79.76 83.75 87.94 92.34 94.65 97.02 Α Tacoma Venues & Events T0040 68.90 72.34 75.96 79.76 92.34 94.65 **Assistant Division** 83.75 87.94 97.02 Manager, Engineering P0060 **Assistant Division** 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 Manager, Environmental Services P0070 **Assistant Division** 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 Manager, Planning & Development P0080 **Assistant Division** 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 Manager, Public Works P0090 Assistant Division 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 Α Manager, Water Utility



2 3 7 Code Job Title 1 4 5 6 8 9 M0470 85.59 89.87 94.36 99.08 104.03 109.23 114.69 117.56 120.50 Α **Assistant Section** Manager, Power Utility 1 M0140 Assistant to the City 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 2 Manager Assistant Utilities 101.45 M0480 Α 92.02 96.62 106.52 111.85 117.44 123.31 126.39 129.55 3 **Technology Director** 55.65 57.04 T0060 Associate Civil Engineer 41.53 43.61 45.79 48.08 50.48 53.00 58.47 4 T0070 Associate Civil Engineer, 47.99 50.39 52.91 55.56 58.34 64.32 65.93 Α 61.26 67.58 Principal 5 T0080 Associate Civil Engineer, 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 Senior 6 T0090 Associate Electrical 41.53 43.61 45.79 48.08 50.48 53.00 55.65 57.04 58.47 Α Engineer 7 T0100 47.99 50.39 52.91 55.56 58.34 64.32 65.93 67.58 Α Associate Electrical 61.26 Engineer, Principal 8 56.97 T0110 Α Associate Electrical 44.65 46.88 49.22 51.68 54.26 59.82 61.32 62.85 Engineer, Senior 9 T0120 Α Associate Power 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 Systems Engineer 10 T0130 Associate Power 51.60 54.18 56.89 59.73 62.72 65.86 69.15 70.88 72.65 Α Systems Engineer, 11 Senior P0100 Behavioral Health Case 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 12 Manager 51.60 54.18 56.89 P0110 Behavioral Health Crisis 59.73 62.72 69.15 70.88 72.65 Α 65.86 13 Responder P0120 **Booking Manager** 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 Α 14 M0150 **Budget Officer** 74.07 77.77 81.66 85.74 90.03 94.53 99.26 101.74 104.28 P0130 Business & Economic 38.63 40.56 42.59 44.72 46.96 49.31 51.78 53.07 54.40 15 **Development Analyst** P0140 Business & Economic 33.43 35.10 36.86 38.70 40.64 42.67 44.80 45.92 47.07 16 Development Analyst. Associate 17 P0150 Α Business & Economic 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 **Development Program** 18 Manager P0160 Α **Business Services** 41.53 43.61 45.79 48.08 50.48 53.00 55.65 57.04 58.47 19 Analyst P0170 **Business Services** 33.43 35.10 36.86 38.70 40.64 42.67 44.80 45.92 47.07 20 Analyst. Associate P0180 **Business Services** 51.60 54.18 56.89 59.73 62.72 65.86 69.15 70.88 72.65 21 Analyst, Principal 46.88 49.22 54.26 59.82 P0190 **Business Services** 44.65 51.68 56.97 61.32 62.85 22 Analyst, Senior P0200 **Business Systems** 41.53 43.61 45.79 48.08 50.48 53.00 55.65 57.04 58.47 Α 23 Analyst 35.93 37.73 P0210 41.60 **Business Systems** 39.62 43.68 45.86 48.15 49.35 50.58 24 Analyst, Associate P0220 Α **Business Systems** 51.60 54.18 56.89 59.73 62.72 65.86 69.15 70.88 72.65 25 Analyst, Principal P0230 **Business Systems** 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 26 Analyst, Senior



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	Code	Α	Job Title	1	2	3	4	5	6	7	8	9
1	M0160	Α	Chief Deputy City Attorney	<u>79.63</u>	83.61	<u>87.79</u>	92.18	<u>96.79</u>	<u>101.63</u>	106.71	109.38	<u>112.11</u>
	P0240	Α	Chief Fire Code Official	<u>74.07</u>	<u>77.77</u>	<u>81.66</u>	<u>85.74</u>	90.03	<u>94.53</u>	<u>99.26</u>	<u>101.74</u>	<u>104.28</u>
2	M0170	Α	Chief Government Affairs Officer	<u>74.07</u>	<u>77.77</u>	<u>81.66</u>	85.74	90.03	94.53	99.26	101.74	104.28
3	P0250	Α	Chief of Staff, Police	<u>68.90</u>	<u>72.34</u>	<u>75.96</u>	<u>79.76</u>	<u>83.75</u>	<u>87.94</u>	<u>92.34</u>	<u>94.65</u>	<u>97.02</u>
4	P0260	Α	Chief Strategy Officer	<u>59.62</u>	<u>62.60</u>	<u>65.73</u>	<u>69.02</u>	<u>72.47</u>	<u>76.09</u>	<u>79.89</u>	<u>81.89</u>	<u>83.94</u>
.	M0180	Α	City Attorney	<u>106.33</u>	<u>111.65</u>	<u>117.23</u>	<u>123.09</u>	129.24	<u>135.70</u>	<u>142.49</u>	<u>146.05</u>	<u>149.70</u>
5	P0270	Α	City Clerk	<u>47.99</u>	50.39	<u>52.91</u>	<u>55.56</u>	<u>58.34</u>	<u>61.26</u>	<u>64.32</u>	<u>65.93</u>	<u>67.58</u>
	M0190	Α	City Treasurer	<u>68.90</u>	<u>72.34</u>	<u>75.96</u>	<u>79.76</u>	<u>83.75</u>	<u>87.94</u>	92.34	<u>94.65</u>	<u>97.02</u>
6	T0140	Α	Civil Engineer PE, Principal	<u>59.62</u>	62.60	<u>65.73</u>	69.02	<u>72.47</u>	<u>76.09</u>	<u>79.89</u>	81.89	83.94
7	T0150	Α	Civil Engineer, PE	<u>55.47</u>	<u>58.24</u>	<u>61.15</u>	<u>64.21</u>	<u>67.42</u>	<u>70.79</u>	<u>74.33</u>	<u>76.19</u>	<u>78.09</u>
8	P0280	Α	Civil Rights Investigator	<u>41.53</u>	<u>43.61</u>	<u>45.79</u>	<u>48.08</u>	<u>50.48</u>	<u>53.00</u>	<u>55.65</u>	<u>57.04</u>	<u>58.47</u>
9	N0010	Α	Client Technology Support Specialist	<u>35.93</u>	<u>37.73</u>	<u>39.62</u>	41.60	43.68	<u>45.86</u>	<u>48.15</u>	<u>49.35</u>	<u>50.58</u>
10	T0160	Α	Client Technology Support Supervisor	<u>55.47</u>	<u>58.24</u>	<u>61.15</u>	64.21	<u>67.42</u>	<u>70.79</u>	74.33	<u>76.19</u>	<u>78.09</u>
11	P0290	Α	Communications & Marketing Analyst	<u>35.93</u>	<u>37.73</u>	<u>39.62</u>	41.60	43.68	45.86	<u>48.15</u>	<u>49.35</u>	<u>50.58</u>
12	P0300		Communications & Marketing Analyst, Associate	33.43	<u>35.10</u>	<u>36.86</u>	38.70	40.64	<u>42.67</u>	44.80	<u>45.92</u>	<u>47.07</u>
13	P0310	Α	Communications & Marketing Analyst, Principal	47.99	50.39	<u>52.91</u>	<u>55.56</u>	<u>58.34</u>	61.26	64.32	65.93	<u>67.58</u>
14 15	P0320	Α	Communications & Marketing Analyst, Senior	41.53	43.61	<u>45.79</u>	48.08	50.48	<u>53.00</u>	<u>55.65</u>	<u>57.04</u>	<u>58.47</u>
16	A0010		Communications & Marketing Specialist	<u>31.10</u>	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78
17	P0330		Community Resources Analyst	<u>35.93</u>	<u>37.73</u>	39.62	41.60	43.68	45.86	<u>48.15</u>	49.35	<u>50.58</u>
18	P0340	Α	Community Resources Analyst, Principal	<u>51.60</u>	<u>54.18</u>	<u>56.89</u>	<u>59.73</u>	62.72	<u>65.86</u>	<u>69.15</u>	70.88	<u>72.65</u>
19	P0350	Α	Community Resources Analyst, Senior	41.53	43.61	<u>45.79</u>	48.08	50.48	53.00	<u>55.65</u>	<u>57.04</u>	<u>58.47</u>
20	N0190		Community Service Officer	<u>31.10</u>	<u>32.66</u>	<u>34.29</u>	36.00	<u>37.80</u>				
21	P0360	Α	Continuous Improvement Consultant	<u>38.63</u>	<u>40.56</u>	42.59	44.72	<u>46.96</u>	49.31	<u>51.78</u>	<u>53.07</u>	<u>54.40</u>
22	P0370	Α	Continuous Improvement Consultant, Principal	<u>51.60</u>	<u>54.18</u>	<u>56.89</u>	<u>59.73</u>	62.72	<u>65.86</u>	<u>69.15</u>	70.88	<u>72.65</u>
23	P0380	Α	Continuous Improvement Consultant, Senior	<u>44.65</u>	46.88	49.22	<u>51.68</u>	<u>54.26</u>	<u>56.97</u>	<u>59.82</u>	<u>61.32</u>	<u>62.85</u>
24	P0390	Α	Contract/Program Auditor	<u>35.93</u>	<u>37.73</u>	<u>39.62</u>	<u>41.60</u>	<u>43.68</u>	<u>45.86</u>	<u>48.15</u>	<u>49.35</u>	<u>50.58</u>
4	M0200	Α	Controller	<u>74.07</u>	<u>77.77</u>	<u>81.66</u>	<u>85.74</u>	90.03	<u>94.53</u>	<u>99.26</u>	101.74	<u>104.28</u>
25	P0400	Α	Court Administrator	<u>64.10</u>	<u>67.30</u>	<u>70.67</u>	<u>74.20</u>	<u>77.91</u>	<u>81.81</u>	<u>85.90</u>	<u>88.05</u>	<u>90.25</u>
26	A0020	Α	Court Operations Supervisor	<u>47.99</u>	50.39	<u>52.91</u>	<u>55.56</u>	<u>58.34</u>	61.26	64.32	<u>65.93</u>	<u>67.58</u>
	P0410	Α	Criminal Justice Analyst	<u>44.65</u>	<u>46.88</u>	<u>49.22</u>	<u>51.68</u>	<u>54.26</u>	<u>56.97</u>	<u>59.82</u>	<u>61.32</u>	<u>62.85</u>
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	Code	Α	Job Title	1 1 52	2	3	40.00	5	6	7	8	9
1	P0420		Customer Service Analyst	41.53	43.61	<u>45.79</u>	48.08	<u>50.48</u>	<u>53.00</u>	<u>55.65</u>	<u>57.04</u>	<u>58.47</u>
2	P0430	Α	Customer Service Analyst, Principal	<u>47.99</u>	50.39	<u>52.91</u>	<u>55.56</u>	<u>58.34</u>	61.26	64.32	<u>65.93</u>	<u>67.58</u>
3	P1980	Α	Customer Service Analyst, Senior	44.65	46.88	49.22	<u>51.68</u>	<u>54.26</u>	<u>56.97</u>	<u>59.82</u>	61.32	<u>62.85</u>
	T0530	Α	Dam Safety Engineer	68.90	72.34	<u>75.96</u>	<u>79.76</u>	83.75	87.94	92.34	94.65	97.02
4	T0190	Α	Data Analyst, Principal	<u>55.47</u>	<u>58.24</u>	<u>61.15</u>	64.21	67.42	70.79	74.33	<u>76.19</u>	<u>78.09</u>
5	T0200	Α	Data Analyst, Senior	47.99	50.39	<u>52.91</u>	<u>55.56</u>	<u>58.34</u>	61.26	64.32	<u>65.93</u>	<u>67.58</u>
	T0210	Α	Data Architecture Manager	<u>59.62</u>	<u>62.60</u>	65.73	69.02	<u>72.47</u>	<u>76.09</u>	79.89	<u>81.89</u>	<u>83.94</u>
6	T0170		Data Dashboard Analyst	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58
7	T0180	Α	Data Dashboard Analyst, Senior	<u>51.60</u>	<u>54.18</u>	<u>56.89</u>	<u>59.73</u>	62.72	65.86	<u>69.15</u>	70.88	<u>72.65</u>
8	T0220	Α	Data Scientist	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02
9	P0450	Α	Day-Ahead Energy Trader	<u>64.10</u>	<u>67.30</u>	70.67	<u>74.20</u>	77.91	81.81	85.90	88.05	90.25
	D0010		Department Aide	<u>16.28</u>	<u>17.09</u>	<u>17.94</u>	<u>18.84</u>	<u>19.78</u>	20.77	<u>21.81</u>	22.90	<u>24.05</u>
10	P0460	Α	Department Emergency Management Officer	<u>51.60</u>	<u>54.18</u>	56.89	<u>59.73</u>	62.72	65.86	<u>69.15</u>	70.88	<u>72.65</u>
11	P0470	Α	Deputy City Attorney	<u>64.10</u>	<u>67.30</u>	70.67	<u>74.20</u>	<u>77.91</u>	<u>81.81</u>	<u>85.90</u>	<u>88.05</u>	90.25
12	P0480	Α	Deputy City Attorney, Senior	68.90	72.34	<u>75.96</u>	<u>79.76</u>	<u>83.75</u>	87.94	92.34	94.65	<u>97.02</u>
13	M0210	Α	Deputy City Manager	106.33	<u>111.65</u>	117.23	123.09	129.24	135.70	142.49	146.05	<u>149.70</u>
	P0490	Α	Deputy Retirement Investment Officer	68.90	72.34	<u>75.96</u>	<u>79.76</u>	<u>83.75</u>	87.94	92.34	94.65	<u>97.02</u>
14	P0500	Α	Development Services Analyst	44.65	46.88	49.22	<u>51.68</u>	<u>54.26</u>	56.97	<u>59.82</u>	61.32	<u>62.85</u>
15 16	P0510	Α	Development Services Program Coordinator	47.99	50.39	52.91	<u>55.56</u>	58.34	61.26	64.32	65.93	<u>67.58</u>
	N0020		Development Services Specialist	<u>35.93</u>	<u>37.73</u>	39.62	41.60	43.68	45.86	<u>48.15</u>	<u>49.35</u>	<u>50.58</u>
17	N0030		Development Services Specialist, Senior	38.63	40.56	42.59	44.72	46.96	49.31	<u>51.78</u>	53.07	<u>54.40</u>
18	M0230	Α	Director, Communications	68.90	72.34	<u>75.96</u>	<u>79.76</u>	83.75	87.94	92.34	<u>94.65</u>	97.02
19	M0240	Α	Director, Community & Economic Development	85.59	89.87	94.36	99.08	104.03	109.23	114.69	<u>117.56</u>	120.50
20	M0220	Α	Director, Environmental Services	92.02	96.62	<u>101.45</u>	106.52	<u>111.85</u>	117.44	123.31	126.39	<u>129.55</u>
21	M0250	Α	Director, Equity & Human Rights	68.90	<u>72.34</u>	<u>75.96</u>	<u>79.76</u>	83.75	87.94	92.34	94.65	97.02
22	M0260	Α	Director, Finance (CFO)	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55
23	M0270	Α	Director, Human Resources	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50
24	M0280	Α	Director, Information Technology	106.33	<u>111.65</u>	<u>117.23</u>	123.09	129.24	<u>135.70</u>	142.49	<u>146.05</u>	<u>149.70</u>
25	M0290	Α	Director, Neighborhood & Community Services	79.63	83.61	<u>87.79</u>	92.18	<u>96.79</u>	<u>101.63</u>	106.71	109.38	<u>112.11</u>
26	M0300	Α	Director, Planning & Development	<u>85.59</u>	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50
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2 3 7 9 Code Job Title 1 4 5 6 8 Α M0310 Director, Public Works 92.02 96.62 101.45 106.52 111.85 117.44 123.31 126.39 129.55 Α 1 M0320 85.59 89.87 94.36 99.08 104.03 109.23 114.69 117.56 120.50 Director, Retirement Α System 2 M0330 Α Director, Safety 79.63 83.61 87.79 92.18 96.79 101.63 106.71 109.38 112.11 79.63 83.61 87.79 92.18 96.79 101.63 106.71 109.38 112.11 M0340 Director, Tacoma Venues Α 3 & Events P0530 Division Manager, Arts 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 Α 4 Administration P0540 Α Division Manager, 68.90 72.34 75.96 79.76 83.75 87.94 92.34 94.65 97.02 5 **Business Services** P0550 Division Manager, 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 6 Community & Economic Development 7 P0560 Α Division Manager, 68.90 72.34 75.96 79.76 83.75 87.94 92.34 94.65 97.02 **Customer Service** 8 T0230 Division Manager, 74.07 77.77 81.66 85.74 90.03 94.53 99.26 101.74 104.28 Α Engineering 9 68.90 87.94 P0570 Α Division Manager, 72.34 75.96 79.76 83.75 92.34 94.65 97.02 **Environmental Services** 10 P0590 Division Manager, 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 **Financial Services** 11 P0600 Division Manager, Fleet 68.90 72.34 75.96 79.76 83.75 87.94 92.34 94.65 97.02 Α & Facilities 12 T0240 Α Division Manager, 79.63 83.61 87.79 92.18 96.79 101.63 106.71 109.38 112.11 Information Technology 13 Division Manager, Labor P0610 Α 74.07 77.77 81.66 85.74 90.03 94.53 99.26 101.74 104.28 Relations 14 P1990 Division Manager, 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 Α Neighborhood & 15 Community Services P0620 Division Manager, 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 Α 16 Planning & Development P0630 Division Manager, Public 68.90 72.34 75.96 79.76 83.75 87.94 92.34 94.65 97.02 Α 17 Works P0640 Α Division Manager, 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 18 Television & Video Production 19 P0650 Division Manager, Water 68.90 72.34 75.96 79.76 83.75 87.94 92.34 94.65 97.02 20 P0660 33.43 35.10 36.86 38.70 42.67 44.80 45.92 **Education & Outreach** 40.64 47.07 Α Liaison 21 P0670 **Education & Outreach** 31.10 32.66 34.29 36.00 37.80 39.69 41.67 42.71 43.78 Liaison, Associate 22 P0680 Α **Education & Outreach** 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 Liaison, Principal 23 P0690 **Education & Outreach** 38.63 40.56 42.59 44.72 46.96 49.31 51.78 53.07 54.40 Α Liaison, Senior 24 T0250 Electrical Engineer PE. Α 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 Principal 25 T0260 58.24 64.21 Α Electrical Engineer, PE 55.47 61.15 67.42 70.79 74.33 76.19 78.09 P0700 **Emergency Management** 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 26 Analyst

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

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	Code	Α	Job Title	1 70.00	2	3	4	5	6	7	8	9
1	M0360	Α	Hearing Examiner	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11
	P0860	Α	Historic Preservation Analyst	33.43	<u>35.10</u>	<u>36.86</u>	38.70	40.64	42.67	44.80	<u>45.92</u>	<u>47.07</u>
2	P0880	Α	Housing Analyst	<u>35.93</u>	<u>37.73</u>	<u>39.62</u>	<u>41.60</u>	<u>43.68</u>	<u>45.86</u>	<u>48.15</u>	<u>49.35</u>	<u>50.58</u>
3	P0890	Α	Housing Analyst, Principal	<u>51.60</u>	<u>54.18</u>	<u>56.89</u>	<u>59.73</u>	<u>62.72</u>	<u>65.86</u>	<u>69.15</u>	<u>70.88</u>	<u>72.65</u>
4	P0900	Α	Housing Analyst, Senior	<u>38.63</u>	<u>40.56</u>	<u>42.59</u>	44.72	<u>46.96</u>	<u>49.31</u>	<u>51.78</u>	<u>53.07</u>	<u>54.40</u>
5	N0070		Housing Rehab Specialist	<u>31.10</u>	32.66	34.29	36.00	<u>37.80</u>	<u>39.69</u>	41.67	<u>42.71</u>	<u>43.78</u>
6	P0910	Α	Human Resources Consultant, Senior	<u>47.99</u>	50.39	<u>52.91</u>	<u>55.56</u>	<u>58.34</u>	<u>61.26</u>	<u>64.32</u>	<u>65.93</u>	<u>67.58</u>
7	T0310	Α	Information Technology Security Analyst	<u>47.99</u>	50.39	<u>52.91</u>	<u>55.56</u>	<u>58.34</u>	61.26	64.32	65.93	<u>67.58</u>
8	T0320	Α	Information Technology Security Analyst, Principal	<u>59.62</u>	62.60	65.73	69.02	<u>72.47</u>	<u>76.09</u>	<u>79.89</u>	<u>81.89</u>	<u>83.94</u>
9	T0330	Α	Information Technology Security Analyst, Senior	<u>55.47</u>	<u>58.24</u>	<u>61.15</u>	64.21	<u>67.42</u>	<u>70.79</u>	74.33	<u>76.19</u>	<u>78.09</u>
10	P0930	Α	Labor Negotiator	<u>59.62</u>	<u>62.60</u>	65.73	69.02	72.47	76.09	79.89	<u>81.89</u>	83.94
11	P1970	Α	Labor Negotiator, Public Safety	<u>64.10</u>	67.30	70.67	74.20	77.91	81.81	85.90	<u>88.05</u>	90.25
''	P0940	Α	Labor Relations Analyst	<u>44.65</u>	46.88	49.22	<u>51.68</u>	<u>54.26</u>	<u>56.97</u>	<u>59.82</u>	<u>61.32</u>	<u>62.85</u>
12	P0950	Α	Language Access Program Coordinator	<u>44.65</u>	46.88	49.22	<u>51.68</u>	<u>54.26</u>	<u>56.97</u>	<u>59.82</u>	61.32	<u>62.85</u>
13	P0960	Α	Learning Consultant, Principal	<u>47.99</u>	<u>50.39</u>	<u>52.91</u>	<u>55.56</u>	<u>58.34</u>	61.26	64.32	<u>65.93</u>	<u>67.58</u>
14 15	P0970	Α	Learning Consultant, Senior (Instructional Designer)	44.65	46.88	<u>49.22</u>	<u>51.68</u>	<u>54.26</u>	<u>56.97</u>	<u>59.82</u>	<u>61.32</u>	<u>62.85</u>
	A0060		Legal Assistant	<u>31.10</u>	<u>32.66</u>	<u>34.29</u>	<u>36.00</u>	<u>37.80</u>	<u>39.69</u>	<u>41.67</u>	<u>42.71</u>	<u>43.78</u>
16	A0070		LEOFF I Pension Specialist	<u>31.10</u>	32.66	34.29	<u>36.00</u>	<u>37.80</u>	<u>39.69</u>	<u>41.67</u>	<u>42.71</u>	<u>43.78</u>
17	P0980	Α	Licensed Legal Intern	33.43	<u>35.10</u>	<u>36.86</u>	<u>38.70</u>	<u>40.64</u>	<u>42.67</u>	44.80	<u>45.92</u>	<u>47.07</u>
18	P0990	Α	Management Fellow	33.43	<u>35.10</u>	<u>36.86</u>	<u>38.70</u>	<u>40.64</u>	<u>42.67</u>	<u>44.80</u>	<u>45.92</u>	<u>47.07</u>
19	A0080		Management Support Technician, Senior	28.93	30.38	<u>31.90</u>	33.49	<u>35.16</u>	<u>36.92</u>	38.77	<u>39.74</u>	40.73
20	P1000	Α	Manager, Business Services	<u>59.62</u>	62.60	65.73	69.02	<u>72.47</u>	<u>76.09</u>	<u>79.89</u>	<u>81.89</u>	83.94
	P1010	Α	Manager, Continuous Improvement	<u>55.47</u>	<u>58.24</u>	<u>61.15</u>	64.21	<u>67.42</u>	<u>70.79</u>	74.33	<u>76.19</u>	<u>78.09</u>
21	T0350	Α	Manager, Engineering	<u>64.10</u>	67.30	70.67	74.20	77.91	81.81	85.90	<u>88.05</u>	90.25
22	P1020	Α	Manager, Enterprise Safety	<u>55.47</u>	<u>58.24</u>	<u>61.15</u>	64.21	<u>67.42</u>	<u>70.79</u>	<u>74.33</u>	<u>76.19</u>	<u>78.09</u>
23	P1030	Α	Manager, Financial Services	<u>55.47</u>	<u>58.24</u>	<u>61.15</u>	64.21	67.42	<u>70.79</u>	74.33	<u>76.19</u>	<u>78.09</u>
24	P1040	Α	Manager, Fire Training & Accreditation	64.10	67.30	70.67	74.20	<u>77.91</u>	81.81	85.90	<u>88.05</u>	90.25
25	P1050	Α	Manager, Fleet & Facilities Operations	<u>55.47</u>	<u>58.24</u>	<u>61.15</u>	64.21	<u>67.42</u>	<u>70.79</u>	74.33	<u>76.19</u>	<u>78.09</u>
26	P1060	Α	Manager, Human Resources	<u>55.47</u>	<u>58.24</u>	<u>61.15</u>	64.21	<u>67.42</u>	<u>70.79</u>	<u>74.33</u>	<u>76.19</u>	<u>78.09</u>
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2 3 7 Code Job Title 1 4 5 6 8 9 P1070 Manager, Natural 55.47 58.24 61.15 64.21 67.42 70.79 74.33 76.19 78.09 Α Resources 1 T0360 Manager, Power 74.07 77.77 81.66 85.74 90.03 94.53 99.26 101.74 104.28 Α 2 Systems Engineering Manager, Power Utility P2000 Α 74.07 77.77 81.66 85.74 90.03 94.53 99.26 101.74 104.28 3 P1110 Α Manager, Public 55.47 58.24 61.15 64.21 67.42 70.79 74.33 76.19 78.09 Disclosure 4 P2060 58.24 70.79 74.33 <u>A</u> Manager, Real Property 55.47 61.15 64.21 67.42 76.19 78.09 83.94 P1120 Α Manager, Sustainability 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 5 T0370 Α 68.90 72.34 75.96 79.76 83.75 87.94 92.34 97.02 Manager, Technology 94.65 P1130 Α Manager, Television 55.47 58.24 61.15 64.21 67.42 70.79 74.33 76.19 78.09 6 Station M0370 Manager, Training & 55.47 58.24 61.15 64.21 67.42 70.79 74.33 78.09 Α 76.19 7 Development P1140 Manager, Venues & 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 8 **Events Services** 55.47 <u>61.</u>15 P1160 58.24 64.21 Market Research & 67.42 70.79 74.33 76.19 78.09 9 Development Analyst, Principal 10 P1150 Market Research & 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 Α Development Analyst, 11 Senior N0090 Master Control 33.43 35.10 36.86 38.70 40.64 42.67 44.80 45.92 47.07 12 Programmer Mobile Unit Registered 47.99 52.91 64.32 P1170 50.39 55.56 58.34 61.26 65.93 67.58 13 Nurse P1180 Natural Resources 44.65 46.88 49.22 51.68 56.97 59.82 61.32 54.26 62.85 14 Analyst P1190 Natural Resources 38.63 40.56 42.59 44.72 46.96 49.31 51.78 53.07 54.40 Α 15 Analyst, Associate P1200 Natural Resources 51.60 54.18 56.89 59.73 62.72 65.86 69.15 70.88 72.65 Α 16 Analyst, Principal P2050 Natural Resources 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 17 Analyst, Senior Natural Resources Field 35.93 39.62 43.68 49.35 N0100 37.73 41.60 45.86 48.15 50.58 18 Supervisor 31.90 N0110 Natural Resources Field 28.93 30.38 33.49 35.16 36.92 39.74 38.77 40.73 19 Technician A0090 Α Office Administrator 33.43 35.10 36.86 38.70 40.64 42.67 44.80 45.92 47.07 20 A0100 Office Manager 35.93 37.73 39.62 41.60 43.68 45.86 48.15 49.35 50.58 Α 21 P1210 Α Operations Manager, 55.47 58.24 61.15 64.21 67.42 70.79 74.33 76.19 78.09 Parking 22 P1220 Operations Manager, Α 55.47 58.24 61.15 64.21 67.42 70.79 74.33 76.19 78.09 Surface & Wastewater 23 67.42 P1230 Operations Manager, 55.47 58.24 61.15 64.21 70.79 74.33 76.19 78.09 Water Operations & Maintenance 24 56.97 T0380 **Operations Technology** 44.65 46.88 49.22 51.68 54.26 59.82 61.32 62.85 Α 25 Engineer T0390 Operations Technology 41.53 43.61 45.79 48.08 50.48 53.00 55.65 57.04 58.47 Α 26 Engineer, Associate



2 3 7 Code Job Title 1 4 5 6 8 9 T0400 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 Α Operations Technology 1 Engineer, Principal T0410 Operations Technology 51.60 54.18 56.89 59.73 62.72 65.86 69.15 70.88 72.65 2 Engineer, Senior 45.92 47.07 A0110 Paralegal 33.43 35.10 36.86 38.70 40.64 42.67 44.80 Α 3 P1240 33.43 35.10 36.86 38.70 40.64 42.67 44.80 45.92 47.07 Planner, Associate P1250 Planner, Principal 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 Α 4 P1260 41.53 58.47 43.61 45.79 48.08 50.48 53.00 55.65 57.04 Α Planner, Senior P1270 Α Plans Examiner 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 5 P1280 62.72 51.60 54.18 56.89 59.73 65.86 69.15 70.88 72.65 Α Plans Examiner, Principal 6 P1290 47.99 52.91 55.56 58.34 65.93 Α Plans Examiner, Senior 50.39 61.26 64.32 67.58 7 M0380 123.09 129.24 135.70 142.49 146.05 149.70 Police Chief Α P1930 Α Police Community 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 8 **Engagement Senior** Manager 9 P1300 44.65 46.88 49.22 51.68 54.26 56.97 59.82 62.85 Α Policy Analyst 61.32 P1310 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 Α Policy Analyst, Senior 10 P1350 41.53 43.61 45.79 48.08 53.00 55.65 57.04 58.47 Α Power Audit & 50.48 Compliance Analyst 11 P1360 55.47 58.24 78.09 Power Audit & 61.15 64.21 67.42 70.79 74.33 76.19 Α Compliance Analyst, 12 Principal P1370 51.60 56.89 59.73 62.72 65.86 70.88 72.65 Α Power Audit & 54.18 69.15 13 Compliance Analyst, Senior 14 A0120 Power Audit & 33.43 35.10 36.86 38.70 40.64 42.67 44.80 45.92 47.07 Compliance Specialist 15 P1380 41.53 43.61 45.79 48.08 50.48 53.00 55.65 57.04 58.47 Power Energy Conservation Analyst 16 P1390 38.63 40.56 42.59 44.72 46.96 49.31 51.78 53.07 54.40 Power Energy Conservation Analyst, 17 Associate P1400 55.47 58.24 61.15 64.21 67.42 70.79 74.33 76.19 78.09 Power Energy 18 Conservation Analyst, Principal 19 P1410 47.99 50.39 52.91 55.56 61.26 65.93 Power Energy 58.34 64.32 67.58 Conservation Analyst, 20 Senior P1420 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 Α Power Energy Portfolio 21 Analyst Power Energy Portfolio 38.63 P2010 40.56 42.59 44.72 46.96 49.31 51.78 53.07 54.40 22 Analyst, Associate P1430 Power Energy Portfolio 55.47 58.24 61.15 64.21 67.42 70.79 74.33 76.19 78.09 23 Analyst, Principal P1440 56.89 59.73 62.72 69.15 Power Energy Portfolio 51.60 54.18 65.86 70.88 72.65 24 Analyst, Senior Power Field Operations 56.89 P1450 51.60 54.18 59.73 62.72 65.86 69.15 70.88 72.65 Α 25 Supervisor P1460 Α Power Field Operations 74.07 77.77 81.66 85.74 90.03 94.53 99.26 101.74 104.28 26 Supervisor, Senior

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Job Title 2 3 7 Code 1 4 5 6 8 9 Α M0390 106.33 111.65 117.23 123.09 129.24 135.70 142.49 146.05 149.70 **Power Section Manager** Α 1 T0430 68.90 72.34 75.96 79.76 83.75 87.94 92.34 94.65 97.02 Power Systems Engineer Α PE, Principal 2 T0440 Α Power Systems 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 Engineer, PE 3 N0120 Α Power Warehouse 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 Supervisor 4 56.97 P1470 49.22 59.82 61.32 **Prosecuting City Attorney** 44.65 46.88 51.68 54.26 62.85 P1960 Α **Public Information Officer** 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 5 Rail Chief Mechanical P1480 Α 67.30 70.67 77.91 85.90 90.25 64.10 74.20 81.81 88.05 Officer 6 55.65 57.04 58.47 P1490 Α Rail Operations Analyst 41.53 43.61 45.79 48.08 50.48 53.00 55.47 58.24 61.15 64.21 67.42 70.79 74.33 76.19 78.09 P1500 Rail Operations Manager 7 P1510 Α Rail Trainmaster 51.60 54.18 56.89 59.73 62.72 65.86 69.15 70.88 72.65 8 P1520 68.90 72.34 75.96 79.76 83.75 87.94 92.34 94.65 97.02 Α Railway Roadmaster P1530 Α Real Property Officer, 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 9 Principal P1540 Real Property Officer, 41.53 43.61 45.79 48.08 50.48 53.00 55.65 57.04 58.47 10 Senior 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 P1550 Real-Time Energy Trader 11 P2020 Α Real-Time Energy 68.90 72.34 75.96 79.76 83.75 87.94 92.34 94.65 97.02 Trader, Lead 12 Registered Nurse Case 51.60 P1560 Α 54.18 56.89 59.73 62.72 65.86 69.15 70.88 72.65 Manager 13 P1570 Regulatory Compliance 41.53 43.61 45.79 48.08 50.48 53.00 55.65 57.04 58.47 Analyst 14 P1580 38.63 40.56 42.59 44.72 46.96 49.31 51.78 53.07 54.40 Regulatory Compliance Analyst, Associate 15 P1590 Regulatory Compliance 51.60 54.18 56.89 59.73 62.72 65.86 69.15 70.88 72.65 Analyst, Principal 16 P1600 Regulatory Compliance 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 Analyst, Senior 17 N0130 Regulatory Compliance 31.90 28.93 30.38 33.49 35.16 36.92 38.77 39.74 40.73 Technician 18 N0140 33.43 35.10 36.86 38.70 40.64 42.67 44.80 45.92 47.07 Regulatory Compliance Technician, Senior 19 P1610 Retirement Chief 114.30 120.02 126.02 132.32 138.94 145.89 153.18 157.01 160.94 Α Investment Officer 20 56.97 59.82 P1620 44.65 46.88 49.22 51.68 54.26 61.32 Α RIM Administrator 62.85 P1630 Α RIM 44.65 46.88 49.22 51.68 54.26 <u>56.97</u> 59.82 61.32 62.85 21 Administrator/Deputy City Clerk 22 A0130 **RIM Specialist** 35.93 37.73 39.62 41.60 43.68 45.86 48.15 49.35 50.58 P1640 35.10 38.70 40.64 42.67 44.80 45.92 47.07 23 Risk Analyst 33.43 36.86 P1650 Risk Analyst, Senior 41.53 43.61 45.79 48.08 50.48 53.00 55.65 57.04 58.47 24 P1660 Α Risk Manager 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 P1670 51.60 54.18 56.89 59.73 62.72 65.86 69.15 70.88 72.65 Α Safety Consultant, 25 Principal P1680 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 Safety Consultant, Senior 26



2 3 7 Code Job Title 1 4 5 6 8 9 P1690 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 Α Sales & Marketing Manager 1 P1700 Senior Manager, 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 2 **Business Services** P1710 Senior Manager, 67.30 70.67 Α 64.10 74.20 77.91 81.81 85.90 88.05 90.25 3 Communications & Marketing P1720 Senior Manager, 4 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 **Customer Service** 70.67 5 P1730 Senior Manager, Fleet & 67.30 74.20 77.91 85.90 88.05 90.25 64.10 81.81 Α **Facilities** 6 P1740 Senior Manager, Market 64.10 67.30 70.67 74.20 77.91 81.81 85.90 88.05 90.25 Α Research & Development 7 P2030 Senior Manager, Power 79.63 83.61 87.79 92.18 96.79 101.63 106.71 109.38 112.11 Α Utility 8 T0460 Senior Manager, 74.07 77.77 81.66 85.74 90.03 94.53 99.26 101.74 104.28 9 Technology S0020 Skilled Occupational 16.28 17.09 17.94 18.84 19.78 10 Intern P1770 Strategic Initiatives 47.99 50.39 52.91 55.56 58.34 61.26 64.32 65.93 67.58 Α **Program Coordinator** 11 64.10 81.81 T0470 Structural Engineer, PE 67.30 70.67 74.20 77.91 85.90 88.05 90.25 Α 12 P1780 Sustainability Analyst 38.63 40.56 42.59 44.72 46.96 49.31 51.78 53.07 54.40 P1790 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 Α Sustainability Analyst, 13 Senior T0480 Technology Project 55.47 58.24 61.15 64.21 67.42 70.79 74.33 78.09 Α 76.19 14 Manager T0490 Technology Project 59.62 62.60 65.73 69.02 72.47 76.09 79.89 81.89 83.94 15 Manager, Senior N0150 Telecom Planning & 35.93 37.73 39.62 41.60 43.68 45.86 48.15 49.35 50.58 16 **Design Specialist** Telecom Planning & 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 N0160 17 Design Supervisor N0170 Α Telecommunications 44.65 46.88 49.22 51.68 54.26 56.97 59.82 61.32 62.85 18 Technical Specialist, Senior 19 P1800 Term Energy Trader 74.07 77.77 81.66 85.74 90.03 94.53 99.26 101.74 104.28 P1810 Therapeutic Courts 41.53 43.61 45.79 48.08 50.48 53.00 55.65 57.04 58.47 20 **Program Coordinator** P1830 Transportation Services 42.59 38.63 40.56 44.72 46.96 49.31 51.78 53.07 54.40 21 Analyst 35.93 39.62 49.35 50.58 P1840 Transportation Services 37.73 41.60 43.68 45.86 48.15 22 Analyst, Associate P1850 **Transportation Services** 51.60 54.18 56.89 59.73 62.72 65.86 69.15 70.88 72.65 Α 23 Analyst, Principal 41.53 57.04 P1860 **Transportation Services** 43.61 45.79 48.08 50.48 53.00 55.65 58.47 24 Analyst, Senior N0180 TV/Video Producer 33.43 <u>35.10</u> 36.86 38.70 40.64 42.67 44.80 45.92 47.07 25 TV/Video Producer, 51.68 59.82 P1870 44.65 46.88 49.22 54.26 56.97 61.32 62.85 Principal 26



Code	Α	Job Title	1	2	3	4	5	6	7	8	9
P1880		TV/Video Producer, Senior	<u>38.63</u>	40.56	<u>42.59</u>	44.72	<u>46.96</u>	49.31	<u>51.78</u>	53.07	<u>54.40</u>
M0400	Α	Utilities Assistant Superintendent - Rail	<u>79.63</u>	83.61	<u>87.79</u>	92.18	<u>96.79</u>	101.63	106.71	109.38	112.11
M0410	Α	Utilities Assistant Superintendent - Water	<u>79.63</u>	83.61	<u>87.79</u>	92.18	<u>96.79</u>	<u>101.63</u>	<u>106.71</u>	109.38	112.11
M0420	Α	Utilities Deputy Director	<u>85.59</u>	<u>89.87</u>	<u>94.36</u>	99.08	104.03	109.23	<u>114.69</u>	<u>117.56</u>	<u>120.50</u>
M0430	Α	Utilities Deputy Director - Power Superintendent	<u>132.10</u>	<u>138.70</u>	<u>145.64</u>	<u>152.92</u>	<u>160.57</u>	<u>168.60</u>	<u>177.03</u>	<u>181.46</u>	<u>186.00</u>
M0440	Α	Utilities Deputy Director - Rail Superintendent	92.02	96.62	101.45	106.52	<u>111.85</u>	117.44	123.31	126.39	<u>129.55</u>
M0450	Α	Utilities Deputy Director - Water Superintendent	92.02	96.62	101.45	106.52	<u>111.85</u>	117.44	123.31	126.39	<u>129.55</u>
M0460	Α	Utilities Technology Director	<u>98.91</u>	103.86	<u>109.05</u>	114.50	120.23	126.24	<u>132.55</u>	<u>135.86</u>	<u>139.26</u>
T0520	Α	Utilities Technology Officer	<u>79.63</u>	<u>83.61</u>	<u>87.79</u>	92.18	<u>96.79</u>	101.63	106.71	109.38	112.11
S0030	Α	Venues & Events Attendant	<u>16.28</u>	<u>17.09</u>	<u>17.94</u>	18.84	<u>19.78</u>				
P1890		Venues & Events Liaison	38.63	<u>40.56</u>	42.59	44.72	<u>46.96</u>	49.31	<u>51.78</u>	53.07	<u>54.40</u>
P1910	Α	Venues & Events Program Manager	<u>41.53</u>	43.61	<u>45.79</u>	48.08	<u>50.48</u>	53.00	<u>55.65</u>	<u>57.04</u>	<u>58.47</u>
P1920	Α	Water Operations & Maintenance Analyst	<u>41.53</u>	43.61	<u>45.79</u>	48.08	<u>50.48</u>	53.00	<u>55.65</u>	<u>57.04</u>	<u>58.47</u>
P1940	Α	Water Operations & Maintenance Analyst, Senior	<u>47.99</u>	50.39	<u>52.91</u>	<u>55.56</u>	<u>58.34</u>	<u>61.26</u>	<u>64.32</u>	<u>65.93</u>	<u>67.58</u>