



SUBSTITUTE
ORDINANCE NO. 28795

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

6 BE IT ORDAINED BY THE CITY OF TACOMA:

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

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

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

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

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

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



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

Code	A	Job Title	1
4313	A	Court Commissioner	82.26
4312	A	Municipal Court Judge	91.40

Code	A	Job Title	1
4313	A	Court Commissioner	83.70
4312	A	Municipal Court Judge	93.00

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

Section 5. That Section 1.12.640 of the Tacoma Municipal Code, related to the application of additional rates, is hereby amended, effective January 1, 2022, to read as follows:

5249 The classification of Power Supervisor III (CSC 5249) is comprised of all non-automatic steps and progression is based on performance.

5249 An employee in the classification of Power Supervisor III (CSC 5249) may be eligible for an application of rate of 10 percent above their regular rate of pay when a specific compression issue has been identified, upon approval of the Human Resources Director. This application of rate expires upon implementation of the July 2022 classification and compensation study compensation changes.

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



Section 56. That Sections 1, 2, ~~and 4,~~ and 5 are effective January 1, 2022.

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That Section 3 is effective July 1, 2022.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0837	A	Information Technology Director, Assistant	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64	84.69	85.75	86.82	87.91	89.01	90.12
0140	A	Information Technology Manager	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66
0707	A	Information Technology Project Manager	46.76	47.34	47.93	48.53	49.14	49.75	50.37	51.00	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94
0708	A	Information Technology Project Manager, Senior	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.35	61.10	61.86	62.63	63.41	64.20	65.00
0136	A	Information Technology Supervisor	52.06	52.71	53.37	54.04	54.72	55.40	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74
1118	A	Labor Negotiator	47.96	48.56	49.17	49.78	50.40	51.03	51.67	52.32	52.97	53.63	54.30	54.98	55.67	56.37	57.07	57.78	58.50	59.23	59.97	60.72	61.48
1123	A	Labor Relations Analyst	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15	44.70	45.26	45.83	46.40	46.98	47.57
1132	A	Labor Relations Manager	54.20	54.88	55.57	56.26	56.96	57.67	58.39	59.12	59.86	60.61	61.37	62.14	62.92	63.71	64.51	65.32	66.14	66.97	67.81	68.66	69.52
0760	A	Labor Relations Manager, Senior	62.33	63.11	63.90	64.70	65.51	66.33	67.16	68.00	68.85	69.71	70.58	71.46	72.35	73.25	74.17	75.10	76.04	76.99	77.95	78.92	79.91
2207	A	Land Use Administrator	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37	67.20
0031		Legal Assistant	24.24	24.54	24.85	25.16	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20	29.57	29.94	30.31	30.69	31.07
0032		Legal Assistant, Senior	26.94	27.25	27.59	27.93	28.28	28.63	28.99	29.35	29.72	30.09	30.47	30.85	31.24	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52
1007	A	Legal Intern	46.64	46.85	47.06	47.27	47.49	47.71	47.93	48.15	48.38	48.61	48.84	49.08	49.32	49.56	49.80	20.05	20.30	20.55	20.81	21.07	21.33
0553		LEOFF 1 Specialist	30.64	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12	35.56	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.27
1109	A	Management Analyst I	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.61	34.03	34.46	34.89	35.33	35.77
1120	A	Management Analyst II	35.00	35.44	35.88	36.33	36.78	37.24	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87
1135	A	Management Analyst III	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14	48.74	49.35	49.97	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.18	55.87
4607		Management Fellow	25.20	25.52	25.84	26.16	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.37	30.75	31.13	31.52	31.91	32.31
4615		Management Intern	48.75	48.98	49.22	49.46	49.70	49.95	20.20	20.45	20.71	20.97	21.23	21.50	21.77	22.04	22.32	22.60	22.88	23.17	23.46	23.75	24.05
0841	A	Market Development Program Manager	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.39	65.19	66.00	66.82	67.66	68.51	69.37	70.24	71.12	72.01
0842	A	Market Development Research Analyst	50.24	50.87	51.51	52.15	52.80	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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

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

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2336		Housing Rehabilitation Specialist	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39	34.82	35.26	35.70	36.15	36.60	37.06	37.52	37.99	38.46	38.94	39.43	39.92	40.42
1131	A	Human Resources Analyst, Senior	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65
0735	A	Human Resources Director	76.31	77.26	78.23	79.21	80.20	81.20	82.22	83.25	84.29	85.34	86.41	87.49	88.58	89.69	90.81	91.95	93.10	94.26	95.44	96.63	97.84
1125	A	Human Resources Director, Assistant	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56	78.53	79.51	80.50	81.51
1136	A	Human Resources Manager	46.11	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95	57.66	58.38	59.11
1138	A	Human Resources Manager, Senior	52.82	53.48	54.15	54.83	55.52	56.21	56.91	57.62	58.34	59.07	59.81	60.56	61.32	62.09	62.87	63.66	64.46	65.27	66.09	66.92	67.76
2533		Human Services Program Assistant	20.60	20.86	21.12	21.38	21.65	21.92	22.19	22.47	22.75	23.03	23.32	23.61	23.91	24.21	24.51	24.82	25.13	25.44	25.76	26.08	26.41
5151	A	Hydro Project Manager	64.59	65.40	66.22	67.05	67.89	68.74	69.60	70.47	71.35	72.24	73.14	74.05	74.98	75.92	76.87	77.83	78.80	79.79	80.79	81.80	82.82
			67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00	74.93	75.87	76.82	77.78	78.75	79.73	80.73	81.74	82.76	83.79	84.84	85.90	86.97
5150	A	Hydro Project Manager, Assistant	58.18	58.91	59.65	60.40	61.15	61.91	62.68	63.46	64.25	65.05	65.86	66.68	67.51	68.35	69.20	70.06	70.94	71.83	72.73	73.64	74.56
			63.98	64.78	65.59	66.41	67.24	68.08	68.93	69.79	70.66	71.54	72.43	73.34	74.26	75.19	76.13	77.08	78.04	79.02	80.01	81.01	82.02
0835	A	Information Technology Director	87.29	88.38	89.48	90.60	91.73	92.88	94.04	95.22	96.41	97.62	98.84	100.08	101.33	102.60	103.88	105.18	106.49	107.82	109.17	110.53	111.91
0837	A	Information Technology Director, Assistant	71.70	72.60	73.51	74.43	75.36	76.30	77.25	78.22	79.20	80.19	81.19	82.20	83.23	84.27	85.32	86.39	87.47	88.56	89.67	90.79	91.92
0140	A	Information Technology Manager	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54	66.36	67.19	68.03	68.88	69.74	70.61	71.49	72.38	73.28	74.20	75.13
0707	A	Information Technology Project Manager	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14
0708	A	Information Technology Project Manager, Senior	51.71	52.36	53.01	53.67	54.34	55.02	55.71	56.41	57.12	57.83	58.55	59.28	60.02	60.77	61.53	62.30	63.08	63.87	64.67	65.48	66.30
0136	A	Information Technology Supervisor	53.10	53.76	54.43	55.11	55.80	56.50	57.21	57.93	58.65	59.38	60.12	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07
1118	A	Labor Negotiator	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.67	60.42	61.18	61.94	62.71
1123	A	Labor Relations Analyst	37.85	38.32	38.80	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52
1132	A	Labor Relations Manager	55.33	56.02	56.72	57.43	58.15	58.88	59.62	60.37	61.12	61.88	62.65	63.43	64.22	65.02	65.83	66.65	67.48	68.32	69.17	70.03	70.91
0760	A	Labor Relations Manager, Senior	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56	78.53	79.51	80.50	81.51
2207	A	Land Use Administrator	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.02	66.85	67.69	68.54
0031		Legal Assistant	24.72	25.03	25.34	25.66	25.98	26.30	26.63	26.96	27.30	27.64	27.99	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91	31.30	31.69

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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

EXHIBIT "A"

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