



ORDINANCE NO. 28475

1 AN ORDINANCE relating to the Compensation Plan; amending Chapter 1.12 of
 2 the Tacoma Municipal Code to clarify part-time employee benefits;
 3 implement rates of pay and compensation for represented and
 4 nonrepresented employees and changes in classification to reflect the
 5 organizational structure; and declaring the effective dates thereof.

6 BE IT ORDAINED BY THE CITY OF TACOMA:

7 Section 1. That Section 1.12.095 of the Tacoma Municipal Code ("TMC") is
 8 hereby amended, effective January 1, 2018, as follows:

9 1.12.095 Health Care and Disability Benefits.

10 A. Health Care and Disability Coverage.

11 1. The City shall pay all or such portion of the premiums or expenses for, medical, hospital, vision, long-
 12 term disability, and dental coverage for eligible permanent, project, appointive, and temporary pending
 13 exam employees and their dependents, as defined by the applicable employee benefit plan or agreement,
 14 beginning on the first day of the calendar month following the date of hire, unless the date of hire is also
 15 the first working day of the calendar month, in which case benefits would be effective on the date of hire.
 16 For temporary employees, the City shall pay all or such portion of the premium or expenses for medical
 17 and dental benefits beginning on the first day of the calendar month following 60 days of continuous
 18 employment from the date of hire, except for temporary hiring-hall workers for whom benefits are
 19 administered through their unions. Employee contributions toward the cost of insurance premiums or
 20 benefit expenses shall be by payroll deduction, except where expressly exempted by applicable
 21 bargaining agreement or operation of law.

22 a. If a permanent, project, appointive, or temporary pending exam employee fails to timely enroll in, or
 23 properly opt out of, medical coverage within the required enrollment period, the employee will be
 24 enrolled in the City's default medical plan. If a temporary employee fails to timely enroll in, or waive,
 25 medical coverage, the employee will be determined to have waived coverage.

26 b. Subject to applicable procedures and legal restrictions, full-time and part-time employees may qualify
 to opt out of City-provided medical, dental, and/or vision insurance.

c. No City employee or eligible dependent may be insured under more than one City medical, dental, or
 vision insurance plan.

2. Employees hired into a part-time status after January 1, 1983, shall have the option of electing to enroll
 in either the medical benefits plan, ~~or~~ the dental benefits plan, the vision benefits plan, or ~~both~~ all three,
 with the cost of the ~~same coverage elected~~ being prorated on the hours the employee is hired to work
 (such as three-quarter time, half-time, and so forth). Employees electing coverage under this paragraph
 shall contribute the cost of elected coverage by payroll deduction.

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Section 2. That Section 1.12.355 of the TMC is hereby amended, effective
 January 1, 2018, as follows:



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Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	27.03	28.38	29.80	31.28	32.85	
6010		Building Maintenance Supervisor	39.77	41.77	43.86			
5202		Carpenter Crew Leader	36.76					
2003		Chief Of Party	30.44	31.95	33.55	35.22	37.00	
2006		Chief Surveyor	42.12	44.23	46.45	48.77	51.21	
2005		Chief Surveyor, Assistant	34.36	36.10	37.88	39.70	41.78	
2102		Code Inspector Supervisor	36.73	38.57	40.49	42.51	44.64	
5008		Collection Systems Technician	23.04	24.19	25.41	26.67	28.01	
5007		Collection Systems Worker	21.62	22.73	23.88	25.09	26.38	
5006		Community Service Work Crew Leader	28.05	29.46	30.94	32.48	34.10	
2104		Construction Inspection Supervisor	36.73	38.57	40.49	42.51	44.64	
2016		Construction Inspector	31.84	33.43	35.11	36.85	38.71	41.02
2015		Construction Inspector, Assistant	28.10	29.52	30.99	32.54	34.16	
2043		Construction Manager	41.07	43.16	45.38	47.67	50.10	52.65
2045		Construction Manager, Associate	36.73	38.57	40.49	42.51	44.64	
2046		Engineering Construction Coordinator	36.03	37.82	39.72	41.70	43.79	
2019		Engineering Instrumentation Technician	32.49	34.11	35.82	37.61	39.47	
2021		Engineering Office Coordinator	32.49	34.11	35.82	37.61	39.47	
2010		Engineering Technician I	23.97	25.15	26.43	27.75	29.13	
2011		Engineering Technician II	27.26	28.66	30.08	31.59	33.17	
2012		Engineering Technician III	30.07	31.58	33.14	34.80	36.54	
2004		Engineering Technician IV	33.07	34.76	36.48	38.29	40.21	
3102		Environmental Lab Scientist I	24.60	25.84	27.12	28.49	29.91	
3105		Environmental Lab Scientist II	29.61	31.08	32.64	34.27	35.99	
3106		Environmental Lab Scientist III	33.89	35.59	37.35	39.23	41.20	
3107		Environmental Lab Scientist in Training	19.37	20.34	21.36	22.42	23.54	
4209		Forensic Services Supervisor	43.89	46.08				
5042		Grounds Maintenance Supervisor	39.93	41.93	44.03			
2101		Inspector	31.84	33.43	35.11	36.85	38.71	
2122		Inspector, Senior	33.75	35.45	37.22	39.09	41.02	
2026		L I D Representative	32.74	34.37	36.10	37.89	39.80	
2027		L I D Representative, Senior	38.55	40.47	42.49	44.61	46.84	
3104		Lab Assistant	18.67	19.60	20.58	21.61	22.70	23.83
5206		Painter Crew Leader	34.24					
0070		Parking Enforcement Officer	20.71	21.75	22.83	23.97	25.16	
0071		Parking Enforcement Officer, Lead	22.88	24.01	25.21	26.48	27.81	
0072		Parking Enforcement Supervisor	27.05	28.41	29.84	31.31	32.90	
2008		Permit Specialist	26.44	27.75	29.14	30.60	32.13	
2009		Permit Specialist, Senior	29.96	31.47	33.04	34.69	36.42	
0035		Real Estate Specialist	24.53	25.77	27.03	28.40	29.81	
0401		Real Estate Specialist, Senior	32.72	34.35	36.08	37.87	39.77	



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5014		Recovery & Transfer Center Supervisor	36.23	38.05	39.94	41.93	44.03	
2108		Road Use Compliance Officer	27.05	28.41	29.84	31.31	32.90	
2109		Road Use Compliance Supervisor	29.76	31.24	32.81	34.45	36.17	
5028		Sewer Transmission Systems Maintenance Coordinator	32.26	33.88	35.58	37.34	39.22	
5030		Sewer Transmission Systems Maintenance Supervisor	32.94	34.58	36.30	38.13	40.02	
5017		Solid Waste Collection Supervisor	41.93	44.03				
5037		Solid Waste Route Supervisor	40.02					
0625		Source Control Representative	29.50	30.98	32.53	34.15	35.86	
0626		Source Control Representative, Senior	32.46	34.08	35.78	37.57	39.44	
5026		Street Maintenance Supervisor	39.93	41.93	44.03			
2001		Survey Technician II	23.34	24.50	25.71	27.01	28.36	
2002		Survey Technician III	26.82	28.14	29.56	31.03	32.58	
0613		Utility Services Representative I	26.44	27.75	29.14	30.60	32.13	
0614		Utility Services Representative II	35.39	37.17	39.04	40.97	43.02	
5107		WWTP Operations Supervisor	42.06	44.17	46.38	48.71	51.13	

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	27.57	28.95	30.40	31.91	33.51	
6010		Building Maintenance Supervisor	40.57	42.61	44.74			
5202		Carpenter Crew Leader	37.50					
2003		Chief Of Party	31.05	32.59	34.22	35.92	37.74	
2006		Chief Surveyor	42.96	45.11	47.38	49.75	52.23	
2005		Chief Surveyor, Assistant	35.05	36.82	38.64	40.59	42.62	
2102		Code Inspector Supervisor	37.46	39.34	41.30	43.36	45.53	
5008		Collection Systems Technician	23.50	24.67	25.92	27.20	28.57	
5007		Collection Systems Worker	22.05	23.18	24.36	25.59	26.91	
5006		Community Service Work Crew Leader	28.61	30.05	31.56	33.13	34.78	
2104		Construction Inspection Supervisor	37.46	39.34	41.30	43.36	45.53	
2016		Construction Inspector	32.48	34.10	35.81	37.59	39.48	41.84
2015		Construction Inspector, Assistant	28.66	30.11	31.61	33.19	34.84	
2043		Construction Manager	41.89	44.02	46.29	48.62	51.10	53.70
2045		Construction Manager, Associate	37.46	39.34	41.30	43.36	45.53	
2046		Engineering Construction Coordinator	36.75	38.58	40.51	42.53	44.67	
2019		Engineering Instrumentation Technician	33.14	34.79	36.54	38.36	40.26	
2021		Engineering Office Coordinator	33.14	34.79	36.54	38.36	40.26	
2010		Engineering Technician I	24.45	25.65	26.96	28.31	29.71	
2011		Engineering Technician II	27.81	29.23	30.68	32.22	33.83	
2012		Engineering Technician III	30.67	32.21	33.80	35.50	37.27	
2004		Engineering Technician IV	33.73	35.46	37.21	39.06	41.01	
3102		Environmental Lab Scientist I	25.09	26.36	27.66	29.06	30.51	
3105		Environmental Lab Scientist II	30.20	31.70	33.29	34.96	36.71	



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3106		Environmental Lab Scientist III	<u>34.57</u>	<u>36.30</u>	<u>38.10</u>	<u>40.01</u>	<u>42.02</u>	
3107		Environmental Lab Scientist in Training	<u>19.76</u>	<u>20.75</u>	<u>21.79</u>	<u>22.87</u>	<u>24.01</u>	
4209		Forensic Services Supervisor	<u>44.77</u>	<u>47.00</u>				
5042		Grounds Maintenance Supervisor	<u>40.73</u>	<u>42.77</u>	<u>44.91</u>			
2101		Inspector	<u>32.48</u>	<u>34.10</u>	<u>35.81</u>	<u>37.59</u>	<u>39.48</u>	
2122		Inspector, Senior	<u>34.43</u>	<u>36.16</u>	<u>37.96</u>	<u>39.87</u>	<u>41.84</u>	
2026		L I D Representative	<u>33.39</u>	<u>35.06</u>	<u>36.82</u>	<u>38.65</u>	<u>40.60</u>	
2027		L I D Representative, Senior	<u>39.32</u>	<u>41.28</u>	<u>43.34</u>	<u>45.50</u>	<u>47.78</u>	
3104		Lab Assistant	<u>19.04</u>	<u>19.99</u>	<u>20.99</u>	<u>22.04</u>	<u>23.15</u>	<u>24.31</u>
5206		Painter Crew Leader	<u>34.92</u>					
0070		Parking Enforcement Officer	<u>21.12</u>	<u>22.19</u>	<u>23.29</u>	<u>24.45</u>	<u>25.66</u>	
0071		Parking Enforcement Officer, Lead	<u>23.34</u>	<u>24.49</u>	<u>25.71</u>	<u>27.01</u>	<u>28.37</u>	
0072		Parking Enforcement Supervisor	<u>27.59</u>	<u>28.98</u>	<u>30.44</u>	<u>31.94</u>	<u>33.56</u>	
2008		Permit Specialist	<u>26.97</u>	<u>28.31</u>	<u>29.72</u>	<u>31.21</u>	<u>32.77</u>	
2009		Permit Specialist, Senior	<u>30.56</u>	<u>32.10</u>	<u>33.70</u>	<u>35.38</u>	<u>37.15</u>	
0035		Real Estate Specialist	<u>25.02</u>	<u>26.29</u>	<u>27.57</u>	<u>28.97</u>	<u>30.41</u>	
0401		Real Estate Specialist, Senior	<u>33.37</u>	<u>35.04</u>	<u>36.80</u>	<u>38.63</u>	<u>40.57</u>	
5014		Recovery & Transfer Center Supervisor	<u>36.95</u>	<u>38.81</u>	<u>40.74</u>	<u>42.77</u>	<u>44.91</u>	
2108		Road Use Compliance Officer	<u>27.59</u>	<u>28.98</u>	<u>30.44</u>	<u>31.94</u>	<u>33.56</u>	
2109		Road Use Compliance Supervisor	<u>30.36</u>	<u>31.86</u>	<u>33.47</u>	<u>35.14</u>	<u>36.89</u>	
5028		Sewer Transmission Systems Maintenance Coordinator	<u>32.91</u>	<u>34.56</u>	<u>36.29</u>	<u>38.09</u>	<u>40.00</u>	
5030		Sewer Transmission Systems Maintenance Supervisor	<u>33.60</u>	<u>35.27</u>	<u>37.03</u>	<u>38.89</u>	<u>40.82</u>	
5017		Solid Waste Collection Supervisor	<u>42.77</u>	<u>44.91</u>				
5037		Solid Waste Route Supervisor	<u>40.82</u>					
0625		Source Control Representative	<u>30.09</u>	<u>31.60</u>	<u>33.18</u>	<u>34.83</u>	<u>36.58</u>	
0626		Source Control Representative, Senior	<u>33.11</u>	<u>34.76</u>	<u>36.50</u>	<u>38.32</u>	<u>40.23</u>	
5026		Street Maintenance Supervisor	<u>40.73</u>	<u>42.77</u>	<u>44.91</u>			
2001		Survey Technician II	<u>23.81</u>	<u>24.99</u>	<u>26.22</u>	<u>27.55</u>	<u>28.93</u>	
2002		Survey Technician III	<u>27.36</u>	<u>28.70</u>	<u>30.15</u>	<u>31.65</u>	<u>33.23</u>	
0613		Utility Services Representative I	<u>26.97</u>	<u>28.31</u>	<u>29.72</u>	<u>31.21</u>	<u>32.77</u>	
0614		Utility Services Representative II	<u>36.10</u>	<u>37.91</u>	<u>39.82</u>	<u>41.79</u>	<u>43.88</u>	
5107		WWTP Operations Supervisor	<u>42.90</u>	<u>45.05</u>	<u>47.31</u>	<u>49.68</u>	<u>52.15</u>	

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as follows:

Code	A	Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>23.82</u>	<u>25.02</u>	<u>26.25</u>	<u>27.56</u>	<u>28.95</u>	
5016		Asphalt Plant Crew Leader	<u>33.06</u>	<u>34.77</u>	<u>36.44</u>			
5015		Asphalt Plant Operator	<u>28.82</u>	<u>30.25</u>	<u>31.76</u>			



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5201		Carpenter	<u>33.19</u>					
5210		Concrete Finisher Crew Leader	<u>33.06</u>	<u>34.71</u>				
1101		Crime Analyst	<u>27.73</u>	<u>29.14</u>	<u>30.63</u>	<u>32.20</u>	<u>33.83</u>	<u>35.56</u>
1102		Crime Analyst, Senior	<u>31.82</u>	<u>33.46</u>	<u>35.18</u>	<u>36.95</u>	<u>38.83</u>	<u>40.81</u>
1099		Crime Program Technician	<u>23.17</u>	<u>24.35</u>	<u>25.59</u>	<u>26.92</u>	<u>28.26</u>	<u>29.69</u>
4210		Crime Scene Technician	<u>27.59</u>	<u>28.98</u>	<u>30.43</u>	<u>31.96</u>	<u>33.56</u>	
5020		Equipment Operator	<u>30.38</u>					
5021		Equipment Operator, Heavy	<u>32.03</u>	<u>33.63</u>				
4208		Forensic Specialist	<u>30.37</u>	<u>31.90</u>	<u>33.49</u>	<u>35.15</u>	<u>36.90</u>	
5041		Grounds Maintenance Crew Leader	<u>29.99</u>	<u>31.49</u>	<u>33.06</u>	<u>34.71</u>		
5040		Grounds Maintenance Worker	<u>23.99</u>	<u>25.18</u>	<u>26.44</u>	<u>27.76</u>		
5047		Hydro Grounds Maintenance Worker	<u>23.99</u>	<u>25.18</u>	<u>26.44</u>	<u>27.76</u>		
5001		Laborer	<u>12.54</u>	<u>13.17</u>	<u>13.83</u>	<u>14.51</u>	<u>15.24</u>	
4212		Latent Print Examiner	<u>33.43</u>	<u>35.08</u>	<u>36.83</u>	<u>38.68</u>	<u>40.60</u>	
5205		Painter, Industrial	<u>26.22</u>	<u>27.54</u>	<u>28.91</u>	<u>30.37</u>	<u>31.89</u>	
0016		Police Administrative Support Specialist	<u>23.90</u>	<u>25.11</u>	<u>26.36</u>	<u>27.68</u>	<u>29.06</u>	
0628		Refuse Scale Operator	<u>25.35</u>	<u>26.61</u>				
0627		Solid Waste Worker	<u>20.72</u>	<u>21.75</u>	<u>22.83</u>	<u>23.99</u>	<u>25.18</u>	
5025		Street Maintenance Crew Leader	<u>29.99</u>	<u>31.49</u>	<u>33.06</u>	<u>34.71</u>		
5002		Street Maintenance Worker	<u>23.99</u>	<u>25.18</u>	<u>26.44</u>	<u>27.76</u>		
0530		Tax & License Field Auditor	<u>30.98</u>	<u>32.53</u>	<u>34.15</u>	<u>35.85</u>	<u>37.67</u>	
0531		Tax & License Field Auditor, Senior	<u>33.77</u>	<u>35.46</u>	<u>37.23</u>	<u>39.09</u>	<u>41.06</u>	
0529		Tax & License Office Auditor	<u>28.94</u>	<u>30.39</u>	<u>31.91</u>	<u>33.51</u>	<u>35.18</u>	
0525		Tax License Compliance Officer	<u>32.00</u>	<u>33.60</u>	<u>35.28</u>	<u>37.05</u>	<u>38.88</u>	
5023		Traffic Sign & Marking Specialist	<u>24.29</u>	<u>25.51</u>	<u>26.79</u>	<u>28.11</u>	<u>29.52</u>	

Code	A	Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>24.42</u>	<u>25.65</u>	<u>26.91</u>	<u>28.25</u>	<u>29.67</u>	
5016		Asphalt Plant Crew Leader	<u>33.89</u>	<u>35.58</u>	<u>37.35</u>			
5015		Asphalt Plant Operator	<u>29.54</u>	<u>31.01</u>	<u>32.55</u>			
5201		Carpenter	<u>34.02</u>					
5210		Concrete Finisher Crew Leader	<u>33.89</u>	<u>35.58</u>				
1101		Crime Analyst	<u>28.42</u>	<u>29.87</u>	<u>31.40</u>	<u>33.01</u>	<u>34.68</u>	<u>36.45</u>
1102		Crime Analyst, Senior	<u>32.62</u>	<u>34.30</u>	<u>36.06</u>	<u>37.87</u>	<u>39.80</u>	<u>41.83</u>
1099		Crime Program Technician	<u>23.75</u>	<u>24.96</u>	<u>26.23</u>	<u>27.59</u>	<u>28.97</u>	<u>30.43</u>
4210		Crime Scene Technician	<u>28.28</u>	<u>29.70</u>	<u>31.19</u>	<u>32.76</u>	<u>34.40</u>	
5020		Equipment Operator	<u>31.14</u>					
5021		Equipment Operator, Heavy	<u>32.83</u>	<u>34.47</u>				
4208		Forensic Specialist	<u>31.13</u>	<u>32.70</u>	<u>34.33</u>	<u>36.03</u>	<u>37.82</u>	
5041		Grounds Maintenance Crew Leader	<u>30.74</u>	<u>32.28</u>	<u>33.89</u>	<u>35.58</u>		
5040		Grounds Maintenance Worker	<u>24.59</u>	<u>25.81</u>	<u>27.10</u>	<u>28.45</u>		
5047		Hydro Grounds Maintenance Worker	<u>24.59</u>	<u>25.81</u>	<u>27.10</u>	<u>28.45</u>		



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5001		Laborer	12.85	13.50	14.18	14.87	15.62	
4212		Latent Print Examiner	34.27	35.96	37.75	39.65	41.62	
5205		Painter, Industrial	26.88	28.23	29.63	31.13	32.69	
0016		Police Administrative Support Specialist	24.50	25.74	27.02	28.37	29.79	
0628		Refuse Scale Operator	25.98	27.28				
0627		Solid Waste Worker	21.24	22.29	23.40	24.59	25.81	
5025		Street Maintenance Crew Leader	30.74	32.28	33.89	35.58		
5002		Street Maintenance Worker	24.59	25.81	27.10	28.45		
0530		Tax & License Field Auditor	31.75	33.34	35.00	36.75	38.61	
0531		Tax & License Field Auditor, Senior	34.61	36.35	38.16	40.07	42.09	
0529		Tax & License Office Auditor	29.66	31.15	32.71	34.35	36.06	
0525		Tax License Compliance Officer	32.80	34.44	36.16	37.98	39.85	
5023		Traffic Sign & Marking Specialist	24.90	26.15	27.46	28.81	30.26	

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as follows:

Code	A	Job Title	1	2	3	4	5	6
5048		Tacoma Venues & Events Maintenance Chief	30.86	32.40	34.02	35.72	37.51	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	25.20	26.46	27.79	29.18	30.63	
5050		Tacoma Venues & Events HVAC Mechanic	27.10	28.46	29.89	31.38	32.95	
5051		Tacoma Venues & Events Electrician	27.68	29.06	30.52	32.04	33.64	
6014		Tacoma Venues & Events Maintenance Worker I	17.28	18.15	19.06	20.01	21.01	
6015		Tacoma Venues & Events Maintenance Worker II	22.00	23.09	24.25	25.46	26.73	28.07
6225		Tacoma Venues & Events Custodian	16.47	17.29	18.16	19.07	20.02	

Code	A	Job Title	1	2	3	4	5	6
5048		Tacoma Venues & Events Maintenance Chief	31.17	32.72	34.36	36.08	37.89	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	25.45	26.72	28.07	29.47	30.94	
5050		Tacoma Venues & Events HVAC Mechanic	27.64	29.03	30.49	32.01	33.61	
5051		Tacoma Venues & Events Electrician	28.23	29.64	31.13	32.68	34.31	
6014		Tacoma Venues & Events Maintenance Worker I	17.45	18.33	19.25	20.21	21.22	
6015		Tacoma Venues & Events Maintenance Worker II	22.22	23.32	24.49	25.71	27.00	28.35
6225		Tacoma Venues & Events Custodian	16.63	17.46	18.34	19.26	20.22	

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as follows:



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Code	A	Job Title	1	2	3	4	5
0012		Mail & Stock Processor, Senior	23.65	24.86	26.09		
0018		Mail & Stock Processor	19.32	20.29	21.31	22.37	23.48
0305		Warehouse Supervisor, Utilities	30.82	32.37	33.99	35.69	37.47
0601		Meter Reader	22.24	23.35	24.50	25.72	27.02
0602		Utilities Field Investigator	31.07				
0608		Customer Service Representative, Lead	32.59	34.21	35.92		
0611		Customer Service Representative	23.37	24.53	25.76	27.05	28.40
0612		Customer Service Representative, Technical	29.63	31.10	32.66		

Code	A	Job Title	1	2	3	4	5
0012		Mail & Stock Processor, Senior	24.12	25.36	26.61		
0018		Mail & Stock Processor	19.71	20.70	21.74	22.82	23.95
0305		Warehouse Supervisor, Utilities	31.44	33.02	34.67	36.40	38.22
0601		Meter Reader	22.68	23.82	24.99	26.23	27.56
0602		Utilities Field Investigator	31.69				
0608		Customer Service Representative, Lead	33.24	34.89	36.64		
0611		Customer Service Representative	23.84	25.02	26.28	27.59	28.97
0612		Customer Service Representative, Technical	30.22	31.72	33.31		

Section 6. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as follows:

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	37.69				
5225		Water Meter Repair Worker					
		First 6 months	31.54				
		Thereafter	32.96				
5226		Water Meter Repair Worker, Lead	37.90				
5108		Water Plant Maintenance Worker					
		First 6 months	33.34				
		Thereafter	34.84				
5070		Water Pumps & Storage Supervisor	43.96				
1999		Water Quality Specialist	31.51	33.08	34.73	36.47	38.29
5305		Water Service Mechanic					
		First year	35.78				
		Thereafter	37.57				
5065		Water Service Supervisor	43.96				



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5061		Water Service Worker					
		First 6 months	31.54				
		Thereafter	32.96				
5112		Water Treatment Plant Operator	39.34				
5110		Water Treatment Plant Supervisor	43.96				
5060		Water Utility Worker					
		First year	24.88				
		Thereafter	26.12				
2155		Watershed Inspector					
		First 6 months	31.51				
		7th through 18th month	33.08				
		19th through 30th month	34.73				
		31st through 42nd month	36.47				
		Thereafter	38.29				

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	38.63				
5225		Water Meter Repair Worker					
		First 6 months	32.33				
		Thereafter	33.78				
5226		Water Meter Repair Worker, Lead	38.85				
5108		Water Plant Maintenance Worker					
		First 6 months	34.17				
		Thereafter	35.71				
5070		Water Pumps & Storage Supervisor	45.06				
1999		Water Quality Specialist	32.30	33.91	35.60	37.38	39.25
5305		Water Service Mechanic					
		First year	36.67				
		Thereafter	38.51				
5065		Water Service Supervisor	45.06				
5061		Water Service Worker					
		First 6 months	32.33				
		Thereafter	33.78				
5112		Water Treatment Plant Operator	40.32				
5110		Water Treatment Plant Supervisor	45.06				
5060		Water Utility Worker					
		First year	25.50				
		Thereafter	26.77				



2155		Watershed Inspector				
		First 6 months	<u>32.30</u>			
		7th through 18th month	<u>33.91</u>			
		19th through 30th month	<u>35.60</u>			
		31st through 42nd month	<u>37.38</u>			
		Thereafter	<u>39.25</u>			

Section 7. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as follows:

Code	A	Job Title	1	2
71150		Railway Yardmaster	<u>37.26</u>	<u>46.57</u>

Code	A	Job Title	1	2
71150		Railway Yardmaster	<u>38.26</u>	<u>47.82</u>

Section 8. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as set forth on the attached Exhibit "A."

Section 9. That Section 1.12.640 of the TMC is hereby amended, effective January 1, 2018, as follows:

1.12.640 Application of additional rates.

* * *

~~L17 An employee who is represented by the Professional and Technical Employees, Local 17, and actively employed on the date of ratification of the 2015-2018 collective bargaining agreement shall receive a one-time only lump sum payment of five hundred dollars (\$500.00).~~

~~L17 An employee represented by the Professional and Technical Employees, Local 17, actively employed as of January 1, 2016, shall receive a one-time only lump sum payment of five hundred dollars (\$500.00).~~

~~L17 An employee in the classification of Parking Enforcement Officer (CSC-0070) or Parking Enforcement Officer, Lead (CSC-0071), who is actively employed on the date of ratification of the 2015-2018 collective bargaining agreement, shall receive a one-time only lump sum payment of one hundred dollars (\$100.00).~~

~~L17 An employee in the classification of Inspector (CSC-2101), Senior Inspector (CSC-2122), or Code Inspector Supervisor (CSC-2102), who is actively employed on the date of ratification of the collective bargaining agreement with the Professional and Technical Employees, Local 17, and who received an application of rate of 5 percent as of December 31, 2014, for holding a certification for their assigned discipline, plus an additional certification, shall receive an additional one-time only lump sum payment of five hundred dollars (\$500.00).~~

* * *

~~L483 CFS. An employee in a classification represented by the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit, active as of the date of ratification of the 2015-2018 collective bargaining agreement will receive a one-time lump sum payment of \$500.00. An employee in the~~



bargaining unit who is active on January 1, 2016, will receive a one time lump sum payment of \$750.00 in addition to the negotiated wage increase.\

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~~L483 Click!. An active employee in a classification covered by the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Click! Unit, as of January 1, 2016, will receive a one time, lump sum payment of \$1000.00. An employee within the bargaining unit whose base wage remains redlined after the January 1, 2016, wage increase is applied shall receive a one time lump sum payment in the amount of \$500.00.~~

~~L483 Supervisors. An employee in the classification of Assistant Telecommunications Supervisor, and represented by the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, as of January 1, 2016, will receive a one time, lump sum payment of \$1000.00.~~

* * *

~~NR Upon adoption of this provision by the City Council, an active employee in a nonrepresented classification who works for Click! Network will receive a one time, lump sum payment of \$1000.00.~~

* * *

Section 10. That Sections 1, 2, 3, 4, 5, 6, 7, 8, and 9 shall become effective
January 1, 2018.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

EXHIBIT "A"

Code	A	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	36.11	36.56	37.01	37.48	37.95	38.42	38.90	39.39	39.88	40.38	40.88	41.39	41.91	42.43	42.97	43.50	44.05	44.60	45.15	45.72	46.29
0618	A	Account Executive, Senior	39.65	40.14	40.65	41.15	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
1129	A	Benefits Manager	40.71	41.22	41.74	42.26	42.79	43.32	43.86	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
0751	A	Budget Director	62.78	63.56	64.35	65.16	65.97	66.80	67.63	68.48	69.33	70.20	71.08	71.97	72.87	73.78	74.70	75.63	76.58	77.54	78.51	79.49	80.48
0146	A	Business Development Manager	47.79	48.39	48.99	49.61	50.23	50.85	51.49	52.13	52.78	53.44	54.11	54.79	55.47	56.17	56.87	57.58	58.30	59.03	59.77	60.51	61.27
0139	A	Cable & Franchise Production Coordinator	47.17	47.76	48.36	48.96	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
0715	A	City Attorney	84.69	85.75	86.82	87.91	89.01	90.12	91.25	92.39	93.54	94.71	95.90	97.09	98.31	99.54	100.78	102.04	103.32	104.61	105.92	107.24	108.58
1002	A	City Attorney, Assistant	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.54	50.16	50.79	51.42	52.06	52.71	53.37	54.04	54.72	55.40	56.09	56.79	57.50	58.22
1005	A	City Attorney, Chief Deputy	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	83.76	84.81	85.87	86.94	88.03	89.13	90.24
1004	A	City Attorney, Deputy	56.30	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
1001	A	City Attorney, Prosecuting	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	45.43	46.00	46.58
0700	A	City Clerk	33.39	33.81	34.23	34.66	35.09	35.53	35.98	36.43	36.88	37.34	37.81	38.28	38.76	39.24	39.74	40.23	40.73	41.24	41.76	42.28	42.81
0746	A	City Manager, Assistant	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	90.86	92.00	93.15
0744	A	City Manager, Assistant to the	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	66.90	67.74	68.59
0745	A	City Manager, Deputy	84.69	85.75	86.82	87.91	89.01	90.12	91.25	92.39	93.54	94.71	95.90	97.09	98.31	99.54	100.78	102.04	103.32	104.61	105.92	107.24	108.58
0710	A	City Treasurer	51.44	52.08	52.74	53.39	54.06	54.74	55.42	56.12	56.82	57.53	58.25	58.97	59.71	60.46	61.21	61.98	62.75	63.54	64.33	65.14	65.95
0750	A	Community & Economic Development Director	63.34	64.13	64.93	65.74	66.56	67.40	68.24	69.09	69.95	70.83	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2208	A	Community & Economic Development Director, Assistant	52.78	53.44	54.11	54.79	55.47	56.17	56.87	57.58	58.30	59.03	59.76	60.51	61.27	62.03	62.81	63.59	64.39	65.19	66.01	66.83	67.67
2210	A	Community & Economic Development Division Manager	45.89	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.68	51.32	51.96	52.61	53.26	53.93	54.60	55.29	55.98	56.68	57.39	58.10	58.83
1176	A	Community & Economic Development Supervisor	38.35	38.82	39.31	39.80	40.30	40.80	41.31	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
0805	A	Community & Media Services Manager	54.07	54.75	55.43	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.78	63.56	64.35	65.15	65.96	66.78	67.61	68.46	69.32
1211	A	Community Relations Officer	35.25	35.69	36.14	36.59	37.04	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.91	41.43	41.94	42.47	43.00	43.54	44.08	44.63	45.19
0802	A	Community Relations Specialist	31.77	32.17	32.57	32.98	33.39	33.81	34.23	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.80	38.28	38.76	39.24	39.73	40.23	40.73
0619	A	Conservation Manager	52.21	52.87	53.53	54.20	54.87	55.56	56.25	56.96	57.67	58.39	59.12	59.86	60.61	61.36	62.13	62.91	63.70	64.49	65.30	66.11	66.94
2326	A	Conservation Manager, Assistant	45.40	45.97	46.55	47.13	47.72	48.31	48.92	49.53	50.15	50.78	51.41	52.05	52.70	53.36	54.03	54.70	55.39	56.08	56.78	57.49	58.21
0631		Conservation Program Associate	22.89	23.17	23.46	23.75	24.05	24.35	24.66	24.96	25.28	25.59	25.91	26.24	26.56	26.90	27.23	27.57	27.92	28.27	28.62	28.98	29.34
0632		Conservation Program Coordinator	26.68	27.02	27.36	27.70	28.04	28.39	28.75	29.11	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
0630	A	Conservation Program Manager	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	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
0620	A	Conservation Supervisor	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	53.17
1124	A	Contract & Program Auditor	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	35.79	36.24	36.69
0521	A	Controller	62.78	63.56	64.35	65.16	65.97	66.80	67.63	68.48	69.33	70.20	71.08	71.97	72.87	73.78	74.70	75.63	76.58	77.54	78.51	79.49	80.48
4311	A	Court Administrator	48.72	49.33	49.94	50.57	51.20	51.84	52.49	53.15	53.81	54.48	55.16	55.85	56.55	57.26	57.97	58.70	59.43	60.18	60.93	61.69	62.46
4308	A	Court Operations Supervisor	36.09	36.54	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36	40.86	41.38	41.89	42.42	42.95	43.48	44.03	44.58	45.13	45.70	46.27
0609	A	Customer Service Supervisor I	32.82	33.23	33.65	34.07	34.49	34.93	35.36	35.80	36.25	36.71	37.16	37.63	38.10	38.58	39.06	39.55	40.04	40.54	41.05	41.56	42.08

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0610	A	Customer Service Supervisor II	36.11	36.56	37.01	37.48	37.95	38.42	38.90	39.39	39.88	40.38	40.88	41.39	41.91	42.43	42.97	43.50	44.05	44.60	45.15	45.72	46.29
0554		Customer Service Training Analyst	30.03	30.41	30.79	31.17	31.56	31.96	32.36	32.76	33.17	33.59	34.01	34.43	34.86	35.30	35.74	36.17	36.64	37.10	37.56	38.03	38.51
0727	A	Customer Services Assistant Manager	51.78	52.43	53.09	53.75	54.42	55.10	55.79	56.49	57.20	57.91	58.63	59.36	60.10	60.85	61.61	62.38	63.16	63.95	64.75	65.56	66.38
0616	A	Customer Services Manager	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	91.97	93.12
4605		Department Aide	12.18	12.33	12.48	12.64	12.80	12.96	13.12	13.28	13.45	13.62	13.79	13.96	14.13	14.31	14.49	14.67	14.85	15.04	15.23	15.42	15.61
2349	A	Development Specialist I	27.25	27.59	27.94	28.29	28.64	29.00	29.36	29.73	30.10	30.48	30.86	31.24	31.63	32.03	32.43	32.84	33.25	33.66	34.08	34.51	34.94
2351	A	Development Specialist II	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	40.66	41.17	41.68	42.20	42.73
2352	A	Development Specialist III	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	47.39	47.98	48.58
2070	A	Engineer	37.10	37.56	38.03	38.51	38.99	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
8028		Engineer in Training	25.37	25.69	26.01	26.34	26.67	27.00	27.34	27.68	28.03	28.38	28.73	29.09	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.13	32.53
2068	A	Engineer, Associate	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	39.82	40.32	40.82	41.33
2073	A	Engineer, Principal	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	56.46	57.17	57.88	58.60	59.33	60.07
2082	A	Engineer, Professional	41.99	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82
2083	A	Engineer, Senior	41.99	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82
2060	A	Engineer, Senior Principal	51.72	52.37	53.02	53.68	54.35	55.03	55.72	56.42	57.13	57.84	58.56	59.29	60.03	60.78	61.54	62.31	63.09	63.88	64.68	65.49	66.31
0758	A	Environmental Services Director	79.57	80.56	81.57	82.59	83.62	84.67	85.73	86.80	87.88	88.98	90.09	91.22	92.36	93.51	94.68	95.86	97.06	98.27	99.50	100.74	102.00
2059	A	Environmental Services Director, Assistant	68.39	69.24	70.11	70.99	71.88	72.78	73.69	74.61	75.54	76.48	77.44	78.41	79.39	80.38	81.38	82.40	83.43	84.47	85.53	86.60	87.68
2056	A	Environmental Services Division Manager	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44	65.25	66.07	66.90	67.74	68.59	69.45	70.32	71.20	72.09	72.99	73.90	74.82	75.76
2057	A	Environmental Services Division Manager, Assistant	53.72	54.39	55.07	55.76	56.46	57.17	57.88	58.60	59.33	60.07	60.82	61.58	62.35	63.13	63.92	64.72	65.53	66.35	67.18	68.02	68.87

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2092		Environmental Specialist	30.23	30.60	30.99	31.37	31.77	32.16	32.56	32.97	33.38	33.80	34.22	34.65	35.08	35.52	35.97	36.42	36.87	37.33	37.80	38.27	38.75
2093		Environmental Specialist, Senior	35.15	35.59	36.03	36.48	36.94	37.40	37.87	38.34	38.82	39.30	39.80	40.29	40.80	41.31	41.82	42.35	42.88	43.41	43.95	44.50	45.06
2097		Environmental Technician	24.98	25.30	25.61	25.93	26.26	26.58	26.92	27.25	27.59	27.94	28.29	28.64	29.00	29.36	29.73	30.10	30.48	30.86	31.24	31.63	32.03
2098		Environmental Technician, 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	31.90	32.30	32.70	33.11	33.52	33.94	34.37	34.80	35.23
0753	A	Equity & Human Rights Director	63.34	64.13	64.93	65.74	66.56	67.40	68.24	69.09	69.95	70.83	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20
0820	A	Executive Assistant	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89	39.38	39.87	40.37	40.87	41.38	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70
0712	A	Finance Director	75.11	76.05	77.00	77.97	78.94	79.93	80.93	81.94	82.96	84.00	85.05	86.11	87.19	88.28	89.38	90.50	91.63	92.78	93.94	95.11	96.30
0520	A	Financial Manager	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	47.38	47.97	48.57	49.17	49.79	50.41	51.04	51.68
0522	A	Financial Manager, Senior	47.42	48.02	48.62	49.23	49.84	50.46	51.09	51.73	52.38	53.03	53.70	54.37	55.05	55.74	56.43	57.14	57.85	58.58	59.31	60.05	60.80
0524	A	Financial Supervisor	34.11	34.54	34.97	35.40	35.85	36.30	36.75	37.21	37.67	38.14	38.62	39.10	39.59	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73
4020		Fire & Life Safety Educator	28.81	29.17	29.53	29.90	30.27	30.65	31.03	31.42	31.82	32.21	32.62	33.02	33.44	33.85	34.28	34.71	35.14	35.58	36.02	36.47	36.93
0767	A	Fire Chief	85.67	86.74	87.82	88.92	90.03	91.16	92.30	93.45	94.62	95.80	97.00	98.21	99.44	100.68	101.94	103.21	104.50	105.81	107.13	108.47	109.83
0519	A	Fire Code Official	54.29	54.97	55.66	56.36	57.06	57.77	58.49	59.22	59.96	60.71	61.47	62.24	63.02	63.81	64.61	65.42	66.24	67.07	67.91	68.76	69.62
0518	A	Fire Department Manager	48.34	48.94	49.55	50.17	50.80	51.44	52.08	52.73	53.39	54.06	54.74	55.42	56.11	56.81	57.52	58.24	58.97	59.71	60.46	61.22	61.99
4215	A	Forensics Manager	43.12	43.66	44.21	44.76	45.32	45.89	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
0726	A	Government Relations Analyst	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	59.49	60.23	60.98	61.74
0724	A	Government Relations Officer	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	75.61	76.56
0717	A	Hearing Examiner	69.08	69.94	70.82	71.70	72.60	73.50	74.42	75.35	76.30	77.25	78.21	79.19	80.18	81.18	82.20	83.23	84.27	85.32	86.39	87.47	88.56
2310	A	Historic Preservation Coordinator	27.63	27.98	28.33	28.68	29.04	29.40	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44
2309	A	Historic Preservation Officer	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	47.39	47.98	48.58

EXHIBIT "A"

Code	A	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	28.01	28.36	28.71	29.07	29.44	29.81	30.18	30.55	30.94	31.32	31.72	32.11	32.51	32.92	33.33	33.75	34.17	34.60	35.03	35.47	35.91
1131	A	Human Resources Analyst, Senior	35.40	35.85	36.30	36.75	37.21	37.67	38.14	38.62	39.10	39.59	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39
0735	A	Human Resources Director	67.78	68.63	69.49	70.36	71.24	72.13	73.03	73.94	74.86	75.80	76.75	77.71	78.68	79.66	80.66	81.67	82.69	83.72	84.77	85.83	86.90
1125	A	Human Resources Director, Assistant	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	67.22	68.06	68.91	69.77	70.64	71.52	72.41
1136	A	Human Resources Manager	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
2533		Human Services Program Assistant	18.30	18.53	18.76	18.99	19.23	19.47	19.72	19.96	20.21	20.46	20.72	20.98	21.24	21.51	21.77	22.05	22.32	22.60	22.88	23.17	23.46
5151	A	Hydro Project Manager	57.39	58.11	58.84	59.57	60.32	61.07	61.83	62.61	63.39	64.18	64.98	65.80	66.62	67.45	68.30	69.15	70.01	70.89	71.77	72.67	73.58
5150	A	Hydro Project Manager, Assistant	51.66	52.31	52.96	53.62	54.29	54.97	55.66	56.35	57.06	57.77	58.49	59.22	59.96	60.71	61.47	62.24	63.02	63.81	64.60	65.41	66.23
0835	A	Information Technology Director	77.55	78.52	79.50	80.49	81.50	82.52	83.55	84.59	85.65	86.72	87.80	88.90	90.01	91.14	92.28	93.43	94.60	95.78	96.98	98.19	99.42
0837	A	Information Technology Director, Assistant	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	75.79	76.74	77.70	78.67	79.65	80.65	81.66
0140	A	Information Technology Manager	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	66.75
0707	A	Information Technology Project Manager	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.37	47.97	48.57	49.17	49.79	50.41	51.04	51.68	52.32	52.98	53.64	54.31
0708	A	Information Technology Project Manager, Senior	45.94	46.52	47.10	47.69	48.28	48.89	49.50	50.12	50.74	51.38	52.02	52.67	53.33	53.99	54.67	55.35	56.04	56.75	57.45	58.17	58.90
0136	A	Information Technology Supervisor	47.17	47.76	48.36	48.96	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
1118	A	Labor Negotiator	43.45	44.00	44.55	45.10	45.67	46.24	46.82	47.40	47.99	48.59	49.20	49.82	50.44	51.07	51.71	52.35	53.01	53.67	54.34	55.02	55.71
1123		Labor Relations Analyst	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	39.82	40.32	40.82
1132	A	Labor Relations Manager	49.13	49.75	50.37	51.00	51.64	52.28	52.93	53.60	54.27	54.94	55.63	56.33	57.03	57.74	58.47	59.20	59.94	60.69	61.44	62.21	62.99

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0760	A	Labor Relations Manager, Senior	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	67.22	68.06	68.91	69.77	70.64	71.52	72.41
2207	A	Land Use Administrator	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.10	53.77	54.44	55.12	55.81	56.51	57.21	57.93	58.65	59.39	60.13	60.88
0031		Legal Assistant	21.96	22.23	22.51	22.79	23.08	23.36	23.66	23.95	24.25	24.55	24.86	25.17	25.49	25.81	26.13	26.45	26.79	27.12	27.46	27.80	28.15
0032		Legal Assistant, Senior	24.39	24.70	25.00	25.32	25.63	25.95	26.28	26.61	26.94	27.28	27.62	27.96	28.31	28.67	29.02	29.39	29.75	30.13	30.50	30.88	31.27
1007	A	Legal Intern	15.07	15.26	15.45	15.64	15.84	16.04	16.24	16.44	16.64	16.85	17.06	17.28	17.49	17.71	17.93	18.16	18.38	18.61	18.85	19.08	19.32
0553		LEOFF 1 Specialist	27.06	27.40	27.74	28.09	28.44	28.80	29.16	29.52	29.89	30.26	30.64	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69
1109	A	Management Analyst I	25.29	25.60	25.92	26.25	26.58	26.91	27.24	27.59	27.93	28.28	28.63	28.99	29.35	29.72	30.09	30.47	30.85	31.23	31.62	32.02	32.42
1120	A	Management Analyst II	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	40.66
1135	A	Management Analyst III	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	50.63
4607		Management Fellow	22.84	23.12	23.41	23.71	24.00	24.30	24.61	24.91	25.22	25.54	25.86	26.18	26.51	26.84	27.18	27.52	27.86	28.21	28.56	28.92	29.28
4615		Management Intern	17.00	17.21	17.43	17.65	17.87	18.09	18.32	18.55	18.78	19.01	19.25	19.49	19.73	19.98	20.23	20.48	20.74	21.00	21.26	21.53	21.80
0841	A	Market Development Program Manager	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	65.24
0842	A	Market Development Research Analyst	45.55	46.12	46.70	47.28	47.87	48.47	49.08	49.69	50.31	50.94	51.58	52.22	52.87	53.53	54.20	54.88	55.57	56.26	56.96	57.67	58.39
0840	A	Marketing & Development Manager	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
1165	A	Marketing Assistant	18.11	18.34	18.57	18.80	19.03	19.27	19.51	19.75	20.00	20.25	20.50	20.76	21.02	21.28	21.55	21.82	22.09	22.37	22.65	22.93	23.22
5506	A	Marketing Coordinator	26.59	26.92	27.26	27.60	27.94	28.29	28.64	29.00	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
1151		Master Control Technician	18.92	19.15	19.39	19.63	19.88	20.13	20.38	20.63	20.89	21.15	21.42	21.68	21.96	22.23	22.51	22.79	23.07	23.36	23.65	23.95	24.25
0804	A	Media & Communications Director	52.05	52.70	53.36	54.03	54.71	55.39	56.08	56.78	57.49	58.21	58.94	59.68	60.43	61.19	61.95	62.72	63.50	64.29	65.09	65.90	66.72
5508	A	Media Specialist	33.67	34.09	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.65	38.12	38.59	39.08	39.57	40.06	40.56	41.07	41.58	42.10	42.63	43.16

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2106	A	Natural Resources Biologist I	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	40.40
2089	A	Natural Resources Biologist II	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	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
2094	A	Natural Resources Biologist III	41.47	41.98	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.22	51.86	52.50	53.16
2091	A	Natural Resources Manager	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	72.00	72.90	73.81	74.73	75.66
2107		Natural Resources Technician I	19.76	20.01	20.26	20.51	20.77	21.03	21.29	21.56	21.83	22.10	22.38	22.66	22.94	23.23	23.52	23.81	24.11	24.41	24.72	25.03	25.34
2090	A	Natural Resources Technician II	27.67	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
0759	A	Neighborhood & Community Services Director	63.34	64.13	64.93	65.74	66.56	67.40	68.24	69.09	69.95	70.83	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20
2058	A	Neighborhood & Community Services Division Manager	45.89	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.68	51.32	51.96	52.61	53.26	53.93	54.60	55.29	55.98	56.68	57.39	58.10	58.83
0754	A	Neighborhood & Community Services Program Manager	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	46.57	47.15	47.74	48.34
2532		Neighborhood & Community Services Specialist	26.15	26.48	26.81	27.15	27.49	27.83	28.18	28.53	28.89	29.25	29.61	29.98	30.36	30.74	31.12	31.51	31.90	32.30	32.71	33.12	33.53
2534		Neighborhood & Community Services Supervisor	31.37	31.76	32.16	32.56	32.97	33.38	33.80	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
4602		Occupational Intern, Skilled	12.18	12.33	12.48	12.64	12.80	12.96	13.12	13.28	13.45	13.62	13.79	13.96	14.13	14.31	14.49	14.67	14.85	15.04	15.23	15.42	15.61
0738	A	Office Administrator	28.39	28.74	29.10	29.46	29.83	30.20	30.58	30.96	31.35	31.74	32.14	32.54	32.95	33.36	33.78	34.20	34.63	35.06	35.50	35.94	36.39
0739	A	Office Manager	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.04	36.49	36.95	37.41	37.88	38.35	38.83	39.32	39.81	40.31	40.81	41.32	41.84
0533	A	Operations Manager	46.54	47.12	47.71	48.31	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
1009	A	Paralegal	26.61	26.94	27.28	27.62	27.97	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.07	32.47	32.88	33.29	33.71	34.13
1010	A	Paralegal, Senior	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
2085	A	Park Supervisor	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.86	37.32	37.79	38.26	38.74	39.22	39.71

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2086	A	Park Supervisor, Assistant	28.16	28.51	28.87	29.23	29.59	29.96	30.34	30.72	31.10	31.49	31.88	32.28	32.68	33.09	33.51	33.93	34.35	34.78	35.21	35.65	36.10
2105		Permit Supervisor	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.60	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18	39.67	40.17	40.67
2209		Planner, Associate	27.25	27.59	27.94	28.29	28.64	29.00	29.36	29.73	30.10	30.48	30.86	31.24	31.63	32.03	32.43	32.84	33.25	33.66	34.08	34.51	34.94
2221		Planner, Principal	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	47.39	47.98	48.58
2203		Planner, Senior	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	40.66	41.17	41.68	42.20	42.73
2219	A	Planning & Development Division Manager	45.89	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.68	51.32	51.96	52.61	53.26	53.93	54.60	55.29	55.98	56.68	57.39	58.10	58.83
0719	A	Planning & Development Services Director	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	79.78	80.78	81.79	82.81	83.85	84.90	85.96
2222	A	Planning Manager	46.93	47.51	48.11	48.71	49.32	49.93	50.56	51.19	51.83	52.48	53.13	53.80	54.47	55.15	55.84	56.54	57.24	57.96	58.68	59.42	60.16
2038	A	Plans Examiner I	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	39.82	40.32	40.82	41.33
2039	A	Plans Examiner II	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	46.89	47.48
2040	A	Plans Examiner III	41.99	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82
0772	A	Police Chief	85.67	86.74	87.82	88.92	90.03	91.16	92.30	93.45	94.62	95.80	97.00	98.21	99.44	100.68	101.94	103.21	104.50	105.81	107.13	108.47	109.83
5123	A	Power Analyst	45.78	46.35	46.93	47.52	48.11	48.71	49.32	49.94	50.56	51.19	51.83	52.48	53.14	53.80	54.47	55.15	55.84	56.54	57.25	57.97	58.69
5128	A	Power Analyst, Senior	50.84	51.48	52.12	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	64.40	65.21
2131	A	Power Engineer I	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	40.61	41.12	41.63	42.15	42.68
2132	A	Power Engineer II	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	46.05	46.63	47.21	47.80
2133	A	Power Engineer III	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	54.12	54.80	55.48	56.17
2134	A	Power Engineer IV	52.12	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	66.83
0815	A	Power Section Assistant Manager I	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	75.59	76.53	77.49	78.46	79.44	80.43

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0817	A	Power Section Assistant Manager II	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	90.86	92.00
0816	A	Power Section Manager	93.27	94.44	95.62	96.82	98.03	99.26	100.50	101.76	103.03	104.32	105.62	106.94	108.28	109.63	111.00	112.39	113.79	115.21	116.65	118.11	119.59
5248	A	Power Supervisor I	37.28	37.75	38.22	38.70	39.18	39.67	40.17	40.67	41.18	41.69	42.21	42.74	43.27	43.81	44.36	44.91	45.47	46.04	46.62	47.20	47.79
5251	A	Power Supervisor II	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83	51.47	52.11	52.76	53.42	54.09	54.77	55.45	56.14	56.84	57.55	58.27	59.00	59.74
5249	A	Power Supervisor III	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	68.04	68.89	69.75
2322		Program Development Specialist	27.63	27.98	28.33	28.68	29.04	29.40	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44
2321		Program Development Specialist, Lead	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	39.38
1100		Program Technician	22.89	23.18	23.47	23.76	24.06	24.36	24.66	24.97	25.29	25.60	25.92	26.25	26.57	26.91	27.24	27.58	27.93	28.28	28.63	28.99	29.35
0720	A	Project Manager	41.99	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82
0721	A	Project Manager, Senior	52.88	53.54	54.21	54.88	55.57	56.27	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.14	62.92	63.71	64.50	65.31	66.13	66.95	67.79
2502		Project Specialist	23.31	23.60	23.90	24.20	24.50	24.81	25.12	25.43	25.75	26.07	26.40	26.73	27.06	27.40	27.74	28.09	28.44	28.80	29.16	29.52	29.89
0757	A	Public Works Director	72.00	72.90	73.81	74.73	75.66	76.61	77.57	78.54	79.52	80.51	81.52	82.54	83.57	84.61	85.67	86.74	87.82	88.92	90.03	91.16	92.30
0755	A	Public Works Director, Assistant	62.62	63.40	64.19	64.99	65.80	66.62	67.45	68.29	69.14	70.00	70.88	71.77	72.67	73.58	74.50	75.43	76.37	77.32	78.29	79.27	80.26
2054	A	Public Works Division Manager	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	72.07	72.97
2055	A	Public Works Division Manager, Assistant	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
7128	A	Rail Chief Administrative Officer	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
7129	A	Rail Chief Information/Financial Officer	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
7130	A	Rail Chief Mechanical Officer	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	68.01	68.86	69.72	70.59	71.47	72.36

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7152	A	Rail Superintendent, Assistant	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	78.62	79.60	80.59
7127	A	Rail Supervisor of Operations	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	49.71	50.33	50.96	51.60
7126	A	Railway Roadmaster	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
2343		Real Estate Officer	36.48	36.94	37.40	37.87	38.34	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78
2344	A	Real Estate Officer, Senior	40.14	40.64	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
2069	A	Real-Time Energy Trader	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	60.60	61.36	62.13	62.91	63.70	64.50
0740	A	Records Management Supervisor	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	36.51	36.97	37.43
5033		Recycling Supervisor	29.69	30.07	30.44	30.82	31.21	31.60	31.99	32.39	32.80	33.21	33.62	34.04	34.47	34.90	35.34	35.78	36.22	36.68	37.14	37.60	38.07
0845	A	Relicensing Coordinator	44.05	44.60	45.16	45.72	46.29	46.87	47.46	48.05	48.65	49.26	49.87	50.50	51.13	51.77	52.41	53.07	53.73	54.40	55.08	55.77	56.47
5052		Resource Conservation Specialist	26.15	26.48	26.81	27.15	27.49	27.83	28.18	28.53	28.89	29.25	29.61	29.98	30.36	30.74	31.12	31.51	31.90	32.30	32.71	33.12	33.53
0559	A	Retirement Director, Assistant	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	60.69	61.45	62.22	63.00	63.79	64.59
0560	A	Retirement System Director	68.43	69.29	70.16	71.04	71.93	72.83	73.74	74.66	75.59	76.53	77.49	78.46	79.44	80.43	81.44	82.46	83.49	84.53	85.59	86.66	87.74
1110		Risk Analyst	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	31.38	31.77	32.17	32.57	32.98	33.39	33.81	34.23
1137	A	Risk Analyst, Senior	30.99	31.38	31.77	32.17	32.57	32.98	33.39	33.81	34.23	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.81	38.28	38.76	39.24	39.73
0703	A	Risk Manager	45.93	46.51	47.09	47.68	48.27	48.88	49.49	50.11	50.73	51.37	52.01	52.66	53.32	53.99	54.66	55.34	56.04	56.74	57.44	58.16	58.89
1204	A	Safety Manager	38.63	39.12	39.61	40.10	40.60	41.11	41.62	42.14	42.67	43.20	43.74	44.29	44.84	45.40	45.97	46.55	47.13	47.72	48.31	48.92	49.53
1122		Safety Officer	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	40.47	40.98	41.49	42.01	42.54	43.07
5512		Sales & Service Representative, Lead	23.50	23.79	24.09	24.39	24.69	25.00	25.31	25.63	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
2530		Senior Center Cook	12.40	12.56	12.72	12.88	13.04	13.20	13.36	13.53	13.70	13.87	14.04	14.22	14.40	14.58	14.76	14.94	15.13	15.32	15.51	15.70	15.90

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2529		Senior Center Van Driver	15.37	15.56	15.75	15.95	16.15	16.35	16.55	16.76	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
2556		Seniors Center Supervisor	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	27.65	28.00	28.35	28.70	29.06	29.42	29.79	30.16
0138	A	T&D Work Practices 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
1170	A	Tacoma Arts Commission Administrator	39.50	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.17	44.72	45.28	45.85	46.42	47.00	47.59	48.19	48.79	49.40	50.01	50.64
6220	A	Tacoma Venues & Events Attendant	12.00	12.15	12.30	12.46	12.61	12.77	12.93	13.09	13.25	13.42	13.59	13.76	13.93	14.10	14.28	14.46	14.64	14.82	15.01	15.19	15.38
0730	A	Tacoma Venues & Events Director	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
0731	A	Tacoma Venues & Events Director Deputy	48.78	49.39	50.01	50.63	51.27	51.91	52.56	53.21	53.88	54.55	55.23	55.92	56.62	57.33	58.05	58.77	59.51	60.25	61.01	61.77	62.54
0732	A	Tacoma Venues & Events Division Manager	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.90	41.41	41.92	42.45	42.98	43.52	44.06	44.61	45.17	45.73	46.31	46.88	47.47
1164	A	Tacoma Venues & Events Event Services Coordinator	27.60	27.94	28.29	28.64	29.00	29.37	29.73	30.10	30.48	30.86	31.25	31.64	32.03	32.43	32.84	33.25	33.66	34.09	34.51	34.94	35.38
1168	A	Tacoma Venues & Events Event Services Manager	30.66	31.05	31.43	31.83	32.22	32.63	33.03	33.45	33.87	34.29	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.82	39.31
0728	A	Tacoma Venues & Events Marketing Manager	34.67	35.10	35.54	35.99	36.44	36.89	37.35	37.82	38.29	38.77	39.26	39.75	40.24	40.75	41.26	41.77	42.30	42.82	43.36	43.90	44.45
0733	A	Tacoma Venues & Events Operations Manager	43.90	44.45	45.00	45.57	46.14	46.71	47.30	47.89	48.49	49.09	49.71	50.33	50.96	51.59	52.24	52.89	53.55	54.22	54.90	55.59	56.28
1215	A	Tacoma Venues & Events Sales Coordinator	23.38	23.67	23.96	24.26	24.57	24.87	25.19	25.50	25.82	26.14	26.47	26.80	27.13	27.47	27.82	28.17	28.52	28.87	29.23	29.60	29.97
1156		Tacoma Venues & Events Technical Services Coordinator	21.47	21.73	22.01	22.28	22.56	22.84	23.13	23.42	23.71	24.01	24.31	24.61	24.92	25.23	25.54	25.86	26.19	26.51	26.84	27.18	27.52
5526	A	Telecommunications Broadband Services Manager	48.00	48.60	49.21	49.83	50.45	51.08	51.72	52.37	53.02	53.68	54.35	55.03	55.72	56.42	57.13	57.84	58.56	59.29	60.03	60.78	61.54

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5531	A	Telecommunications Customer Care & Marketing Manager	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	47.83	48.43	49.04	49.65	50.27	50.90
5532	A	Telecommunications Customer Care Supervisor	30.53	30.91	31.30	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
5535	A	Telecommunications Engineer	41.27	41.79	42.31	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
5530	A	Telecommunications Franchise Contract Specialist	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	44.80	45.36	45.93	46.50	47.08
5500	A	Telecommunications Manager	81.30	82.32	83.35	84.39	85.44	86.51	87.59	88.68	89.79	90.91	92.05	93.20	94.36	95.54	96.73	97.94	99.16	100.40	101.65	102.92	104.21
5515	A	Telecommunications Manager, 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
5539		Telecommunications Planning & Design Technician	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	34.95	35.39	35.83
5560	A	Telecommunications Sales Coordinator	27.45	27.79	28.14	28.49	28.85	29.21	29.57	29.94	30.32	30.70	31.08	31.47	31.86	32.26	32.66	33.07	33.48	33.90	34.33	34.76	35.19
5523	A	Telecommunications Technical Administrator	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	36.95	37.41	37.88	38.35	38.83	39.32	39.81
5562	A	Telecommunications Technical Services Supervisor	35.55	35.99	36.44	36.90	37.36	37.83	38.30	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
1154		Television Production Coordinator	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	40.47	40.98	41.49	42.01	42.54	43.07	43.61
2072	A	Term Energy Trader	63.44	64.23	65.03	65.84	66.66	67.49	68.33	69.18	70.04	70.92	71.81	72.71	73.62	74.54	75.47	76.41	77.37	78.34	79.32	80.31	81.31
1121	A	Training & Development Manager	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	50.63
0822	A	Utilities Director	145.37	147.19	149.03	150.89	152.78	154.69	156.62	158.58	160.56	162.57	164.60	166.66	168.74	170.85	172.99	175.15	177.34	179.56	181.80	184.07	186.37
0819	A	Utilities Director, Deputy	78.14	79.12	80.11	81.11	82.12	83.15	84.19	85.24	86.31	87.39	88.48	89.59	90.71	91.84	92.99	94.15	95.33	96.52	97.73	98.95	100.19
0825	A	Utilities Director, Deputy Power Superintendent	107.32	108.66	110.02	111.40	112.79	114.20	115.63	117.08	118.54	120.02	121.52	123.04	124.58	126.14	127.72	129.32	130.94	132.58	134.24	135.92	137.62

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0830	A	Utilities Director, Deputy Rail Superintendent	77.04	78.00	78.98	79.97	80.97	81.98	83.00	84.04	85.09	86.15	87.23	88.32	89.42	90.54	91.67	92.82	93.98	95.15	96.34	97.54	98.76
0823	A	Utilities Director, Deputy Water Superintendent	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	105.21
0580	A	Utilities Economist	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	45.07	45.64	46.21	46.79	47.37	47.96	48.56	49.17
0581	A	Utilities Economist, Associate	25.29	25.60	25.92	26.25	26.58	26.91	27.24	27.59	27.93	28.28	28.63	28.99	29.35	29.72	30.09	30.47	30.85	31.23	31.62	32.02	32.42
0582	A	Utilities Economist, Senior	47.95	48.55	49.15	49.77	50.39	51.02	51.66	52.30	52.96	53.62	54.29	54.97	55.65	56.35	57.05	57.77	58.49	59.22	59.96	60.71	61.47
1207	A	Utilities Safety Manager	46.87	47.46	48.05	48.65	49.26	49.88	50.50	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	60.10
1153		Video Production Assistant	18.92	19.15	19.39	19.63	19.88	20.13	20.38	20.63	20.89	21.15	21.42	21.68	21.96	22.23	22.51	22.79	23.07	23.36	23.65	23.95	24.25
1152		Video Specialist	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91	31.30	31.69	32.09	32.49	32.90	33.31	33.73	34.15	34.58	35.01	35.45	35.89	36.34
2066	A	Water Division Manager	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44	65.25	66.07	66.90	67.74	68.59	69.45	70.32	71.20	72.09	72.99	73.90	74.82	75.76
2061	A	Water Division Manager, Assistant	53.72	54.39	55.07	55.76	56.46	57.17	57.88	58.60	59.33	60.07	60.82	61.58	62.35	63.13	63.92	64.72	65.53	66.35	67.18	68.02	68.87
2064	A	Water Division Superintendent, Deputy	68.38	69.23	70.10	70.98	71.87	72.77	73.68	74.60	75.53	76.47	77.43	78.40	79.38	80.37	81.37	82.39	83.42	84.46	85.52	86.59	87.67
2100	A	Water Program Specialist	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	39.38
5068		Water Supply Supervisor	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	46.34
2084	A	Wildlife & Recreation Coordinator	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	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

Code	A	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	37.20	37.66	38.13	38.61	39.09	39.58	40.07	40.57	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
0618	A	Account Executive, Senior	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	49.81	50.43	51.06	51.70	52.35
1129	A	Benefits Manager	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	50.53	51.16	51.80	52.45	53.11	53.77

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0751	A	Budget Director	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	80.86	81.87	82.89
0146	A	Business Development Manager	49.23	49.85	50.47	51.10	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
0139	A	Cable & Franchise Production Coordinator	48.59	49.20	49.81	50.43	51.06	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
0715	A	City Attorney	87.25	88.34	89.44	90.56	91.69	92.84	94.00	95.17	96.36	97.56	98.78	100.01	101.26	102.53	103.81	105.11	106.42	107.75	109.10	110.46	111.84
1002	A	City Attorney, Assistant	46.79	47.37	47.96	48.56	49.17	49.78	50.40	51.03	51.67	52.32	52.97	53.63	54.30	54.98	55.67	56.37	57.07	57.78	58.50	59.23	59.97
1005	A	City Attorney, Chief Deputy	72.49	73.40	74.32	75.25	76.19	77.14	78.10	79.08	80.07	81.07	82.08	83.11	84.15	85.20	86.27	87.35	88.44	89.55	90.67	91.80	92.95
1004	A	City Attorney, Deputy	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	74.37
1001	A	City Attorney, Prosecuting	37.42	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	47.39	47.98
0700	A	City Clerk	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	40.93	41.44	41.96	42.48	43.01	43.55	44.09
0746	A	City Manager, Assistant	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73	89.84	90.96	92.10	93.25	94.42	95.60	96.79	98.00	99.23	100.47
0744	A	City Manager, Assistant to the	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	68.92	69.78	70.65
0745	A	City Manager, Deputy	87.25	88.34	89.44	90.56	91.69	92.84	94.00	95.17	96.36	97.56	98.78	100.01	101.26	102.53	103.81	105.11	106.42	107.75	109.10	110.46	111.84
0710	A	City Treasurer	52.98	53.64	54.31	54.99	55.68	56.38	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
0750	A	Community & Economic Development Director	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64
2208	A	Community & Economic Development Director, Assistant	54.36	55.04	55.73	56.43	57.14	57.85	58.57	59.30	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
2210	A	Community & Economic Development Division Manager	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	57.65	58.37	59.10	59.84	60.59

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1176	A	Community & Economic Development Supervisor	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	50.63
0805	A	Community & Media Services Manager	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	67.94	68.79	69.65	70.52	71.40
1211	A	Community Relations Officer	36.31	36.76	37.22	37.69	38.16	38.64	39.12	39.61	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
0802	A	Community Relations Specialist	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92	41.43	41.95
1128	A	Compensation & Benefits Manager, Senior	48.35	48.96	49.57	50.19	50.82	51.45	52.09	52.75	53.40	54.07	54.75	55.43	56.13	56.83	57.54	58.26	58.98	59.72	60.47	61.22	61.99
0619	A	Conservation Manager	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	67.26	68.10	68.95
2326	A	Conservation Manager, Assistant	46.78	47.36	47.95	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
0631		Conservation Program Associate	23.57	23.86	24.16	24.46	24.77	25.08	25.39	25.71	26.03	26.36	26.69	27.02	27.36	27.70	28.05	28.40	28.76	29.12	29.48	29.85	30.22
0632		Conservation Program Coordinator	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	34.37	34.80	35.24
0630	A	Conservation Program Manager	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
0620	A	Conservation Supervisor	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	52.76	53.42	54.09	54.77
1124	A	Contract & Program Auditor	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	36.86	37.32	37.79
0521	A	Controller	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	80.86	81.87	82.89
4311	A	Court Administrator	50.17	50.80	51.44	52.08	52.73	53.39	54.06	54.74	55.42	56.11	56.81	57.52	58.24	58.97	59.71	60.46	61.22	61.99	62.76	63.54	64.33
4308	A	Court Operations Supervisor	37.18	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
0609	A	Customer Service Supervisor I	33.80	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
0610	A	Customer Service Supervisor II	37.20	37.66	38.13	38.61	39.09	39.58	40.07	40.57	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
0554		Customer Service Training Analyst	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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0727	A	Customer Services Assistant Manager	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	69.83	70.70	71.58	72.47
0616	A	Customer Services Manager	76.55	77.51	78.48	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
4605		Department Aide	12.54	12.70	12.86	13.02	13.18	13.34	13.51	13.68	13.85	14.02	14.20	14.38	14.56	14.74	14.92	15.11	15.30	15.49	15.68	15.88	16.08
2349	A	Development Specialist I	28.08	28.43	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99
2351	A	Development Specialist II	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45	37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01
2352	A	Development Specialist III	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	47.02	47.61	48.21	48.81	49.42	50.04
2070	A	Engineer	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	46.05	46.63	47.21	47.80	48.40	49.01
8028		Engineer in Training	26.14	26.47	26.80	27.14	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
2068	A	Engineer, Associate	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	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57
2073	A	Engineer, Principal	48.26	48.86	49.47	50.09	50.72	51.35	51.99	52.64	53.30	53.97	54.64	55.32	56.01	56.71	57.42	58.14	58.87	59.61	60.36	61.11	61.87
2082	A	Engineer, Professional	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	53.40	54.07	54.75	55.43
2083	A	Engineer, Senior	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	53.40	54.07	54.75	55.43
2060	A	Engineer, Senior Principal	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	65.81	66.63	67.46	68.30
0758	A	Environmental Services Director	84.58	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
2059	A	Environmental Services Director, Assistant	70.46	71.34	72.23	73.13	74.04	74.97	75.91	76.86	77.82	78.79	79.77	80.77	81.78	82.80	83.83	84.88	85.94	87.01	88.10	89.20	90.31
2056	A	Environmental Services Division Manager	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	75.18	76.12	77.07	78.03
2057	A	Environmental Services Division Manager, Assistant	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	70.06	70.94
2092		Environmental Specialist	31.14	31.53	31.92	32.32	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2093		Environmental Specialist, Senior	36.19	36.64	37.10	37.56	38.03	38.51	38.99	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
2097		Environmental Technician	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
2098		Environmental Technician, Senior	28.29	28.64	29.00	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
0753	A	Equity & Human Rights Director	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64
0820	A	Executive Assistant	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
0712	A	Finance Director	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	97.97	99.19
0520	A	Financial Manager	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.19	48.79	49.40	50.02	50.65	51.28	51.92	52.57	53.23
0522	A	Financial Manager, Senior	48.85	49.46	50.08	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
0524	A	Financial Supervisor	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	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04
4020		Fire & Life Safety Educator	29.67	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
0767	A	Fire Chief	88.24	89.34	90.46	91.59	92.73	93.89	95.06	96.25	97.45	98.67	99.90	101.15	102.41	103.69	104.99	106.30	107.63	108.98	110.34	111.72	113.12
0519	A	Fire Code Official	55.95	56.65	57.36	58.08	58.81	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
0518	A	Fire Department Manager	49.81	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.10	57.81	58.53	59.26	60.00	60.75	61.51	62.28	63.06	63.85
4215	A	Forensics Manager	44.42	44.98	45.54	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
0726	A	Government Relations Analyst	49.58	50.20	50.83	51.47	52.11	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	63.59
0724	A	Government Relations Officer	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	74.11	75.04	75.98	76.93	77.89	78.86
0717	A	Hearing Examiner	71.16	72.05	72.95	73.86	74.78	75.71	76.66	77.62	78.59	79.57	80.56	81.57	82.59	83.62	84.67	85.73	86.80	87.88	88.98	90.09	91.22
2310	A	Historic Preservation Coordinator	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	36.05	36.50
2309	A	Historic Preservation Officer	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	47.02	47.61	48.21	48.81	49.42	50.04

EXHIBIT "A"

Code	A	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	28.86	29.22	29.59	29.96	30.33	30.71	31.09	31.48	31.87	32.27	32.67	33.08	33.49	33.91	34.33	34.76	35.19	35.63	36.08	36.53	36.99
1131	A	Human Resources Analyst, Senior	36.46	36.92	37.38	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
0735	A	Human Resources Director	69.82	70.69	71.57	72.46	73.37	74.29	75.22	76.16	77.11	78.07	79.05	80.04	81.04	82.05	83.08	84.12	85.17	86.23	87.31	88.40	89.51
1125	A	Human Resources Director, Assistant	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	74.58
1136	A	Human Resources Manager	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	52.76	53.42	54.09
2533		Human Services Program Assistant	18.85	19.09	19.33	19.57	19.81	20.06	20.31	20.56	20.82	21.08	21.34	21.61	21.88	22.15	22.43	22.71	22.99	23.28	23.57	23.86	24.16
5151	A	Hydro Project Manager	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	75.79
5150	A	Hydro Project Manager, Assistant	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	66.55	67.38	68.22
0835	A	Information Technology Director	79.88	80.88	81.89	82.91	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
0837	A	Information Technology Director, Assistant	65.61	66.43	67.26	68.10	68.95	69.81	70.68	71.56	72.45	73.36	74.28	75.21	76.15	77.10	78.06	79.04	80.03	81.03	82.04	83.07	84.11
0140	A	Information Technology Manager	53.61	54.28	54.96	55.65	56.35	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.80	64.60	65.41	66.23	67.06	67.90	68.75
0707	A	Information Technology Project Manager	43.63	44.18	44.73	45.29	45.86	46.43	47.01	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
0708	A	Information Technology Project Manager, Senior	47.32	47.91	48.51	49.12	49.73	50.35	50.98	51.62	52.27	52.92	53.58	54.25	54.93	55.62	56.32	57.02	57.73	58.45	59.18	59.92	60.67
0136	A	Information Technology Supervisor	48.59	49.20	49.81	50.43	51.06	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
1118	A	Labor Negotiator	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	53.26	53.93	54.60	55.28	55.97	56.67	57.38
1123		Labor Relations Analyst	34.64	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
1132	A	Labor Relations Manager	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	59.49	60.23	60.98	61.74	62.51	63.29	64.08	64.88

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0760	A	Labor Relations Manager, Senior	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	74.58
2207	A	Land Use Administrator	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
0031		Legal Assistant	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98	25.29	25.61	25.93	26.25	26.58	26.91	27.25	27.59	27.93	28.28	28.63	28.99
0032		Legal Assistant, Senior	25.13	25.44	25.76	26.08	26.41	26.74	27.07	27.41	27.75	28.10	28.45	28.81	29.17	29.53	29.90	30.27	30.65	31.03	31.42	31.81	32.21
1007	A	Legal Intern	15.52	15.71	15.91	16.11	16.31	16.51	16.72	16.93	17.14	17.35	17.57	17.79	18.01	18.24	18.47	18.70	18.93	19.17	19.41	19.65	19.90
0553		LEOFF 1 Specialist	28.58	28.94	29.30	29.67	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
1109	A	Management Analyst I	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	31.38	31.77	32.17	32.57	32.98	33.39
1120	A	Management Analyst II	32.67	33.08	33.49	33.91	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45	37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88
1135	A	Management Analyst III	40.68	41.19	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	49.01	49.62	50.24	50.87	51.51	52.15
4607		Management Fellow	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	27.65	28.00	28.35	28.70	29.06	29.42	29.79	30.16
4615		Management Intern	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	22.45
0841	A	Market Development Program Manager	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
0842	A	Market Development Research Analyst	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	58.67	59.40	60.14
0840	A	Marketing & Development Manager	61.09	61.85	62.62	63.40	64.19	64.99	65.80	66.62	67.45	68.29	69.14	70.00	70.88	71.77	72.67	73.58	74.50	75.43	76.37	77.32	78.29
1165	A	Marketing Assistant	18.66	18.89	19.13	19.37	19.61	19.86	20.11	20.36	20.61	20.87	21.13	21.39	21.66	21.93	22.20	22.48	22.76	23.04	23.33	23.62	23.92
5506	A	Marketing Coordinator	27.40	27.74	28.09	28.44	28.80	29.16	29.52	29.89	30.26	30.64	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12
1151		Master Control Technician	19.48	19.72	19.97	20.22	20.47	20.73	20.99	21.25	21.52	21.79	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98
0804	A	Media & Communications Director	53.58	54.25	54.93	55.62	56.32	57.02	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
5508	A	Media Specialist	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	43.90	44.45

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2106	A	Natural Resources Biologist I	32.45	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61
2089	A	Natural Resources Biologist II	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
2094	A	Natural Resources Biologist III	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	53.40	54.07	54.75
2091	A	Natural Resources Manager	60.78	61.54	62.31	63.09	63.88	64.68	65.49	66.31	67.14	67.98	68.83	69.69	70.56	71.44	72.33	73.23	74.15	75.08	76.02	76.97	77.93
2107		Natural Resources Technician I	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	24.84	25.15	25.46	25.78	26.10
2090	A	Natural Resources Technician II	28.51	28.87	29.23	29.60	29.97	30.34	30.72	31.10	31.49	31.88	32.28	32.68	33.09	33.50	33.92	34.34	34.77	35.20	35.64	36.09	36.54
0759	A	Neighborhood & Community Services Director	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64
2058	A	Neighborhood & Community Services Division Manager	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	57.65	58.37	59.10	59.84	60.59
0754	A	Neighborhood & Community Services Program Manager	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	49.18	49.79
2532		Neighborhood & Community Services Specialist	26.92	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.05	32.45	32.86	33.27	33.69	34.11	34.54
2534		Neighborhood & Community Services Supervisor	32.32	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92	41.43
4602		Occupational Intern, Skilled	12.54	12.70	12.86	13.02	13.18	13.34	13.51	13.68	13.85	14.02	14.20	14.38	14.56	14.74	14.92	15.11	15.30	15.49	15.68	15.88	16.08
0738	A	Office Administrator	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	37.48
0739	A	Office Manager	33.61	34.03	34.46	34.89	35.33	35.77	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
0533	A	Operations Manager	47.94	48.54	49.15	49.76	50.38	51.01	51.65	52.30	52.95	53.61	54.28	54.96	55.65	56.35	57.05	57.76	58.48	59.21	59.95	60.70	61.46
1009	A	Paralegal	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	33.45	33.87	34.29	34.72	35.15
1010	A	Paralegal, Senior	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	39.65	40.15	40.65	41.16	41.67	42.19
2085	A	Park Supervisor	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	40.90

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2086	A	Park Supervisor, Assistant	28.98	29.34	29.71	30.08	30.46	30.84	31.23	31.62	32.02	32.42	32.83	33.24	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18
2105		Permit Supervisor	32.68	33.09	33.50	33.92	34.34	34.77	35.20	35.64	36.09	36.54	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36	40.86	41.37	41.89
2209		Planner, Associate	28.08	28.43	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99
2221		Planner, Principal	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	47.02	47.61	48.21	48.81	49.42	50.04
2203		Planner, Senior	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45	37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01
2219	A	Planning & Development Division Manager	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	57.65	58.37	59.10	59.84	60.59
0719	A	Planning & Development Services Director	69.07	69.93	70.80	71.68	72.58	73.49	74.41	75.34	76.28	77.23	78.20	79.18	80.17	81.17	82.18	83.21	84.25	85.30	86.37	87.45	88.54
2222	A	Planning Manager	48.33	48.93	49.54	50.16	50.79	51.42	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	61.96
2038	A	Plans Examiner I	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	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57
2039	A	Plans Examiner II	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	47.70	48.30	48.90
2040	A	Plans Examiner III	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	53.40	54.07	54.75	55.43
0772	A	Police Chief	88.24	89.34	90.46	91.59	92.73	93.89	95.06	96.25	97.45	98.67	99.90	101.15	102.41	103.69	104.99	106.30	107.63	108.98	110.34	111.72	113.12
5123	A	Power Analyst	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	56.80	57.51	58.23	58.96	59.70	60.45
5128	A	Power Analyst, Senior	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
2131	A	Power Engineer I	34.29	34.72	35.15	35.59	36.03	36.48	36.94	37.40	37.87	38.34	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96
2132	A	Power Engineer II	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
2133	A	Power Engineer III	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	53.04	53.70	54.37	55.05	55.74	56.44	57.15	57.86
2134	A	Power Engineer IV	53.68	54.35	55.03	55.72	56.42	57.13	57.84	58.56	59.29	60.03	60.78	61.54	62.31	63.09	63.88	64.68	65.49	66.31	67.14	67.98	68.83
0815	A	Power Section Assistant Manager I	68.46	69.32	70.19	71.07	71.96	72.86	73.77	74.69	75.62	76.57	77.53	78.50	79.48	80.47	81.48	82.50	83.53	84.57	85.63	86.70	87.78

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0817	A	Power Section Assistant Manager II	78.32	79.30	80.29	81.29	82.31	83.34	84.38	85.43	86.50	87.58	88.67	89.78	90.90	92.04	93.19	94.35	95.53	96.72	97.93	99.15	100.39
0816	A	Power Section Manager	101.81	103.08	104.37	105.67	106.99	108.33	109.68	111.05	112.44	113.85	115.27	116.71	118.17	119.65	121.15	122.66	124.19	125.74	127.31	128.90	130.51
5248	A	Power Supervisor I	38.39	38.87	39.36	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
5251	A	Power Supervisor II	47.99	48.59	49.20	49.82	50.44	51.07	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
5249	A	Power Supervisor III	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	70.07	70.95	71.84
2322		Program Development Specialist	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	36.05	36.50
2321		Program Development Specialist, Lead	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	40.56
1100		Program Technician	23.58	23.87	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
0720	A	Project Manager	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	53.40	54.07	54.75	55.43
0721	A	Project Manager, Senior	54.47	55.15	55.84	56.54	57.25	57.97	58.69	59.42	60.16	60.91	61.67	62.44	63.22	64.01	64.81	65.62	66.44	67.27	68.11	68.96	69.82
2502		Project Specialist	24.01	24.31	24.61	24.92	25.23	25.55	25.87	26.19	26.52	26.85	27.19	27.53	27.87	28.22	28.57	28.93	29.29	29.66	30.03	30.41	30.79
0757	A	Public Works Director	74.16	75.09	76.03	76.98	77.94	78.91	79.90	80.90	81.91	82.93	83.97	85.02	86.08	87.16	88.25	89.35	90.47	91.60	92.74	93.90	95.07
0755	A	Public Works Director, Assistant	64.46	65.27	66.09	66.92	67.76	68.61	69.47	70.34	71.22	72.11	73.01	73.92	74.84	75.78	76.73	77.69	78.66	79.64	80.64	81.65	82.67
2054	A	Public Works Division Manager	58.63	59.36	60.10	60.85	61.61	62.38	63.16	63.95	64.75	65.56	66.38	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.31	74.23	75.16
2055	A	Public Works Division Manager, Assistant	53.31	53.98	54.65	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
7128	A	Rail Chief Administrative Officer	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	66.37
7129	A	Rail Chief Information/Financial Officer	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	66.37
7130	A	Rail Chief Mechanical Officer	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	71.80	72.70	73.61	74.53

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7152	A	Rail Superintendent, Assistant	64.75	65.56	66.38	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.31	74.23	75.16	76.10	77.05	78.01	78.99	79.98	80.98	81.99	83.01
7127	A	Rail Supervisor of Operations	41.46	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
7126	A	Railway Roadmaster	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	66.37
2343		Real Estate Officer	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
2344	A	Real Estate Officer, Senior	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	49.81	50.43	51.06	51.70	52.35	53.00
2069	A	Real-Time Energy Trader	51.83	52.48	53.14	53.80	54.47	55.15	55.84	56.54	57.25	57.97	58.69	59.42	60.16	60.91	61.67	62.44	63.22	64.01	64.81	65.62	66.44
0740	A	Records Management Supervisor	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	39.38	39.87	40.37	40.87
5033		Recycling Supervisor	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	38.25	38.73	39.21
0845	A	Relicensing Coordinator	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	56.03	56.73	57.44	58.16
5052		Resource Conservation Specialist	26.92	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.05	32.45	32.86	33.27	33.69	34.11	34.54
0559	A	Retirement Director, Assistant	51.90	52.55	53.21	53.88	54.55	55.23	55.92	56.62	57.33	58.05	58.78	59.51	60.25	61.00	61.76	62.53	63.31	64.10	64.90	65.71	66.53
0560	A	Retirement System Director	73.97	74.89	75.83	76.78	77.74	78.71	79.69	80.69	81.70	82.72	83.75	84.80	85.86	86.93	88.02	89.12	90.23	91.36	92.50	93.66	94.83
1110		Risk Analyst	27.51	27.85	28.20	28.55	28.91	29.27	29.64	30.01	30.39	30.77	31.15	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39	34.82	35.26
1137	A	Risk Analyst, Senior	31.92	32.32	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92
0703	A	Risk Manager	47.31	47.90	48.50	49.11	49.72	50.34	50.97	51.61	52.26	52.91	53.57	54.24	54.92	55.61	56.31	57.01	57.72	58.44	59.17	59.91	60.66
1204	A	Safety Manager	39.80	40.30	40.80	41.31	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
1122		Safety Officer	34.61	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18	39.67	40.17	40.67	41.18	41.69	42.21	42.74	43.27	43.81	44.36
5512		Sales & Service Representative, Lead	24.20	24.50	24.81	25.12	25.43	25.75	26.07	26.40	26.73	27.06	27.40	27.74	28.09	28.44	28.80	29.16	29.52	29.89	30.26	30.64	31.02

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2530		Senior Center Cook	12.78	12.94	13.10	13.26	13.43	13.60	13.77	13.94	14.11	14.29	14.47	14.65	14.83	15.02	15.21	15.40	15.59	15.78	15.98	16.18	16.38
2529		Senior Center Van Driver	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	18.82	19.06	19.30	19.54	19.78	20.03	20.28
2556		Seniors Center Supervisor	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	29.56	29.93	30.30	30.68	31.06
0138	A	T&D Work Practices Specialist	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
1170	A	Tacoma Arts Commission Administrator	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	51.52	52.16
6220	A	Tacoma Venues & Events Attendant	12.36	12.51	12.67	12.83	12.99	13.15	13.31	13.48	13.65	13.82	13.99	14.16	14.34	14.52	14.70	14.88	15.07	15.26	15.45	15.64	15.84
0730	A	Tacoma Venues & Events Director	66.11	66.94	67.78	68.63	69.49	70.36	71.24	72.13	73.03	73.94	74.86	75.80	76.75	77.71	78.68	79.66	80.66	81.67	82.69	83.72	84.77
0731	A	Tacoma Venues & Events Director Deputy	50.23	50.86	51.50	52.14	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
0732	A	Tacoma Venues & Events Division Manager	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	47.69	48.29	48.89
1164	A	Tacoma Venues & Events Event Services Coordinator	28.43	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99	36.44
1168	A	Tacoma Venues & Events Event Services Manager	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
0728	A	Tacoma Venues & Events Marketing Manager	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
0733	A	Tacoma Venues & Events Operations Manager	45.21	45.78	46.35	46.93	47.52	48.11	48.71	49.32	49.94	50.56	51.19	51.83	52.48	53.14	53.80	54.47	55.15	55.84	56.54	57.25	57.97
1215	A	Tacoma Venues & Events Sales Coordinator	24.08	24.38	24.68	24.99	25.30	25.62	25.94	26.26	26.59	26.92	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87
1156		Tacoma Venues & Events Technical Services Coordinator	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	27.65	28.00	28.35

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5526	A	Telecommunications Broadband Services Manager	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	63.10	63.89	64.69	65.50	66.32	67.15
5531	A	Telecommunications Customer Care & Marketing Manager	40.90	41.41	41.93	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
5532	A	Telecommunications Customer Care Supervisor	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	39.82	40.32
5535	A	Telecommunications Engineer	42.53	43.06	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
5530	A	Telecommunications Franchise Contract Specialist	37.82	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
5500	A	Telecommunications Manager	88.52	89.63	90.75	91.88	93.03	94.19	95.37	96.56	97.77	98.99	100.23	101.48	102.75	104.03	105.33	106.65	107.98	109.33	110.70	112.08	113.48
5515	A	Telecommunications Manager, Assistant	68.05	68.90	69.76	70.63	71.51	72.40	73.31	74.23	75.16	76.10	77.05	78.01	78.99	79.98	80.98	81.99	83.01	84.05	85.10	86.16	87.24
5539		Telecommunications Planning & Design Technician	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99	36.44	36.90
5560	A	Telecommunications Sales Coordinator	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.81	33.22	33.64	34.06	34.49	34.92	35.36	35.80	36.25
5523	A	Telecommunications Technical Administrator	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	41.00
5562	A	Telecommunications Technical Services Supervisor	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	45.23	45.80	46.37	46.95
1154		Television Production Coordinator	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	44.37	44.92
2072	A	Term Energy Trader	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	81.70	82.72	83.75
1121	A	Training & Development Manager	40.68	41.19	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	49.01	49.62	50.24	50.87	51.51	52.15
0822	A	Utilities Director	158.73	160.71	162.72	164.75	166.81	168.90	171.01	173.15	175.31	177.50	179.72	181.97	184.24	186.54	188.87	191.23	193.62	196.04	198.49	200.97	203.48
0819	A	Utilities Director, Deputy	80.50	81.51	82.53	83.56	84.60	85.66	86.73	87.81	88.91	90.02	91.15	92.29	93.44	94.61	95.79	96.99	98.20	99.43	100.67	101.93	103.20

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0825	A	Utilities Director, Deputy Power Superintendent	117.04	118.50	119.98	121.48	123.00	124.54	126.10	127.68	129.28	130.90	132.54	134.20	135.88	137.58	139.30	141.04	142.80	144.59	146.40	148.23	150.08
0830	A	Utilities Director, Deputy Rail Superintendent	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73	89.84	90.96	92.10	93.25	94.42	95.60	96.79	98.00	99.22	100.46	101.72
0823	A	Utilities Director, Deputy Water Superintendent	84.52	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
0580	A	Utilities Economist	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	48.19	48.79	49.40	50.02	50.65
0581	A	Utilities Economist, Associate	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	31.38	31.77	32.17	32.57	32.98	33.39
0582	A	Utilities Economist, Senior	49.38	50.00	50.63	51.26	51.90	52.55	53.21	53.88	54.55	55.23	55.92	56.62	57.33	58.05	58.78	59.51	60.25	61.00	61.76	62.53	63.31
1207	A	Utilities Safety Manager	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	61.90
1153		Video Production Assistant	19.48	19.72	19.97	20.22	20.47	20.73	20.99	21.25	21.52	21.79	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98
1152		Video Specialist	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	36.51	36.97	37.43
2066	A	Water Division Manager	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	75.18	76.12	77.07	78.03
2061	A	Water Division Manager, Assistant	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	70.06	70.94
2064	A	Water Division Superintendent, Deputy	70.45	71.33	72.22	73.12	74.03	74.96	75.90	76.85	77.81	78.78	79.76	80.76	81.77	82.79	83.82	84.87	85.93	87.00	88.09	89.19	90.30
2100	A	Water Program Specialist	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	40.56
5068		Water Supply Supervisor	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	47.14	47.73
2084	A	Wildlife & Recreation Coordinator	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