



ORDINANCE NO. 28635

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

4 BE IT ORDAINED BY THE CITY OF TACOMA:

5 Section 1. That Section 1.12.355 of the Tacoma Municipal Code (“TMC”) is
 6 hereby amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	27.50	28.80	32.79	34.41	36.08	37.89
4002		Fire Lieutenant	43.69	45.86				
4003		Fire Captain	50.24	52.75				
4004		Fire Chief Battalion	57.74	60.68				
4005		Fire Battalion Chief Aide	43.69	45.86				
4006		Firefighter-Paramedic	41.58	43.70				
4007		Firefighter Paramedic Supervisor	47.85	50.20				
4008	A	Fire Medical Services Officer	71.61	75.22				
4011		Fire Boat Pilot	43.69	45.86				
4015		Fire Inspector	50.36	52.90				
4016		Fire Marshal Deputy	57.94	60.86				
4022		Harbor Master Deputy	59.37	62.25				
4101		Fire Communications Center Lieutenant	52.93	55.58				
4102		Fire Captain Dispatcher	59.39	62.34				
4103	A	Fire Communications Center Supervisor	63.81	67.04				

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Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	28.60	29.95	34.10	35.79	37.52	39.41
4002		Fire Lieutenant	45.44	47.69				
4003		Fire Captain	52.22	54.86				
4004		Fire Chief Battalion	60.05	63.11				
4005		Fire Battalion Chief Aide	45.44	47.69				
4006		Firefighter-Paramedic	43.24	45.45				
4007		Firefighter Paramedic Supervisor	49.76	52.21				
4008	A	Fire Medical Services Officer	74.47	78.23				
4011		Fire Boat Pilot	45.44	47.69				
4022		Harbor Master Deputy	61.74	64.74				
4015		Fire Inspector	52.37	55.02				
4016		Fire Marshal Deputy	60.26	63.29				
4101		Fire Communications Center Lieutenant	55.05	57.80				
4102		Fire Captain Dispatcher	61.77	64.83				
4103	A	Fire Communications Center Supervisor	66.36	69.72				

Section 2. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	81.24	85.30	89.57	94.05
0765	A	Fire Chief, Deputy	85.30	89.57	94.05	98.75

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	84.49	88.71	93.15	97.81
0765	A	Fire Chief, Deputy	88.71	93.15	97.81	102.70



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Section 3. That Section 1.12.355 of the TMC is hereby amended, effective April 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8
4122		Communications System Technician I	34.30	36.02	37.84	39.70	41.68			
4120		Communications System Technician II	50.02							
4121		Communications System Technician, III	53.13							
4119		Communications Systems Technician, Apprentice	34.59	35.50	36.60	37.70	38.80	39.90	40.92	
5004		Craft Helper	21.63	22.71	23.84	25.05	26.30			
2125		Electrical Inspector	41.45	43.52	45.69					
5230		Electrical Meter & Relay Technician	47.83							
5242A		Electrical Meter & Relay Technician, Apprentice	35.79	36.70	37.85	38.99	40.14	41.29	42.43	
5239		Electrical Trainee	25.60	29.09						
5240		Electrical Worker	29.02	30.47	31.99	33.59				
5236		Electrician	40.79							
0623		Energy Services Representative	31.89	33.48	35.14	36.92	38.76			
6008		Facilities Maintenance Mechanic	34.17	35.86	37.65					
6009		Facilities Maintenance Mechanic, Lead	37.55	39.45	41.42					
5270		Fire Maintenance Electrician	45.93							
5244		Fire Maintenance Electrician, Apprentice	35.83	36.74	37.89	39.04	40.19	41.34	42.49	
5145		Heating/AC Maintenance Mechanic Supervisor	39.70	41.68	43.78	45.96	48.25			
5132		Hydro Project Electrician	48.65							
5285		Hydro Project Electrician, Apprentice	36.54	37.51	38.48	39.46	40.43	41.40	42.37	43.35
5301		Hydro Project Mechanic	48.65							
5287		Hydro Project Mechanic, Apprentice	36.54	37.51	38.48	39.46	40.43	41.40	42.37	43.35
5056		Hydro Utility Worker	31.53	33.11	34.77	36.50				
5057		Hydro Utility Worker, Senior	41.99							
5253		Line Clearance Tree Trimmer	42.52							
5254		Line Clearance Tree Trimmer, Senior	46.32							
5255		Line Electrician	49.46							
5241A		Line Electrician, Apprentice	35.32	36.22	37.34	38.47	39.58	40.71	41.83	
5257		Line Electrician, Senior	55.38							
5256		Line Equipment Operator	40.96							



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5275		Signal & Lighting Electrician	<u>42.68</u>							
5273		Signal & Lighting Electrician, Apprentice	<u>33.27</u>	<u>34.12</u>	<u>35.18</u>	<u>36.23</u>	<u>37.30</u>	<u>38.35</u>	<u>39.41</u>	
5274		Signal & Lighting Electrician, Senior	<u>50.24</u>							
5116		Substation Operator, Senior	<u>46.41</u>	<u>48.73</u>						
5120		Systems Power Dispatcher Generation	<u>60.12</u>							
5119		Systems Power Dispatcher Candidate	<u>42.56</u>	<u>44.69</u>	<u>46.92</u>	<u>49.26</u>	<u>51.73</u>			
5238		Tool & Equipment Room Coordinator	<u>35.62</u>	<u>37.39</u>						
5252		Transmission & Distribution Arborist	<u>49.89</u>							
5003		Transmission & Distribution Flagger	<u>21.12</u>	<u>22.27</u>	<u>23.44</u>					
0617		Utility Service Specialist	<u>38.86</u>	<u>40.81</u>	<u>42.85</u>	<u>44.99</u>	<u>47.25</u>	<u>49.59</u>	<u>52.08</u>	
5245		Wire Electrician	<u>48.67</u>							
5243A		Wire Electrician, Apprentice	<u>35.04</u>	<u>35.53</u>	<u>36.65</u>	<u>37.76</u>	<u>38.93</u>	<u>40.04</u>	<u>41.13</u>	
5246		Wire Electrician, Senior	<u>54.38</u>							
5302		Wynoochee Project Maintenance Technician	<u>37.78</u>	<u>38.67</u>	<u>39.57</u>	<u>40.52</u>				

Code	A	Job Title	1	2	3	4	5	6	7	8
4122		Communications System Technician I	<u>35.07</u>	<u>36.83</u>	<u>38.66</u>	<u>40.59</u>	<u>42.62</u>			
4120		Communications System Technician II	<u>51.15</u>							
4121		Communications System Technician, III	<u>54.33</u>							
4119		Communications Systems Technician, Apprentice	<u>35.38</u>	<u>36.30</u>	<u>37.43</u>	<u>38.55</u>	<u>39.68</u>	<u>40.80</u>	<u>41.85</u>	
5004		Craft Helper	<u>22.12</u>	<u>23.22</u>	<u>24.38</u>	<u>25.61</u>	<u>26.89</u>			
2125		Electrical Inspector	<u>42.38</u>	<u>44.50</u>	<u>46.72</u>					
5230		Electrical Meter & Relay Technician	<u>48.91</u>							
5242A		Electrical Meter & Relay Technician, Apprentice	<u>36.59</u>	<u>36.59</u>	<u>36.59</u>	<u>36.59</u>	<u>36.59</u>	<u>36.59</u>	<u>36.59</u>	
5239		Electrical Trainee	<u>26.18</u>	<u>29.74</u>						
5240		Electrical Worker	<u>29.67</u>	<u>31.16</u>	<u>32.71</u>	<u>34.35</u>				
5236		Electrician	<u>41.71</u>							
0623		Energy Services Representative	<u>32.61</u>	<u>34.23</u>	<u>35.93</u>	<u>37.75</u>	<u>39.63</u>			
6008		Facilities Maintenance Mechanic	<u>34.94</u>	<u>36.67</u>	<u>38.50</u>					
6009		Facilities Maintenance Mechanic, Lead	<u>38.39</u>	<u>40.34</u>	<u>42.35</u>					
5270		Fire Maintenance Electrician	<u>46.96</u>							
5244		Fire Maintenance Electrician, Apprentice	<u>36.63</u>	<u>37.57</u>	<u>38.74</u>	<u>39.92</u>	<u>41.09</u>	<u>42.26</u>	<u>43.44</u>	
5145		Heating/AC Maintenance Mechanic Supervisor	<u>40.59</u>	<u>42.62</u>	<u>44.77</u>	<u>46.99</u>	<u>49.34</u>			
5132		Hydro Project Electrician	<u>49.74</u>							



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5285	Hydro Project Electrician, Apprentice	37.35	38.35	39.34	40.34	41.33	42.33	43.32	44.32
5301	Hydro Project Mechanic	49.74							
5287	Hydro Project Mechanic, Apprentice	37.35	38.35	39.34	40.34	41.33	42.33	43.32	44.32
5056	Hydro Utility Worker	32.24	33.85	35.55	37.32				
5057	Hydro Utility Worker, Senior	42.93							
5253	Line Clearance Tree Trimmer	43.48							
5254	Line Clearance Tree Trimmer, Senior	47.36							
5255	Line Electrician	50.57							
5241A	Line Electrician, Apprentice	36.11	37.03	38.18	39.33	40.47	41.62	42.77	
5257	Line Electrician, Senior	56.63							
5256	Line Equipment Operator	41.88							
5275	Signal & Lighting Electrician	43.54							
5273	Signal & Lighting Electrician, Apprentice	34.02	34.88	35.97	37.05	38.14	39.21	40.30	
5274	Signal & Lighting Electrician, Senior	51.38							
5116	Substation Operator, Senior	47.45	49.83						
5120	Systems Power Dispatcher Generation	61.47							
5119	Systems Power Dispatcher Candidate	43.51	45.69	47.97	50.37	52.89			
5238	Tool & Equipment Room Coordinator	36.42	38.23						
5252	Transmission & Distribution Arborist	51.01							
5003	Transmission & Distribution Flagger	21.60	22.77	23.97					
0617	Utility Service Specialist	39.73	41.73	43.81	46.00	48.31	50.71	53.25	
5245	Wire Electrician	49.77							
5243A	Wire Electrician, Apprentice	35.80	36.33	37.48	38.62	39.81	40.91	41.02	
5246	Wire Electrician, Senior	55.60							
5302	Wynoochee Project Maintenance Technician	38.63	39.54	40.46	41.43				



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Section 4. That Section 1.12.355 of the TMC is hereby amended,
effective as provided by law, to read as follows:

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D
0762	A	Safety Director	60.82	61.58	62.35	63.13	63.92	64.72	65.53	66.35	67.18	68.02	68.87	69.73
			4A	4B	4C	4D	5A	5B	5C	5D	6A			
			70.60	71.48	72.37	73.27	74.19	75.12	76.06	77.01	77.97			
Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D
3126		Registered Nurse Case Manager	32.67	33.08	33.49	33.91	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45
			4A	4B	4C	4D	5A	5B	5C	5D	6A			
			37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88			
Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D
3032		Designated Crisis Responder I	32.90	33.31	33.73	34.15	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72
			4A	4B	4C	4D	5A	5B	5C	5D	6A			
			38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18			
Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D
3033		Designated Crisis Responder II	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60
			4A	4B	4C	4D	5A	5B	5C	5D	6A			
			40.10	40.60	41.11	41.62	42.14	42.67	43.20	43.74	44.29			

Section 5. That Section 1.12.355 of the TMC is hereby amended,
effective January 1, 2020, as set forth in the attached Exhibit "A".



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Section 6. That Sections 1, 2, and 5 shall become effective January 1, 2020. That Section 3 shall become effective April 1, 2020. That Section 4 shall become effective as provided by law.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	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	46.15	46.73	47.31	47.90	48.50	49.11
0618	A	Account Executive, Senior	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	50.67	51.30	51.94	52.59	53.25	53.92
1129	A	Benefits Manager	43.20	43.74	44.29	44.84	45.40	45.97	46.54	47.12	47.71	48.31	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38
0751	A	Budget Officer	66.64	67.44	68.28	69.13	69.99	70.86	71.75	72.65	73.56	74.48	75.41	76.35	77.30	78.27	79.25	80.24	81.24	82.26	83.29	84.33	85.38
0146	A	Business Development Manager	50.74	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.35	61.10	61.86	62.63	63.41	64.20	65.00
0139	A	Cable & Franchise Production Coordinator	50.05	50.68	51.34	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16
0715	A	City Attorney	89.85	90.97	92.11	93.26	94.43	95.61	96.81	98.02	99.25	100.49	101.75	103.02	104.31	105.61	106.93	108.27	109.62	110.99	112.38	113.78	115.20
1002	A	City Attorney, Assistant	48.48	48.78	49.39	50.01	50.64	51.27	51.91	52.56	53.22	53.89	54.56	55.24	55.93	56.63	57.34	58.06	58.79	59.52	60.26	61.01	61.77
1005	A	City Attorney, Chief Deputy	74.68	75.61	76.56	77.52	78.49	79.47	80.46	81.47	82.49	83.52	84.56	85.62	86.69	87.77	88.87	89.98	91.10	92.24	93.39	94.56	95.74
1004	A	City Attorney, Deputy	59.74	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60
1001	A	City Attorney, Prosecuting	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42
0700	A	City Clerk	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	43.21	43.75	44.30	44.85	45.41
0746	A	City Manager, Assistant	80.74	81.72	82.74	83.77	84.82	85.88	86.95	88.04	89.14	90.25	91.38	92.52	93.68	94.85	96.04	97.24	98.46	99.69	100.94	102.20	103.48
0744	A	City Manager, Assistant to the	56.77	57.48	58.20	58.93	59.67	60.42	61.18	61.94	62.71	63.49	64.28	65.08	65.89	66.71	67.54	68.38	69.23	70.10	70.98	71.87	72.77
0745	A	City Manager, Deputy	89.85	90.97	92.11	93.26	94.43	95.61	96.81	98.02	99.25	100.49	101.75	103.02	104.31	105.61	106.93	108.27	109.62	110.99	112.38	113.78	115.20
0710	A	City Treasurer	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77	66.59	67.42	68.26	69.11	69.97
0750	A	Community & Economic Development Director	67.24	68.05	68.90	69.76	70.63	71.51	72.40	73.30	74.22	75.15	76.09	77.04	78.00	78.98	79.97	80.97	81.98	83.00	84.04	85.09	86.15
2208	A	Community & Economic Development Director, Assistant	56.04	56.71	57.42	58.14	58.87	59.61	60.36	61.11	61.87	62.64	63.42	64.21	65.01	65.82	66.64	67.47	68.31	69.16	70.02	70.90	71.79
2210	A	Community & Economic Development Division Manager	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1176	A	Community & Economic Development Supervisor	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
0805	A	Community & Media Services Manager	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77	66.59	67.42	68.26	69.11	69.97	70.84	71.73	72.63	73.54
1211	A	Community Relations Officer	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	47.36	47.95
0802	A	Community Relations Specialist	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	43.21
1128	A	Compensation & Benefits Manager, Senior	49.84	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
0619	A	Conservation Manager	55.40	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02
2326	A	Conservation Manager, Assistant	48.17	48.77	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
0631		Conservation Program Associate	24.28	24.58	24.89	25.20	25.52	25.84	26.16	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.37	30.75	31.13
0632		Conservation Program Coordinator	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	34.97	35.41	35.85	36.30
0630	A	Conservation Program Manager	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05
0620	A	Conservation Supervisor	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.82	50.44	51.07	51.71	52.36	53.01	53.67	54.34	55.02	55.71	56.41
1124	A	Contract & Program Auditor	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	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92
0521	A	Controller	66.64	67.44	68.28	69.13	69.99	70.86	71.75	72.65	73.56	74.48	75.41	76.35	77.30	78.27	79.25	80.24	81.24	82.26	83.29	84.33	85.38
4311	A	Court Administrator	51.68	52.33	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
4308	A	Court Operations Supervisor	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.35	43.89	44.44	45.00	45.56	46.13	46.71	47.29	47.88	48.48	49.09
0609	A	Customer Service Supervisor I	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	44.64
0610	A	Customer Service Supervisor II	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	46.15	46.73	47.31	47.90	48.50	49.11
0554		Customer Service Training Analyst	31.88	32.28	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
0727	A	Customer Services Assistant Manager	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91	72.81	73.72	74.64
0616	A	Customer Services Manager	78.83	79.82	80.82	81.83	82.85	83.89	84.94	86.00	87.08	88.17	89.27	90.39	91.52	92.66	93.82	94.99	96.18	97.38	98.60	99.83	101.08

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0147	A	Data Architecture Manager	55.25	55.94	56.64	57.35	58.07	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81
4605		Department Aide	42.92	43.08	43.24	43.41	43.58	43.75	43.92	44.09	44.27	44.45	44.63	44.81	45.00	45.19	45.38	45.57	45.76	45.96	46.16	46.36	46.56
3032		Designated Crisis Responder I	32.90	33.31	33.73	34.15	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18
3033		Designated Crisis Responder II	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.10	40.60	41.11	41.62	42.14	42.67	43.20	43.74	44.29
2349	A	Development Specialist I	28.92	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07
2351	A	Development Specialist II	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57	39.05	39.54	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33
2352	A	Development Specialist III	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	51.54
2070	A	Engineer	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	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48
8028		Engineer in Training	26.94	27.25	27.59	27.93	28.28	28.63	28.99	29.35	29.72	30.09	30.47	30.85	31.24	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52
2068	A	Engineer, Associate	34.24	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
2073	A	Engineer, Principal	49.71	50.33	50.96	51.60	52.24	52.89	53.55	54.22	54.90	55.59	56.28	56.98	57.69	58.41	59.14	59.88	60.63	61.39	62.16	62.94	63.73
2082	A	Engineer, Professional	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09
2083	A	Engineer, Senior	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09
2060	A	Engineer, Senior Principal	54.84	55.53	56.22	56.92	57.63	58.35	59.08	59.82	60.57	61.33	62.10	62.88	63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35
0758	A	Environmental Services Director	87.42	88.24	89.34	90.43	91.56	92.70	93.86	95.03	96.22	97.42	98.64	99.87	101.12	102.38	103.66	104.96	106.27	107.60	108.95	110.31	111.69
2059	A	Environmental Services Director, Assistant	72.55	73.46	74.38	75.31	76.25	77.20	78.17	79.15	80.14	81.14	82.15	83.18	84.22	85.27	86.34	87.42	88.51	89.62	90.74	91.87	93.02
2056	A	Environmental Services Division Manager	62.74	63.49	64.28	65.08	65.89	66.71	67.54	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
2057	A	Environmental Services Division Manager, Assistant	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.93	63.72	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40	71.28	72.17	73.07
2092		Environmental Specialist	32.05	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	40.10	40.60	41.11
2093		Environmental Specialist, Senior	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
2097		Environmental Technician	26.54	26.84	27.18	27.52	27.86	28.21	28.56	28.92	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2098		Environmental Technician, Senior	29.17	29.53	29.90	30.27	30.65	31.03	31.42	31.81	32.21	32.61	33.02	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38
0753	A	Equity & Human Rights Director	67.24	68.05	68.90	69.76	70.63	71.54	72.40	73.30	74.22	75.15	76.09	77.04	78.00	78.98	79.97	80.97	81.98	83.00	84.04	85.09	86.15
0820	A	Executive Assistant	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	47.54	48.13	48.73	49.34	49.96	50.58	51.21
0712	A	Finance Director	79.68	80.68	81.69	82.71	83.74	84.79	85.85	86.92	88.01	89.11	90.22	91.35	92.49	93.65	94.82	96.01	97.21	98.43	99.66	100.91	102.17
0520	A	Financial Manager	42.77	43.30	43.84	44.39	44.94	45.50	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.53	52.17	52.82	53.48	54.15	54.83
0522	A	Financial Manager, Senior	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
0524	A	Financial Supervisor	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.14	44.69	45.25	45.82	46.39
4020		Fire & Life Safety Educator	30.56	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18
0767	A	Fire Chief	90.88	92.02	93.17	94.33	95.51	96.70	97.91	99.13	100.37	101.62	102.89	104.18	105.48	106.80	108.14	109.49	110.86	112.25	113.65	115.07	116.51
0519	A	Fire Code Official	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56
0518	A	Fire Department Manager	51.34	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77
5341	A	Fleet Manager, Assistant	41.03	41.54	42.06	42.59	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
4215	A	Forensics Manager	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66
0726	A	Government Relations Analyst	51.09	51.73	52.38	53.03	53.69	54.36	55.04	55.73	56.43	57.14	57.85	58.57	59.30	60.04	60.79	61.55	62.32	63.10	63.89	64.69	65.50
0724	A	Government Relations Officer	63.38	64.17	64.97	65.78	66.60	67.43	68.27	69.12	69.98	70.85	71.74	72.64	73.55	74.47	75.40	76.34	77.29	78.26	79.24	80.23	81.23
0717	A	Hearing Examiner	73.29	74.21	75.14	76.08	77.03	77.99	78.96	79.95	80.95	81.96	82.98	84.02	85.07	86.13	87.21	88.30	89.40	90.52	91.65	92.80	93.96
2310	A	Historic Preservation Coordinator	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60
2309	A	Historic Preservation Officer	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	51.54
2336		Housing Rehabilitation Specialist	29.70	30.07	30.45	30.83	31.22	31.61	32.01	32.41	32.82	33.23	33.65	34.07	34.50	34.93	35.37	35.81	36.26	36.71	37.17	37.63	38.10
1131	A	Human Resources Analyst, Senior	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	46.35	46.93	47.52	48.11	48.71	49.32	49.94	50.56
0735	A	Human Resources Director	71.92	72.82	73.73	74.65	75.58	76.52	77.48	78.45	79.43	80.42	81.43	82.45	83.48	84.52	85.58	86.65	87.73	88.83	89.94	91.06	92.20
1125	A	Human Resources Director, Assistant	59.89	60.64	61.40	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00	74.93	75.87	76.82
1136	A	Human Resources Manager	43.45	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.82	50.44	51.07	51.71	52.36	53.01	53.67	54.34	55.02	55.71

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1138	A	Human Resources Manager, Senior	49.84	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.04	55.70	56.40	57.10	57.84	58.53	59.26	60.00	60.75	61.54	62.28	63.06	63.85
2533		Human Services Program Assistant	49.44	49.65	49.90	20.15	20.40	20.65	20.94	21.17	21.43	21.70	21.97	22.24	22.52	22.80	23.09	23.38	23.67	23.97	24.27	24.57	24.88
5151	A	Hydro Project Manager	60.90	61.66	62.43	63.21	64.00	64.80	65.64	66.43	67.26	68.10	68.95	69.84	70.68	71.56	72.45	73.36	74.28	75.21	76.15	77.10	78.06
5150	A	Hydro Project Manager, Assistant	54.78	55.46	56.15	56.85	57.56	58.28	59.04	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.02	66.85	67.69	68.54	69.40	70.27
0835	A	Information Technology Director	82.28	83.34	84.35	85.40	86.47	87.55	88.64	89.75	90.87	92.04	93.16	94.32	95.50	96.69	97.90	99.12	100.36	101.64	102.88	104.17	105.47
0837	A	Information Technology Director, Assistant	67.56	68.40	69.26	70.13	71.04	71.90	72.80	73.74	74.63	75.56	76.50	77.46	78.43	79.41	80.40	81.41	82.43	83.46	84.50	85.56	86.63
0140	A	Information Technology Manager	55.25	55.94	56.64	57.35	58.07	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.84
0707	A	Information Technology Project Manager	44.94	45.50	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.53	52.17	52.82	53.48	54.15	54.83	55.52	56.21	56.94	57.62
0708	A	Information Technology Project Manager, Senior	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.51	55.19	55.88	56.58	57.29	58.01	58.74	59.47	60.21	60.96	61.72	62.49
0136	A	Information Technology Supervisor	50.05	50.68	51.34	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.34	61.06	61.82	62.59	63.37	64.16
1118	A	Labor Negotiator	46.10	46.68	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10
1123		Labor Relations Analyst	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.90	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17	45.73
1132	A	Labor Relations Manager	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	62.84	63.60	64.39	65.19	66.00	66.83
0760	A	Labor Relations Manager, Senior	59.89	60.64	61.40	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00	74.93	75.87	76.82
2207	A	Land Use Administrator	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
0031		Legal Assistant	23.29	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
0032		Legal Assistant, Senior	25.88	26.20	26.53	26.86	27.20	27.54	27.88	28.23	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
1007	A	Legal Intern	16.00	16.20	16.40	16.60	16.84	17.02	17.23	17.45	17.67	17.89	18.14	18.34	18.57	18.80	19.03	19.27	19.51	19.75	20.00	20.25	20.50
0553		LEOFF 1 Specialist	29.44	29.84	30.18	30.56	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92	36.37	36.82	37.28	37.75
1109	A	Management Analyst I	26.83	27.17	27.51	27.85	28.20	28.55	28.94	29.27	29.64	30.04	30.39	30.77	31.15	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1120	A	Management Analyst II	33.65	34.07	34.50	34.93	35.37	35.81	36.26	36.71	37.17	37.63	38.10	38.58	39.06	39.55	40.04	40.54	41.05	41.56	42.08	42.61	43.14
1135	A	Management Analyst III	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71
4607		Management Fellow	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
4615		Management Intern	18.03	18.26	18.49	18.72	18.95	19.19	19.43	19.67	19.92	20.17	20.42	20.68	20.94	21.20	21.46	21.73	22.00	22.27	22.55	22.83	23.12
0841	A	Market Development Program Manager	54.04	54.69	55.37	56.06	56.76	57.47	58.19	58.92	59.66	60.41	61.17	61.93	62.70	63.48	64.27	65.07	65.88	66.70	67.53	68.37	69.22
0842	A	Market Development Research Analyst	48.34	48.94	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
0840	A	Marketing & Development Manager	62.87	63.66	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
1165	A	Marketing Assistant	19.24	19.45	19.69	19.94	20.19	20.44	20.70	20.96	21.22	21.49	21.76	22.03	22.31	22.59	22.87	23.16	23.45	23.74	24.04	24.34	24.64
5506	A	Marketing Coordinator	28.22	28.57	28.93	29.29	29.66	30.03	30.41	30.79	31.17	31.56	31.95	32.35	32.75	33.16	33.57	33.99	34.41	34.84	35.28	35.72	36.17
1151		Master Control Technician	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17	22.45	22.73	23.01	23.30	23.59	23.88	24.18	24.48	24.79	25.10	25.41	25.73
0804	A	Media & Communications Director	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	67.36	68.20	69.05	69.91	70.78
5508	A	Media Specialist	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
3125		Mobile Unit Registered Nurse	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	40.17	40.67	41.18	41.69
2091	A	Natural Resources Manager	62.63	63.41	64.20	65.00	65.81	66.63	67.46	68.30	69.15	70.01	70.89	71.78	72.68	73.59	74.51	75.44	76.38	77.33	78.30	79.28	80.27
2106	A	Natural Resources Specialist I	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86
2089	A	Natural Resources Specialist II	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05
2094	A	Natural Resources Specialist III	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39
2107		Natural Resources Technician I	20.96	21.22	21.49	21.76	22.03	22.31	22.59	22.87	23.16	23.45	23.74	24.04	24.34	24.64	24.95	25.26	25.58	25.90	26.22	26.55	26.88
2090	A	Natural Resources Technician II	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	37.64
0759	A	Neighborhood & Community Services Director	67.24	68.05	68.90	69.76	70.63	71.51	72.40	73.30	74.22	75.15	76.09	77.04	78.00	78.98	79.97	80.97	81.98	83.00	84.04	85.09	86.15

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2058	A	Neighborhood & Community Services Division Manager	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41
0754	A	Neighborhood & Community Services Program Manager	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	51.28
2532		Neighborhood & Community Services Specialist	27.76	28.11	28.46	28.82	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58
2534		Neighborhood & Community Services Supervisor	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	40.10	40.60	41.11	41.62	42.14	42.67
4602		Occupational Intern, Skilled	12.92	13.08	13.24	13.41	13.58	13.75	13.92	14.09	14.27	14.45	14.63	14.81	15.00	15.19	15.38	15.57	15.76	15.96	16.16	16.36	16.56
0738	A	Office Administrator	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	36.28	36.73	37.19	37.65	38.12	38.60
0739	A	Office Manager	34.63	35.06	35.50	35.94	36.39	36.84	37.30	37.77	38.24	38.72	39.20	39.69	40.19	40.69	41.20	41.72	42.24	42.77	43.30	43.84	44.39
0533	A	Operations Manager	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.87	54.54	55.22	55.91	56.61	57.32	58.04	58.77	59.50	60.24	60.99	61.75	62.52	63.30
1009	A	Paralegal	28.23	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
1010	A	Paralegal, Senior	33.90	34.32	34.75	35.18	35.62	36.07	36.52	36.98	37.44	37.91	38.38	38.86	39.35	39.84	40.34	40.84	41.35	41.87	42.39	42.92	43.46
2085	A	Park Supervisor	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	42.13
2086	A	Park Supervisor, Assistant	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	37.36	37.83	38.30
2105		Permit Supervisor	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	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
2209		Planner, Associate	28.92	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07
2221		Planner, Principal	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	51.54
2203		Planner, Senior	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57	39.05	39.54	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33
2219	A	Planning & Development Division Manager	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41
0719	A	Planning & Development Services Director	71.14	72.03	72.93	73.84	74.76	75.69	76.64	77.60	78.57	79.55	80.54	81.55	82.57	83.60	84.65	85.71	86.78	87.86	88.96	90.07	91.20
2222	A	Planning Manager	49.78	50.40	51.03	51.67	52.32	52.97	53.63	54.30	54.98	55.67	56.37	57.07	57.78	58.50	59.23	59.97	60.72	61.48	62.25	63.03	63.82
2038	A	Plans Examiner I	34.21	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
2039	A	Plans Examiner II	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86	43.40	43.94	44.49	45.05	45.61	46.18	46.76	47.34	47.93	48.53	49.14	49.75	50.37
2040	A	Plans Examiner III	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0772	A	Police Chief	90.88	92.02	93.17	94.33	95.51	96.70	97.91	99.13	100.37	101.62	102.89	104.18	105.48	106.80	108.14	109.49	110.86	112.25	113.65	115.07	116.51
5123	A	Power Analyst	48.57	49.18	49.79	50.41	51.04	51.68	52.33	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
5128	A	Power Analyst, Senior	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14	61.90	62.67	63.45	64.24	65.04	65.85	66.67	67.50	68.34	69.19
2131	A	Power Engineer I	35.34	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28
2132	A	Power Engineer II	39.55	40.04	40.54	41.05	41.56	42.08	42.61	43.14	43.68	44.23	44.78	45.34	45.91	46.48	47.06	47.65	48.25	48.85	49.46	50.08	50.71
2133	A	Power Engineer III	46.48	47.06	47.65	48.25	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
2134	A	Power Engineer IV	55.34	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	69.15	70.01	70.89
0815	A	Power Section Assistant Manager I	70.52	71.40	72.29	73.19	74.10	75.03	75.97	76.92	77.88	78.85	79.84	80.84	81.85	82.87	83.91	84.96	86.02	87.10	88.19	89.29	90.41
0817	A	Power Section Assistant Manager II	80.65	81.66	82.68	83.71	84.76	85.82	86.89	87.98	89.08	90.19	91.32	92.46	93.62	94.79	95.97	97.17	98.38	99.61	100.86	102.12	103.40
0816	A	Power Section Manager	104.86	106.17	107.50	108.84	110.20	111.58	112.97	114.38	115.81	117.26	118.73	120.21	121.71	123.23	124.77	126.33	127.91	129.51	131.13	132.77	134.43
5248	A	Power Supervisor I	39.54	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.24	48.84	49.45	50.07	50.70
5251	A	Power Supervisor II	49.44	50.06	50.69	51.32	51.96	52.61	53.27	53.94	54.61	55.29	55.98	56.68	57.39	58.11	58.84	59.58	60.32	61.07	61.83	62.60	63.38
5249	A	Power Supervisor III	57.70	58.42	59.15	59.89	60.64	61.40	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00
2322		Program Development Specialist	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60
2321		Program Development Specialist, Lead	32.59	33.00	33.41	33.83	34.25	34.68	35.11	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
1100		Program Technician	24.28	24.58	24.89	25.20	25.52	25.84	26.16	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.38	30.76	31.14
0720	A	Project Manager	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09
0721	A	Project Manager, Senior	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91
2502		Project Specialist	24.74	25.05	25.36	25.68	26.00	26.32	26.65	26.98	27.32	27.66	28.01	28.36	28.71	29.07	29.43	29.80	30.17	30.55	30.93	31.32	31.71
1142	A	Public Disclosure Manager	41.23	41.75	42.27	42.80	43.34	43.88	44.43	44.99	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
0757	A	Public Works Director	76.39	77.34	78.31	79.29	80.28	81.28	82.30	83.33	84.37	85.42	86.49	87.57	88.66	89.77	90.89	92.03	93.18	94.34	95.52	96.71	97.92
0755	A	Public Works Director, Assistant	66.42	67.25	68.09	68.94	69.80	70.67	71.55	72.44	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.06	84.10	85.15
2054	A	Public Works Division Manager	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	75.51	76.45	77.41
2055	A	Public Works Division Manager, Assistant	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.12	62.90	63.69	64.49	65.30	66.12	66.95	67.79	68.64	69.50	70.37

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7128	A	Rail Chief Administrative Officer	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36
7129	A	Rail Chief Information/Financial Officer	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36
7130	A	Rail Chief Mechanical Officer	59.85	60.60	61.36	62.13	62.91	63.70	64.50	65.31	66.13	66.96	67.80	68.65	69.51	70.38	71.26	72.15	73.05	73.96	74.88	75.82	76.77
7152	A	Rail Superintendent, Assistant	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66	74.58	75.51	76.45	77.41	78.38	79.36	80.35	81.35	82.37	83.40	84.44	85.50
7127	A	Rail Supervisor of Operations	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.44	52.08	52.73	53.39	54.06	54.74
7126	A	Railway Roadmaster	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36
2343		Real Estate Officer	38.72	39.20	39.69	40.19	40.69	41.20	41.71	42.23	42.76	43.29	43.83	44.38	44.93	45.49	46.06	46.64	47.22	47.81	48.41	49.02	49.63
2344	A	Real Estate Officer, Senior	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71	54.38	55.06	55.75	56.45	57.16	57.87
2069	A	Real-Time Energy Trader	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	65.13	65.94	66.76	67.59	68.43
0740	A	Records Management Supervisor	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58	42.10
5033		Recycling Supervisor	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.23	35.67	36.12	36.57	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39
<u>3126</u>		<u>Registered Nurse Case Manager</u>	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
0845	A	Relicensing Coordinator	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.30	57.00	57.71	58.43	59.16	59.90
5052		Resource Conservation Specialist	27.76	28.11	28.46	28.82	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58
0560	A	Retirement System Director	76.18	77.13	78.09	79.07	80.06	81.06	82.07	83.10	84.14	85.19	86.25	87.33	88.42	89.53	90.65	91.78	92.93	94.09	95.27	96.46	97.67
0559	A	Retirement System Director, Assistant	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.77	63.55	64.34	65.14	65.95	66.77	67.60	68.45	69.31	70.18	71.06	71.95
1110		Risk Analyst	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	34.56	34.99	35.43	35.87	36.32
1137	A	Risk Analyst, Senior	32.87	33.28	33.70	34.12	34.55	34.98	35.42	35.86	36.31	36.76	37.22	37.69	38.16	38.64	39.12	39.61	40.11	40.61	41.12	41.63	42.15
0703	A	Risk Manager	48.74	49.35	49.97	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.18	55.87	56.57	57.28	58.00	58.73	59.46	60.20	60.95	61.71	62.48
<u>0762</u>	<u>A</u>	<u>Safety Director</u>	60.82	61.58	62.35	63.13	63.92	64.72	65.53	66.35	67.18	68.02	68.87	69.73	70.60	71.48	72.37	73.27	74.19	75.12	76.06	77.01	77.97
1204	A	Safety Manager	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	51.26	51.90	52.55
1122		Safety Officer	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

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2530		Senior Center Cook	13.46	13.32	13.49	13.66	13.83	14.00	14.17	14.35	14.53	14.71	14.89	15.08	15.27	15.46	15.65	15.85	16.05	16.25	16.45	16.66	16.87
2529		Senior Center Van Driver	16.30	16.50	16.74	16.92	17.13	17.34	17.56	17.78	18.00	18.22	18.45	18.68	18.94	19.15	19.39	19.63	19.88	20.13	20.38	20.63	20.89
2556		Seniors Center Supervisor	24.95	25.26	25.58	25.90	26.22	26.55	26.88	27.22	27.56	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99
0138	A	T&D Work Practices Specialist	37.97	38.44	38.92	39.41	39.90	40.40	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
1170	A	Tacoma Arts Commission Administrator	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.06	53.72
6220	A	Tacoma Venues & Events Attendant	12.73	12.89	13.05	13.21	13.38	13.55	13.72	13.89	14.06	14.24	14.42	14.60	14.78	14.96	15.15	15.34	15.53	15.72	15.92	16.12	16.32
0730	A	Tacoma Venues & Events Director	68.11	68.96	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
0731	A	Tacoma Venues & Events Director Deputy	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	60.82	61.58	62.35	63.13	63.92	64.72	65.53	66.35
0732	A	Tacoma Venues & Events Division Manager	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52	49.13	49.74	50.36
1164	A	Tacoma Venues & Events Event Services Coordinator	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53
1168	A	Tacoma Venues & Events Event Services Manager	32.53	32.94	33.35	33.77	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70
0728	A	Tacoma Venues & Events Marketing Manager	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	46.57	47.15
0733	A	Tacoma Venues & Events Operations Manager	46.57	47.15	47.74	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
1215	A	Tacoma Venues & Events Sales Coordinator	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	31.41	31.80
1156		Tacoma Venues & Events Technical Services Coordinator	22.78	23.06	23.35	23.64	23.94	24.24	24.54	24.85	25.16	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20
5526	A	Telecommunications Broadband Services Manager	53.97	54.64	55.32	56.01	56.71	57.42	58.14	58.87	59.61	60.36	61.11	61.87	62.64	63.42	64.21	65.01	65.82	66.64	67.47	68.31	69.16

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5531	A	Telecommunications Customer Care & Marketing Manager	42.42	42.65	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00
5532	A	Telecommunications Customer Care Supervisor	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53
5535	A	Telecommunications Engineer	43.80	44.35	44.90	45.46	46.03	46.61	47.19	47.78	48.38	48.98	49.59	50.21	50.84	51.48	52.12	52.77	53.43	54.10	54.78	55.46	56.15
5530	A	Telecommunications Franchise Contract Specialist	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	46.35	46.93	47.52	48.11	48.71	49.32	49.94
5500	A	Telecommunications Manager	91.17	92.31	93.46	94.63	95.81	97.01	98.22	99.45	100.69	101.95	103.22	104.51	105.82	107.14	108.48	109.84	111.21	112.60	114.01	115.44	116.88
5515	A	Telecommunications Manager, Assistant	70.08	70.96	71.85	72.75	73.66	74.58	75.51	76.45	77.41	78.38	79.36	80.35	81.35	82.37	83.40	84.44	85.50	86.57	87.65	88.75	89.86
5539		Telecommunications Planning & Design Technician	29.66	30.03	30.41	30.79	31.17	31.56	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
5560	A	Telecommunications Sales Coordinator	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	34.66	35.09	35.53	35.97	36.42	36.88	37.34
5523	A	Telecommunications Technical Administrator	34.94	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56	39.04	39.53	40.02	40.52	41.03	41.54	42.06	42.59	43.12	43.66	44.21	44.76
5562	A	Telecommunications Technical Services Supervisor	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33	44.88	45.44	46.01	46.59	47.17	47.76	48.36
1154		Television Production Coordinator	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	46.27
2072	A	Term Energy Trader	67.30	68.14	68.99	69.85	70.72	71.60	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	86.26
1121	A	Training & Development Manager	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71
0819	A	Utilities Director, Deputy	82.92	83.96	85.01	86.07	87.15	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
0825	A	Utilities Director, Deputy Power Superintendent	120.58	122.09	123.62	125.17	126.73	128.31	129.91	131.53	133.17	134.83	136.52	138.23	139.96	141.71	143.48	145.27	147.09	148.93	150.79	152.67	154.58
0830	A	Utilities Director, Deputy Rail Superintendent	81.72	82.74	83.77	84.82	85.88	86.95	88.04	89.14	90.25	91.38	92.52	93.68	94.85	96.04	97.24	98.46	99.69	100.94	102.20	103.48	104.77

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0823	A	Utilities Director, Deputy Water Superintendent	87.06	88.15	89.25	90.37	91.50	92.64	93.80	94.97	96.16	97.36	98.58	99.81	101.06	102.32	103.60	104.90	106.21	107.54	108.88	110.24	111.62
0580	A	Utilities Economist	40.69	41.20	41.72	42.24	42.77	43.30	43.84	44.39	44.94	45.50	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.53	52.17
0581	A	Utilities Economist, Associate	26.83	27.17	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
0582	A	Utilities Economist, 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
1207	A	Utilities Safety Manager	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	61.42	62.19	62.97	63.76
1153		Video Production Assistant	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17	22.45	22.73	23.01	23.30	23.59	23.88	24.18	24.48	24.79	25.10	25.41	25.73
1152		Video Specialist	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55
2066	A	Water Division Manager	62.74	63.49	64.28	65.08	65.89	66.71	67.54	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
2061	A	Water Division Manager, Assistant	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.93	63.72	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40	71.28	72.17	73.07
2064	A	Water Division Superintendent, Deputy	72.55	73.46	74.38	75.31	76.25	77.20	78.16	79.14	80.13	81.13	82.14	83.17	84.21	85.26	86.33	87.41	88.50	89.61	90.73	91.86	93.01
2100	A	Water Program Specialist	32.59	33.00	33.41	33.83	34.25	34.68	35.11	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

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	39.46	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	47.54	48.13	48.73	49.34	49.96	50.58
0618	A	Account Executive, Senior	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54
1129	A	Benefits Manager	44.49	45.05	45.61	46.18	46.76	47.34	47.93	48.53	49.14	49.75	50.37	51.00	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04
0751	A	Budget Officer	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.70	77.66	78.63	79.61	80.61	81.62	82.64	83.67	84.72	85.78	86.85	87.94
0146	A	Business Development Manager	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.12	62.90	63.69	64.49	65.30	66.12	66.95
0139	A	Cable & Franchise Production Coordinator	51.52	52.16	52.81	53.47	54.14	54.82	55.51	56.20	56.90	57.61	58.33	59.06	59.80	60.55	61.31	62.08	62.86	63.65	64.45	65.26	66.08
0715	A	City Attorney	92.55	93.71	94.88	96.07	97.27	98.49	99.72	100.97	102.23	103.51	104.80	106.11	107.44	108.78	110.14	111.52	112.91	114.32	115.75	117.20	118.66
1002	A	City Attorney, Assistant	49.61	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
1005	A	City Attorney, Chief Deputy	76.91	77.87	78.84	79.83	80.83	81.84	82.86	83.90	84.95	86.01	87.09	88.18	89.28	90.40	91.53	92.67	93.83	95.00	96.19	97.39	98.61
1004	A	City Attorney, Deputy	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	78.90
1001	A	City Attorney, Prosecuting	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
0700	A	City Clerk	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41	43.95	44.50	45.06	45.62	46.19	46.77
0746	A	City Manager, Assistant	83.12	84.16	85.21	86.28	87.36	88.45	89.56	90.68	91.81	92.96	94.12	95.30	96.49	97.70	98.92	100.16	101.41	102.68	103.96	105.26	106.58
0744	A	City Manager, Assistant to the	58.44	59.17	59.91	60.66	61.42	62.19	62.97	63.76	64.56	65.37	66.19	67.02	67.86	68.71	69.57	70.44	71.32	72.21	73.11	74.02	74.95
0745	A	City Manager, Deputy	92.55	93.71	94.88	96.07	97.27	98.49	99.72	100.97	102.23	103.51	104.80	106.11	107.44	108.78	110.14	111.52	112.91	114.32	115.75	117.20	118.66
0710	A	City Treasurer	56.17	56.87	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07
0750	A	Community & Economic Development Director	69.20	70.06	70.94	71.83	72.73	73.64	74.56	75.49	76.43	77.39	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73
2208	A	Community & Economic Development Director, Assistant	57.64	58.36	59.09	59.83	60.58	61.34	62.11	62.89	63.68	64.48	65.29	66.11	66.94	67.78	68.63	69.49	70.36	71.24	72.13	73.03	73.94
2210	A	Community & Economic Development Division Manager	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	63.49	64.28

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1176	A	Community & Economic Development Supervisor	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71
0805	A	Community & Media Services Manager	59.04	59.78	60.53	61.29	62.06	62.84	63.63	64.43	65.24	66.06	66.89	67.73	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75
1211	A	Community Relations Officer	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	48.78	49.39
0802	A	Community Relations Specialist	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	44.51
1128	A	Compensation & Benefits Manager, Senior	51.31	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77
0619	A	Conservation Manager	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	69.61	70.48	71.36	72.25	73.15
2326	A	Conservation Manager, Assistant	49.60	50.22	50.85	51.49	52.13	52.78	53.44	54.11	54.79	55.47	56.16	56.86	57.57	58.29	59.02	59.76	60.51	61.27	62.04	62.82	63.61
0631		Conservation Program Associate	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	30.50	30.88	31.27	31.66	32.06
0632		Conservation Program Coordinator	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39
0630	A	Conservation Program Manager	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	48.07	48.67	49.28	49.90	50.52
0620	A	Conservation Supervisor	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	58.10
1124	A	Contract & Program Auditor	31.26	31.65	32.05	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
0521	A	Controller	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.70	77.66	78.63	79.61	80.61	81.62	82.64	83.67	84.72	85.78	86.85	87.94
4311	A	Court Administrator	53.25	53.92	54.59	55.27	55.96	56.66	57.37	58.09	58.82	59.56	60.30	61.05	61.81	62.58	63.36	64.15	64.95	65.76	66.58	67.41	68.25
4308	A	Court Operations Supervisor	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	46.35	46.93	47.52	48.11	48.71	49.32	49.94	50.56
0609	A	Customer Service Supervisor I	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	43.21	43.75	44.30	44.85	45.41	45.98
0610	A	Customer Service Supervisor II	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	47.54	48.13	48.73	49.34	49.96	50.58
0554		Customer Service Training Analyst	32.83	33.24	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.64	38.11	38.59	39.07	39.56	40.05	40.55	41.06	41.57	42.09
0727	A	Customer Services Assistant Manager	59.95	60.70	61.46	62.23	63.01	63.80	64.60	65.41	66.23	67.06	67.90	68.75	69.61	70.48	71.36	72.25	73.15	74.06	74.99	75.93	76.88
0616	A	Customer Services Manager	81.20	82.22	83.25	84.29	85.34	86.41	87.49	88.58	89.69	90.81	91.95	93.10	94.26	95.44	96.63	97.84	99.06	100.30	101.55	102.82	104.11

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0147	A	Data Architecture Manager	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.01	66.84	67.68	68.53	69.39	70.26	71.14	72.03	72.93
4605		Department Aide	13.50	13.67	13.84	14.01	14.19	14.37	14.55	14.73	14.91	15.10	15.29	15.48	15.67	15.87	16.07	16.27	16.47	16.68	16.89	17.10	17.31
3032		Designated Crisis Responder I	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.33	40.83	41.34	41.86	42.38	42.91	43.45
3033		Designated Crisis Responder II	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41	43.95	44.50	45.06	45.62
2349	A	Development Specialist I	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	35.88	36.33	36.78	37.24	37.71	38.18
2351	A	Development Specialist II	36.41	36.87	37.33	37.80	38.27	38.75	39.23	39.72	40.22	40.72	41.23	41.75	42.27	42.80	43.33	43.87	44.42	44.98	45.54	46.11	46.69
2352	A	Development Specialist III	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	53.09
2070	A	Engineer	40.55	41.06	41.57	42.09	42.62	43.15	43.69	44.24	44.79	45.35	45.92	46.49	47.07	47.66	48.26	48.86	49.47	50.09	50.72	51.35	51.99
8028		Engineer in Training	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	35.56
2068	A	Engineer, Associate	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	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17
2073	A	Engineer, Principal	51.21	51.85	52.50	53.16	53.82	54.49	55.17	55.86	56.56	57.27	57.99	58.71	59.44	60.18	60.93	61.69	62.46	63.24	64.03	64.83	65.64
2082	A	Engineer, Professional	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	56.64	57.35	58.07	58.80
2083	A	Engineer, Senior	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	56.64	57.35	58.07	58.80
2060	A	Engineer, Senior Principal	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	70.69	71.57	72.46
0758	A	Environmental Services Director	89.74	90.86	92.00	93.15	94.31	95.49	96.68	97.89	99.11	100.35	101.60	102.87	104.16	105.46	106.78	108.11	109.46	110.83	112.22	113.62	115.04
2059	A	Environmental Services Director, Assistant	74.74	75.67	76.62	77.58	78.55	79.53	80.52	81.53	82.55	83.58	84.62	85.68	86.75	87.83	88.93	90.04	91.17	92.31	93.46	94.63	95.81
2056	A	Environmental Services Division Manager	64.56	65.37	66.19	67.02	67.86	68.71	69.57	70.44	71.32	72.21	73.11	74.02	74.95	75.89	76.84	77.80	78.77	79.75	80.75	81.76	82.78
2057	A	Environmental Services Division Manager, Assistant	58.72	59.45	60.19	60.94	61.70	62.47	63.25	64.04	64.84	65.65	66.47	67.30	68.14	68.99	69.85	70.72	71.60	72.50	73.41	74.33	75.26
2092		Environmental Specialist	33.03	33.44	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34
2093		Environmental Specialist, Senior	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
2097		Environmental Technician	27.29	27.63	27.98	28.33	28.68	29.04	29.40	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2098		Environmental Technician, Senior	30.04	30.42	30.80	31.18	31.57	31.96	32.36	32.76	33.17	33.58	34.00	34.42	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50
0753	A	Equity & Human Rights Director	69.20	70.06	70.94	71.83	72.73	73.64	74.56	75.49	76.43	77.39	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73
0820	A	Executive Assistant	41.15	41.66	42.18	42.71	43.24	43.78	44.33	44.88	45.44	46.01	46.59	47.17	47.76	48.36	48.96	49.57	50.19	50.82	51.46	52.10	52.75
0712	A	Finance Director	82.08	83.11	84.15	85.20	86.26	87.34	88.43	89.54	90.66	91.79	92.94	94.10	95.28	96.47	97.68	98.90	100.14	101.39	102.66	103.94	105.24
0520	A	Financial Manager	44.04	44.59	45.15	45.71	46.28	46.86	47.45	48.04	48.64	49.25	49.87	50.49	51.12	51.76	52.41	53.07	53.73	54.40	55.08	55.77	56.47
0522	A	Financial Manager, Senior	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
0524	A	Financial Supervisor	37.27	37.74	38.21	38.69	39.17	39.66	40.16	40.66	41.17	41.68	42.20	42.73	43.26	43.80	44.35	44.90	45.46	46.03	46.61	47.19	47.78
4020		Fire & Life Safety Educator	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	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36
0767	A	Fire Chief	93.61	94.78	95.96	97.16	98.37	99.60	100.85	102.11	103.39	104.68	105.99	107.31	108.65	110.01	111.39	112.78	114.19	115.62	117.07	118.53	120.01
0519	A	Fire Code Official	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	78.90	79.89
0518	A	Fire Department Manager	52.80	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44	65.25	66.07	66.90	67.74
5341	A	Fleet Manager, Assistant	42.27	42.80	43.33	43.87	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
4215	A	Forensics Manager	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	60.42
0726	A	Government Relations Analyst	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	62.64	63.42	64.21	65.01	65.82	66.64	67.47
0724	A	Government Relations Officer	65.24	66.06	66.89	67.73	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.70	77.66	78.63	79.61	80.61	81.62	82.64	83.67
0717	A	Hearing Examiner	75.48	76.42	77.38	78.35	79.33	80.32	81.32	82.34	83.37	84.41	85.47	86.54	87.62	88.72	89.83	90.95	92.09	93.24	94.41	95.59	96.78
2310	A	Historic Preservation Coordinator	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73
2309	A	Historic Preservation Officer	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	53.09
2336		Housing Rehabilitation Specialist	30.61	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
1131	A	Human Resources Analyst, Senior	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	48.94	49.55	50.17	50.80	51.44	52.08
0735	A	Human Resources Director	74.07	75.00	75.94	76.89	77.85	78.82	79.81	80.81	81.82	82.84	83.88	84.93	85.99	87.06	88.15	89.25	90.37	91.50	92.64	93.80	94.97
1125	A	Human Resources Director, Assistant	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53	73.44	74.36	75.29	76.23	77.18	78.14	79.12
1136	A	Human Resources Manager	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

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1138	A	Human Resources Manager, Senior	51.31	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77
2533		Human Services Program Assistant	19.99	20.24	20.49	20.75	21.01	21.27	21.54	21.81	22.08	22.36	22.64	22.92	23.21	23.50	23.79	24.09	24.39	24.69	25.00	25.31	25.63
5151	A	Hydro Project Manager	62.73	63.51	64.30	65.10	65.91	66.73	67.56	68.40	69.26	70.13	71.01	71.90	72.80	73.71	74.63	75.56	76.50	77.46	78.43	79.41	80.40
5150	A	Hydro Project Manager, Assistant	56.47	57.18	57.89	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54	66.36	67.19	68.03	68.88	69.74	70.61	71.49	72.38
0835	A	Information Technology Director	84.74	85.80	86.87	87.96	89.06	90.17	91.30	92.44	93.60	94.77	95.95	97.15	98.36	99.59	100.83	102.09	103.37	104.66	105.97	107.29	108.63
0837	A	Information Technology Director, Assistant	69.60	70.47	71.35	72.24	73.14	74.05	74.98	75.92	76.87	77.83	78.80	79.79	80.79	81.80	82.82	83.86	84.91	85.97	87.04	88.13	89.23
0140	A	Information Technology Manager	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.01	66.84	67.68	68.53	69.39	70.26	71.14	72.03	72.93
0707	A	Information Technology Project Manager	46.29	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
0708	A	Information Technology Project Manager, Senior	50.19	50.82	51.46	52.10	52.75	53.41	54.08	54.76	55.44	56.13	56.83	57.54	58.26	58.99	59.73	60.48	61.24	62.01	62.79	63.57	64.36
0136	A	Information Technology Supervisor	51.52	52.16	52.81	53.47	54.14	54.82	55.51	56.20	56.90	57.61	58.33	59.06	59.80	60.55	61.31	62.08	62.86	63.65	64.45	65.26	66.08
1118	A	Labor Negotiator	47.48	48.07	48.67	49.28	49.90	50.52	51.15	51.79	52.44	53.10	53.76	54.43	55.11	55.80	56.50	57.21	57.93	58.65	59.38	60.12	60.87
1123		Labor Relations Analyst	36.74	37.20	37.67	38.14	38.62	39.10	39.59	40.08	40.58	41.09	41.60	42.12	42.65	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10
1132	A	Labor Relations Manager	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
0760	A	Labor Relations Manager, Senior	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53	73.44	74.36	75.29	76.23	77.18	78.14	79.12
2207	A	Land Use Administrator	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
0031		Legal Assistant	23.98	24.28	24.58	24.89	25.20	25.52	25.84	26.16	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.38	30.76
0032		Legal Assistant, Senior	26.66	26.99	27.33	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
1007	A	Legal Intern	16.47	16.68	16.89	17.10	17.31	17.53	17.75	17.97	18.19	18.42	18.65	18.88	19.12	19.36	19.60	19.85	20.10	20.35	20.60	20.86	21.12
0553		LEOFF 1 Specialist	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	37.00	37.46	37.93	38.40	38.88
1109	A	Management Analyst I	27.61	27.96	28.31	28.66	29.02	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.06	32.46	32.87	33.28	33.70	34.12	34.55	34.98	35.42

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1120	A	Management Analyst II	34.65	35.08	35.52	35.96	36.41	36.87	37.33	37.80	38.27	38.75	39.23	39.72	40.22	40.72	41.23	41.75	42.27	42.80	43.34	43.88	44.43
1135	A	Management Analyst III	43.15	43.69	44.24	44.79	45.35	45.92	46.49	47.07	47.66	48.26	48.86	49.47	50.09	50.72	51.35	51.99	52.64	53.30	53.97	54.64	55.32
4607		Management Fellow	24.95	25.26	25.58	25.90	26.22	26.55	26.88	27.22	27.56	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99
4615		Management Intern	18.57	18.80	19.04	19.28	19.52	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
0841	A	Market Development Program Manager	55.60	56.29	56.99	57.70	58.42	59.15	59.89	60.64	61.40	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30
0842	A	Market Development Research Analyst	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	62.23	63.01	63.80
0840	A	Marketing & Development Manager	64.79	65.60	66.42	67.25	68.09	68.94	69.80	70.67	71.55	72.44	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.06
1165	A	Marketing Assistant	19.80	20.05	20.30	20.55	20.81	21.07	21.33	21.60	21.87	22.14	22.42	22.70	22.98	23.27	23.56	23.85	24.15	24.45	24.76	25.07	25.38
5506	A	Marketing Coordinator	29.06	29.42	29.79	30.16	30.54	30.92	31.31	31.70	32.10	32.50	32.91	33.32	33.74	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26
1151		Master Control Technician	20.67	20.93	21.19	21.45	21.72	21.99	22.26	22.54	22.82	23.11	23.40	23.69	23.99	24.29	24.59	24.90	25.21	25.53	25.85	26.17	26.50
0804	A	Media & Communications Director	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.59	64.38	65.18	65.99	66.81	67.65	68.50	69.36	70.23	71.11	72.00	72.90
5508	A	Media Specialist	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	46.57	47.15
3125		Mobile Unit Registered Nurse	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	42.41	42.94
2091	A	Natural Resources Manager	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	82.68
2106	A	Natural Resources Specialist I	34.42	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15
2089	A	Natural Resources Specialist II	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	48.07	48.67	49.28	49.90	50.52
2094	A	Natural Resources Specialist III	45.29	45.86	46.43	47.01	47.60	48.20	48.80	49.41	50.03	50.66	51.29	51.93	52.58	53.24	53.91	54.58	55.26	55.95	56.65	57.36	58.08
2107		Natural Resources Technician I	21.60	21.87	22.14	22.42	22.70	22.98	23.27	23.56	23.85	24.15	24.45	24.76	25.07	25.38	25.70	26.02	26.35	26.68	27.01	27.35	27.69
2090	A	Natural Resources Technician II	30.24	30.62	31.00	31.39	31.78	32.18	32.58	32.99	33.40	33.82	34.24	34.67	35.10	35.54	35.98	36.43	36.89	37.35	37.82	38.29	38.77
0759	A	Neighborhood & Community Services Director	69.20	70.06	70.94	71.83	72.73	73.64	74.56	75.49	76.43	77.39	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2058	A	Neighborhood & Community Services Division Manager	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	63.49	64.28
0754	A	Neighborhood & Community Services Program Manager	41.20	41.72	42.24	42.77	43.30	43.84	44.39	44.94	45.50	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.53	52.17	52.82
2532		Neighborhood & Community Services 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
2534		Neighborhood & Community Services Supervisor	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41	43.95
4602		Occupational Intern, Skilled	13.50	13.67	13.84	14.01	14.19	14.37	14.55	14.73	14.91	15.10	15.29	15.48	15.67	15.87	16.07	16.27	16.47	16.68	16.89	17.10	17.31
0738	A	Office Administrator	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12	35.56	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.27	39.76
0739	A	Office Manager	35.67	36.12	36.57	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.89	41.40	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72
0533	A	Operations Manager	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	65.20
1009	A	Paralegal	29.09	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.13	32.53	32.94	33.35	33.77	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29
1010	A	Paralegal, Senior	34.91	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56	39.04	39.53	40.02	40.52	41.03	41.54	42.06	42.59	43.12	43.66	44.21	44.76
2085	A	Park Supervisor	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39
2086	A	Park Supervisor, Assistant	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53	38.00	38.48	38.96	39.45
2105		Permit Supervisor	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.81	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.35	43.89	44.44
2209		Planner, Associate	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	35.88	36.33	36.78	37.24	37.71	38.18
2221		Planner, Principal	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	53.09
2203		Planner, Senior	36.41	36.87	37.33	37.80	38.27	38.75	39.23	39.72	40.22	40.72	41.23	41.75	42.27	42.80	43.33	43.87	44.42	44.98	45.54	46.11	46.69
2219	A	Planning & Development Division Manager	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	63.49	64.28
0719	A	Planning & Development Services Director	73.27	74.19	75.12	76.06	77.01	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
2222	A	Planning Manager	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92	65.73
2038	A	Plans Examiner I	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	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17
2039	A	Plans Examiner II	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15	44.70	45.26	45.83	46.40	46.98	47.57	48.16	48.76	49.37	49.99	50.61	51.24	51.88
2040	A	Plans Examiner III	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	56.64	57.35	58.07	58.80

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0772	A	Police Chief	93.61	94.78	95.96	97.16	98.37	99.60	100.85	102.11	103.39	104.68	105.99	107.31	108.65	110.01	111.39	112.78	114.19	115.62	117.07	118.53	120.01
5123	A	Power Analyst	50.02	50.65	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13
5128	A	Power Analyst, Senior	55.57	56.26	56.96	57.67	58.39	59.12	59.86	60.61	61.37	62.14	62.92	63.71	64.51	65.32	66.14	66.97	67.81	68.66	69.52	70.39	71.27
2131	A	Power Engineer I	36.39	36.84	37.30	37.77	38.24	38.72	39.20	39.69	40.19	40.69	41.20	41.71	42.23	42.76	43.29	43.83	44.38	44.93	45.49	46.06	46.64
2132	A	Power Engineer II	40.73	41.24	41.76	42.28	42.81	43.35	43.89	44.44	45.00	45.56	46.13	46.71	47.29	47.88	48.48	49.09	49.70	50.32	50.95	51.59	52.23
2133	A	Power Engineer III	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.24	52.89	53.55	54.22	54.90	55.59	56.28	56.98	57.69	58.41	59.14	59.88	60.63	61.39
2134	A	Power Engineer IV	56.92	57.63	58.35	59.08	59.82	60.57	61.33	62.10	62.88	63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35	71.23	72.12	73.02
0815	A	Power Section Assistant Manager I	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
0817	A	Power Section Assistant Manager II	83.07	84.11	85.16	86.22	87.30	88.39	89.49	90.61	91.74	92.89	94.05	95.23	96.42	97.63	98.85	100.09	101.34	102.61	103.89	105.19	106.50
0816	A	Power Section Manager	107.98	109.33	110.70	112.08	113.48	114.90	116.34	117.79	119.26	120.75	122.26	123.79	125.34	126.91	128.50	130.11	131.74	133.39	135.06	136.75	138.46
5248	A	Power Supervisor I	40.72	41.23	41.75	42.27	42.80	43.34	43.88	44.43	44.99	45.55	46.12	46.70	47.28	47.87	48.47	49.08	49.69	50.31	50.94	51.58	52.22
5251	A	Power Supervisor II	50.90	51.54	52.18	52.83	53.49	54.16	54.84	55.53	56.22	56.92	57.63	58.35	59.08	59.82	60.57	61.33	62.10	62.88	63.67	64.47	65.28
5249	A	Power Supervisor III	59.47	60.21	60.96	61.72	62.49	63.27	64.06	64.86	65.67	66.49	67.32	68.16	69.01	69.87	70.74	71.62	72.52	73.43	74.35	75.28	76.22
2322		Program Development Specialist	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73
2321		Program Development Specialist, Lead	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53	38.00	38.48	38.96	39.45	39.94	40.44	40.95	41.46	41.98	42.50	43.03
1100		Program Technician	25.01	25.32	25.64	25.96	26.28	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
0720	A	Project Manager	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	56.64	57.35	58.07	58.80
0721	A	Project Manager, Senior	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	70.49	71.37	72.26	73.16	74.07
2502		Project Specialist	25.48	25.80	26.12	26.45	26.78	27.11	27.45	27.79	28.14	28.49	28.85	29.21	29.58	29.95	30.32	30.70	31.08	31.47	31.86	32.26	32.66
1142	A	Public Disclosure Manager	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10	48.70	49.31	49.93	50.55	51.18	51.82	52.47	53.13	53.79	54.46
0757	A	Public Works Director	78.67	79.65	80.65	81.66	82.68	83.71	84.76	85.82	86.89	87.98	89.08	90.19	91.32	92.46	93.62	94.79	95.97	97.17	98.38	99.61	100.86
0755	A	Public Works Director, Assistant	68.40	69.26	70.13	71.01	71.90	72.80	73.71	74.63	75.56	76.50	77.46	78.43	79.41	80.40	81.40	82.42	83.45	84.49	85.55	86.62	87.70
2054	A	Public Works Division Manager	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00	74.93	75.87	76.82	77.78	78.75	79.73
2055	A	Public Works Division Manager, Assistant	56.56	57.27	57.99	58.71	59.44	60.18	60.93	61.69	62.46	63.24	64.03	64.83	65.64	66.46	67.29	68.13	68.98	69.84	70.71	71.59	72.48

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7128	A	Rail Chief Administrative Officer	54.90	55.59	56.28	56.98	57.69	58.41	59.14	59.88	60.63	61.39	62.16	62.94	63.73	64.53	65.34	66.16	66.99	67.83	68.68	69.54	70.41
7129	A	Rail Chief Information/Financial Officer	54.90	55.59	56.28	56.98	57.69	58.41	59.14	59.88	60.63	61.39	62.16	62.94	63.73	64.53	65.34	66.16	66.99	67.83	68.68	69.54	70.41
7130	A	Rail Chief Mechanical Officer	61.69	62.46	63.24	64.03	64.83	65.64	66.46	67.29	68.13	68.98	69.84	70.71	71.59	72.48	73.39	74.31	75.24	76.18	77.13	78.09	79.07
7152	A	Rail Superintendent, Assistant	68.70	69.56	70.43	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07
7127	A	Rail Supervisor of Operations	43.98	44.53	45.09	45.65	46.22	46.80	47.38	47.97	48.57	49.18	49.79	50.41	51.04	51.68	52.33	52.98	53.64	54.31	54.99	55.68	56.38
7126	A	Railway Roadmaster	54.90	55.59	56.28	56.98	57.69	58.41	59.14	59.88	60.63	61.39	62.16	62.94	63.73	64.53	65.34	66.16	66.99	67.83	68.68	69.54	70.41
2343		Real Estate Officer	39.88	40.38	40.88	41.39	41.91	42.43	42.96	43.50	44.04	44.59	45.15	45.71	46.28	46.86	47.45	48.04	48.64	49.25	49.87	50.49	51.12
2344	A	Real Estate Officer, Senior	46.49	47.07	47.66	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
2069	A	Real-Time Energy Trader	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	69.61	70.48
0740	A	Records Management Supervisor	33.82	34.24	34.67	35.10	35.54	35.98	36.43	36.89	37.35	37.82	38.29	38.77	39.25	39.74	40.24	40.74	41.25	41.77	42.29	42.82	43.36
5033		Recycling Supervisor	32.44	32.85	33.26	33.68	34.10	34.53	34.96	35.40	35.84	36.29	36.74	37.20	37.67	38.14	38.62	39.10	39.59	40.08	40.58	41.09	41.60
3126		Registered Nurse Case Manager	33.65	34.07	34.50	34.93	35.37	35.81	36.26	36.71	37.17	37.63	38.10	38.58	39.06	39.55	40.04	40.54	41.05	41.56	42.08	42.61	43.14
0845	A	Relicensing Coordinator	48.14	48.74	49.35	49.97	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.18	55.87	56.57	57.28	58.00	58.72	59.45	60.19	60.94	61.70
5052		Resource Conservation 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
0560	A	Retirement System Director	78.47	79.45	80.44	81.45	82.47	83.50	84.54	85.60	86.67	87.75	88.85	89.96	91.08	92.22	93.37	94.54	95.72	96.92	98.13	99.36	100.60
0559	A	Retirement System Director, Assistant	57.81	58.53	59.26	60.00	60.75	61.51	62.28	63.06	63.85	64.65	65.46	66.28	67.11	67.95	68.80	69.66	70.53	71.41	72.30	73.20	74.11
1110		Risk Analyst	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.04	36.49	36.95	37.41
1137	A	Risk Analyst, Senior	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41
0703	A	Risk Manager	50.18	50.81	51.45	52.09	52.74	53.40	54.07	54.75	55.43	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.78	63.56	64.35
0762	A	Safety Director	62.66	63.44	64.23	65.03	65.84	66.66	67.49	68.33	69.18	70.04	70.92	72.81	72.71	73.62	74.54	75.47	76.41	77.37	78.34	79.32	80.31
1204	A	Safety Manager	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	52.80	53.46	54.13
1122		Safety Officer	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2530		Senior Center Cook	13.57	13.74	13.91	14.08	14.26	14.44	14.62	14.80	14.98	15.17	15.36	15.55	15.74	15.94	16.14	16.34	16.54	16.75	16.96	17.17	17.38
2529		Senior Center Van Driver	16.78	16.99	17.20	17.42	17.64	17.86	18.08	18.31	18.54	18.77	19.00	19.24	19.48	19.72	19.97	20.22	20.47	20.73	20.99	21.25	21.52
2556		Seniors Center Supervisor	25.70	26.02	26.35	26.68	27.01	27.35	27.69	28.04	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
0138	A	T&D Work Practices Specialist	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	49.50	50.12
1170	A	Tacoma Arts Commission Administrator	43.16	43.70	44.25	44.80	45.36	45.93	46.50	47.08	47.67	48.27	48.87	49.48	50.10	50.73	51.36	52.00	52.65	53.31	53.98	54.65	55.33
6220	A	Tacoma Venues & Events Attendant	13.50	13.67	13.84	14.01	14.19	14.37	14.55	14.73	14.91	15.10	15.29	15.48	15.67	15.87	16.07	16.27	16.47	16.68	16.89	17.10	17.31
0730	A	Tacoma Venues & Events Director	70.14	71.02	71.91	72.81	73.72	74.64	75.57	76.51	77.47	78.44	79.42	80.41	81.42	82.44	83.47	84.51	85.57	86.64	87.72	88.82	89.93
0731	A	Tacoma Venues & Events Director Deputy	53.33	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14	61.90	62.67	63.45	64.24	65.04	65.85	66.67	67.50	68.34
0732	A	Tacoma Venues & Events Division Manager	40.46	40.97	41.48	42.00	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
1164	A	Tacoma Venues & Events Event Services Coordinator	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	35.88	36.33	36.78	37.24	37.71	38.18	38.66
1168	A	Tacoma Venues & Events Event Services Manager	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	41.38	41.90	42.42	42.95
0728	A	Tacoma Venues & Events Marketing Manager	37.88	38.35	38.83	39.32	39.81	40.31	40.81	41.32	41.84	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.37	47.96	48.56
0733	A	Tacoma Venues & Events Operations Manager	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09	57.80	58.52	59.25	59.99	60.74	61.50
1215	A	Tacoma Venues & Events Sales Coordinator	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	31.17	31.56	31.95	32.35	32.75
1156		Tacoma Venues & Events Technical Services Coordinator	23.47	23.76	24.06	24.36	24.66	24.97	25.28	25.60	25.92	26.24	26.57	26.90	27.24	27.58	27.92	28.27	28.62	28.98	29.34	29.71	30.08
5526	A	Telecommunications Broadband Services Manager	55.53	56.22	56.92	57.63	58.35	59.08	59.82	60.57	61.33	62.10	62.88	63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35	71.23

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5531	A	Telecommunications Customer Care & Marketing Manager	43.38	43.92	44.47	45.03	45.59	46.16	46.74	47.32	47.91	48.51	49.12	49.73	50.35	50.98	51.62	52.27	52.92	53.58	54.25	54.93	55.62
5532	A	Telecommunications Customer Care Supervisor	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	39.70	40.20	40.70	41.21	41.73	42.25	42.78
5535	A	Telecommunications Engineer	45.10	45.66	46.23	46.81	47.40	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
5530	A	Telecommunications Franchise Contract Specialist	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	48.94	49.55	50.17	50.80	51.44
5500	A	Telecommunications Manager	93.91	95.08	96.27	97.47	98.69	99.92	101.17	102.43	103.71	105.01	106.32	107.65	109.00	110.36	111.74	113.14	114.55	115.98	117.43	118.90	120.39
5515	A	Telecommunications Manager, Assistant	72.21	73.11	74.02	74.95	75.89	76.84	77.80	78.77	79.75	80.75	81.76	82.78	83.81	84.86	85.92	86.99	88.08	89.18	90.29	91.42	92.56
5539		Telecommunications Planning & Design Technician	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
5560	A	Telecommunications Sales Coordinator	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	35.70	36.15	36.60	37.06	37.52	37.99	38.46
5523	A	Telecommunications Technical Administrator	35.95	36.40	36.86	37.32	37.79	38.26	38.74	39.22	39.71	40.21	40.71	41.22	41.74	42.26	42.79	43.32	43.86	44.41	44.97	45.53	46.10
5562	A	Telecommunications Technical Services Supervisor	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	46.81	47.40	47.99	48.59	49.20	49.81
1154		Television Production Coordinator	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
2072	A	Term Energy Trader	69.30	70.17	71.05	71.94	72.84	73.75	74.67	75.60	76.54	77.50	78.47	79.45	80.44	81.45	82.47	83.50	84.54	85.60	86.67	87.75	88.85
1121	A	Training & Development Manager	43.15	43.69	44.24	44.79	45.35	45.92	46.49	47.07	47.66	48.26	48.86	49.47	50.09	50.72	51.35	51.99	52.64	53.30	53.97	54.64	55.32
0819	A	Utilities Director, Deputy	85.41	86.48	87.56	88.65	89.76	90.88	92.02	93.17	94.33	95.51	96.70	97.91	99.13	100.37	101.62	102.89	104.18	105.48	106.80	108.14	109.49
0825	A	Utilities Director, Deputy Power Superintendent	124.21	125.76	127.33	128.92	130.53	132.16	133.81	135.48	137.17	138.88	140.62	142.38	144.16	145.96	147.78	149.63	151.50	153.39	155.31	157.25	159.22
0830	A	Utilities Director, Deputy Rail Superintendent	84.16	85.21	86.28	87.36	88.45	89.56	90.68	91.81	92.96	94.12	95.30	96.49	97.70	98.92	100.16	101.41	102.68	103.96	105.26	106.58	107.91

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0823	A	Utilities Director, Deputy Water Superintendent	<u>89.68</u>	<u>90.80</u>	<u>91.94</u>	<u>93.09</u>	<u>94.25</u>	<u>95.43</u>	<u>96.62</u>	<u>97.83</u>	<u>99.05</u>	<u>100.29</u>	<u>101.54</u>	<u>102.81</u>	<u>104.10</u>	<u>105.40</u>	<u>106.72</u>	<u>108.05</u>	<u>109.40</u>	<u>110.77</u>	<u>112.15</u>	<u>113.55</u>	<u>114.97</u>
0580	A	Utilities Economist	<u>41.92</u>	<u>42.44</u>	<u>42.97</u>	<u>43.51</u>	<u>44.05</u>	<u>44.60</u>	<u>45.16</u>	<u>45.72</u>	<u>46.29</u>	<u>46.87</u>	<u>47.46</u>	<u>48.05</u>	<u>48.65</u>	<u>49.26</u>	<u>49.88</u>	<u>50.50</u>	<u>51.13</u>	<u>51.77</u>	<u>52.42</u>	<u>53.08</u>	<u>53.74</u>
0581	A	Utilities Economist, Associate	<u>27.61</u>	<u>27.96</u>	<u>28.31</u>	<u>28.66</u>	<u>29.02</u>	<u>29.38</u>	<u>29.75</u>	<u>30.12</u>	<u>30.50</u>	<u>30.88</u>	<u>31.27</u>	<u>31.66</u>	<u>32.06</u>	<u>32.46</u>	<u>32.87</u>	<u>33.28</u>	<u>33.70</u>	<u>34.12</u>	<u>34.55</u>	<u>34.98</u>	<u>35.42</u>
0582	A	Utilities Economist, Senior	<u>52.40</u>	<u>53.05</u>	<u>53.71</u>	<u>54.38</u>	<u>55.06</u>	<u>55.75</u>	<u>56.45</u>	<u>57.16</u>	<u>57.87</u>	<u>58.59</u>	<u>59.32</u>	<u>60.06</u>	<u>60.81</u>	<u>61.57</u>	<u>62.34</u>	<u>63.12</u>	<u>63.91</u>	<u>64.71</u>	<u>65.52</u>	<u>66.34</u>	<u>67.17</u>
1207	A	Utilities Safety Manager	<u>51.23</u>	<u>51.87</u>	<u>52.52</u>	<u>53.18</u>	<u>53.84</u>	<u>54.51</u>	<u>55.19</u>	<u>55.88</u>	<u>56.58</u>	<u>57.29</u>	<u>58.01</u>	<u>58.74</u>	<u>59.47</u>	<u>60.21</u>	<u>60.96</u>	<u>61.72</u>	<u>62.49</u>	<u>63.27</u>	<u>64.06</u>	<u>64.86</u>	<u>65.67</u>
1153		Video Production Assistant	<u>20.67</u>	<u>20.93</u>	<u>21.19</u>	<u>21.45</u>	<u>21.72</u>	<u>21.99</u>	<u>22.26</u>	<u>22.54</u>	<u>22.82</u>	<u>23.11</u>	<u>23.40</u>	<u>23.69</u>	<u>23.99</u>	<u>24.29</u>	<u>24.59</u>	<u>24.90</u>	<u>25.21</u>	<u>25.53</u>	<u>25.85</u>	<u>26.17</u>	<u>26.50</u>
1152		Video Specialist	<u>30.97</u>	<u>31.36</u>	<u>31.75</u>	<u>32.15</u>	<u>32.55</u>	<u>32.96</u>	<u>33.37</u>	<u>33.79</u>	<u>34.21</u>	<u>34.64</u>	<u>35.07</u>	<u>35.51</u>	<u>35.95</u>	<u>36.40</u>	<u>36.86</u>	<u>37.32</u>	<u>37.79</u>	<u>38.26</u>	<u>38.74</u>	<u>39.22</u>	<u>39.71</u>
2066	A	Water Division Manager	<u>64.56</u>	<u>65.37</u>	<u>66.19</u>	<u>67.02</u>	<u>67.86</u>	<u>68.71</u>	<u>69.57</u>	<u>70.44</u>	<u>71.32</u>	<u>72.21</u>	<u>73.11</u>	<u>74.02</u>	<u>74.95</u>	<u>75.89</u>	<u>76.84</u>	<u>77.80</u>	<u>78.77</u>	<u>79.75</u>	<u>80.75</u>	<u>81.76</u>	<u>82.78</u>
2061	A	Water Division Manager, Assistant	<u>58.72</u>	<u>59.45</u>	<u>60.19</u>	<u>60.94</u>	<u>61.70</u>	<u>62.47</u>	<u>63.25</u>	<u>64.04</u>	<u>64.84</u>	<u>65.65</u>	<u>66.47</u>	<u>67.30</u>	<u>68.14</u>	<u>68.99</u>	<u>69.85</u>	<u>70.72</u>	<u>71.60</u>	<u>72.50</u>	<u>73.41</u>	<u>74.33</u>	<u>75.26</u>
2064	A	Water Division Superintendent, Deputy	<u>74.73</u>	<u>75.66</u>	<u>76.61</u>	<u>77.57</u>	<u>78.54</u>	<u>79.52</u>	<u>80.51</u>	<u>81.52</u>	<u>82.54</u>	<u>83.57</u>	<u>84.61</u>	<u>85.67</u>	<u>86.74</u>	<u>87.82</u>	<u>88.92</u>	<u>90.03</u>	<u>91.16</u>	<u>92.30</u>	<u>93.45</u>	<u>94.62</u>	<u>95.80</u>
2100	A	Water Program Specialist	<u>33.56</u>	<u>33.98</u>	<u>34.40</u>	<u>34.83</u>	<u>35.27</u>	<u>35.71</u>	<u>36.16</u>	<u>36.61</u>	<u>37.07</u>	<u>37.53</u>	<u>38.00</u>	<u>38.48</u>	<u>38.96</u>	<u>39.45</u>	<u>39.94</u>	<u>40.44</u>	<u>40.95</u>	<u>41.46</u>	<u>41.98</u>	<u>42.50</u>	<u>43.03</u>