



ORDINANCE NO. 28203

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of
2 the Tacoma Municipal Code ("TMC") to implement rates of pay and
3 compensation for non-represented employees, and to implement changes
4 to reflect the organizational structure; and amending TMC 1.12.197 to
5 provide for miscellaneous compensation.

6 WHEREAS, in 2009, the City of Tacoma's non-represented classifications
7 received a market-based wage adjustment based on a comprehensive
8 classification and compensation study conducted by Milliman, Inc., and, as a result
9 of the study, non-represented classifications were placed at the 70th percentile of
10 the market, and

11 WHEREAS, since 2009, the majority of the City's non-represented
12 classifications have received no further adjustments to pay, and

13 WHEREAS, based on a sampling of classifications and 2012 market data,
14 non-represented employees are currently estimated to be paid, on average, below
15 the 50th percentile, with some classifications as low as the 25th percentile of the
16 market, and

17 WHEREAS, in contrast, market-based pay adjustments were made to
18 many represented classifications in 2010, 2013, and 2014, and

19 WHEREAS the November 2013 Report of the City of Tacoma Fiscal
20 Sustainability Task Force recommended that "[t]he City should continue its policy
21 of seeking to cap growth in salaries from year-to-year at inflation, using a regional
22 Consumer Price Index," and

23 WHEREAS non-represented salary growth over the past five years is
24 estimated at 6.8 percent below the CPI-W, and, with the proposed 2014
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market-based adjustments, the per-year average for non-represented
1 classifications would be 3.8 percent below the CPI-W, and

2 WHEREAS the General Fund budget has realized savings from the most
3 recent healthcare negotiations, as well as from the diligent oversight and
4 management of expenditures from General Government departments, and the
5 City's financial revenue has improved enough to sustain the recommended pay
6 increases set forth herein, and

8 WHEREAS this ordinance addresses non-represented classification wages
9 for 2014, using an average of 3 percent increase per employee, and distributes
10 the equivalent total in the following manner: (1) employees in classifications
11 identified as being at or above market will receive a one-time lump sum payment
12 equivalent to 1 percent of their base wages for 2013; (2) employees in
13 classifications identified as below market will receive a market-based wage
14 adjustment to base salary up to a maximum of 3 percent, plus a one-time lump
15 sum payment equivalent to 1 percent of their base wages for 2013; and
16 (3) employees in classifications identified as having compression issues with
17 represented classifications will receive a special adjustment up to a cap of
18 4 percent, and employees in these classifications would not be eligible for a
19 one-time lump sum payment, and

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23 WHEREAS this ordinance will add 17 new non-represented classifications
24 to the compensation plan, delete 12 non-represented classifications that are no
25 longer needed, and change titles to four non-represented classifications; Now,
26 Therefore,



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BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective February 17, 2014, as set forth in Exhibit "A," attached hereto and incorporated herein as though fully set forth.

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective February 17, 2014, as set forth in Exhibit "B," attached hereto and incorporated herein as though fully set forth.

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective February 17, 2014, as set forth in Exhibit "C," attached hereto and incorporated herein as though fully set forth.

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective February 17, 2014, as set forth in Exhibit "D," attached hereto and incorporated herein as though fully set forth.

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective February 17, 2014, as set forth in Exhibit "E," attached hereto and incorporated herein as though fully set forth.

Section 6. That employees in non-represented and non-represented executive classifications, except for those listed in Exhibit "B" above, will receive a one-time lump sum payment equivalent to 1 percent of their base wages for 2013.



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Section 7. That Section 1.12.197 of the Tacoma Municipal Code is hereby amended to read as follows:

1.12.197 Miscellaneous compensation.

A. The City Council may, upon the recommendation of the Human Resources Director to the City Manager and/or Director of Utilities, authorize lump sum payments to employees in lieu of cost-of-living increases, market increases, or other wage adjustments.

B. Employees shall also be entitled to additional compensation from merchants or businesses but limited to discounts available to an individual as a member of an employee group, organization or similar broad-based group.

Section 8. That the effective date for Sections 1, 2, 3, 4, 5, 6, and 7 will be February 17, 2014.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1129	A	Benefits Manager	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	43.83	44.37	44.93	45.49	46.06	46.63	47.22
2094	A	Biologist, Senior Natural Resources Biologist III	37.34	37.81	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.34	43.88	44.43	44.99	45.55	46.12	46.70	47.28	47.87
0751	A	Budget Officer	53.62	54.29	54.97	55.66	56.36	57.06	57.77	58.50	59.23	59.97	60.72	61.48	62.24	63.02	63.81	64.61	65.41	66.23	67.06	67.90	68.75
0146	A	Business Development Manager	45.38	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.03	52.68	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18
1005	A	City Attorney, Chief Deputy	65.85	66.67	67.50	68.35	69.20	70.07	70.94	71.83	72.73	73.63	74.56	75.49	76.43	77.39	78.35	79.33	80.32	81.33	82.34	83.37	84.42
1004	A	City Attorney, Deputy	52.68	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.64	60.39	61.14	61.91	62.68	63.47	64.26	65.06	65.88	66.70	67.53
0700	A	City Clerk	31.78	32.18	32.58	32.99	33.40	33.82	34.24	34.67	35.11	35.54	35.99	36.44	36.89	37.36	37.82	38.30	38.77	39.26	39.75	40.25	40.75
0750	A	Community & Economic Development Director	58.04	58.76	59.50	60.24	60.99	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.37	68.21	69.06	69.92	70.80	71.68	72.58	73.49	74.41
2208	A	Community & Economic Development Director, Assistant	48.41	49.01	49.63	50.25	50.88	51.51	52.16	52.81	53.47	54.14	54.81	55.50	56.19	56.89	57.60	58.33	59.05	59.79	60.54	61.30	62.06
2210	A	Community & Economic Development Division Manager	43.57	44.11	44.66	45.22	45.79	46.36	46.94	47.53	48.12	48.72	49.33	49.95	50.57	51.20	51.84	52.49	53.15	53.81	54.49	55.17	55.86
1176	A	Community & Economic Development Supervisor	36.50	36.96	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
0805	A	Community & Media Services Manager	44.09	44.64	45.20	45.76	46.34	46.91	47.50	48.10	48.70	49.30	49.92	50.55	51.18	51.82	52.46	53.12	53.78	54.46	55.14	55.83	56.52
0802	A	Community Relations Specialist	27.39	27.74	28.08	28.43	28.79	29.15	29.51	29.88	30.26	30.63	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12
0619	A	Conservation Manager	54.20	54.88	55.56	56.26	56.96	57.67	58.39	59.12	59.86	60.61	61.37	62.14	62.91	63.70	64.49	65.30	66.12	66.94	67.78	68.63	69.49
2326	A	Conservation Manager, Assistant	43.36	43.90	44.45	45.01	45.57	46.14	46.71	47.30	47.89	48.49	49.09	49.71	50.33	50.96	51.60	52.24	52.89	53.56	54.22	54.90	55.59

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0631		Conservation Program Associate	21.78	22.05	22.33	22.60	22.89	23.17	23.46	23.76	24.05	24.35	24.66	24.97	25.28	25.59	25.91	26.24	26.57	26.90	27.23	27.58	27.92
0632		Conservation Program Coordinator	25.62	25.94	26.27	26.59	26.93	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.25	31.65	32.04	32.44	32.85
0630	A	Conservation Program Manager	30.14	30.52	30.90	31.29	31.68	32.07	32.47	32.88	33.29	33.71	34.13	34.56	34.99	35.42	35.87	36.32	36.77	37.23	37.70	38.17	38.64
0620	A	Conservation Supervisor	34.69	35.12	35.56	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.28	39.77	40.26	40.77	41.28	41.79	42.32	42.84	43.38	43.92	44.47
1124	A	Contract & Program Auditor	25.12	25.43	25.75	26.07	26.40	26.73	27.06	27.40	27.75	28.09	28.44	28.80	29.16	29.52	29.89	30.27	30.64	31.03	31.42	31.81	32.21
0521	A	Controller	53.62	54.29	54.97	55.66	56.36	57.06	57.77	58.50	59.23	59.97	60.72	61.48	62.24	63.02	63.81	64.61	65.41	66.23	67.06	67.90	68.75
4311	A	Court Administrator	46.39	46.97	47.55	48.15	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.52	55.20	55.89	56.59	57.29	58.01	58.74	59.47
4308	A	Court Operations Supervisor	32.68	33.09	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	41.39	41.90
4605		Department Aide	11.47	11.61	11.76	11.91	12.05	12.20	12.36	12.51	12.67	12.83	12.99	13.15	13.31	13.48	13.65	13.82	13.99	14.17	14.34	14.52	14.70
2347	A	Development Operations Supervisor	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	45.62	46.19
2070	A	Engineer	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	44.00
2068	A	Engineer, Associate	30.45	30.83	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55	39.03
2082	A	Engineer, Professional	38.20	38.67	39.16	39.65	40.14	40.64	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
2083	A	Engineer, Senior	38.20	38.67	39.16	39.65	40.14	40.64	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
2060	A	Engineer, Senior Principal	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91
0758	A	Environmental Services Director	63.55	64.35	65.15	65.97	66.79	67.63	68.47	69.33	70.19	71.07	71.96	72.86	73.77	74.69	75.63	76.57	77.53	78.50	79.48	80.47	81.48
2056	A	Environmental Services Division Manager	48.62	49.23	49.84	50.46	51.10	51.73	52.38	53.04	53.70	54.37	55.05	55.74	56.43	57.14	57.85	58.58	59.31	60.05	60.80	61.56	62.33
2097		Environmental Technician	23.73	24.03	24.33	24.63	24.94	25.25	25.56	25.88	26.21	26.54	26.87	27.20	27.54	27.89	28.24	28.59	28.95	29.31	29.67	30.05	30.42

EXHIBIT "A"

Code		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	26.36	26.69	27.03	27.37	27.71	28.05	28.41	28.76	29.12	29.48	29.85	30.23	30.60	30.99	31.37	31.77	32.16	32.56	32.97	33.38	33.80
0820	A	Executive Assistant	28.48	28.84	29.20	29.57	29.94	30.31	30.69	31.07	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06	36.51
0712	A	Finance Director	71.50	72.39	73.30	74.21	75.14	76.08	77.03	77.99	78.97	79.96	80.95	81.97	82.99	84.03	85.08	86.14	87.22	88.31	89.41	90.53	91.66
0520	A	Financial Manager	38.37	38.85	39.33	39.83	40.32	40.83	41.34	41.86	42.38	42.91	43.44	43.99	44.54	45.09	45.66	46.23	46.81	47.39	47.98	48.58	49.19
0522	A	Financial Manager, Sr	45.14	45.70	46.28	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71	54.39	55.07	55.75	56.45	57.16	57.87
4020		Fire & Life Safety Educator	28.03	28.38	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
2089	A	Fisheries Biologist Natural Resources Biologist II	33.94	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	40.89	41.41	41.92	42.45	42.98	43.52
4215	A	Forensics Manager	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	48.94	49.55	50.17
0726	A	Government Relations Analyst	40.65	41.16	41.68	42.20	42.73	43.26	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
0724	A	Government Relations Officer	56.56	57.27	57.99	58.71	59.44	60.19	60.94	61.70	62.47	63.25	64.04	64.84	65.66	66.48	67.31	68.15	69.00	69.86	70.74	71.62	72.52
0717	A	Hearing Examiner	65.85	66.67	67.50	68.35	69.20	70.07	70.94	71.83	72.73	73.63	74.56	75.49	76.43	77.39	78.35	79.33	80.32	81.33	82.34	83.37	84.42
2336		Housing Rehabilitation Specialist	24.07	24.37	24.68	24.99	25.30	25.61	25.93	26.26	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
1115		Human Resources Analyst	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	33.36	33.78	34.20	34.63	35.06	35.50	35.94
0735	A	Human Resources Director	63.08	63.87	64.66	65.47	66.29	67.12	67.96	68.81	69.67	70.54	71.42	72.31	73.22	74.13	75.06	76.00	76.95	77.91	78.88	79.87	80.87
1125	A	Human Resources Director, Assistant	47.31	47.90	48.50	49.10	49.72	50.34	50.97	51.61	52.25	52.90	53.57	54.23	54.91	55.60	56.29	57.00	57.71	58.43	59.16	59.90	60.65

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0754	A	Human Rights/Human Services Manager Neighborhood & Community Services Manager	34.28	34.71	35.15	35.59	36.03	36.48	36.94	37.40	37.87	38.34	38.82	39.30	39.79	40.29	40.80	41.31	41.82	42.34	42.87	43.41	43.95
2533		Human Services Program Assistant	16.54	16.75	16.96	17.17	17.39	17.60	17.82	18.05	18.27	18.50	18.73	18.97	19.20	19.44	19.69	19.93	20.18	20.43	20.69	20.95	21.21
2534		Human Services Supervisor Neighborhood & Community Services Supervisor	27.35	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	34.64	35.07
5151	A	Hydro Project Manager	50.11	50.74	51.37	52.01	52.66	53.32	53.99	54.66	55.35	56.04	56.74	57.45	58.17	58.89	59.63	60.37	61.13	61.89	62.67	63.45	64.24
5150	A	Hydro Project Manager, Assistant	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	53.67	54.34	55.02	55.70	56.40	57.11	57.82
0835	A	Information Technology Director	71.50	72.39	73.30	74.21	75.14	76.08	77.03	77.99	78.97	79.96	80.95	81.97	82.99	84.03	85.08	86.14	87.22	88.31	89.41	90.53	91.66
0837	A	Information Technology Director, Assistant	54.51	55.19	55.88	56.58	57.29	58.00	58.73	59.46	60.21	60.96	61.72	62.49	63.27	64.06	64.87	65.68	66.50	67.33	68.17	69.02	69.88
0140	A	Information Technology Manager	44.85	45.41	45.97	46.55	47.13	47.72	48.32	48.92	49.53	50.15	50.78	51.41	52.06	52.71	53.37	54.03	54.71	55.39	56.08	56.79	57.49
1118	A	Labor Negotiator	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	44.56	45.12	45.68	46.25	46.83	47.42	48.01	48.61
1132	A	Labor Relations Manager	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	53.41	54.08	54.75	55.44	56.13	56.83	57.54
1186	A	Management & Budget Internal Consultant	29.83	30.21	30.58	30.97	31.35	31.75	32.14	32.54	32.95	33.36	33.78	34.20	34.63	35.06	35.50	35.94	36.39	36.85	37.31	37.78	38.25
1109	A	Management Analyst I	22.92	23.21	23.50	23.79	24.09	24.39	24.70	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.96	28.31	28.67	29.03	29.39
1120	A	Management Analyst II	27.83	28.17	28.53	28.88	29.24	29.61	29.98	30.35	30.73	31.12	31.51	31.90	32.30	32.70	33.11	33.53	33.95	34.37	34.80	35.23	35.68

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1135	A	Management Analyst III	35.97	36.42	36.87	37.33	37.80	38.27	38.75	39.24	39.73	40.22	40.73	41.23	41.75	42.27	42.80	43.34	43.88	44.43	44.98	45.54	46.11
4607		Management Fellow	17.46	17.68	17.90	18.12	18.35	18.58	18.81	19.04	19.28	19.52	19.77	20.01	20.26	20.52	20.77	21.03	21.30	21.56	21.83	22.10	22.38
1151		Master Control Technician	17.70	17.92	18.14	18.37	18.60	18.83	19.07	19.30	19.55	19.79	20.04	20.29	20.54	20.80	21.06	21.32	21.59	21.86	22.13	22.41	22.69
2091	A	Natural Resources Manager	51.59	52.23	52.89	53.55	54.22	54.89	55.58	56.27	56.98	57.69	58.41	59.14	59.88	60.63	61.39	62.15	62.93	63.72	64.51	65.32	66.14
0759	A	Neighborhood & Community Services Director	58.04	58.76	59.50	60.24	60.99	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.37	68.21	69.06	69.92	70.80	71.68	72.58	73.49	74.41
2058	A	Neighborhood & Community Services Division Manager	43.57	44.11	44.66	45.22	45.79	46.36	46.94	47.53	48.12	48.72	49.33	49.95	50.57	51.20	51.84	52.49	53.15	53.81	54.49	55.17	55.86
0739	A	Office Manager	27.83	28.18	28.53	28.89	29.25	29.62	29.99	30.36	30.74	31.13	31.52	31.91	32.31	32.71	33.12	33.54	33.95	34.38	34.81	35.24	35.68
0533	A	Operations Manager	41.54	42.06	42.59	43.12	43.66	44.21	44.76	45.32	45.88	46.46	47.04	47.63	48.22	48.82	49.43	50.05	50.68	51.31	51.95	52.60	53.26
0730	A	PAF Director	58.04	58.76	59.50	60.24	60.99	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.37	68.21	69.06	69.92	70.80	71.68	72.58	73.49	74.41
0731	A	PAF Director Deputy	46.43	47.01	47.60	48.19	48.79	49.40	50.02	50.65	51.28	51.92	52.57	53.23	53.89	54.57	55.25	55.94	56.64	57.35	58.06	58.79	59.52
0732	A	PAF Division Manager	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	41.42	41.93	42.46	42.99	43.53	44.07	44.62	45.18
1164	A	PAF Event Services Coordinator	26.27	26.60	26.93	27.26	27.61	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.04	32.44	32.85	33.26	33.68
1168	A	PAF Event Services Manager	29.19	29.55	29.92	30.29	30.67	31.06	31.44	31.84	32.23	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50	36.95	37.42
0728	A	PAF Marketing Manager	33.00	33.41	33.83	34.26	34.68	35.12	35.56	36.00	36.45	36.91	37.37	37.83	38.31	38.79	39.27	39.76	40.26	40.76	41.27	41.79	42.31
0733	A	PAF Operations Manager	41.79	42.31	42.84	43.37	43.92	44.46	45.02	45.58	46.15	46.73	47.31	47.90	48.50	49.11	49.72	50.35	50.97	51.61	52.26	52.91	53.57
1156		PAF Technical Services Coordinator	20.43	20.69	20.94	21.21	21.47	21.74	22.01	22.29	22.56	22.85	23.13	23.42	23.71	24.01	24.31	24.61	24.92	25.23	25.55	25.87	26.19
1009	A	Paralegal	23.45	23.74	24.04	24.34	24.64	24.95	25.26	25.58	25.90	26.22	26.55	26.88	27.22	27.56	27.90	28.25	28.61	28.96	29.33	29.69	30.06
1010	A	Paralegal, Senior	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	36.02	36.47	36.93
2085	A	Park Supervisor	26.79	27.13	27.47	27.81	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

EXHIBIT "A"

Code		Job 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	24.43	24.74	25.05	25.36	25.68	26.00	26.32	26.65	26.99	27.32	27.66	28.01	28.36	28.71	29.07	29.44	29.81	30.18	30.56	30.94	31.32
0075	A	Parking Manager	32.57	32.98	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	39.25	39.74	40.23	40.74	41.24	41.76
2105		Permit Supervisor	26.87	27.21	27.55	27.89	28.24	28.60	28.95	29.31	29.68	30.05	30.43	30.81	31.19	31.58	31.98	32.38	32.78	33.19	33.61	34.03	34.45
2209		Planner, Associate	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	33.07	33.48	33.90
2203		Planner, Senior	30.46	30.85	31.23	31.62	32.02	32.42	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
0719	A	Planning & Development Services Director	58.04	58.76	59.50	60.24	60.99	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.37	68.21	69.06	69.92	70.80	71.68	72.58	73.49	74.41
2036		Plans Examiner	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	31.04	31.42	31.82	32.21	32.62	33.02	33.44	33.85
2037	A	Plans Examiner, Senior	29.34	29.71	30.08	30.46	30.84	31.22	31.61	32.01	32.41	32.81	33.22	33.64	34.06	34.48	34.91	35.35	35.79	36.24	36.69	37.15	37.62
5123	A	Power Analyst	42.54	43.07	43.61	44.16	44.71	45.27	45.83	46.41	46.99	47.57	48.17	48.77	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.87	54.54
5128	A	Power Analyst, Senior	47.27	47.86	48.46	49.06	49.68	50.30	50.93	51.56	52.21	52.86	53.52	54.19	54.87	55.55	56.25	56.95	57.66	58.38	59.11	59.85	60.60
5251	A	Power Division Supervisor II	45.17	45.74	46.31	46.89	47.47	48.07	48.67	49.28	49.89	50.52	51.15	51.79	52.43	53.09	53.75	54.42	55.10	55.79	56.49	57.20	57.91
5248	A	Power Division Supervisor, Assistant I	33.88	34.30	34.73	35.16	35.60	36.04	36.49	36.95	37.41	37.88	38.35	38.83	39.92	39.81	40.31	40.81	41.32	41.84	42.36	42.89	43.43
5249	A	Power Division Supervisor, Senior II	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	58.59	59.32	60.06	60.81
0720	A	Project Manager	40.26	40.76	41.27	41.79	42.31	42.84	43.38	43.92	44.47	45.02	45.59	46.16	46.73	47.32	47.91	48.51	49.11	49.73	50.35	50.98	51.62
0721	A	Project Manager, Senior	50.33	50.95	51.59	52.24	52.89	53.55	54.22	54.90	55.58	56.28	56.98	57.69	58.42	59.15	59.88	60.63	61.39	62.16	62.94	63.72	64.52
2502		Project Specialist	20.98	21.24	21.51	21.78	22.05	22.33	22.61	22.89	23.17	23.46	23.76	24.05	24.35	24.66	24.97	25.28	25.60	25.92	26.24	26.57	26.90
0757	A	Public Works Director	63.55	64.35	65.15	65.97	66.79	67.63	68.47	69.33	70.19	71.07	71.96	72.86	73.77	74.69	75.63	76.57	77.53	78.50	79.48	80.47	81.48
0755	A	Public Works Director, Assistant-City Engineer	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.66	60.41	61.17	61.93	62.70	63.49	64.28	65.09	65.90	66.72	67.56	68.40	69.26

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2059	A	Public Works Director, Assistant Utility Services Environmental Services Director, Assistant	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.66	60.41	61.17	61.93	62.70	63.49	64.28	65.09	65.90	66.72	67.56	68.40	69.26
2054	A	Public Works Division Manager	48.62	49.23	49.84	50.46	51.10	51.73	52.38	53.04	53.70	54.37	55.05	55.74	56.43	57.14	57.85	58.58	59.31	60.05	60.80	61.56	62.33
7152	A	Rail Superintendent, Assistant	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
7127	A	Rail Supervisor of Operations	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	44.14	44.69
7126	A	Railway Roadmaster	44.31	44.86	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
0740	A	Records Management Supervisor	25.02	25.33	25.65	25.97	26.30	26.63	26.96	27.30	27.64	27.98	28.33	28.69	29.04	29.41	29.77	30.15	30.52	30.91	31.29	31.68	32.08
0559	A	Retirement Chief Investment Officer	47.32	47.91	48.51	49.11	49.73	50.35	50.98	51.61	52.26	52.91	53.57	54.24	54.92	55.61	56.30	57.01	57.72	58.44	59.17	59.91	60.66
0560	A	Retirement System Director	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	71.36
0703	A	Risk Manager	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	54.87	55.56
1204	A	Safety Manager	35.43	35.88	36.32	36.78	37.24	37.70	38.17	38.65	39.14	39.62	40.12	40.62	41.13	41.64	42.16	42.69	43.22	43.76	44.31	44.87	45.43
1122		Safety Officer	29.63	30.00	30.37	30.75	31.14	31.53	31.92	32.32	32.72	33.13	33.55	33.97	34.39	34.82	35.26	35.70	36.14	36.59	37.05	37.52	37.98
2530		Senior Center Cook	11.55	11.70	11.84	11.99	12.14	12.29	12.45	12.60	12.76	12.92	13.08	13.25	13.41	13.58	13.75	13.92	14.09	14.27	14.45	14.63	14.81
0138	A	T&D Work Practices Specialist	31.62	32.02	32.42	32.82	33.23	33.65	34.07	34.49	34.92	35.36	35.80	36.25	36.70	37.16	37.63	38.10	38.57	39.06	39.54	40.04	40.54
5526	A	Telecommunications Broadband Services Manager	42.01	42.54	43.07	43.61	44.15	44.70	45.26	45.83	46.40	46.98	47.57	48.16	48.76	49.37	49.99	50.62	51.25	51.89	52.54	53.19	53.86
5531	A	Telecommunications Customer Care & Marketing Manager	33.19	33.60	34.02	34.45	34.88	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5532	A	Telecommunications Customer Care Supervisor	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	31.20	31.59	31.99	32.39	32.79	33.20	33.62	34.04
5535	A	Telecommunications Engineer	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	43.36	43.91	44.45	45.01	45.57	46.14	46.72
5530	A	Telecommunications Franchise Contract Specialist	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	37.78	38.26	38.73	39.22	39.71	40.21	40.71	41.22
5500	A	Telecommunications Manager	66.41	67.24	68.08	68.93	69.80	70.67	71.55	72.45	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.05	84.09	85.14
5515	A	Telecommunications Manager, Assistant	49.84	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.10	57.82	58.54	59.27	60.01	60.76	61.52	62.29	63.07	63.86
5562	A	Telecommunications Technical Services Supervisor	32.32	32.72	33.13	33.54	33.96	34.39	34.82	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.46	38.94	39.42	39.92	40.41	40.92	41.43
2072	A	Term Energy Trader	54.36	55.04	55.73	56.42	57.13	57.84	58.57	59.30	60.64	60.79	61.55	62.32	63.10	63.89	64.68	65.49	66.31	67.14	67.98	68.83	69.69
0822	A	Utilities Director	116.18	117.63	119.10	120.59	122.10	123.62	125.17	126.73	128.32	129.92	131.54	133.19	134.85	136.54	138.25	139.97	141.72	143.49	145.29	147.10	148.94
0819	A	Utilities Director, Deputy	65.08	65.90	66.72	67.55	68.40	69.25	70.12	70.99	71.88	72.78	73.69	74.61	75.54	76.49	77.44	78.41	79.39	80.39	81.39	82.41	83.44
0825	A	Utilities Director, Deputy Power Superintendent	90.07	91.20	92.34	93.49	94.66	95.84	97.04	98.25	99.48	100.73	101.99	103.26	104.55	105.86	107.18	108.52	109.88	111.25	112.64	114.05	115.48
0830	A	Utilities Director, Deputy Rail Superintendent	64.55	65.36	66.18	67.01	67.85	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
0823	A	Utilities Director, Deputy Water Superintendent	69.36	70.22	71.10	71.99	72.89	73.80	74.72	75.66	76.60	77.56	78.53	79.51	80.51	81.51	82.53	83.56	84.61	85.66	86.73	87.82	88.92
0580	A	Utilities Economist	32.49	32.90	33.31	33.73	34.15	34.57	35.01	35.44	35.89	36.34	36.79	37.25	37.71	38.19	38.66	39.15	39.64	40.13	40.63	41.14	41.66
0581	A	Utilities Economist, Associate	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	27.22	27.56	27.90	28.25	28.60	28.96	29.32
0582	A	Utilities Economist, Senior	40.64	41.12	41.64	42.16	42.68	43.22	43.76	44.30	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.55	50.16	50.79	51.43	52.07

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1153		Video Production Assistant	17.70	17.92	18.14	18.37	18.60	18.83	19.07	19.31	19.55	19.79	20.04	20.29	20.54	20.80	21.06	21.32	21.59	21.86	22.13	22.41	22.69
1152		Video Specialist	24.88	25.19	25.51	25.83	26.15	26.47	26.81	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	31.90
2066	A	Water Division Manager	50.08	50.70	51.34	51.98	52.63	53.29	53.95	54.63	55.31	56.00	56.70	57.41	58.13	58.85	59.59	60.33	61.09	61.85	62.63	63.41	64.20
2061	A	Water Division Manager, Assistant	45.52	46.09	46.67	47.25	47.84	48.44	49.04	49.66	50.28	50.91	51.54	52.19	52.84	53.50	54.17	54.85	55.53	56.23	56.93	57.64	58.36
2064	A	Water Division Superintendent, Deputy	58.91	59.65	60.40	61.15	61.92	62.69	63.47	64.27	65.07	65.88	66.71	67.54	68.38	69.24	70.11	70.98	71.87	72.77	73.68	74.60	75.53
5068		Water Supply Supervisor	32.28	32.68	33.09	33.50	33.92	34.34	34.77	35.21	35.65	36.09	36.55	37.00	37.47	37.93	38.41	38.89	39.37	39.87	40.36	40.87	41.38
2154		Watershed Forester	33.94	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	40.89	41.41	41.92	42.45	42.98	43.52
2084	A	Wildlife & Recreation Coordinator	33.94	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	40.89	41.41	41.92	42.45	42.98	43.52

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1129	A	Benefits Manager	36.90	37.36	37.83	38.30	38.78	39.27	39.76	40.25	40.76	41.27	41.78	42.31	42.83	43.37	43.91	44.46	45.02	45.58	46.15	46.73	47.31
2094	A	Biologist, Senior Natural Resources Biologist III	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.65	45.20	45.77	46.34	46.92	47.51	48.10	48.70	49.31
0751	A	Budget Officer	55.23	55.92	56.62	57.33	58.05	58.77	59.51	60.25	61.00	61.77	62.54	63.32	64.11	64.91	65.72	66.55	67.38	68.22	69.07	69.94	70.81
0146	A	Business Development Manager	46.75	47.33	47.92	48.52	49.13	49.74	50.36	50.99	51.63	52.28	52.93	53.59	54.26	54.94	55.63	56.32	57.02	57.74	58.46	59.19	59.93
1005	A	City Attorney, Chief Deputy	67.72	68.57	69.42	70.29	71.17	72.06	72.96	73.87	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64	84.69	85.75	86.82
1004	A	City Attorney, Deputy	54.18	54.86	55.54	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.11	62.89	63.68	64.47	65.28	66.09	66.92	67.76	68.60	69.46
0700	A	City Clerk	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	38.47	38.96	39.44	39.94	40.43	40.94	41.45	41.97
0750	A	Community & Economic Development Director	59.78	60.53	61.28	62.05	62.83	63.61	64.41	65.21	66.03	66.85	67.69	68.53	69.39	70.26	71.14	72.02	72.92	73.84	74.76	75.69	76.64
2208	A	Community & Economic Development Director, Assistant	49.86	50.48	51.11	51.75	52.40	53.05	53.72	54.39	55.07	55.76	56.45	57.16	57.87	58.60	59.33	60.07	60.82	61.58	62.35	63.13	63.92
2210	A	Community & Economic Development Division Manager	44.88	45.44	46.01	46.59	47.17	47.76	48.35	48.96	49.57	50.19	50.82	51.45	52.10	52.75	53.41	54.07	54.75	55.44	56.13	56.83	57.54
1176	A	Community & Economic Development Supervisor	37.60	38.07	38.54	39.02	39.51	40.01	40.51	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.86	46.44	47.02	47.60	48.20
0805	A	Community & Media Services Manager	45.41	45.98	46.55	47.14	47.73	48.32	48.93	49.54	50.16	50.78	51.42	52.06	52.71	53.37	54.04	54.71	55.40	56.09	56.79	57.50	58.22
0802	A	Community Relations Specialist	27.72	28.07	28.42	28.77	29.13	29.50	29.87	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
0619	A	Conservation Manager	50.21	50.84	51.47	52.12	52.77	53.43	54.09	54.77	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.49	61.25	62.02	62.79	63.58	64.37
2326	A	Conservation Manager, Assistant	43.66	44.21	44.76	45.32	45.89	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.68	51.32	51.96	52.61	53.27	53.93	54.61	55.29	55.98

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0631		Conservation Program Associate	22.43	22.71	23.00	23.28	23.58	23.87	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.36	26.69	27.03	27.37	27.71	28.05	28.40	28.76
0632		Conservation Program Coordinator	26.16	26.49	26.82	27.15	27.49	27.84	28.19	28.54	28.89	29.26	29.62	29.99	30.37	30.75	31.13	31.52	31.91	32.31	32.72	33.13	33.54
0630	A	Conservation Program Manager	31.04	31.43	31.83	32.22	32.63	33.03	33.45	33.86	34.29	34.72	35.15	35.59	36.03	36.49	36.94	37.40	37.87	38.34	38.82	39.31	39.80
0620	A	Conservation Supervisor	35.72	36.17	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96	41.47	41.99	42.51	43.04	43.58	44.12	44.68	45.23	45.80
1124	A	Contract & Program Auditor	25.26	25.58	25.90	26.22	26.55	26.88	27.22	27.56	27.90	28.25	28.61	28.96	29.33	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39
0521	A	Controller	55.23	55.92	56.62	57.33	58.05	58.77	59.51	60.25	61.00	61.77	62.54	63.32	64.11	64.91	65.72	66.55	67.38	68.22	69.07	69.94	70.81
4311	A	Court Administrator	46.61	47.20	47.79	48.38	48.99	49.60	50.22	50.85	51.48	52.13	52.78	53.44	54.11	54.78	55.47	56.16	56.86	57.57	58.29	59.02	59.76
4308	A	Court Operations Supervisor	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
4605		Department Aide	11.58	11.73	11.87	12.02	12.17	12.33	12.48	12.64	12.79	12.95	13.12	13.28	13.45	13.61	13.78	13.96	14.13	14.31	14.49	14.67	14.85
2347	A	Development Operations Supervisor	37.11	37.58	38.05	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.16	44.71	45.27	45.84	46.41	46.99	47.58
2070	A	Engineer	35.35	35.79	36.24	36.69	37.15	37.62	38.09	38.56	39.04	39.53	40.03	40.53	41.03	41.55	42.06	42.59	43.12	43.66	44.21	44.76	45.32
2068	A	Engineer, Associate	30.86	31.24	31.63	32.03	32.43	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
2082	A	Engineer, Professional	39.34	39.84	40.33	40.84	41.35	41.86	42.39	42.92	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
2083	A	Engineer, Senior	39.34	39.84	40.33	40.84	41.35	41.86	42.39	42.92	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
2060	A	Engineer, Senior Principal	47.33	47.92	48.52	49.13	49.74	50.36	50.99	51.63	52.28	52.93	53.59	54.26	54.94	55.63	56.32	57.03	57.74	58.46	59.19	59.93	60.68
0758	A	Environmental Services Director	65.46	66.28	67.11	67.94	68.79	69.65	70.52	71.41	72.30	73.20	74.12	75.04	75.98	76.93	77.89	78.87	79.85	80.85	81.86	82.88	83.92
2056	A	Environmental Services Division Manager	50.08	50.70	51.34	51.98	52.63	53.29	53.95	54.63	55.31	56.00	56.70	57.41	58.13	58.85	59.59	60.33	61.09	61.85	62.62	63.41	64.20
2097		Environmental Technician	24.14	24.44	24.75	25.06	25.37	25.69	26.01	26.33	26.66	27.00	27.33	27.68	28.02	28.37	28.73	29.09	29.45	29.82	30.19	30.57	30.95
2098		Environmental Technician, Senior	26.56	26.89	27.23	27.57	27.91	28.26	28.61	28.97	29.33	29.70	30.07	30.45	30.83	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0820	A	Executive Assistant	29.34	29.70	30.07	30.45	30.83	31.22	31.61	32.00	32.40	32.81	33.22	33.63	34.05	34.48	34.91	35.35	35.79	36.23	36.69	37.15	37.61
0712	A	Finance Director	73.64	74.56	75.49	76.44	77.39	78.36	79.34	80.33	81.34	82.35	83.38	84.42	85.48	86.55	87.63	88.72	89.83	90.96	92.09	93.24	94.41
0520	A	Financial Manager	39.52	40.02	40.52	41.02	41.54	42.06	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62	48.21	48.82	49.43	50.04	50.67
0522	A	Financial Manager, Sr	46.50	47.08	47.67	48.26	48.87	49.48	50.09	50.72	51.35	52.00	52.65	53.30	53.97	54.65	55.33	56.02	56.72	57.43	58.15	58.87	59.61
4020		Fire & Life Safety Educator	28.24	28.60	28.95	29.32	29.68	30.05	30.43	30.81	31.20	31.59	31.98	32.38	32.78	33.19	33.61	34.03	34.45	34.89	35.32	35.76	36.21
2089	A	Fisheries Biologist Natural Resources Biologist II	34.29	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96
4215	A	Forensics 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
0726	A	Government Relations Analyst	41.87	42.39	42.92	43.46	44.00	44.55	45.11	45.67	46.25	46.82	47.41	48.00	48.60	49.21	49.82	50.45	51.08	51.72	52.36	53.02	53.68
0724	A	Government Relations Officer	56.60	57.30	58.02	58.75	59.48	60.22	60.98	61.74	62.51	63.29	64.08	64.88	65.70	66.52	67.35	68.19	69.04	69.91	70.78	71.66	72.56
0717	A	Hearing Examiner	67.72	68.57	69.42	70.29	71.17	72.06	72.96	73.87	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64	84.69	85.75	86.82
2336		Housing Rehabilitation Specialist	24.80	25.11	25.42	25.74	26.06	26.39	26.72	27.05	27.39	27.73	28.08	28.43	28.78	29.14	29.51	29.88	30.25	30.63	31.01	31.40	31.79
1115		Human Resources Analyst	28.24	28.60	28.95	29.32	29.68	30.05	30.43	30.81	31.20	31.59	31.98	32.38	32.78	33.19	33.61	34.03	34.45	34.89	35.32	35.76	36.21
0735	A	Human Resources Director	64.97	65.79	66.61	67.44	68.28	69.14	70.00	70.88	71.76	72.66	73.57	74.49	75.42	76.36	77.32	78.28	79.26	80.25	81.26	82.27	83.30
1125	A	Human Resources Director, Assistant	48.73	49.34	49.95	50.58	51.21	51.85	52.50	53.15	53.82	54.49	55.17	55.86	56.56	57.27	57.98	58.71	59.44	60.18	60.94	61.70	62.47
0754	A	Human Rights/Human Services Manager Neighborhood & Community Services Manager	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.83	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96	44.51

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2533		Human Services Program Assistant	17.04	17.26	17.47	17.69	17.91	18.14	18.36	18.59	18.82	19.06	19.30	19.54	19.78	20.03	20.28	20.53	20.79	21.05	21.31	21.58	21.85
2534		Human Services Supervisor Neighborhood & Community Services Supervisor	27.75	28.10	28.45	28.81	29.17	29.53	29.90	30.27	30.65	31.04	31.42	31.82	32.21	32.62	33.02	33.44	33.86	34.28	34.71	35.14	35.58
5151	A	Hydro Project Manager	51.61	52.26	52.91	53.57	54.24	54.92	55.61	56.30	57.01	57.72	58.44	59.17	59.91	60.66	61.42	62.19	62.96	63.75	64.55	65.35	66.17
5150	A	Hydro Project Manager, Assistant	46.45	47.03	47.62	48.21	48.82	49.43	50.04	50.67	51.30	51.94	52.59	53.25	53.92	54.59	55.27	55.96	56.66	57.37	58.09	58.81	59.55
0835	A	Information Technology Director	73.64	74.56	75.49	76.44	77.39	78.36	79.34	80.33	81.34	82.35	83.38	84.42	85.48	86.55	87.63	88.72	89.83	90.96	92.09	93.24	94.41
0837	A	Information Technology Director, Assistant	54.62	55.30	55.99	56.69	57.40	58.12	58.84	59.58	60.32	61.08	61.84	62.61	63.40	64.19	64.99	65.80	66.63	67.46	68.30	69.16	70.02
0140	A	Information Technology Manager	46.18	46.76	47.35	47.94	48.54	49.14	49.76	50.38	51.01	51.65	52.29	52.95	53.61	54.28	54.96	55.64	56.34	57.04	57.76	58.48	59.21
1118	A	Labor Negotiator	39.06	39.54	40.04	40.54	41.04	41.56	42.08	42.60	43.14	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.24	48.84	49.45	50.07
1132	A	Labor Relations Manager	45.19	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.21	57.93
1186	A	Management & Budget Internal Consultant	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
1109	A	Management Analyst I	23.61	23.91	24.20	24.51	24.81	25.12	25.44	25.76	26.08	26.40	26.73	27.07	27.41	27.75	28.10	28.45	28.80	29.16	29.53	29.90	30.27
1120	A	Management Analyst II	28.17	28.53	28.88	29.24	29.61	29.98	30.35	30.73	31.12	31.51	31.90	32.30	32.70	33.11	33.53	33.94	34.37	34.80	35.23	35.67	36.12
1135	A	Management Analyst III	37.04	37.51	37.97	38.45	38.93	39.42	39.91	40.41	40.91	41.42	41.94	42.47	43.00	43.53	44.08	44.63	45.19	45.75	46.32	46.90	47.49
4607		Management Fellow	17.98	18.20	18.43	18.66	18.90	19.13	19.37	19.61	19.86	20.11	20.36	20.61	20.87	21.13	21.39	21.66	21.93	22.21	22.48	22.77	23.05
1151		Master Control Technician	18.23	18.46	18.69	18.92	19.16	19.40	19.64	19.88	20.13	20.39	20.64	20.90	21.16	21.42	21.69	21.96	22.24	22.52	22.80	23.08	23.37
2091	A	Natural Resources Manager	53.13	53.80	54.47	55.15	55.84	56.54	57.25	57.96	58.69	59.42	60.16	60.91	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0759	A	Neighborhood & Community Services Director	59.78	60.53	61.28	62.05	62.83	63.61	64.41	65.21	66.03	66.85	67.69	68.53	69.39	70.26	71.14	72.02	72.92	73.84	74.76	75.69	76.64
2058	A	Neighborhood & Community Services Division Manager	44.88	45.44	46.01	46.59	47.17	47.76	48.35	48.96	49.57	50.19	50.82	51.45	52.10	52.75	53.41	54.07	54.75	55.44	56.13	56.83	57.54
0739	A	Office Manager	28.67	29.02	29.39	29.75	30.13	30.50	30.88	31.27	31.66	32.06	32.46	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75
0533	A	Operations Manager	42.79	43.33	43.87	44.42	44.97	45.53	46.10	46.68	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86
0730	A	PAF Director	59.78	60.53	61.28	62.05	62.83	63.61	64.41	65.21	66.03	66.85	67.69	68.53	69.39	70.26	71.14	72.02	72.92	73.84	74.76	75.69	76.64
0731	A	PAF Director Deputy	47.82	48.42	49.03	49.64	50.26	50.89	51.52	52.17	52.82	53.48	54.15	54.82	55.51	56.20	56.91	57.62	58.34	59.07	59.81	60.55	61.31
0732	A	PAF Division Manager	36.30	36.76	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.60	41.10	41.62	42.14	42.66	43.20	43.74	44.28	44.84	45.40	45.97	46.54
1164	A	PAF Event Services Coordinator	27.06	27.40	27.74	28.09	28.44	28.79	29.15	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
1168	A	PAF Event Services Manager	30.06	30.44	30.82	31.20	31.59	31.99	32.39	32.79	33.20	33.62	34.04	34.46	34.89	35.33	35.77	36.22	36.67	37.13	37.59	38.06	38.54
0728	A	PAF Marketing Manager	33.99	34.42	34.85	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96	41.47	41.99	42.51	43.04	43.58
0733	A	PAF Operations Manager	43.04	43.58	44.12	44.68	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.22	51.86	52.51	53.16	53.83	54.50	55.18
1156		PAF Technical Services Coordinator	21.04	21.31	21.57	21.84	22.12	22.39	22.67	22.96	23.24	23.53	23.83	24.13	24.43	24.73	25.04	25.36	25.67	25.99	26.32	26.65	26.98
1009	A	Paralegal	24.15	24.45	24.76	25.07	25.38	25.70	26.02	26.34	26.67	27.01	27.34	27.69	28.03	28.38	28.74	29.10	29.46	29.83	30.20	30.58	30.96
1010	A	Paralegal, Senior	29.35	29.72	30.09	30.47	30.85	31.23	31.62	32.02	32.42	32.82	33.23	33.65	34.07	34.50	34.93	35.36	35.81	36.25	36.71	37.17	37.63
2085	A	Park Supervisor	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
2086	A	Park Supervisor, Assistant	25.16	25.48	25.80	26.12	26.45	26.78	27.11	27.45	27.79	28.14	28.49	28.85	29.21	29.57	29.94	30.32	30.70	31.08	31.47	31.86	32.26
0075	A	Parking Manager	33.55	33.97	34.39	34.82	35.26	35.70	36.14	36.60	37.05	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.95	42.48	43.01
2105		Permit Supervisor	27.67	28.02	28.37	28.73	29.08	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.12	32.53	32.93	33.34	33.76	34.18	34.61	35.04	35.48
2209		Planner, Associate	26.72	27.05	27.39	27.73	28.08	28.43	28.78	29.14	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
2203		Planner, Senior	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	40.23

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0719	A	Planning & Development Services Director	59.78	60.53	61.28	62.05	62.83	63.61	64.41	65.21	66.03	66.85	67.69	68.53	69.39	70.26	71.14	72.02	72.92	73.84	74.76	75.69	76.64
2036		Plans Examiner	27.20	27.54	27.88	28.23	28.58	28.94	29.30	29.67	30.04	30.42	30.80	31.18	31.57	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87
2037	A	Plans Examiner, Senior	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
5123	A	Power Analyst	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40	49.00	49.62	50.24	50.87	51.50	52.14	52.80	53.46	54.12	54.80	55.49	56.18
5128	A	Power Analyst, Senior	48.69	49.30	49.91	50.54	51.17	51.81	52.46	53.11	53.78	54.45	55.13	55.82	56.51	57.22	57.94	58.66	59.39	60.14	60.89	61.65	62.42
5251	A	Power Division Supervisor II	43.42	43.96	44.51	45.06	45.63	46.20	46.77	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
5248	A	Power Division Supervisor, Assistant I	34.73	35.17	35.61	36.05	36.50	36.96	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
5249	A	Power Division Supervisor, Senior II	48.85	49.46	50.08	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.01	56.71	57.41	58.13	58.86	59.59	60.34	61.09	61.86	62.63
0720	A	Project Manager	41.47	41.99	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	51.87	52.51	53.17
0721	A	Project Manager, Senior	51.84	52.49	53.14	53.81	54.48	55.16	55.85	56.55	57.26	57.97	58.70	59.43	60.17	60.92	61.69	62.46	63.24	64.03	64.83	65.64	66.46
2502		Project Specialist	21.61	21.88	22.16	22.43	22.72	23.00	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
0757	A	Public Works Director	65.46	66.28	67.11	67.94	68.79	69.65	70.52	71.41	72.30	73.20	74.12	75.04	75.98	76.93	77.89	78.87	79.85	80.85	81.86	82.88	83.92
0755	A	Public Works Director, Assistant-City Engineer	55.65	56.34	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.79	64.59	65.40	66.22	67.04	67.88	68.73	69.59	70.46	71.34
2059	A	Public Works Director, Assistant Utility Services Environmental Services Director, Assistant	55.65	56.34	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.79	64.59	65.40	66.22	67.04	67.88	68.73	69.59	70.46	71.34
2054	A	Public Works Division Manager	50.08	50.70	51.34	51.98	52.63	53.29	53.95	54.63	55.31	56.00	56.70	57.41	58.13	58.85	59.59	60.33	61.09	61.85	62.62	63.41	64.20
7152	A	Rail Superintendent, Assistant	56.52	57.23	57.94	58.67	59.40	60.14	60.89	61.65	62.42	63.21	64.00	64.80	65.61	66.43	67.26	68.10	68.95	69.81	70.68	71.57	72.46
7127	A	Rail Supervisor of Operations	35.90	36.35	36.81	37.27	37.73	38.20	38.68	39.17	39.66	40.15	40.65	41.16	41.68	42.20	42.72	43.26	43.80	44.35	44.90	45.46	46.03

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7126	A	Railway Roadmaster	45.62	46.19	46.77	47.36	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
0740	A	Records Management Supervisor	25.77	26.09	26.42	26.75	27.08	27.42	27.77	28.11	28.46	28.82	29.18	29.55	29.91	30.29	30.67	31.05	31.44	31.83	32.23	32.63	33.04
0559	A	Retirement Chief Investment Officer	48.73	49.34	49.96	50.59	51.22	51.86	52.51	53.16	53.83	54.50	55.18	55.87	56.57	57.28	57.99	58.72	59.45	60.19	60.95	61.71	62.48
0560	A	Retirement System Director	57.33	58.05	58.77	59.51	60.25	61.00	61.77	62.54	63.32	64.11	64.91	65.73	66.55	67.38	68.22	69.07	69.94	70.81	71.70	72.59	73.50
0703	A	Risk Manager	43.61	44.16	44.71	45.27	45.83	46.40	46.98	47.57	48.17	48.77	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.86	54.54	55.22	55.91
1204	A	Safety Manager	36.50	36.95	37.41	37.88	38.36	38.84	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
1122		Safety Officer	30.51	30.90	31.28	31.67	32.07	32.47	32.88	33.29	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
2530		Senior Center Cook	11.68	11.83	11.98	12.13	12.28	12.43	12.59	12.75	12.91	13.07	13.23	13.40	13.56	13.73	13.90	14.08	14.25	14.43	14.61	14.80	14.98
0138	A	T&D Work Practices Specialist	32.57	32.98	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	39.25	39.74	40.23	40.74	41.24	41.76
5526	A	Telecommunications Broadband Services Manager	43.27	43.82	44.36	44.92	45.48	46.05	46.62	47.21	47.80	48.39	49.00	49.61	50.23	50.86	51.50	52.14	52.79	53.45	54.12	54.80	55.48
5531	A	Telecommunications Customer Care & Marketing Manager	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	41.71	42.23	42.75	43.29	43.83
5532	A	Telecommunications Customer Care Supervisor	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	33.36	33.78	34.20	34.63	35.06
5535	A	Telecommunications Engineer	37.53	38.00	38.48	38.96	39.45	39.94	40.44	40.94	41.46	41.97	42.50	43.03	43.57	44.11	44.66	45.22	45.79	46.36	46.94	47.53	48.12
5530	A	Telecommunications Franchise Contract Specialist	33.07	33.49	33.90	34.33	34.76	35.19	35.63	36.08	36.53	36.98	37.45	37.91	38.39	38.87	39.35	39.85	40.34	40.85	41.36	41.88	42.40
5500	A	Telecommunications Manager	68.40	69.25	70.12	71.00	71.88	72.78	73.69	74.61	75.55	76.49	77.45	78.41	79.39	80.39	81.39	82.41	83.44	84.48	85.54	86.61	87.69
5515	A	Telecommunications Manager, Assistant	51.31	51.95	52.60	53.26	53.92	54.60	55.28	55.97	56.67	57.38	58.10	58.82	59.56	60.30	61.06	61.82	62.59	63.37	64.17	64.97	65.78
5562	A	Telecommunications Technical Services Supervisor	33.28	33.70	34.12	34.55	34.98	35.42	35.86	36.31	36.76	37.22	37.69	38.16	38.63	39.12	39.61	40.10	40.60	41.11	41.62	42.14	42.67

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2072	A	Term Energy Trader	55.99	56.69	57.40	58.11	58.84	59.58	60.32	61.08	61.84	62.61	63.39	64.19	64.99	65.80	66.62	67.46	68.30	69.15	70.02	70.89	71.78
0822	A	Utilities Director	119.66	121.16	122.67	124.20	125.76	127.33	128.92	130.53	132.16	133.82	135.49	137.18	138.90	140.63	142.39	144.17	145.97	147.80	149.65	151.52	153.41
0819	A	Utilities Director, Deputy	67.03	67.87	68.72	69.58	70.45	71.33	72.22	73.12	74.04	74.96	75.90	76.85	77.81	78.78	79.77	80.76	81.77	82.80	83.83	84.88	85.94
0825	A	Utilities Director, Deputy Power Superintendent	92.77	93.93	95.11	96.30	97.50	98.72	99.95	101.20	102.47	103.75	105.05	106.36	107.69	109.03	110.40	111.78	113.17	114.59	116.02	117.47	118.94
0830	A	Utilities Director, Deputy Rail Superintendent	66.50	67.33	68.17	69.02	69.88	70.76	71.64	72.54	73.44	74.36	75.29	76.23	77.19	78.15	79.13	80.12	81.12	82.13	83.16	84.20	85.25
0823	A	Utilities Director, Deputy Water Superintendent	71.44	72.33	73.24	74.15	75.08	76.02	76.97	77.93	78.91	79.89	80.89	81.90	82.93	83.96	85.01	86.07	87.15	88.24	89.34	90.46	91.59
0580	A	Utilities Economist	33.47	33.89	34.31	34.74	35.18	35.62	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
0581	A	Utilities Economist, Associate	23.56	23.85	24.15	24.45	24.76	25.07	25.38	25.70	26.02	26.34	26.67	27.01	27.34	27.68	28.03	28.38	28.74	29.10	29.46	29.83	30.20
0582	A	Utilities Economist, Senior	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.96	48.56	49.16	49.78	50.40	51.03	51.67	52.31	52.97	53.63
1153		Video Production Assistant	18.23	18.46	18.69	18.92	19.16	19.40	19.64	19.88	20.13	20.39	20.64	20.90	21.16	21.42	21.69	21.96	22.24	22.52	22.80	23.08	23.37
1152		Video Specialist	25.48	25.80	26.12	26.45	26.78	27.12	27.45	27.80	28.15	28.50	28.85	29.21	29.58	29.95	30.32	30.70	31.09	31.47	31.87	32.27	32.67
2066	A	Water Division Manager	51.58	52.23	52.88	53.54	54.21	54.89	55.57	56.27	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.92	63.71	64.51	65.31	66.13
2061	A	Water Division Manager, Assistant	46.89	47.47	48.07	48.67	49.27	49.89	50.51	51.15	51.79	52.43	53.09	53.75	54.42	55.10	55.79	56.49	57.20	57.91	58.63	59.37	60.11
2064	A	Water Division Superintendent, Deputy	60.68	61.44	62.21	62.99	63.78	64.57	65.38	66.20	67.03	67.86	68.71	69.57	70.44	71.32	72.21	73.11	74.03	74.95	75.89	76.84	77.80
5068		Water Supply Supervisor	32.66	33.07	33.48	33.90	34.32	34.75	35.19	35.63	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
2154		Watershed Forester	34.29	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96
2084	A	Wildlife & Recreation Coordinator	34.29	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96

EXHIBIT "B"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0609	A	Customer Services Supervisor	29.49	29.86	30.24	30.61	31.00	31.38	31.78	32.17	32.58	32.98	33.39	33.81	34.23	34.66	35.10	35.53	35.98	36.43	36.88	37.35	37.81
2073	A	Engineer, Principal	42.07	42.60	43.13	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.23	48.84	49.45	50.07	50.69	51.33	51.97	52.62	53.27	53.94
2057	A	Environmental Services Division Manager, Assistant	43.76	44.30	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.54	50.16	50.79	51.43	52.07	52.72	53.38	54.05	54.72	55.41	56.10
0767	A	Fire Chief	72.98	73.89	74.81	75.75	76.70	77.65	78.62	79.61	80.60	81.61	82.63	83.66	84.71	85.77	86.84	87.93	89.02	90.14	91.26	92.40	93.56
0738	A	Office Administrator	23.66	23.95	24.25	24.56	24.86	25.18	25.49	25.81	26.13	26.46	26.79	27.12	27.46	27.81	28.15	28.51	28.86	29.22	29.59	29.96	30.33
0772	A	Police Chief	72.98	73.89	74.81	75.75	76.70	77.65	78.62	79.61	80.60	81.61	82.63	83.66	84.71	85.77	86.84	87.93	89.02	90.14	91.26	92.40	93.56
0816	A	Power Section Manager	78.30	79.28	80.27	81.27	82.29	83.31	84.36	85.41	86.48	87.56	88.65	89.76	90.88	92.02	93.17	94.33	95.51	96.71	97.92	99.14	100.38
0817	A	Power Section Manager, Assistant Manager II	62.64	63.42	64.21	65.02	65.83	66.65	67.49	68.33	69.18	70.05	70.92	71.81	72.71	73.62	74.54	75.47	76.41	77.37	78.33	79.31	80.30
2055	A	Public Works Division Manager, Assistant	43.76	44.30	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.54	50.16	50.79	51.43	52.07	52.72	53.38	54.05	54.72	55.41	56.10
2069	A	Real-Time Energy Trader	42.54	43.07	43.61	44.16	44.71	45.27	45.83	46.41	46.99	47.57	48.17	48.77	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.87	54.54
5512		Sales & Service Representative, Lead	19.43	19.67	19.92	20.17	20.42	20.68	20.94	21.20	21.46	21.73	22.00	22.28	22.56	22.84	23.13	23.42	23.71	24.01	24.31	24.61	24.92
0609	A	Customer Services Supervisor	29.49	29.86	30.24	30.61	31.00	31.38	31.78	32.17	32.58	32.98	33.39	33.81	34.23	34.66	35.10	35.53	35.98	36.43	36.88	37.35	37.81

EXHIBIT "B"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0609	A	Customer Services Supervisor	30.67	31.05	31.44	31.83	32.23	32.64	33.04	33.46	33.87	34.30	34.73	35.16	35.60	36.05	36.50	36.95	37.41	37.88	38.36	38.83	39.32
2073	A	Engineer, Principal	43.76	44.31	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.55	50.17	50.79	51.43	52.07	52.72	53.38	54.05	54.72	55.41	56.10
2057	A	Environmental Services Division Manager, Assistant	45.51	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.52	52.17	52.82	53.48	54.15	54.83	55.51	56.21	56.91	57.62	58.34
0767	A	Fire Chief	75.89	76.84	77.80	78.78	79.76	80.76	81.77	82.79	83.82	84.87	85.93	87.01	88.10	89.20	90.31	91.44	92.58	93.74	94.91	96.10	97.30
0738	A	Office Administrator	24.60	24.91	25.22	25.54	25.85	26.18	26.51	26.84	27.17	27.51	27.86	28.20	28.56	28.91	29.27	29.64	30.01	30.39	30.77	31.15	31.54
0772	A	Police Chief	75.89	76.84	77.80	78.78	79.76	80.76	81.77	82.79	83.82	84.87	85.93	87.01	88.10	89.20	90.31	91.44	92.58	93.74	94.91	96.10	97.30
0816	A	Power Section Manager	81.43	82.45	83.48	84.52	85.58	86.65	87.73	88.83	89.94	91.07	92.20	93.36	94.52	95.71	96.90	98.11	99.34	100.58	101.84	103.11	104.40
0817	A	Power Section Manager, Assistant Manager II	65.14	65.95	66.78	67.61	68.46	69.31	70.18	71.06	71.94	72.84	73.75	74.68	75.61	76.55	77.51	78.48	79.46	80.46	81.46	82.48	83.51
2055	A	Public Works Division Manager, Assistant	45.51	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.52	52.17	52.82	53.48	54.15	54.83	55.51	56.21	56.91	57.62	58.34
2069	A	Real-Time Energy Trader	44.24	44.80	45.36	45.92	46.50	47.08	47.67	48.26	48.86	49.48	50.09	50.72	51.35	52.00	52.65	53.30	53.97	54.65	55.33	56.02	56.72
5512		Sales & Service Representative, Lead	20.22	20.47	20.73	20.99	21.25	21.51	21.78	22.05	22.33	22.61	22.89	23.18	23.47	23.76	24.06	24.36	24.66	24.97	25.28	25.60	25.92

EXHIBIT “C”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0618	A	Account Executive, Senior	38.87	39.35	39.85	40.34	40.85	41.36	41.88	42.40	42.93	43.47	44.01	44.56	45.12	45.68	46.25	46.83	47.41	48.01	48.61	49.21	49.83
0815	A	Power Section Assistant Manager I	56.95	57.66	58.38	59.11	59.85	60.60	61.36	62.12	62.90	63.68	64.48	65.29	66.10	66.93	67.77	68.61	69.47	70.34	71.22	72.11	73.01
2349	A	Development Specialist	26.12	26.45	26.78	27.11	27.45	27.80	28.14	28.50	28.85	29.21	29.58	29.95	30.32	30.70	31.08	31.47	31.87	32.26	32.67	33.08	33.49
0727	A	Customer Services Assistant Manager	46.66	47.24	47.83	48.43	49.04	49.65	50.27	50.90	51.54	52.18	52.83	53.49	54.16	54.84	55.52	56.22	56.92	57.63	58.35	59.08	59.82
2309	A	Historic Preservation Officer	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	40.23
2310	A	Historic Preservation Coordinator	25.62	25.94	26.27	26.60	26.93	27.27	27.61	27.95	28.30	28.65	29.01	29.38	29.74	30.11	30.49	30.87	31.26	31.65	32.04	32.44	32.85
0841	A	Market Develop Program Manager	45.38	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.03	52.68	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18
0842	A	Market Develop Research Analyst	40.62	41.12	41.64	42.16	42.68	43.22	43.76	44.30	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.55	50.17	50.79	51.43	52.07
0840	A	Marketing & Development Manager	52.87	53.53	54.20	54.88	55.56	56.26	56.96	57.67	58.39	59.12	59.86	60.61	61.37	62.14	62.91	63.70	64.49	65.30	66.12	66.94	67.78
2106	A	Natural Resources Biologist I	30.12	30.49	30.87	31.26	31.65	32.05	32.45	32.85	33.26	33.68	34.10	34.53	34.96	35.39	35.84	36.28	36.74	37.20	37.66	38.13	38.61
2107		Natural Resources Technician I	18.53	18.76	19.00	19.24	19.48	19.72	19.97	20.22	20.47	20.73	20.98	21.25	21.51	21.78	22.05	22.33	22.61	22.89	23.18	23.47	23.76
7128	A	Rail Chief Administrative Officer	46.50	47.09	47.67	48.27	48.87	49.48	50.10	50.73	51.36	52.01	52.66	53.31	53.98	54.65	55.34	56.03	56.73	57.44	58.16	58.88	59.62
7129	A	Rail Chief Information/ Financial Officer	46.50	47.09	47.67	48.27	48.87	49.48	50.10	50.73	51.36	52.01	52.66	53.31	53.98	54.65	55.34	56.03	56.73	57.44	58.16	58.88	59.62
7130	A	Rail Chief Mechanical Officer	50.97	51.61	52.26	52.91	53.57	54.24	54.92	55.60	56.30	57.00	57.72	58.44	59.17	59.91	60.66	61.41	62.18	62.96	63.75	64.54	65.35

EXHIBIT “C”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0845	A	Relicensing Coordinator	42.00	42.53	43.06	43.60	44.14	44.70	45.25	45.82	46.39	46.97	47.56	48.15	48.76	49.37	49.98	50.61	51.24	51.88	52.53	53.19	53.85
1137	A	Risk Analyst, Senior	29.48	29.85	30.23	30.60	30.99	31.37	31.77	32.16	32.57	32.97	33.38	33.80	34.22	34.65	35.09	35.52	35.97	36.42	36.87	37.33	37.80
2100	A	Water Program Specialist	28.47	28.83	29.19	29.55	29.92	30.29	30.67	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

EXHIBIT "D"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2090	A	Fisheries Technician Natural Resources Technician II	26.37	26.69	27.03	27.37	27.71	28.05	28.41	28.76	29.12	29.48	29.85	30.23	30.60	30.99	31.37	31.77	32.16	32.56	32.97	33.38	33.80
2532		Human Rights/Human Services Neighborhood & Community Services Specialist	24.55	24.86	25.17	25.48	25.80	26.12	26.45	26.78	27.12	27.45	27.80	28.15	28.50	28.85	29.21	29.58	29.95	30.32	30.70	31.09	31.47
5508	A	Marketing Manager-Media Specialist	33.00	33.41	33.83	34.26	34.68	35.12	35.56	36.00	36.45	36.91	37.37	37.83	38.31	38.79	39.27	39.76	40.26	40.76	41.27	41.79	42.31
5033		Resource Recovery Recycling Supervisor	29.11	29.47	29.84	30.22	30.59	30.98	31.36	31.76	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.96	36.41	36.86	37.32

EXHIBIT "E"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0230		Graphic Services Supervisor	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.76	29.12	29.49	29.86	30.23	30.61	30.99	31.38	31.77	32.17	32.57	32.98	33.39
0752	A	Human Rights/Human Services Director	58.04	58.76	59.50	60.24	60.99	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.37	68.21	69.06	69.92	70.80	71.68	72.58	73.49	74.41
2535	A	Human Rights/Human Services Director, Assistant	37.34	37.81	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.34	43.89	44.43	44.99	45.55	46.12	46.70	47.28	47.87
0515	A	Internal Auditor	48.41	49.01	49.62	50.24	50.87	51.51	52.15	52.80	53.46	54.13	54.81	55.49	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.29	62.06
2062	A	Pipeline Construction Coordinator	28.14	28.49	28.85	29.21	29.58	29.95	30.32	30.70	31.08	31.47	31.87	32.26	32.67	33.08	33.49	33.91	34.33	34.76	35.20	35.64	36.08
2077	A	Resource Planning Coordinator	34.34	34.77	35.21	35.65	36.09	36.54	37.00	37.46	37.93	38.41	38.89	39.37	39.86	40.36	40.87	41.38	41.90	42.42	42.95	43.49	44.03
4230		Victim Advocate	22.88	23.16	23.45	23.75	24.04	24.34	24.65	24.96	25.27	25.58	25.90	26.23	26.55	26.89	27.22	27.56	27.91	28.26	28.61	28.97	29.33
2096		Water Conservation Program Specialist	28.25	28.60	28.96	29.32	29.69	30.06	30.43	30.81	31.20	31.59	31.98	32.38	32.79	33.20	33.61	34.03	34.46	34.89	35.33	35.77	36.22
2099	A	Water Conservation Supervisor	33.23	33.65	34.07	34.50	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	42.61
5078		Water Distribution Supervisor	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.86	37.32	37.78	38.26	38.73	39.22	39.71	40.20	40.71	41.22	41.73
2028		Water Resource Planning Coordinator	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07	43.61	44.15	44.70	45.26	45.83	46.40	46.98	47.57	48.16	48.76	49.37	49.99	50.61
2029		Water Resource Planning Coordinator, Assistant	33.56	33.98	34.40	34.83	35.27	35.71	36.15	36.61	37.06	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02