



ORDINANCE NO. 29001

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 certain represented and nonrepresented employees and make changes in
4 classifications to reflect the organizational structure; and declaring the
5 effective dates thereof.

6 WHEREAS the ordinance provides for wage increases as negotiated for
7 represented classifications contained within the collective bargaining agreements,
8 and other related documents, with the Tacoma Fire Fighters Union, Local 31, and
9 the Professional Public Safety Management Association, for Fire titles only,
10 effective January 1, 2025, and

11 WHEREAS the ordinance amends Section 1.12.180 of the Tacoma
12 Municipal Code to increase the standby pay rate for eligible nonrepresented
13 employees from \$3.75 to \$4.50 per hour, effective January 1, 2025, and

14 WHEREAS the ordinance provides a general wage increase of 2.75 percent
15 for all nonrepresented classifications, excluding the positions of City Manager and
16 Utilities Director, and

17 WHEREAS the ordinance maintains current wage rates for the
18 classifications of Community Services Officer, Engineering Support Supervisor,
19 Associate Planner, Principal Planner, and Senior Planner pending accretion
20 bargaining, as well as incumbents in the classifications of Regulatory Compliance
21 Analyst, Principal Regulatory Compliance Analyst, Senior Regulatory Compliance
22 Analyst, and Skilled Occupational Intern that are assigned within the Planning and
23 Development Services Department only, and
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1 WHEREAS in addition, the ordinance provides compensation adjustments
2 for the classifications of Principal Associate Civil Engineer, Principal Associate
3 Electrical Engineer, Continuous Improvement Consultant, Continuous
4 Improvement Manager, Office Manager, Fire Chief, and Police Chief, and

5 WHEREAS the ordinance will also provide for the following: (1) the addition
6 of eight new unclassified, nonrepresented classifications and four new classified,
7 nonrepresented classifications; (2) changes to the titles of 28 nonrepresented
8 classifications and provide for a change in the overtime designation for 19
9 classifications from exempt to nonexempt in order to comply with FLSA
10 requirements; and (3) the deletion of two classifications and one application of rate
11 that are no longer needed; Now, Therefore,

12 BE IT ORDAINED BY THE CITY OF TACOMA:

13 Section 1. That Section 1.12.180 of the Tacoma Municipal Code ("TMC") is
14 hereby amended, effective January 1, 2025, to read as follows:
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16 **1.12.180 Standby pay.**

17 Employees shall be eligible for standby pay pursuant to applicable collective bargaining agreements when
18 assigned as a member of a standby crew for possible call to work in the event of an emergency. Non-
19 represented employees may be eligible for standby pay of ~~\$3-754.50~~ per hour when assigned and
20 approved by a Department Director. Exempt employees (overtime Category D or E) are not eligible for
21 standby pay unless such pay is provided for in a collective bargaining agreement or the department has
received prior written approval from the Human Resources Director, based on documented, critical
business need.

22 Section 2. That Section 1.12.355 of the TMC is hereby amended,
23 effective January 1, 2025, to read as follows:
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Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>34.10</u>	<u>35.81</u>	<u>40.82</u>	<u>42.86</u>	<u>45.00</u>	<u>47.25</u>
4002		Fire Lieutenant	<u>54.47</u>	<u>57.20</u>				
4003		Fire Captain	<u>62.64</u>	<u>65.77</u>				
4004		Fire Chief Battalion	<u>72.04</u>	<u>75.64</u>				
4005		Fire Battalion Chief Aide	<u>54.47</u>	<u>57.20</u>				
4006		Firefighter-Paramedic	<u>51.92</u>	<u>54.52</u>				
4008	A	Fire Medical Services Officer	<u>89.35</u>	<u>93.82</u>				
4011		Fire Boat Pilot	<u>54.47</u>	<u>57.20</u>				
4015		Fire Inspector	<u>62.84</u>	<u>65.98</u>				
4016		Fire Marshal Deputy	<u>72.26</u>	<u>75.87</u>				
4017		Fire Marshal	<u>81.67</u>	<u>85.77</u>				
4022		Harbor Master Deputy	<u>73.94</u>	<u>77.64</u>				
4101		Fire Communications Center Lieutenant	<u>67.53</u>	<u>70.92</u>				
4102		Fire Captain Dispatcher	<u>75.97</u>	<u>79.79</u>				
4103	A	Fire Communications Center Supervisor	<u>81.67</u>	<u>85.77</u>				

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>35.13</u>	<u>36.89</u>	<u>42.05</u>	<u>44.15</u>	<u>46.36</u>	<u>48.68</u>
4002		Fire Lieutenant	<u>56.11</u>	<u>58.91</u>				
4003		Fire Captain	<u>64.53</u>	<u>67.75</u>				
4004		Fire Chief Battalion	<u>74.21</u>	<u>77.91</u>				
4005		Fire Battalion Chief Aide	<u>56.11</u>	<u>58.91</u>				
4006		Firefighter-Paramedic	<u>53.48</u>	<u>56.15</u>				
4008	A	Fire Medical Services Officer	<u>92.03</u>	<u>96.64</u>				
4011		Fire Boat Pilot	<u>56.11</u>	<u>58.91</u>				
4015		Fire Inspector	<u>64.72</u>	<u>67.96</u>				
4016		Fire Marshal Deputy	<u>74.42</u>	<u>78.14</u>				
4017		Fire Marshal	<u>84.14</u>	<u>88.35</u>				
4022		Harbor Master Deputy	<u>76.16</u>	<u>79.97</u>				
4101		Fire Communications Center Lieutenant	<u>69.57</u>	<u>73.05</u>				
4102		Fire Captain Dispatcher	<u>78.27</u>	<u>82.18</u>				
4103	A	Fire Communications Center Supervisor	<u>84.14</u>	<u>88.34</u>				



Section 3. That Section 1.12.355 of the TMC is hereby amended,
 effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	103.70	108.88	114.32	120.04
0765	A	Fire Chief, Deputy	111.48	117.05	122.90	129.04

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<u>106.81</u>	<u>112.15</u>	<u>117.76</u>	<u>123.65</u>
0765	A	Fire Chief, Deputy	<u>114.82</u>	<u>120.56</u>	<u>126.59</u>	<u>132.92</u>

Section 4. That Section 1.12.355 of the TMC is hereby amended,
 effective January 1, 2025, to read as set forth in the attached Exhibit "A."

Section 5. That Section 1.12.640 of the TMC is hereby amended,
 effective January 1, 2025, to read as follows:

1.12.640 Application of additional rates.

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~~P1170 A Mobile Unit Registered Nurse (CSC P117) will be eligible to receive an application of rate of 7 percent to acknowledge the additional unusual risk faced in providing clinical care as part of the evolving area of alternative response to Police and Fire.~~

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Section 6. That Sections 1, 2, 3, 4 and 5 are effective January 1, 2025.

Passed _____

 Mayor

Attest:

 City Clerk

Approved as to form:

 Deputy City Attorney

EXHIBIT “A”

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended,
effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0010	A	Account Relationship Manager	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P0020	A	Advanced Registered Nurse Practitioner	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0010	A	Applications/Systems Engineer	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	E
T0020	A	Applications/Systems Engineer, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
T0030	A	Applications/Systems Engineer, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0030		Arts Program Administrator	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0040		Arts Program Planner	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P0050	A	Assistant City Attorney	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
M0030	A	Assistant Director, Community & Economic Development	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
M0040	A	Assistant Director, Environmental Services	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0050	A	Assistant Director, Equity & Human Rights	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
M0060	A	Assistant Director, Finance	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0070	A	Assistant Director, Human Resources	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
M0080	A	Assistant Director, Information Technology	98.91	103.86	109.05	114.50	120.23	126.24	132.55	135.86	139.26	D
M0090	A	Assistant Director, Neighborhood & Community Services	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
M0100	A	Assistant Director, Planning & Development Services	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
M0110	A	Assistant Director, Public Works	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0120	A	Assistant Director, Retirement System	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
M0130	A	Assistant Director, Tacoma Venues & Events	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P1720	A	Assistant Division Manager, Customer Service	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
T0040	A	Assistant Division Manager, Engineering	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0060	A	Assistant Division Manager, Environmental Services	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P2080	A	Assistant Division Manager, Financial Services	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P0070	A	Assistant Division Manager, Planning & Development	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P0080	A	Assistant Division Manager, Public Works	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P0090	A	Assistant Division Manager, Water Utility	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
M0470	A	Assistant Section Manager, Power Utility	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0140	A	Assistant to the City Manager	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
M0480	A	Assistant Utilities Technology Director	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
T0060	A	Associate Civil Engineer	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
T0070	A	Associate Civil Engineer, Principal	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
T0080	A	Associate Civil Engineer, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
T0090	A	Associate Electrical Engineer	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	E
T0100	A	Associate Electrical Engineer, Principal	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	E
T0110	A	Associate Electrical Engineer, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	E
T0120	A	Associate Power Systems Engineer	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	E
T0130	A	Associate Power Systems Engineer, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	E
P0100	A	Behavioral Health Case Manager	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
P0110	A	Behavioral Health Crisis Responder	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0120	A	Booking Manager	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
M0150	A	Budget Officer	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P0130		Business & Economic Development Analyst	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P0140		Business & Economic Development Analyst, Associate	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
P0150	A	Business & Economic Development Program Manager	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
P0160	A	Business Services Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0170		Business Services Analyst, Associate	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
P0180	A	Business Services Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0190	A	Business Services Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0200	A	Business Systems Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0210		Business Systems Analyst, Associate	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P0220	A	Business Systems Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0230	A	Business Systems Analyst, Senior	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
M0160	A	Chief Deputy City Attorney	79.63	83.64	87.79	92.18	96.79	101.63	106.74	109.38	112.14	D
P0240	A	Chief Fire Code Official	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
M0170	A	Chief Government Affairs Officer	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P0250	A	Chief of Staff, Police	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0260	A	Chief Strategy Officer	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
M0180	A	City Attorney	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70	D
P0270	A	City Clerk	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
M0190	A	City Treasurer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
T0140	A	Civil Engineer PE, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
T0150	A	Civil Engineer, PE	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P0280	A	Civil Rights Investigator	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
N0010	A	Client Technology Support Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
T0160	A	Client Technology Support Supervisor	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	E
P0290	A	Communications & Marketing Analyst	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P0300		Communications & Marketing Analyst, Associate	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
P0310	A	Communications & Marketing Analyst, Principal	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
P0320	A	Communications & Marketing Analyst, Senior	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
A0010		Communications & Marketing Specialist	31.10	32.66	34.29	36.00	37.80	39.69	41.67	42.74	43.78	A
P0330		Community Resources Analyst	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P0340	A	Community Resources Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0350	A	Community Resources Analyst, Senior	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0360	A	Continuous Improvement Consultant	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P0370	A	Continuous Improvement Consultant, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0380	A	Continuous Improvement Consultant, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0390	A	Contract/Program Auditor	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
M0200	A	Controller	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P0400	A	Court Administrator	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
A0020	A	Court Operations Supervisor	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
P0410	A	Criminal Justice Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0420		Customer Service Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0430	A	Customer Service Analyst, Principal	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1980	A	Customer Service Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
T0530	A	Dam Safety Engineer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
T0550	A	Data Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
T0190	A	Data Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0200	A	Data Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
T0210	A	Data Architecture Manager	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
T0170		Data Dashboard Analyst	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
T0180	A	Data Dashboard Analyst, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
T0220	A	Data Scientist	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0450	A	Day-Ahead Energy Trader	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
D0010		Department Aide	16.28	17.09	17.94	18.84	19.78	20.77	21.81	22.90	24.05	A
P0460	A	Department Emergency Management Officer	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0470	A	Deputy City Attorney	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
P0480	A	Deputy City Attorney, Senior	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
M0210	A	Deputy City Manager	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70	D
P0490	A	Deputy Retirement Investment Officer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0500	A	Development Services Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0510	A	Development Services Program Coordinator	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P2090	A	Development Services Program Coordinator Supervisor	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
N0020		Development Services Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	A
N0030		Development Services Specialist, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	A
M0230	A	Director, Communications	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
M0240	A	Director, Community & Economic Development	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0220	A	Director, Environmental Services	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
M0250	A	Director, Equity & Human Rights	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
M0260	A	Director, Finance (CFO)	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
M0270	A	Director, Human Resources	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0280	A	Director, Information Technology	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70	D
M0290	A	Director, Neighborhood & Community Services	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0300	A	Director, Planning & Development	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0310	A	Director, Public Works	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
M0320	A	Director, Retirement System	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0330	A	Director, Safety	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0340	A	Director, Tacoma Venues & Events	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0530	A	Division Manager, Arts Administration	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
P0540	A	Division Manager, Business Services	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0550	A	Division Manager, Community & Economic Development	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
P0560	A	Division Manager, Customer Service	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
T0230	A	Division Manager, Engineering	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P0570	A	Division Manager, Environmental Services	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0590	A	Division Manager, Financial Services	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0600	A	Division Manager, Fleet & Facilities	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
T0240	A	Division Manager, Information Technology	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
P0610	A	Division Manager, Labor Relations	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P2100	A	Division Manager, Market Research & Development	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P1990	A	Division Manager, Neighborhood & Community Services	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
P0620	A	Division Manager, Planning & Development	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
P0630	A	Division Manager, Public Works	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0640	A	Division Manager, Television & Video Production	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
P0650	A	Division Manager, Water Utility	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0660	A	Education & Outreach Liaison	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P0670		Education & Outreach Liaison, Associate	31.10	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78	A
P0680	A	Education & Outreach Liaison, Principal	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0690	A	Education & Outreach Liaison, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
T0250	A	Electrical Engineer PE, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
T0260	A	Electrical Engineer, PE	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P0700	A	Emergency Management Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0710	A	Emergency Management Officer, Chief	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
S0010		Engineering Intern	31.10	32.66	34.29	36.00	37.80					A
T0270	A	Engineering Project Manager	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
T0540	A	Engineering Project Manager, Principal	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
T0290	A	Engineering Project Manager, Senior	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
T0300	A	Enterprise Data Architecture Manager	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0720	A	Equal Employment Opportunity Officer	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
P0730	A	Equity Programs Consultant	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0740	A	Equity Programs Consultant, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P2040	A	Equity Programs Consultant, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
A0030		Equity Programs Specialist	31.40	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78	A
A0040		Equity Programs Specialist, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
N0050		Events AV/Production Technician	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P0760	A	Executive Assistant	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0770	A	Financial Services Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0780	A	Financial Services Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P2070	A	Financial Services Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
A0050	A	Financial Services Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
M0350	A	Fire Chief	123.09	129.24	135.70	142.49	146.05	149.70				D
P0790	A	Fleet & Facilities Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0800		Fleet & Facilities Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P0810	A	Fleet & Facilities Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
N0060	A	Fleet & Facilities Field Supervisor	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0820	A	Government Affairs Advisor	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P0830	A	Government Affairs Advisor, Senior	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
P0840	A	Government Affairs Officer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0850	A	Guest Experience Manager	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
M0360	A	Hearing Examiner	79.63	83.64	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
P0880	A	Housing Analyst	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P0890	A	Housing Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0900	A	Housing Analyst, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
N0070		Housing Specialist	31.40	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78	A
P0910	A	Human Resources Consultant, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
T0310	A	Information Technology Security Analyst	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
T0320	A	Information Technology Security Analyst, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	E
T0330	A	Information Technology Security Analyst, Senior	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	E
P2110	A	Instructional Designer	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0960	A	Instructional Designer, Principal	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P0970	A	Instructional Designer, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0930	A	Labor Negotiator	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1970	A	Labor Negotiator, Public Safety	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P0940	A	Labor Relations Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0950	A	Language Access Program Coordinator	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
A0060		Legal Assistant	31.40	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78	A
A0070		LEOFF I Pension Specialist	31.40	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78	A
P0980	A	Licensed Legal Intern	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P0990	A	Management Fellow	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
A0080		Management Support Technician, Senior	28.93	30.38	31.90	33.49	35.16	36.92	38.77	39.74	40.73	A
P1000	A	Manager, Business Services	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P2120	A	Manager, Communications & Marketing	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P1010	A	Manager, Continuous Improvement	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0350	A	Manager, Engineering	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	E
P1020	A	Manager, Enterprise Safety	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1030	A	Manager, Financial Services	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P1040	A	Manager, Fire Training & Accreditation	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P1050	A	Manager, Fleet & Facilities Operations	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	E
P1060	A	Manager, Human Resources	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P2130	A	Manager, Market Research & Development	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P1070	A	Manager, Natural Resources	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P2140	A	Manager, Physical Security	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P2150	A	Manager, Planning	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0360	A	Manager, Power Systems Engineering	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	E
P2000	A	Manager, Power Utility	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	E
P1110	A	Manager, Public Disclosure	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P2060	A	Manager, Real Property	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1120	A	Manager, Sustainability	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
T0370	A	Manager, Technology	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P1130	A	Manager, Television Station	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
M0370	A	Manager, Training & Development	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1140	A	Manager, Venues & Events Services	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P2160	A	Market Research & Development Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1160	A	Market Research & Development Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1150	A	Market Research & Development Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
N0090		Master Control Programmer	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P1180	A	Natural Resources Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1190	A	Natural Resources Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P1200	A	Natural Resources Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P2050	A	Natural Resources Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
N0100	A	Natural Resources Field Supervisor	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	A
N0110		Natural Resources Field Technician	28.93	30.38	31.90	33.49	35.16	36.92	38.77	39.74	40.73	A
A0090	A	Office Administrator	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
A0100	A	Office Manager	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P1210	A	Operations Manager, Parking	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1220	A	Operations Manager, Surface & Wastewater	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1230	A	Operations Manager, Water Operations & Maintenance	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0380	A	Operations Technology Engineer	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	E
T0390	A	Operations Technology Engineer, Associate	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	E
T0400	A	Operations Technology Engineer, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	E
T0410	A	Operations Technology Engineer, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	E
A0110	A	Paralegal	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P2170	A	Physical Security Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	54.04	58.47	D
P2180	A	Physical Security Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1270	A	Plans Examiner	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1280	A	Plans Examiner, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P1290	A	Plans Examiner, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
M0380	A	Police Chief	123.09	129.24	135.70	142.49	146.05	149.70				D
P1930	A	Police Community Engagement Senior Manager	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P1300	A	Policy Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1310	A	Policy Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P1350	A	Power Audit & Compliance Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1360	A	Power Audit & Compliance Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1370	A	Power Audit & Compliance Analyst, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
A0420		Power Audit & Compliance Specialist	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
P1380		Power Energy Conservation Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1390		Power Energy Conservation Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	A
P1400	A	Power Energy Conservation Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1410	A	Power Energy Conservation Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P1420	A	Power Energy Portfolio Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P2010		Power Energy Portfolio Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	A
P1430	A	Power Energy Portfolio Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1440	A	Power Energy Portfolio Analyst, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P1450	A	Power Field Operations Supervisor	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	E
P1460	A	Power Field Operations Supervisor, Senior	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	E
T0430	A	Power Systems Engineer PE, Principal	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	E
T0440	A	Power Systems Engineer, PE	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	E
N0120	A	Power Warehouse Supervisor	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1470	A	Prosecuting City Attorney	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1960	A	Public Information Officer	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P1480	A	Rail Chief Mechanical Officer	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
P1490	A	Rail Operations Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1500	A	Rail Operations Manager	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1510	A	Rail Trainmaster	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P1520	A	Railway Roadmaster	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P1530	A	Real Property Officer, Principal	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P1540		Real Property Officer, Senior	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1550	A	Real-Time Energy Trader	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	B
P2020	A	Real-Time Energy Trader, Lead	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P1170	A	Registered Nurse	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P1560	A	Registered Nurse Case Manager	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	A
P1570		Regulatory Compliance Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1580		Regulatory Compliance Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P1590	A	Regulatory Compliance Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P1600		Regulatory Compliance Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
N0130		Regulatory Compliance Technician	28.93	30.38	31.90	33.49	35.16	36.92	38.77	39.74	40.73	A
N0140		Regulatory Compliance Technician, Senior	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1610	A	Retirement Chief Investment Officer	114.30	120.02	126.02	132.32	138.94	145.89	153.18	157.04	160.94	D
P1620	A	RIM Administrator	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1630	A	RIM Administrator/Deputy City Clerk	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
A0130		RIM Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P1640		Risk Analyst	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
P1650	A	Risk Analyst, Senior	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1660	A	Risk Manager	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P2190		Safety Consultant	38.63	40.56	42.59	44.72	46.96	49.34	51.78	53.07	54.40	A
P1670	A	Safety Consultant, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	E
P1680	A	Safety Consultant, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	E
P1690	A	Sales & Marketing Manager	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
M0390	A	Section Manager, Power Utility	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70	D
P1700	A	Senior Manager, Business Services	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P1710	A	Senior Manager, Communications & Marketing	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P1730	A	Senior Manager, Fleet & Facilities	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P1740	A	Senior Manager, Market Research & Development	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P2030	A	Senior Manager, Power Utility	79.63	83.64	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
T0460	A	Senior Manager, Technology	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
S0020		Skilled Occupational Intern	16.28	17.09	17.94	18.84	19.78					A
P1770	A	Strategic Initiatives Program Coordinator	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
T0470	A	Structural Engineer, PE	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P1780		Sustainability Analyst	38.63	40.56	42.59	44.72	46.96	49.34	51.78	53.07	54.40	D
P1790	A	Sustainability Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.82	D
T0480	A	Technology Project Manager	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0490	A	Technology Project Manager, Senior	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	E
N0150		Telecom Planning & Design Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	A
N0160	A	Telecom Planning & Design Supervisor	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
N0170	A	Telecommunications Technical Specialist, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1800	A	Term Energy Trader	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P1810	A	Therapeutic Courts Program Coordinator	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1830		Transportation Services Analyst	38.63	40.56	42.59	44.72	46.96	49.34	51.78	53.07	54.40	D
P1840		Transportation Services Analyst, Associate	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1850	A	Transportation Services Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P1860	A	Transportation Services Analyst, Senior	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
N0180		TV/Video Producer	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P1870		TV/Video Producer, Principal	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1880		TV/Video Producer, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	A
M0400	A	Utilities Assistant Superintendent - Rail	79.63	83.64	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0410	A	Utilities Assistant Superintendent - Water	79.63	83.64	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0420	A	Utilities Deputy Director	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0430	A	Utilities Deputy Director - Power Superintendent	132.10	138.70	145.64	152.92	160.57	168.60	177.03	181.46	186.00	D
M0440	A	Utilities Deputy Director - Rail Superintendent	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
M0450	A	Utilities Deputy Director - Water Superintendent	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
M0460	A	Utilities Technology Director	98.94	103.86	109.05	114.50	120.23	126.24	132.55	135.86	139.26	D
T0520	A	Utilities Technology Officer	79.63	83.64	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
S0030	A	Venues & Events Attendant	46.28	47.09	47.94	48.84	49.78					A
P1890		Venues & Events Liaison	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P1910	A	Venues & Events Program Manager	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1920	A	Water Operations & Maintenance Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1940	A	Water Operations & Maintenance Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0010	A	Account Relationship Manager	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P0020	A	Advanced Registered Nurse Practitioner	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0010	A	Applications/Systems Engineer	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
T0020	A	Applications/Systems Engineer, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0030	A	Applications/Systems Engineer, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0030		Arts Program Administrator	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0040		Arts Program Planner	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P2210		Arts Program Planner, Associate	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0050	A	Assistant City Attorney	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
M0490	A	Assistant City Manager	101.63	106.71	112.05	117.65	123.53	129.71	136.20	139.61	143.10	D
M0030	A	Assistant Director, Community & Economic Development	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
M0040	A	Assistant Director, Environmental Services	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0050	A	Assistant Director, Equity & Human Rights	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
M0060	A	Assistant Director, Finance	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0070	A	Assistant Director, Human Resources	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
M0080	A	Assistant Director, Information Technology	101.63	106.71	112.05	117.65	123.53	129.71	136.20	139.61	143.10	D
M0090	A	Assistant Director, Neighborhood & Community Services	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
M0100	A	Assistant Director, Planning & Development Services	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
M0110	A	Assistant Director, Public Works	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0120	A	Assistant Director, Retirement System	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
M0130	A	Assistant Director, Tacoma Venues & Events	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P1720	A	Assistant Division Manager, Customer Service	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
T0040	A	Assistant Division Manager, Engineering	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0060	A	Assistant Division Manager, Environmental Services	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P2080	A	Assistant Division Manager, Financial Services	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0070	A	Assistant Division Manager, Planning & Development	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0080	A	Assistant Division Manager, Public Works	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0090	A	Assistant Division Manager, Water Utility	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
M0470	A	Assistant Section Manager, Power Utility	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0140	A	Assistant to the City Manager	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
M0480	A	Assistant Utilities Technology Director	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
T0060	A	Associate Civil Engineer, Associate	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
T0070	A	Associate Civil Engineer, Principal Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
T0080	A	Associate Civil Engineer, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
T0090	A	Associate Electrical Engineer, Associate	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	E
T0100	A	Associate Electrical Engineer, Principal Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	E
T0110	A	Associate Electrical Engineer, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
T0120	A	Associate Power Systems Engineer, Associate	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
T0130	A	Associate Power Systems Engineer, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	E

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0100	A	Behavioral Health Case Manager	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	A
P0110	A	Behavioral Health Crisis Responder	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	A
P0120	A	Booking Manager	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
M0150	A	Budget Officer	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P0130		Business & Economic Development Analyst	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P0140		Business & Economic Development Analyst, Associate	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0150	A	Business & Economic Development Program Manager	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P0160	A	Business Services Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0170		Business Services Analyst, Associate	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0180	A	Business Services Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0190	A	Business Services Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0200	A	Business Systems Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0210		Business Systems Analyst, Associate	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P0220	A	Business Systems Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0230	A	Business Systems Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
M0160	A	Chief Deputy City Attorney	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
P0240	A	Chief Fire Code Official	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
M0170	A	Chief Government Affairs Officer	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P0250	A	Chief of Staff, PolicePublic Safety	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0260	A	Chief Strategy Officer	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
M0180	A	City Attorney	109.25	114.71	120.45	126.47	132.79	139.43	146.40	150.06	153.81	D
P0270	A	City Clerk	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
M0190	A	City Treasurer	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
T0140	A	Civil Engineer PE, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0150	A	Civil Engineer, PE	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P0280	A	Civil Rights Investigator	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
N0010	A	Client Technology Support Specialist	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
T0160	A	Client Technology Support Supervisor	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	E
P0290	A	Communications & Marketing Analyst	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P0300		Communications & Marketing Analyst, Associate	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0310	A	Communications & Marketing Analyst, Principal	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P0320	A	Communications & Marketing Analyst, Senior	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
A0010		Communications & Marketing Specialist	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
P0330		Community Resources Analyst	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P0340	A	Community Resources Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0350	A	Community Resources Analyst, Senior	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0360	A	Continuous Improvement Consultant	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0370	A	Continuous Improvement Consultant, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0380	A	Continuous Improvement Consultant, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
M0500	A	Continuous Improvement Officer	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P0390	A	Contract/Program Auditor	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
M0200	A	Controller	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P0400	A	Court Administrator	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
A0020	A	Court Operations Supervisor	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P2220	A	Court Support Services Unit Manager	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P0410	A	Criminal Justice Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0420		Customer Service Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0430	A	Customer Service Analyst, Principal	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P1980	A	Customer Service Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
T0530	A	Dam Safety Engineer	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
T0550	A	Data Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
T0190	A	Data Analyst, Principal	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0200	A	Data Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
T0210	A	Data Architecture Manager Solution Architect	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0170		Data Dashboard Analyst	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
T0180	A	Data Dashboard Analyst, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
T0220	A	Data Scientist	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0450	A	Day-Ahead Energy Trader	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
D0010		Department Aide	16.72	17.56	18.44	19.36	20.33	21.35	22.42	23.54	24.72	A
P0460	A	Department Emergency Management Officer/Manager, Emergency Management	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0470	A	Deputy City Attorney	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0480	A	Deputy City Attorney, Senior	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
M0210	A	Deputy City Manager	109.25	114.71	120.45	126.47	132.79	139.43	146.40	150.06	153.81	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0490	A	Deputy Retirement Deputy Chief Investment Officer	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0500	A	Development Services Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0510	A	Development Services Program Coordinator	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P2090	A	Development Services Program Coordinator Supervisor	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
N0020		Development Services Specialist	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
N0030		Development Services Specialist, Senior	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
M0230	A	Director, Communications	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
M0240	A	Director, Community & Economic Development	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0220	A	Director, Environmental Services	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
M0250	A	Director, Equity & Human Rights	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
M0260	A	Director, Finance (CFO)	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
M0270	A	Director, Human Resources	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0280	A	Director, Information Technology	109.25	114.71	120.45	126.47	132.79	139.43	146.40	150.06	153.81	D
M0290	A	Director, Neighborhood & Community Services	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0300	A	Director, Planning & Development	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0310	A	Director, Public Works	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
M0320	A	Director, Retirement System	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0330	A	Director, Safety	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0340	A	Director, Tacoma Venues & Events	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
P0530	A	Division Manager, Arts Administration	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0540	A	Division Manager, Business Services	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0550	A	Division Manager, Community & Economic Development	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0560	A	Division Manager, Customer Service	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
T0230	A	Division Manager, Engineering	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P0570	A	Division Manager, Environmental Services	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0590	A	Division Manager, Financial Services	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0600	A	Division Manager, Fleet & Facilities	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
T0240	A	Division Manager, Information Technology	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
P0610	A	Division Manager, Labor Relations	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P2100	A	Division Manager, Market Research & Development	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1990	A	Division Manager, Neighborhood & Community Services	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0620	A	Division Manager, Planning & Development	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0630	A	Division Manager, Public Works	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0640	A	Division Manager, Television & Video Production	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0650	A	Division Manager, Water Utility	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0660	A	Education & Outreach Liaison	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0670		Education & Outreach Liaison, Associate	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
P0680	A	Education & Outreach Liaison, Principal	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0690	A	Education & Outreach Liaison, Senior	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
T0250	A	Electrical Engineer PE, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0260	A	Electrical Engineer, PE	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P0700	A	Emergency Management Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P2230		Emergency Management Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P0710	A	Emergency Management Officer, Chief	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
S0010		Engineering Intern	31.95	33.55	35.23	36.99	38.84					A
T0270	A	Engineering Project Manager	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
T0560		Engineering Project Manager, Associate	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	A
T0540	A	Engineering Project Manager, Principal	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
T0290	A	Engineering Project Manager, Senior	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0580	A	Enterprise Architect	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
T0300	A	Enterprise Data Architecture Manager Solution Architect, Senior	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0720	A	Equal Employment Opportunity Officer	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0730	A	Equity Programs Consultant	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0740	A	Equity Programs Consultant, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P2040	A	Equity Programs Consultant, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
A0030		Equity Programs Specialist	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
A0040		Equity Programs Specialist, Senior	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
N0050		Events AV/Production Technician	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0760	A	Executive Assistant	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0770	A	Financial Services Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0780	A	Financial Services Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P2070	A	Financial Services Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
A0050	A	Financial Services Specialist	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
M0350	A	Fire Chief	129.24	135.70	142.49	149.61	153.35	157.18				D
P0790	A	Fleet & Facilities Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0800		Fleet & Facilities Analyst, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P0810	A	Fleet & Facilities Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
N0060	A	Fleet & Facilities Field Supervisor	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0820	A	Government Affairs Advisor	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P0830	A	Government Affairs Advisor, Senior	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0840	A	Government Affairs Officer	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0850	A	Guest Experience Manager	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
M0360	A	Hearing Examiner	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
P0880	A	Housing Analyst	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P0890	A	Housing Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0900	A	Housing Analyst, Senior	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
N0070		Housing Specialist	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
P0910	A	Human Resources Consultant, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
T0310	A	Information Technology Security Analyst	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
T0320	A	Information Technology Security Analyst, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	E
T0330	A	Information Technology Security Analyst, Senior	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	E
P2110	A	Instructional Designer	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0960	A	Instructional Designer, Principal	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P0970	A	Instructional Designer, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0930	A	Labor Negotiator	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1970	A	Labor Negotiator, Public Safety	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0940	A	Labor Relations Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0950	A	Language Access Program Coordinator	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
A0060		Legal Assistant	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
A0070		LEOFF I Pension Specialist	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
P0980	A	Licensed Legal Intern	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0990	A	Management Fellow	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
A0080		Management Support Technician, Senior	29.72	31.21	32.77	34.41	36.13	37.94	39.84	40.84	41.86	A
P1000	A	Manager, Business Services	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P2120	A	Manager, Communications & Marketing	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1010	A	Manager, Continuous Improvement	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0570	A	Manager, Data Analytics	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
T0350	A	Manager, Engineering	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	E
P1020	A	Manager, Enterprise Safety	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1030	A	Manager, Financial Services	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1040	A	Manager, Fire Training & Accreditation	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1050	A	Manager, Fleet & Facilities Operations	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	E
P1060	A	Manager, Human Resources	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P2200	A	Manager, Learning & Development	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P2130	A	Manager, Market Research & Development	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1070	A	Manager, Natural Resources	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P2140	A	Manager, Physical Security	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P2150	A	Manager, Planning & Development	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0360	A	Manager, Power Systems Engineering	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	E
P2000	A	Manager, Power Utility	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	E
P1110	A	Manager, Public Disclosure	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P2060	A	Manager, Real Property	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P2250	A	Manager, Regulatory Compliance	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1120	A	Manager, Sustainability	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0370	A	Manager, Technology	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P1130	A	Manager, Television Station	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1140	A	Manager, Venues & Events Services	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P2160	A	Market Research & Development Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1160	A	Market Research & Development Analyst, Principal	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1150	A	Market Research & Development Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
N0090		Master Control Programmer	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P1180	A	Natural Resources Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1190	A	Natural Resources Analyst, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1200	A	Natural Resources Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P2050	A	Natural Resources Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
N0100	A	Natural Resources Field Supervisor-Technician, Senior	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
N0110		Natural Resources Field Technician	29.72	31.21	32.77	34.41	36.13	37.94	39.84	40.84	41.86	A
A0090	A	Office Administrator	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
A0100	A	Office Manager	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1210	A	Operations Manager, Parking-Transportation Services	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1220	A	Operations Manager, Surface & Wastewater	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1230	A	Operations Manager, Water Operations & Maintenance	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0380	A	Operations Technology Engineer	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
T0390	A	Operations Technology Engineer, Associate	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	E
T0400	A	Operations Technology Engineer, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	E
T0410	A	Operations Technology Engineer, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	E
A0110	A	Paralegal	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P2170	A	Physical Security Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P2180	A	Physical Security Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1270	A	Plans Examiner	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P2260		Plans Examiner, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
P1280	A	Plans Examiner, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1290	A	Plans Examiner, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
M0380	A	Police Chief	129.24	135.70	142.49	149.61	153.35	157.18				D
P1930	A	Police Community Engagement Senior Manager	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1300	A	Policy Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1310	A	Policy Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P1350	A	Power Audit & Compliance Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1360	A	Power Audit & Compliance Analyst, Principal	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1370	A	Power Audit & Compliance Analyst, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1380		Power Energy Conservation-Programs Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1390		Power Energy Conservation Programs Analyst, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
P1400	A	Power Energy Conservation Programs Analyst, Principal	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1410	A	Power Energy Conservation Programs Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1420	A	Power Energy Portfolio Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P2010		Power Energy Portfolio Analyst, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
P1430	A	Power Energy Portfolio Analyst, Principal	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1440	A	Power Energy Portfolio Analyst, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1450	A	Power Field Operations Supervisor	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	E
P1460	A	Power Field Operations Supervisor, Senior	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	E
T0430	A	Power Systems Engineer PE, Principal	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	E
T0440	A	Power Systems Engineer, PE	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	E
N0120	A	Power Warehouse Supervisor	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1470	A	Prosecuting City Attorney	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1960	A	Public Information Officer	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1480	A	Rail Chief Mechanical Officer	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1490	A	Rail Operations Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1500	A	Rail Operations Manager	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1510	A	Rail Trainmaster	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1520	A	Railway Roadmaster	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P1530	A	Real Property Officer, Principal Supervisor	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P1540		Real Property Officer, Senior	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1550	A	Real-Time Energy Trader	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	B
P2020	A	Real-Time Energy Trader, Lead	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P1170	A	Registered Nurse	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	A
P1560	A	Registered Nurse Case Manager	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	A
P1570		Regulatory Compliance Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1580		Regulatory Compliance Analyst, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1590	A	Regulatory Compliance Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1600		Regulatory Compliance Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
N0130		Regulatory Compliance Technician	29.72	31.21	32.77	34.41	36.13	37.94	39.84	40.84	41.86	A
N0140		Regulatory Compliance Technician, Senior	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P1610	A	Retirement Chief Investment Officer	117.45	123.32	129.49	135.96	142.76	149.90	157.40	161.34	165.37	D
P1620	A	RIM Administrator	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1630	A	RIM Administrator/Deputy City Clerk	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
A0130		RIM Specialist	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P1640		Risk Analyst	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P2270	A	Risk Analyst, Principal	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1650	A	Risk Analyst, Senior	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1660	A	Risk Manager	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P2190		Safety Consultant	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
P1670	A	Safety Consultant, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	E
P1680	A	Safety Consultant, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
P1690	A	Sales & Marketing Manager	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
M0390	A	Section Manager, Power Utility	109.25	114.71	120.45	126.47	132.79	139.43	146.40	150.06	153.81	D
P1700	A	Senior Manager, Business Services	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1710	A	Senior Manager, Communications & Marketing	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1730	A	Senior Manager, Fleet & Facilities	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1740	A	Senior Manager, Market Research & Development	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P2030	A	Senior Manager, Power Utility	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
T0460	A	Senior Manager, Technology	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
S0020		Skilled Occupational Intern	16.72	17.56	18.44	19.36	20.33	21.35	22.42	23.54	24.72	A
P1770	A	Strategic Initiatives Program Coordinator	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
T0470	A	Structural Engineer, PE	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1780		Sustainability Analyst	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1790	A	Sustainability Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
T0480	A	Technology Project Manager	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0490	A	Technology Project Manager, Senior	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	E
N0150		Telecom Planning & Design Specialist	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
N0160	A	Telecom Planning & Design Supervisor	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
N0170	A	Telecommunications Technical Specialist, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1800	A	Term Energy Trader	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P1810	A	Therapeutic Courts Program Coordinator	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1830		Transportation Services Analyst	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1840		Transportation Services Analyst, Associate	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P1850	A	Transportation Services Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1860	A	Transportation Services Analyst, Senior	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
N0180		TV/Video Producer	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P1870		TV/Video Producer, Principal	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1880		TV/Video Producer, Senior	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
M0400	A	Utilities Assistant Superintendent - Rail	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0410	A	Utilities Assistant Superintendent - Water	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0420	A	Utilities Deputy Director	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0430	A	Utilities Deputy Director - Power Superintendent	135.73	142.52	149.65	157.13	164.99	173.24	181.90	186.45	191.11	D
M0440	A	Utilities Deputy Director - Rail Superintendent	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
M0450	A	Utilities Deputy Director - Water Superintendent	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
M0460	A	Utilities Technology Director	101.63	106.71	112.05	117.65	123.53	129.71	136.20	139.61	143.10	D
T0520	A	Utilities Technology Officer	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
S0030	A	Venues & Events Attendant	16.72	17.56	18.44	19.36	20.33	21.35	22.42	23.54	24.72	A
P1890		Venues & Events Liaison	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1910	A	Venues & Events Program Manager	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1920	A	Water Operations & Maintenance Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1940	A	Water Operations & Maintenance Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D