



ORDINANCE NO. 28263

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

6 BE IT ORDAINED BY THE CITY OF TACOMA:

7 Section 1. That Chapter 1.12 of the Tacoma Municipal Code is hereby
 8 amended by amending Sections 1.12.020, 1.12.080, 1.12.200, 1.12.220, 1.12.230,
 9 1.12.231, 1.12.232, 1.12.248, 1.12.265, 1.12.345, and 1.12.640 thereto, effective
 10 as provided by law, as set forth on the attached Exhibit "A."

11 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 12 amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2	3	4	5
5511		Sales & Service Representative	19.05	20.00	21.00	22.05	23.15
5516		Telecommunications Utility Worker	18.03	18.93	19.87	20.87	21.91
5517		Network Operations Center Technician	21.49	22.56	23.69	24.88	26.12
5518		Telecommunications Technician 1	22.99	24.14	25.34	26.61	27.94
5540		Telecommunications Network Construction Technician	25.55	26.83	28.17	29.58	31.06
5543		Telecommunications Network Technician	28.85	30.29	31.81	33.40	35.07

Code	A	Job Title	1	2	3	4	5
5511		Sales & Service Representative	<u>19.47</u>	<u>20.44</u>	<u>21.46</u>	<u>22.54</u>	<u>23.66</u>
5516		Telecommunications Utility Worker	<u>18.43</u>	<u>19.35</u>	<u>20.31</u>	<u>21.33</u>	<u>22.39</u>
5517		Network Operations Center Technician	<u>21.96</u>	<u>23.06</u>	<u>24.21</u>	<u>25.43</u>	<u>26.69</u>
5518		Telecommunications Technician 1	<u>23.50</u>	<u>24.67</u>	<u>25.90</u>	<u>27.20</u>	<u>28.55</u>
5540		Telecommunications Network Construction Technician	<u>26.11</u>	<u>27.42</u>	<u>28.79</u>	<u>30.23</u>	<u>31.74</u>
5543		Telecommunications Network Technician	<u>29.48</u>	<u>30.96</u>	<u>32.51</u>	<u>34.13</u>	<u>35.84</u>



Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	<u>18.92</u>	<u>19.89</u>	<u>20.91</u>	<u>21.97</u>	<u>23.08</u>	<u>24.26</u>

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	<u>19.34</u>	<u>20.33</u>	<u>21.37</u>	<u>22.45</u>	<u>23.59</u>	<u>24.79</u>

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective April 1, 2015, as follows:

Code	A	Job Title	1	2	3	4	5	6	7
4120		Communications System Technician	<u>44.13</u>						
4121		Communications System Technician, Senior	<u>46.87</u>						
4119		Communications Systems Technician, Apprentice	<u>30.52</u>	<u>31.32</u>	<u>32.29</u>	<u>33.25</u>	<u>34.23</u>	<u>35.20</u>	<u>36.10</u>
5004		Craft Helper	<u>19.08</u>	<u>20.04</u>	<u>21.04</u>	<u>22.09</u>	<u>23.19</u>		
2125		Electrical Inspector	<u>36.57</u>	<u>38.39</u>	<u>40.31</u>				
5230		Electrical Meter & Relay Technician	<u>42.20</u>						
5242A		Electrical Meter & Relay Technician, Apprentice	<u>31.57</u>	<u>32.38</u>	<u>33.39</u>	<u>34.40</u>	<u>35.41</u>	<u>36.42</u>	<u>37.44</u>
5239		Electrical Trainee	<u>22.58</u>	<u>25.66</u>					
5240		Electrical Worker	<u>25.60</u>	<u>26.88</u>	<u>28.22</u>	<u>29.63</u>			
5236		Electrician	<u>35.98</u>						
0623		Energy Services Representative	<u>28.13</u>	<u>29.53</u>	<u>31.01</u>	<u>32.56</u>	<u>34.19</u>		
6008		Facilities Maintenance Mechanic	<u>30.12</u>	<u>31.63</u>	<u>33.21</u>				
6009		Facilities Maintenance Mechanic, Lead	<u>33.14</u>	<u>34.79</u>	<u>36.53</u>				
5270		Fire Maintenance Electrician	<u>40.50</u>						
5244		Fire Maintenance Electrician, Apprentice	<u>31.59</u>	<u>32.40</u>	<u>33.42</u>	<u>34.43</u>	<u>35.44</u>	<u>36.45</u>	<u>37.47</u>
5145		Heating/AC Maintenance Mechanic Supervisor	<u>35.02</u>	<u>36.77</u>	<u>38.61</u>	<u>40.54</u>	<u>42.56</u>		
5132		Hydro Project Electrician	<u>42.90</u>						
5301		Hydro Project Mechanic	<u>42.90</u>						
5056		Hydro Utility Worker	<u>27.82</u>	<u>29.21</u>	<u>30.67</u>	<u>32.20</u>			
5057		Hydro Utility Worker, Senior	<u>37.03</u>						



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5253		Line Clearance Tree Trimmer	<u>37.51</u>						
5254		Line Clearance Tree Trimmer, Senior	<u>40.85</u>						
5255		Line Electrician	<u>43.63</u>						
5241A		Line Electrician, Apprentice	<u>31.15</u>	<u>31.95</u>	<u>32.93</u>	<u>33.93</u>	<u>34.91</u>	<u>35.90</u>	<u>36.89</u>
5257		Line Electrician, Senior	<u>48.86</u>						
5256		Line Equipment Operator	<u>36.14</u>						
5141		Mechanical Maintenance Worker	<u>33.21</u>						
5275		Signal & Lighting Electrician	<u>37.57</u>						
5273		Signal & Lighting Electrician, Apprentice	<u>29.36</u>	<u>30.10</u>	<u>31.03</u>	<u>31.97</u>	<u>32.90</u>	<u>33.84</u>	<u>34.77</u>
5274		Signal & Lighting Electrician, Senior	<u>42.09</u>						
5116		Substation Operator, Senior	<u>40.94</u>	<u>42.98</u>					
5119		Systems Power Dispatcher Candidate	<u>37.55</u>	<u>39.42</u>	<u>41.39</u>	<u>43.46</u>	<u>45.64</u>		
5120		Systems Power Dispatcher Generation	<u>53.04</u>						
5238		Tool & Equipment Room Coordinator	<u>31.42</u>	<u>32.99</u>					
5252		Transmission & Distribution Arborist	<u>44.01</u>						
5003		Transmission & Distribution Flagger	<u>18.62</u>	<u>19.65</u>	<u>20.69</u>				
0617		Utility Service Specialist	<u>34.29</u>	<u>36.00</u>	<u>37.80</u>	<u>39.69</u>	<u>41.67</u>	<u>43.76</u>	<u>45.95</u>
5245		Wire Electrician	<u>42.92</u>						
5243A		Wire Electrician, Apprentice	<u>30.87</u>	<u>31.33</u>	<u>32.32</u>	<u>33.30</u>	<u>34.33</u>	<u>35.28</u>	<u>36.27</u>
5246		Wire Electrician, Senior	<u>47.97</u>						
5302		Wynoochee Project Maintenance Technician	<u>33.33</u>	<u>34.11</u>	<u>34.92</u>	<u>35.74</u>			

Code	A	Job Title	1	2	3	4	5	6	7
4120		Communications System Technician	<u>45.10</u>						
4121		Communications System Technician, Senior	<u>47.90</u>						
4119		Communications Systems Technician, Apprentice	<u>31.19</u>	<u>32.01</u>	<u>33.00</u>	<u>33.98</u>	<u>34.98</u>	<u>35.97</u>	<u>36.89</u>
5004		Craft Helper	<u>19.50</u>	<u>20.48</u>	<u>21.50</u>	<u>22.58</u>	<u>23.70</u>		
2125		Electrical Inspector	<u>37.37</u>	<u>39.23</u>	<u>41.20</u>	-	-		
5230		Electrical Meter & Relay Technician	<u>43.13</u>						
5242A		Electrical Meter & Relay Technician, Apprentice	<u>32.26</u>	<u>33.09</u>	<u>34.12</u>	<u>35.16</u>	<u>36.19</u>	<u>37.22</u>	<u>38.26</u>
5239		Electrical Trainee	<u>23.08</u>	<u>26.22</u>					
5240		Electrical Worker	<u>26.16</u>	<u>27.47</u>	<u>28.84</u>	<u>30.28</u>			



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5236	Electrician	36.77							
0623	Energy Services Representative	28.75	30.18	31.69	33.28	34.94			
6008	Facilities Maintenance Mechanic	30.78	32.33	33.94					
6009	Facilities Maintenance Mechanic, Lead	33.87	35.56	37.33					
5270	Fire Maintenance Electrician	41.39							
5244	Fire Maintenance Electrician, Apprentice	32.28	33.11	34.16	35.19	36.22	37.25	38.29	
5145	Heating/AC Maintenance Mechanic Supervisor	35.79	37.58	39.46	41.43	43.50			
5132	Hydro Project Electrician	43.84							
5301	Hydro Project Mechanic	43.84							
5056	Hydro Utility Worker	28.43	29.85	31.34	32.91				
5057	Hydro Utility Worker, Senior	37.84							
5253	Line Clearance Tree Trimmer	38.34							
5254	Line Clearance Tree Trimmer, Senior	41.75							
5255	Line Electrician	44.59							
5241A	Line Electrician, Apprentice	31.84	32.65	33.65	34.68	35.68	36.69	37.70	
5257	Line Electrician, Senior	49.93							
5256	Line Equipment Operator	36.94							
5141	Mechanical Maintenance Worker	33.94							
5275	Signal & Lighting Electrician	38.40							
5273	Signal & Lighting Electrician, Apprentice	30.01	30.76	31.71	32.67	33.62	34.58	35.53	
5274	Signal & Lighting Electrician, Senior	43.02							
5116	Substation Operator, Senior	41.84	43.93						
5119	Systems Power Dispatcher Candidate	38.38	40.29	42.30	44.42	46.64			
5120	Systems Power Dispatcher Generation	54.21							
5238	Tool & Equipment Room Coordinator	32.11	33.72						
5252	Transmission & Distribution Arborist	44.98							
5003	Transmission & Distribution Flagger	19.03	20.08	21.15					
0617	Utility Service Specialist	35.04	36.79	38.63	40.56	42.59	44.72	46.96	
5245	Wire Electrician	43.86							



5243A	Wire Electrician, Apprentice	31.55	32.02	33.03	34.03	35.09	36.06	37.07
5246	Wire Electrician, Senior	49.03						
5302	Wynoochee Project Maintenance Technician	34.06	34.86	35.69	36.53			

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	40.82	42.79	44.85	47.02	49.29

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	41.84	43.86	45.97	48.20	50.52

Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	31.27				
5310		Fabrication Welder	31.23	32.79			
5335		Fire & Marine Diesel Mechanic	34.11				
5336		Fire & Marine Shop Supervisor	42.61				
5312		Machinist	31.83				
5338		Solid Waste Mechanic	28.79				
5346		Vehicle & Equipment Communications Technician	25.43	26.70	28.04	29.44	30.91
5330		Vehicle & Equipment Shop Attendant	22.56	23.68	24.87	26.11	27.42
5334		Vehicle & Equipment Shop Supervisor	38.65	40.58			
5099		WWTP Assistant	24.10	25.31	26.58	27.90	29.30
5105		WWTP Maintenance Machinist	31.63	33.21	34.88	36.62	
5106		WWTP Maintenance Machinist, Senior	38.36	40.28			

Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	31.96				
5310		Fabrication Welder	31.92	33.51			
5335		Fire & Marine Diesel Mechanic	34.86				
5336		Fire & Marine Shop Supervisor	43.55				
5312		Machinist	32.53				
5338		Solid Waste Mechanic	29.42				
5346		Vehicle & Equipment Communications Technician	25.99	27.29	28.66	30.09	31.59



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5330		Vehicle & Equipment Shop Attendant	23.06	24.20	25.42	26.68	28.02
5334		Vehicle & Equipment Shop Supervisor	39.50	41.47			
5099		WWTP Assistant	24.63	25.87	27.16	28.51	29.94
5105		WWTP Maintenance Machinist	32.33	33.94	35.65	37.43	
5106		WWTP Maintenance Machinist, Senior	39.20	41.17			

Section 7. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2
7101		Railway Yard Clerk	22.84	30.49

Code	A	Job Title	1	2
7101		Railway Yard Clerk	23.37	31.16

Section 8. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2015, as follows:

Code	A	Job Title	1	2
7101		Railway Yard Clerk	23.34	31.16

Code	A	Job Title	1	2
7101		Railway Yard Clerk	23.26	31.05

Section 9. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	27.14	28.80	30.46	32.12	33.78
7141		Locomotive Mechanic, Senior	36.79				
7142		Railway Shop Worker	20.92	21.95	23.02	24.14	25.42

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	27.74	29.43	31.13	32.83	34.52
7141		Locomotive Mechanic, Senior	37.60				
7142		Railway Shop Worker	21.38	22.43	23.53	24.67	25.98



Section 10. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	26.56	28.18	29.81	31.42	33.06	
7119		Railway Track Inspector	22.35	23.84	25.33	26.82	28.31	29.80
7119A		With 5+ years of experience	22.35	23.84	26.82	29.80		
7121		Railway Track Maintenance Supervisor	23.99	25.59	27.19	28.79	30.39	31.99
7121A		With 5+ years of experience	23.99	25.59	28.79	31.99		
7120		Railway Track Maintenance Worker	21.31	22.73	24.15	25.57	26.99	28.41
7120A		With 5+ years of experience	21.31	22.73	25.57	28.41		

Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	<u>27.14</u>	<u>28.80</u>	<u>30.47</u>	<u>32.11</u>	<u>33.79</u>	
7119		Railway Track Inspector	<u>22.84</u>	<u>24.36</u>	<u>25.89</u>	<u>27.41</u>	<u>28.93</u>	<u>30.46</u>
7119A		With 5+ years of experience	<u>22.84</u>	<u>24.36</u>	<u>27.41</u>	<u>30.46</u>		
7121		Railway Track Maintenance Supervisor	<u>24.52</u>	<u>26.16</u>	<u>27.79</u>	<u>29.42</u>	<u>31.06</u>	<u>32.69</u>
7121A		With 5+ years of experience	<u>24.52</u>	<u>26.16</u>	<u>29.42</u>	<u>32.69</u>		
7120		Railway Track Maintenance Worker	<u>21.78</u>	<u>23.23</u>	<u>24.68</u>	<u>26.13</u>	<u>27.58</u>	<u>29.04</u>
7120A		With 5+ years of experience	<u>21.78</u>	<u>23.23</u>	<u>26.13</u>	<u>29.04</u>		

Section 11. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2	3	4
7105		Railway Switch Operator	25.35	26.82	29.79	32.82
7105A		Hired After 8/92	21.58	23.01	25.89	28.77
7106		Railway Switch Supervisor	26.82	28.41	31.61	34.80
7106A		Hired After 8/92	22.53	24.04	27.04	30.05

Code	A	Job Title	1	2	3	4
7105		Railway Switch Operator	<u>25.83</u>	<u>27.33</u>	<u>30.36</u>	<u>33.44</u>
7105A		Hired After 8/92	<u>21.99</u>	<u>23.45</u>	<u>26.38</u>	<u>29.32</u>
7106		Railway Switch Supervisor	<u>27.33</u>	<u>28.95</u>	<u>32.21</u>	<u>35.46</u>
7106A		Hired After 8/92	<u>22.97</u>	<u>24.50</u>	<u>27.56</u>	<u>30.62</u>



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Section 12. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2
7115		Railway Yardmaster	34.26	42.82

Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>35.51</u>	<u>44.07</u>

Section 13. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2015, as follows:

Code	A	Job Title	1
7111		Locomotive Engineer	35.94

Code	A	Job Title	1
7111		Locomotive Engineer	<u>37.04</u>

Section 14. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective December 29, 2014, as follows:

Code	A	Job Title	1	2
<u>5013</u>		<u>Sewer Heavy Equipment Operator</u>	<u>30.45</u>	<u>31.97</u>

Section 15. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2
<u>5013</u>		<u>Sewer Heavy Equipment Operator</u>	<u>30.45</u>	<u>31.97</u>

Code	A	Job Title	1	2
<u>5013</u>		<u>Sewer Heavy Equipment Operator</u>	<u>31.12</u>	<u>32.67</u>



Section 16. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to August 12, 2014, as follows:

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D
5100		Biosolids Coordinator	<u>28.76</u>	<u>29.12</u>	<u>29.48</u>	<u>29.85</u>	<u>30.23</u>	<u>30.60</u>	<u>30.99</u>	<u>31.37</u>
			3A	3B	3C	3D	4A	4B	4C	4D
			<u>31.77</u>	<u>32.16</u>	<u>32.56</u>	<u>32.97</u>	<u>33.38</u>	<u>33.80</u>	<u>34.22</u>	<u>34.65</u>
			5A	5B	5C	5D	6A			
			<u>35.08</u>	<u>35.52</u>	<u>35.97</u>	<u>36.42</u>	<u>36.87</u>			

Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	<u>30.70</u>	<u>32.23</u>	<u>33.84</u>	<u>35.54</u>	<u>37.31</u>

Section 17. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to August 12, 2014, as follows:

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D
5097		Biosolids Supervisor	<u>31.96</u>	<u>32.36</u>	<u>32.76</u>	<u>33.17</u>	<u>33.58</u>	<u>34.00</u>	<u>34.42</u>	<u>34.85</u>
			3A	3B	3C	3D	4A	4B	4C	4D
			<u>35.29</u>	<u>35.73</u>	<u>36.18</u>	<u>36.63</u>	<u>37.09</u>	<u>37.55</u>	<u>38.02</u>	<u>38.50</u>
			5A	5B	5C	5D	6A			
			<u>38.98</u>	<u>39.47</u>	<u>39.96</u>	<u>40.46</u>	<u>40.97</u>			

Code	A	Job Title	1	2	3	4	5
5097		Biosolids Supervisor	<u>34.11</u>	<u>35.82</u>	<u>37.61</u>	<u>39.49</u>	<u>41.46</u>

Section 18. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as follows:

Code	A	Job Title	1	2	3	4	5
6006		Building Maintenance Supervisor, Assistant	<u>29.05</u>	<u>30.51</u>	<u>32.03</u>		
6005		Building Maintenance Worker	<u>24.21</u>	<u>25.42</u>	<u>26.69</u>		
6002		Custodian	<u>16.90</u>	<u>17.75</u>	<u>18.63</u>	<u>19.57</u>	<u>20.54</u>



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Code	A	Job Title	1	2	3	4	5
6006		Building Maintenance Supervisor, Assistant	29.69	31.18	32.73		
6005		Building Maintenance Worker	24.74	25.98	27.28		
6002		Custodian	17.27	18.14	19.04	20.00	20.99

Section 19. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2015, as set forth on the attached Exhibit "B."

Section 20. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as set forth on the attached Exhibit "C."

Section 21. That Section 1 shall become effective as provided by law. That Sections 2, 3, 5, 6, 7, 9, 10, 11, 12, 15, 18, and 19 shall become effective January 1, 2015. That Section 4 shall become effective April 1, 2015. That Sections 8 and 13 shall become effective July 1, 2015. That Section 14 shall become effective December 29, 2014. That Sections 16 and 17 shall become effective retroactive to August 12, 2014. That Section 20 shall become effective January 1, 2016.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



EXHIBIT "A"

1 **1.12.020 Development and maintenance of salary ranges.**

2 Salary ranges shall be linked directly to the plan of position classification and shall be determined with due
3 regard to ranges of pay for other classes, relative difficulty and responsibility of positions in the class,
4 availability of employees in particular occupational categories, prevailing rates of pay for similar employment
5 in private establishments in the Tacoma area, rates of pay in other jurisdictions, cost-of-living factors, the
6 financial policies of the City, and other economic considerations. The minimum and maximum and
7 intermediate steps of each salary range shall be those rates in the basic salary schedule which most nearly
8 reflect these factors.

9 Prior to the preparation of each biennial budget, as well as at other appropriate times, the City Manager and
10 the Director of Utilities shall make or direct to be made, such comparative studies as they may deem
11 necessary, of the factors affecting the level of salary ranges. On the basis of information derived from such
12 studies, the City Manager and the Director of Utilities shall recommend to the City Council for approval such
13 changes in the salary ranges as are pertinent to the fairness and adequacy of the overall salary structure. Such
14 changes shall be accomplished by increasing or decreasing the salary ranges the appropriate number of ranges
15 as provided in the basic salary schedule. The rate of pay for each employee shall be adjusted to the
16 corresponding step in the new range in conformance with the adjustment of the salary range for the class.

17 Employees appointed to classifications designated as Class D or Class E by Section 1.12.080 are considered
18 salaried employees. The hourly rates reflected in Section 1.12.355 are adopted for the administrative
19 convenience in processing the payroll. There shall be no deduction for absences of less than one work day for
20 Class D or Class E employees.

21 * * *

22 **1.12.080 Overtime compensation.**

23 Overtime work shall include only that work performed by employees at the direction of a department head or
24 his or her authorized representative which, as a part of a single tour of duty or by reason of a call back,
25 exceeds the number of hours constituting the established workday, workweek, or special schedule for the
26 class and for the department. A minimum of two hours shall be paid for overtime by reason of a call back.

Part-time employees will be eligible for overtime only when the number of hours in paid status in a
workweek exceeds 40.

Specific overtime provisions contained in individual collective bargaining agreements are hereby
incorporated.

The City Manager or the Director of Utilities, as the case may be, shall designate those classes of employment
and conditions thereto for which overtime work will be compensated according to the following schedules.

Class A. Time and one-half cash compensation, equivalent compensatory time off or a combination thereof at
the discretion of the Department Head, except for:

1. Double time cash compensation, equivalent compensatory time off or a combination thereof for Sundays
for regular Monday through Friday workweeks or the seventh day, the Sunday equivalent, for five-day
workweek special schedules or shifts.

2. Double time cash compensation, equivalent compensatory time off or a combination thereof for work on
scheduled days off, starting with the second consecutive call back day for annual work schedules having
variable shifts other than a five-day week.

Absent language in a collective bargaining agreement allowing compensatory time off in lieu of overtime
pay, compensatory time off will be allowed only where agreed upon in writing prior to the overtime being
worked. All such compensatory time off shall be scheduled so as to meet the operating requirements of the
City and, as far as practicable, the preference of the employee.



In those instances where the overtime is compensated by time off and it has not been feasible to grant such time off after a period of 60 days, the employee may elect to be compensated in cash therefor. The accrual of compensatory time shall be covered by union contract if applicable; however, in no event shall employees accrue more than 240 hours of compensatory time.

On separation from City service, each employee shall receive cash compensation for all accrued compensatory time.

Class B. Time and one-half cash compensation for overtime.

Class C. Double time cash compensation for overtime.

Class D. No overtime compensation or compensatory time off.

Class E. No overtime compensation or compensatory time off except when assigned to work outside of normal work hours due to emergency situations, or as provided in a collective bargaining agreement.

Pursuant to Section 1.12.020 of the Compensation Plan, employees assigned to positions designated as Class D or Class E are considered to be salaried employees.

Cash reimbursements for meals or transportation resulting from having to work beyond regular hours, where such overtime work, and the reimbursement for the cost of meals or transportation thus incurred are approved in writing by the City Manager, the Director of Utilities, or by Labor Management contract agreements, as applicable.

All overtime work performed by employees that is subject to compensation shall be recorded on the payroll for the pay period in which it occurred.

* * *

1.12.200 Holidays with pay.

A. Holidays.

1. The following are holidays for all full-time or part-time regular, probationary, project, temporary pending exam, or appointive employees of the City, except for certain employees of the Tacoma Belt Line Railway, as defined in Section 1.12.210, who are not eligible for holiday pay. Part-time employees shall receive holiday pay prorated based on the hours that he or she was hired to work. Such holidays are in conformance with the state of Washington as prescribed by RCW 1.16.050:

New Year's Day (January 1)

Martin Luther King Day (3rd Monday in January)

Presidents' Day (3rd Monday in February)

Memorial Day (last Monday in May)

Fourth of July (July 4)

Labor Day (1st Monday in September)

Veterans Day (November 11)

Thanksgiving Day (4th Thursday in November)

The Day Immediately Following Thanksgiving Day

Christmas Day (December 25)

2. Effective January 1, 1990, eEemployees shall receive a total of two paid floating holidays, in addition to those specified above, per calendar year, said days to be mutually agreed upon by employee and employer. To be eligible for said floating holidays, an employee must have been, or be scheduled to be, continuously employed by the City for more than four months as a full-time or part-time regular, probationary, project, temporary pending exam, or appointive employee during the calendar year of



entitlement. Part-time employees shall receive floating holiday pay prorated on the hours that he or she was hired to work. Employees retiring on May 1 or thereafter of each year shall be eligible for the floating holidays. Upon separation from the City service, an employee shall not be eligible for compensation for any unused floating holidays.

In addition, employees, as specified above, shall be granted such additional holidays as may be determined by the City Council from time to time by resolution or official proclamation.

23. The following are holidays for temporary employees after six months of continuous City service, except for certain employees of the Tacoma Belt Line Railway, as defined in Section 1.12.210, who are not eligible for holiday pay and except for temporary hiring-hall workers for whom benefits are administered through their unions.

New Year's Day (January 1)

Martin Luther King Day (3rd Monday in January)

Presidents' Day (3rd Monday in February)

Memorial Day (last Monday in May)

Fourth of July (July 4)

Labor Day (1st Monday in September)

Veterans Day (November 11)

Thanksgiving Day (4th Thursday in November)

The Day Immediately Following Thanksgiving Day

Christmas Day (December 25)

Temporary employees are not eligible for floating holidays.

B. An employee shall receive pay for the holiday provided he or she is in a paid status on both the regular scheduled work day immediately preceding the holiday and the regular scheduled work day immediately following the holiday; provided, however, for commissioned Police Department and Fire Department personnel who are covered by a collective bargaining agreement, an employee shall receive pay for the holiday provided he or she is in a paid status on either the regular scheduled work day immediately preceding the holiday or the regular scheduled work day immediately following the holiday; provided, that employees hired into a part-time status after January 1, 1983, shall receive holiday pay or time off in lieu thereof prorated based on the hours the employee was hired to work.

C. Time Off in Lieu of Holiday. Members of the Police Department and Fire Department services may be granted days off in lieu of holidays. Holidays or time off in lieu of holidays shall be scheduled so as to meet the operating requirements of the respective departments and, as far as practicable, the preferences of the employees. In the event time off in lieu of holidays has been scheduled for the end of the year and an employee is unable to use such days off in lieu of holidays due to continuous illness or disability, with a written request submitted to the Human Resources Department prior to the end of the calendar year in which the days off in lieu of holidays could not be used, such unused days off may be carried over for use in the following year. In order to meet necessary scheduling of personnel, the Police Department and Fire Department may permit their members to take time off in lieu of holidays in advance of the occurrence of the holiday; provided, that upon termination of the member who has been paid in advance for a holiday or holidays, such payments shall be deducted from any wages, vacation leave, or sick leave accrual payments to which the member would otherwise be entitled; or, in the event that there are no such payments due, the member shall repay the City such unearned advance holiday payments. Upon separation from the City service in good standing, a regular, probationary, project, temporary pending exam, or appointive employee shall be compensated for any unused holidays or days off in lieu thereof to which he or she is entitled as set forth in this section.



D. Holidays Falling on Saturday and Sunday. When one of the holidays listed in this section falls on a Saturday, the day preceding will be observed as a holiday with pay and when one of the holidays listed in this section falls on Sunday, the next day following will be observed as a holiday with pay.

E. Overtime Rate for Holiday Work. Employees who normally are scheduled to work on any of the above listed holidays, who are eligible for compensation for overtime work, shall, in addition to their regular holiday pay, be compensated either in compensatory time off or in cash, as the case may be, at the straight time rate for the actual hours worked, except as otherwise provided in a collective bargaining agreement; provided, that work in excess of the normal hours of their shift shall be compensated at their designated overtime rate. Employees whose functions do not normally require holiday work, required to work on a holiday and who are eligible for compensation for overtime work, shall, in addition to their regular holiday pay, be compensated either in compensatory time off or in cash, as the case may be, according to their designated overtime rate for the actual hours worked.

F. Rate of Pay for Holidays. Employees not required to work on holidays shall be paid for holidays at the rate he or she was receiving the day before the holiday.

G. Hours granted for holidays. Employees eligible for holiday pay, pursuant to this section, will receive compensation or time off for holidays based on a standard eight-hour work day or as provided in a collective bargaining agreement. Part-time employees receive time off for a holiday prorated on the number of hours that he or she was hired to work.

* * *

1.12.220 Vacation allowance with pay.

A. Rate of Accrual of Vacation Leave.

1. Each regular, probationary, project, temporary pending exam, or appointive full-time employee shall accrue vacation leave hours for each biweekly pay period in which he or she has been in a paid status pursuant to the following schedule based on aggregate City service.

Completed Years of Aggregate Service	No. of 8-Hour Days per Year	Hours Earned per Pay Period ¹
Completion of years 0, 1, 2, 3	12	3.69
Completion of years 4, 5, 6, 7	15	4.60
Completion of years 8, 9, 10, 11, 12, 13	17	5.22
Completion of years 14, 15, 16, 17, 18	20	6.14
Completion of 19 years	21	6.45
Completion of 20 years	22	6.76
Completion of 21 years	23	7.07
Completion of 22 years	24	7.38
Completion of 23 years	25	7.69
Completion of 24 years	26	8.00
Completion of 25 years	27	8.31
Completion of 26 years	28	8.62
Completion of 27 years	29	8.93
Completion of 28 years or more	30	9.24

Vacation accruals based on tenure shall be credited at the first of the calendar year in which any of the above periods of aggregate City service will be completed. Eligibility for tenure-based vacation accruals shall be determined by the length of aggregate service with the City. The applicable accrual rate shall be determined as of January 1 of each calendar year and shall be based on the rate applicable to the number of years of aggregate service² the employee will complete within that calendar year. For example, on

¹ The Per Pay Period figure is based on a biweekly payroll schedule.
² See TMC 1.12.075 for the definition of "aggregate service."



January 1, an employee who will complete four years of aggregate service with the City within that calendar year will begin to accrue vacation leave at a rate of 4.60 hours per pay period.

1 2. An eligible employee shall accrue vacation based on the above schedule beginning from the date of his
2 or her appointment.

3 3. Vacation accrual balances shall not exceed an amount equal to two years' accrual.

4 In the event an employee is unable to use his or her vacation prior to exceeding the two-year limitation
5 because of continued illness, with a written request submitted to the Human Resources Department, such
6 unused days may be allowed to accumulate until the employee returns to work or is separated. Vacation
7 in excess of two years' accrual, if not taken within 90 calendar days after an employee returns to work,
8 shall be forfeited.

9 4. For purposes of this section, permanent employees of the Municipal Belt Line Railway assigned to the
10 Extra Board will be considered as full-time employees.

11 B. Permissible Use of Vacation Accruals with Pay.

12 1. Vacation leave may not be taken without the prior approval of the appointing authority and may not be
13 taken in the pay period in which it was earned. Vacation leave shall be scheduled so as to meet the
14 operating requirements of the City and, as far as practicable, the preferences of the employees.

15 2. Pursuant to RCW 49.12.270, effective January 1, 2003, vacation accruals may be used to care for: (a) a
16 child of the employee with a health condition that requires treatment or supervision; or (b) a spouse,
17 parent, parent-in-law, or grandparent of the employee who has a serious health condition or an emergency
18 condition.

19 (1) "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person
20 standing in loco parentis who is: (a) Under 18 years of age; or (b) 18 years of age or older and incapable
21 of self-care because of a mental or physical disability.

22 (2) "Grandparent" means a parent of a parent of an employee.

23 (3) "Parent" means a biological parent of an employee or an individual who stood in loco parentis to an
24 employee when the employee was a child.

25 (4) "Parent-in-law" means a parent of the spouse of an employee.

26 (5) "Spouse" means a ~~husband or wife, as the case may be~~ person legally married to a City employee and
for purposes of this section includes an individual registered as the employee's domestic partner under
state law or City policy.

For a period of illness or disability, employees who, at their option, elect to use vacation leave shall
remain on vacation leave until exhausting such leave, returning to work, or being placed on leave without
pay.

3. Vacation leave shall be taken in full hourly increments.

C. Payment for Vacation.

1. An employee, when leaving the service of the City, shall be compensated for vacation leave earned and
accrued to the date of separation at the rate for the classification in which he or she was working in on the
date of separation.

2. An employee shall be paid for vacation leave at the rate of pay he or she was receiving the day before
the vacation leave is taken.

1.12.230 Sick allowance with pay.

A. Eligibility for Sick Leave. The following provisions, unless otherwise specified, apply to all regular,
probationary, project, temporary pending exam, or appointive full-time employees except those



1 employees of the Tacoma Municipal Belt Line Railway set forth in Section 1.12.231 and members of the
2 Police and Fire Departments covered by RCW 41.26 (LEOFF I Pension System) set forth in
3 Section 1.12.232.

4 1. Accrual. Regular, probationary, project, temporary pending exam, or appointive full-time employees
5 shall accrue sick leave at the rate of 3.69 hours for each 80 hours in which he or she is in paid status.
6 Eligible employees who are on leave of absence for active duty training or for inductive purposes shall
7 accrue sick leave.

8 a. Sick leave earned shall be credited to an employee's accruals after the completion of each biweekly
9 pay period and may not be used in the pay period earned.

10 b. For purposes of this section, eligible permanent employees of the Municipal Belt Line Railway
11 assigned to the Extra Board will be considered as full-time employees.

12 2. Permissible Use of Paid Sick Leave.

13 a. Sick leave may be taken in tenths (0.10) of an hour increments.

14 b. Injury or illness of employee to such extent as to constitute a hazard to the safety or health of himself
15 or herself or other employees.

16 c. Medical or dental care for the employee. Supervisors should attempt to accommodate appointments for
17 care. Employees should attempt to schedule such appointments to minimize disruption to work.

18 d. Quarantine of employee due to exposure to a contagious disease.

19 e. On-the-job injuries during the first three days if not eligible for Workers' Compensation and as a
20 supplement to Workers' Compensation after the 120-day supplementary on-the-job injury benefits
21 provided under Section 1.12.090.

22 f. Death of a spouse, father, mother, foster parent, brother, sister, child, foster child, grandparents, or
23 grandchildren of employee or relatives of the spouse of the employee in the same categories of
24 relationship subject to the requirements of subsection B.5. hereinafter set forth.

25 g. Employees working shifts other than the regular Monday through Friday workweek shall be paid
26 holiday pay plus paid sick leave when scheduled to work on a holiday and they are unable to work due to
illness or injury. Such employees, when not scheduled to work on a holiday, shall not be entitled to paid
sick leave therefor.

h. Preinduction physical for service in the Armed Forces.

i. Illness or disability due to pregnancy or conditions related thereto.

j. Pursuant to RCW 49.12.270, effective January 1, 2003, sick leave may be used to care for: (a) a child of
the employee with a health condition that requires treatment or supervision; or (b) a spouse, parent,
parent-in-law, or grandparent of the employee who has a serious health condition or an emergency
condition, both (a) and (b) are subject to the requirements of subsection B.3 hereinafter set forth. For
purposes of this section, the following definitions apply:

(1) "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person
standing in loco parentis who is: (a) Under 18 years of age; or (b) 18 years of age or older and incapable
of self-care because of a mental or physical disability.

(2) "Grandparent" means a parent of a parent of an employee.

(3) "Parent" means a biological parent of an employee or an individual who stood in loco parentis to an
employee when the employee was a child.

(4) "Parent-in-law" means a parent of the spouse of an employee.



(5) "Spouse" means a ~~husband or wife, as the case may be~~ person legally married to a City employee and for purposes of this section includes an individual registered as the employee's domestic partner under state law or City policy.

B. Requirements for All Paid Sick Leave.

1. Every employee must report to the designated representative of his or her department head the reason for an absence prior to the beginning of his or her scheduled workday or such earlier time as required by his or her department or division head.
2. An employee must keep his or her department head informed of his or her condition if an absence is of more than four working days in duration.
3. For each absence an employee may be required to submit an explanation of the reason for such absence. A statement by the attending physician attesting to the nature and seriousness of said injury or illness shall be required if requested by the department head.
4. Employee must permit home visits or medical examinations at the expense and convenience of the City.
 5. a. Upon approval by the department head, a maximum of four days' sick leave may be granted for the death of spouse, father, mother, foster parent, brother, sister, child, or foster child of the employee.
 - b. For the purpose of attending the funeral, upon approval by the department head, a maximum of one day's sick leave may be granted for the death of grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law, or sister-in-law of the employee or the death of a father, mother, foster parent, brother, brother-in-law, sister, sister-in-law, child, foster child, grandparent, or grandchild of the spouse of the employee.
 - i. An employee in a classification represented by the Tacoma Firefighters Union, Local 31, will be allowed to take up to two full shifts (or 4 eight-hour days) of City paid leave in order to attend a funeral of a family member, as defined in subsection b above.
6. An employee shall be paid for sick leave at the rate he or she was receiving the day before the sick leave was taken.
7. Employees shall accrue sick leave according to the provisions of this section; provided, however, that any employee who leaves the City service during the first six months of employment shall not be compensated for any accrued sick leave.

C. Enforcement of Sick Leave Provisions.

1. Misrepresentation of any material facts in connection with paid sick leave by any employee shall constitute grounds for suspension or discharge.
2. It shall be the responsibility of the department head or his or her designated representative to:
 - a. Review all applications for sick leave and approve those which are bona fide and comply with the provisions of this section. Employees still absent at the end of a pay period may be certified for payment of sick leave by the department head by his or her signing the payroll timecards, subject to department head's approval for sick leave pay immediately upon the employee's return to work.
 - b. Investigate any suspected abuse of sick leave.
 - c. Withhold approval of sick leave pay in the event of unauthorized use.
 - d. Initiate disciplinary action if, as a result of investigation, it is determined that an employee has been guilty of willful misrepresentation in a request for sick leave pay.

D. Incentive Payments for Nonuse of Sick Leave Accruals.

1. An employee separated from the City service due to death or retirement for disability or length of service with attendant pension payments under any City employee pension system who does not qualify



1 for a VEBA deposit under TMC Section 1.12.229 shall be compensated at a rate for the classification in
2 which he or she was working on the date of separation to the extent of 25 percent of his or her sick leave
3 accruals.

4 2. A regular, project, temporary pending exam, or appointive employee separated in good standing from
5 the City service for any other reason than death or retirement due to disability or length of service with
6 attendant pension payments under any City employee pension system pursuant to Section 1.12.229 who
7 has a minimum of 10 days accrual shall be compensated at a rate for the classification in which he or she
8 was working on the date of separation to the extent of 10 percent of his or her sick leave accruals up to a
9 maximum accrual of 120 days. An employee separated from the City service due to layoff may, upon
10 reemployment from the eligible list or departmental reemployment list upon which placed as provided in
11 Section 1.24.900, have his or her sick leave accrual restored upon repayment to the City of the 10 percent
12 payment as herein provided. If appointed from other employment lists within the two-year period of
13 eligibility, such repayment may also apply.

14 E. Authorization – Police and Fire Disability Payments. Certification for payment for absences due to
15 injury or illness covered by the State of Washington Police or Fire Pension Acts shall not be made by the
16 Human Resources Director until authorization is received from the appropriate Pension Board.

17 **1.12.231 Sick allowance with pay – Locomotive Engineer, Railway Switch Operator,
18 Railway Switching Supervisor, and Railway Yardmaster.**

19 The following provisions apply to permanent full-time or permanent Extra Board employees of the
20 Tacoma Municipal Belt Line Railway in the classifications of Locomotive Engineer, Railway Switch
21 Operator, Railway Switching Supervisor and Railway Yardmaster.

22 A. Each regular full-time, probationary or permanent Extra Board employee shall accrue sick leave at the
23 rate of 3.69 hours for each biweekly pay period in which he/she has any regular time for which regular
24 pay will be received. Eligible employees who are on a leave of absence for active duty training or for
25 inductive purposes shall accrue sick leave. Sick leave shall be credited to an employee's accruals after the
26 completion of each biweekly pay period and may not be used in the pay period earned. There shall be no
limit on sick leave accruals.

B. Sickness benefits shall be equal to 100 percent of the employee's regular basic daily rate; provided,
that if the employee has served in higher or lower positions on temporary appointments, benefits shall be
computed on the pay rate appropriate to the class of position that the employee has worked on for the
majority of time in the six-month period immediately prior to the effective date of the sick leave taken.

C. Where the benefits under this section supplement an allowance from the Railroad Retirement Board,
the combined total of such supplemental benefits and the allowance received from the Railroad
Retirement Board for any one day shall not exceed 100 percent of the appropriate basic daily rate. An
employee who forfeits any allowance from the Railroad Retirement Board because of failure to timely
file for such benefits shall also forfeit any benefits he or she would otherwise be entitled to under this
section.

The City will pay the employee 100 percent of his or her basic daily rate, including benefits received
from the Railroad Retirement Board and the employee upon receipt of those benefits shall endorse and
turn over to the Belt Line Railway moneys received. Failure to comply with this provision shall be cause
for forfeiture of all benefits under this provision, including moneys and hours. Flagrant violations of this
provision could be cause for disciplinary action. Employees paid in advance, under the provisions of this
section and failing in their responsibility that causes forfeiture of benefits, shall be liable to repay to the
City moneys received.

D. Pursuant to RCW 49.12.270, effective January 1, 2003, sick leave may be used to care for: (a) a child
of the employee with a health condition that requires treatment or supervision; or (b) a spouse, parent,
parent-in-law, or grandparent of the employee who has a serious health condition or an emergency
condition. In the event of any such absence, a statement by the attending physician attesting to the nature



and seriousness of said injury or illness shall be required if requested by the Superintendent. For purposes of this section, the following definitions apply:

1 (1) "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person
2 standing in loco parentis who is: (a) Under 18 years of age; or (b) 18 years of age or older and incapable
of self-care because of a mental or physical disability.

3 (2) "Grandparent" means a parent of a parent of an employee.

4 (3) "Parent" means a biological parent of an employee or an individual who stood in loco parentis to an
employee when the employee was a child.

5 (4) "Parent-in-law" means a parent of the spouse of an employee.

6 (5) "Spouse" means a ~~husband or wife, as the case may be~~ person legally married to a City employee and
7 for purposes of this section includes an individual registered as the employee's domestic partner under
state law or City policy.

8 E. An employee separated from the City service due to death or retirement for disability or length of
9 service under Railroad Retirement Pension with attendant pension payments, who does not qualify for a
10 VEBA deposit under Section 1.12.229, shall be compensated to the extent of 25 percent of his or her sick
leave accruals. A permanent employee separated in good standing from the City service for any other
reason than death or retirement shall be compensated to the extent of 10 percent of his or her sick leave
accruals up to a maximum accrual of 120 days.

11 F. Benefits under this section apply to nonoccupational injury or bona fide sickness of organic origin and
12 of sufficient severity to disable the employee; provided, that such nonoccupational injury or sickness was
not caused by the use of drugs or intoxicants, recklessness, gross negligence, or any act contrary to law.

13 G. In order to be granted benefits under this section, the employee must report to the proper authority the
14 reason for the absence and keep the Superintendent informed of his or her condition, as appropriate. The
Superintendent must be satisfied that the reason for the absence is legitimate, and satisfactory evidence,
including a verifying certificate of inability to work from a reputable physician, may be required.

15 H. Bereavement leave of up to four working days will be allowed in case of employee's spouse, father,
16 mother, foster parent, grandparent, grandchild, brother, sister, child, or foster child, or spouse's parent,
17 brother, sister or grandparent. Each working day of such leave will be paid at the employee's regular
18 basic daily rate; provided, that if the employee has served in higher or lower positions on temporary
appointments, benefits shall be computed on the pay rate appropriate to the class or position that the
employee has worked on for the majority of time in the six-month period immediately prior to the
effective date of the sick leave taken. Bereavement leave may be charged against the employee's sick
leave accruals, if any. Employees must notify the Superintendent prior to taking bereavement leave.

19 I. Enforcement of Sick Leave Provisions.

20 1. Misrepresentation of any material facts in connection with paid sick leave by any employee shall
constitute grounds for suspension or discharge.

21 2. It shall be the responsibility of the Superintendent or his or her designated representative to:

22 a. Review all applications for sick leave and approve those which are bona fide and comply with the
23 provisions of this section. Employees still absent at the end of a pay period may be certified for payment
of sick leave by the Superintendent by his or her signing the payroll timecards, subject to the
Superintendent's approval for sick leave pay immediately upon the employee's return to work.

24 b. Investigate any suspected abuse of sick leave.

25 c. Withhold approval of sick leave pay in the event of unauthorized use.

26 d. Initiate disciplinary action if, as a result of investigation, it is determined that an employee has been
guilty of willful misrepresentation in a request for sick leave pay.



1.12.232 Sick allowance with pay – LEOFF I Police and Fire personnel.

1 It is the policy of the City of Tacoma to pay its employees on account of sickness or accident disability in
accordance with the provisions set forth herein.

2 A. Eligibility for Sick Leave. The following provisions shall apply to all regular, probationary, or
appointive Police and Fire employees covered by RCW 41.26 (LEOFF I Pension System).

3 1. Accrual. Regular, probationary, or appointive full-time employees shall accrue sick leave at the rate of
4 3.69 hours for 80 hours in which he or she is in paid status. Eligible employees who are on a leave of
absence for active duty training or for inductive purposes shall accrue sick leave.

5 a. Sick leave earned shall be credited to an employee’s accruals after the completion of each biweekly
pay period and may not be used in the pay period earned.

6 2. Use of Paid Sick Leave.

7 a. Sick leave may be taken in tenths (0.10) of an hour increments.

8 b. In all cases when eligible, employees shall be placed on leave pursuant to RCW 41.26 and shall not be
eligible to be paid for sick leave for an absence when there is eligibility to be paid for leave under
9 RCW 41.26; however, without regard to payment:

10 (1) When such leave is determined to be not job-connected, the sick leave accruals shall be debited hour-
for-hour for time absent from the scheduled shift;

11 (2) When such leave is determined to be job-connected, sick leave shall be debited for the date of injury
and up to three days when the disability leave is less than 15 calendar days;

12 (3) If the job-connected leave exceeds 15 calendar days but less than 120 work days, sick leave shall be
debited for the day of injury only. If the job-connected disability leave exceeds 120 work days, sick leave
13 shall be debited one-half day for every work day missed in excess of 120 work days;

14 (4) If the officer who is on leave is not able to return to work at the end of the disability leave pursuant to
RCW 41.26, that person shall be retired and paid off for any unused sick leave as provided herein. In no
15 such event shall an officer be placed on sick leave.

16 c. Death of a spouse, father, mother, foster parent, brother, sister, child, foster child, grandparents or
grandchildren of employee or relatives of the spouse of the employee in the same categories of
17 relationship subject to the requirements of subsection B.6. hereinafter set forth.

18 d. Pursuant to RCW 49.12.270, effective January 1, 2003, sick leave may be used to care for: (a) A child
of the employee with a health condition that requires treatment or supervision; or (b) a spouse, parent,
parent-in-law, or grandparent of the employee who has a serious health condition or an emergency
19 condition, both (a) and (b) are subject to the requirements of subsection B.3 hereinafter set forth. For the
purposes of this section, the following definitions apply:

20 (1) “Child” means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person
standing in loco parentis who is: (a) Under 18 years of age; or (b) 18 years of age or older and incapable
21 of self-care because of a mental or physical disability.

22 (2) “Grandparent” means a parent of a parent of an employee.

23 (3) “Parent” means a biological parent of an employee or an individual who stood in loco parentis to an
employee when the employee was a child.

24 (4) “Parent-in-law” means a parent of the spouse of an employee.

25 (5) “Spouse” means a ~~husband or wife, as the case may be~~ person legally married to a City employee and
for purposes of this section includes an individual registered as the employee’s domestic partner under
state law or City policy.

26 e. Pre-induction physical for service in the Armed Forces.



B. Requirements for All Paid Sick Leave.

1. Every employee must report to the designated representative of his or her department head the reason for an absence prior to the beginning of his or her scheduled workday or such earlier time as required by his or her department or division head.
2. An employee must keep his or her department head informed of his or her condition if an absence is of more than four working days in duration.
3. For each absence an employee may be required to submit upon the approved form an explanation of the reason for such absence. A statement by the attending physician attesting to the nature and seriousness of said injury or illness is required if an absence extends beyond four working days, or for each absence, if requested by the department head.
4. Employee must permit home visits or medical examinations at the expense and convenience of the City.
 5. a. Upon approval by the department head a maximum of four days' sick leave may be granted for the death of a spouse, father, mother, foster parent, brother, sister, child or foster child of employee.
 - b. For the purpose of attending the funeral, upon approval by the department head, a maximum of one day's sick leave may be granted for the death of a grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law, or sister-in-law of the employee or the death of father, mother, foster parent, brother-in-law, sister, sister-in-law, child, foster child, grandparent, or grandchild of the spouse of the employee.
6. An employee shall be paid for sick leave at the rate he or she was receiving the day before the sick leave was taken.
7. Employees shall accrue sick leave according to the provisions of this section; provided, that any employee who leaves the City service during the first six months of employment shall not be compensated for any accrued sick leave.

C. Enforcement of Sick Leave Provisions.

1. Misrepresentation of any material facts in connection with paid sick leave by any employee shall constitute grounds for suspension or discharge.
2. It shall be the responsibility of the department head or his or her designated representative to:
 - a. Review all applications for sick leave and approve those which are bona fide and comply with the provisions of this section. Employees still absent at the end of a pay period may be certified for payment of sick leave by the department head by his or her signing the payroll timecards, subject to department head's approval for sick leave pay immediately upon the employee's return to work.
 - b. Investigate any suspected abuse of sick leave.
 - c. Withhold approval of sick leave pay in the event of unauthorized use.
 - d. Initiate disciplinary action if, as a result of investigation, it is determined that an employee has been guilty of willful misrepresentation in a request for sick leave pay.

D. Incentive Payments for Nonuse of Sick Leave Accruals.

1. An employee separated from the City service due to death or retirement for disability or length of service with attendant pension payments under any City employee pension system, who does not qualify for a VEBA deposit under TMC Section 1.12.229, shall be compensated at the rate in effect at the time of retirement, for the classification in which he or she was working in on the date of separation to the extent of 25 percent of his or her sick leave accruals.
2. A regular or appointive employee separated in good standing from the City service for any other reason who has a minimum of 10 days accrual shall be compensated at his or her regular classification rate of pay to the extent of 10 percent of his or her sick leave accruals up to a maximum accrual of 120 days. An employee separated from the City service due to layoff may, upon reemployment from the eligible list or



departmental reemployment list upon which placed as provided in Section 1.24.900, have his or her sick leave accrual restored upon repayment to the City of the 10 percent payment as herein provided. If appointed from other employment lists within the two-year period of eligibility, such repayment may also apply.

3. Sick leave accruals for each Police and Fire service employee shall be redetermined as of April 30, 1989. Such accruals shall be redetermined by charging all illness and injury claims, arising after March 1, 1970, other than claims for which leave under RCW 41.26 could have been used against sick leave credits in the same manner as charged against other employees of the City. These sick leave accruals are available to be drawn on for required sick leave pursuant to this chapter and are included under the incentive payment plan referred to in D.1, above.

4. Such Police and Fire service employees shall have their sick leave accruals and charges against sick leave determined in the manner set forth in this chapter, irrespective of any benefits to which the Police and Fire service employees are entitled by state and federal law, as of April 30, 1989.

E. Authorization – Police and Fire Disability Payments. Certification for payment for absences due to injury or illness covered by the State of Washington Police or Fire Pension Acts shall not be made by the Human Resources Director until authorization is received from the appropriate Pension Board.

1.12.248 Personal Time Off plan.

A. Rate of accrual of Personal Time Off.

1. Effective at the beginning of the first pay period starting in June 1998, each unrepresented regular, probationary, project, temporary pending exam, or appointive full-time employee hired after June 1, 1998, represented employees as provided for in a collective bargaining agreement, and unrepresented employees who elect to transfer from their present vacation and sick leave plans to the Personal Time Off (“PTO”) plan during a designated enrollment period shall accrue PTO hours for each biweekly pay period in which he or she has been in paid status, pursuant to the following schedule based on aggregate City service. The PTO plan is in lieu of vacation and sick leave plans.

Completed Years of Aggregate Service	No. of 8-Hour Days per Year	Hours per Pay Period ³
Completion of years 0, 1, 2, 3	18	5.54
Completion of years 4, 5, 6, 7	21	6.46
Completion of years 8, 9, 10, 11, 12, 13	23	7.08
Completion of years 14, 15, 16, 17, 18	26	8.00
Completion 19 years	27	8.31
Completion of 20 years	28	8.62
Completion of 21 years	29	8.92
Completion of 22 years	30	9.23
Completion of 23 years	31	9.54
Completion of 24 years	32	9.85
Completion of 25 years	33	10.15
Completion of 26 years	34	10.46
Completion of 27 years	35	10.77
Completion of 28 years or more	36	11.08

2. Employees shall accrue PTO prorated on the number of hours in paid status in each pay period. The appropriate biweekly accrual shall be credited for each biweekly pay period in which the employee is in paid status. PTO accruals based on tenure shall be credited at the first of the calendar year in which any of

³ The Per Pay Period figure is based on a biweekly payroll schedule.



the above periods of aggregate service⁴ will be completed. The applicable accrual rate shall be determined as of January 1 of each calendar year and shall be based on the rate applicable to the number of years of aggregate service the employee will complete within that calendar year. For example, on January 1, an employee who will complete four years of aggregate service with the City within that calendar year will begin to accrue Personal Time Off at a rate of 6.46 hours per pay period.

3. No employee shall earn more PTO in any one calendar year than the above stipulated days and new employees shall accrue PTO based on the above schedule beginning from the date of his or her appointment; provided, however, that an incoming City Manager may be credited with such PTO as the City Council may direct.

4. PTO earned shall be credited to an employee's accruals after the completion of each biweekly pay period and may not be used in the pay period earned.

B. Permissible use of PTO accruals.

1. Use of PTO. PTO may be taken in tenths (0.10) of an hour increments.

2. Planned Use of PTO. PTO requests may be required in writing and the appointing authority, or his or her designee, shall consider the request and shall approve or deny it.

3. Unplanned Use of PTO.

a. PTO may be used without prior approval for employee or family emergencies. If an advance written request is not possible, the employee shall notify his or her supervisor of the need for and the request of the time off prior to the beginning of his or her shift. An employee must keep his or her department head informed of his or her condition if unplanned use of PTO is of more than four working days in duration. Unplanned use of PTO which interferes with job performance or City operations may subject the employee to corrective action.

b. Unplanned PTO may be used for on-the-job injuries during the first three days if not eligible for Workers' Compensation and after the 120-day supplementary on-the-job injury benefits provided in Section 1.12.090 of the Tacoma Municipal Code.

4. Pursuant to RCW 49.12.270, effective January 1, 2003, an employee is allowed to use any or all of the employee's choice of sick leave or PTO to care for: (a) a child of the employee with a health condition that requires treatment or supervision; or (b) a spouse, parent, parent-in-law, or grandparent of the employee who has a serious health condition or an emergency condition. For purposes of this section, the following definitions apply:

(a) "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is: (a) Under 18 years of age; or (b) 18 years of age or older and incapable of self-care because of a mental or physical disability.

(b) "Grandparent" means a parent of a parent of an employee.

(c) "Parent" means a biological parent of an employee or an individual who stood in loco parentis to an employee when the employee was a child.

(d) "Parent-in-law" means a parent of the spouse of an employee.

(e) "Spouse" means a husband or wife, as the case may be person legally married to a City employee and for purposes of this section includes an individual registered as the employee's domestic partner under state law or City policy.

5. Permissible Cash-out of Accrued PTO.

a. An employee must have been enrolled in the Personal Time Off (PTO) plan for the entire calendar year (January 1 to December 31) prior to requesting a cash-out payment of PTO pursuant to this section.

⁴ See 1.12.075 for the definition of "aggregate service."



1 b. An employee who uses no more than the equivalent of two work days (regardless of length of
2 scheduled shift) of unplanned PTO in any one calendar year (January 1 to December 31), but who has
3 used less than 80 hours of planned PTO during the same calendar year, may, in January of the following
4 year, submit in writing, on the form provided by and available in the Human Resources Department, a
5 request for a payment equal to 90 percent of the cash value of up to 40 hours of accrued PTO.

6 c. An employee who uses no more than the equivalent of two work days (regardless of length of
7 scheduled shift) of unplanned PTO in any one calendar year (January 1 to December 31) and who uses at
8 least 80 hours of planned PTO during the same calendar year may, in January of the following year,
9 submit in writing, on the form provided by and available in the Human Resources Department, a request
10 for a payment equal to 90 percent of the cash value of up to 80 hours of accrued PTO.

11 d. For any request submitted pursuant to subsections b or c above, the cash value of the PTO shall be
12 based on the rate for the classification in which the employee is working at the time the request is made.
13 The 10 percent balance of the cash value not so paid under subsection b or c set forth above shall be paid
14 into the Employee Benefit Trust Fund.

15 6. An employee shall be paid for PTO leave at the rate of pay he or she was receiving the day before the
16 PTO leave is taken.

17 C. Maximum accrual of PTO.

18 1. Each employee may accrue a maximum of 960 hours of PTO.

19 2. If the appointing authority, or his or her designee, denies an employee's request for PTO and the denial
20 would result in the employee's accrual exceeding the maximum allowed, the employee shall not lose the
21 accrual at that time. The employee shall have up to 90 days to use the excess accrual.

22 D. Compensation upon separation from City service.

23 1. An employee separated from the City service due to death or retirement based on disability or length of
24 service with attendant pension payments under any City employee pension system, who does not qualify
25 for a VEBA deposit under TMC Section 1.12.229, shall be compensated the full amount of the PTO
26 accruals up to the maximum of 960 hours at the rate for the classification in which he or she was working
in on the date of separation.

2. Upon separation from City service for any reason other than death or retirement based on disability or
length of service, the City shall pay an employee the full amount of the PTO accruals up to the maximum
of 960 hours at the rate for the classification in which he or she was working in on the date of separation.

Employees converting to the PTO plan who currently have vacation accruals will have those accruals
converted to PTO on an hour for hour basis (1:1).

E. Conversion of sick leave accruals. Employees converting to the PTO plan who currently have sick
leave accruals must specify one of the following options: (1) placing accruals in a sick leave bank;
(2) converting accruals to PTO; or (3) a combination thereof, as set forth below.

1. Sick Leave Bank.

a. Accrued sick leave as of the last pay period, after a designated enrollment period, may be placed into a
sick leave bank.

b. Use of Sick Leave Bank. An employee may choose to use sick leave from this bank for any reason
specified in Sections 1.12.230 and 1.12.232 of the Tacoma Municipal Code, after an absence of more
than three consecutive days.

c. Depletion of Sick Leave Bank. Employees do not accrue any additional sick leave after the conversion
to the PTO plan. Once the sick leave is used from the sick leave bank, the leave used shall not be
replenished.

d. Cash Out of Sick Leave Bank.



1 (i) Separation from City service due to death or retirement for disability or retirement based on length of
 2 service shall be compensated to the extent of 25 percent of an employee's sick leave accrual in his or her
 3 sick leave bank at the rate for the classification in which he or she was working in at the date of
 4 separation subject to the provisions of Section 1.12.229 of the Tacoma Municipal Code (VEBA).

5 (ii) Separation in good standing from City Service for any other reason shall be compensated to the extent
 6 of 10 percent of an employee's sick leave accruals up to a maximum of 120 days at the rate for the
 7 classification in which he or she was working in at the date of separation.

8 2. Conversion of Sick Leave to PTO. An employee who converts to PTO during a designated enrollment
 9 period may elect to convert sick leave accruals as of the last pay period after a designated enrollment
 10 period to PTO using a ratio of 24 hours of sick leave to 8 hours of PTO (3:1) up to a combined (current
 11 vacation accruals and converted sick leave) maximum of 720 hours of PTO.

12 3. Combination. An employee may elect to convert some, but not all, of his or her sick leave to PTO. Any
 13 sick leave not specifically converted during a designated enrollment period will be placed in a sick leave
 14 bank as set forth above.

15 * * *

16 **1.12.265 Leave Without Pay.**

17 A. The appointing authority, with the approval of the Human Resources Director, may mandate or allow
 18 the use of leave without pay by nonrepresented employees, in order to address a budget crisis. An
 19 employee who takes such leave without pay on a work day immediately preceding or immediately
 20 following one of the holidays with pay set forth in Section 1.12.200 A., will remain entitled to holiday
 21 pay, notwithstanding Sections 1.12.200 B., 1.12.140 B., and 1.12.210 B. and C. Further, such leave
 22 without pay will not affect an employee's sick leave accrual rate, notwithstanding Sections 1.12.230 A.1,
 23 1.12.140 B., and 1.12.232 A.1.

24 B. In accordance with City policy and RCW 1.16.050, as now stated and as hereafter amended,
 25 employees are entitled to two (2) unpaid holidays per calendar year for a reason of faith or conscience or
 26 an organized activity conducted under the auspices of a religious denomination, church or religious
 organization. Employees may select the days on which they would like to take the unpaid holiday(s),
 after consultation with his or her supervisor as provided by City policy. An unpaid holiday requested
 pursuant to City policy may be denied if the employee's absence would unduly disrupt operations,
 impose an undue hardship on the City, or the employee is necessary to maintain public safety. The two
 unpaid holidays do not carry over from one calendar year to the next.

* * *

1.12.345 Employee recognition.

The City hereby adopts the following awards programs in recognition of service by officers and employees of the City in accordance with the following rules and regulations:

A. Length of Service. An award may be given to an officer or employee who has completed aggregate City service equal to 10, 15, 20, 25, 30, 35, and 40 years respectively on or after January 1, 1986. In addition to the recognition award, the officer or employee may be awarded an appropriately worded certificate signed by the Mayor and the City Manager or the Director of Utilities, as the case may be. Awards shall be presented as close as possible to the first of each year.

The administration of this program shall be the responsibility of the Human Resources Director.

B. Outstanding Service.

1. The Human Resources Department may establish programs in recognition of outstanding service by employees and may provide appropriate recognition, including a certificate and/or other items of nominal value, or an employee may be granted up to four incentive days per year. "Incentive day" means a day which is available for use and is administered in the same way as a floating holiday, as set forth in Tacoma Municipal Code Sections 1.12.200 and 1.12.210.



2. Expenditures, pursuant to this section, shall constitute additional compensation to the individual recipients of such award over and above that specified elsewhere in this chapter.

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C. Employee Incentive Program. The Department of Public Utilities may reward an incentive bonus to its eligible participating employees for their contribution to the achievement of department goals. The bonus would be one incentive day for achieving 51 percent to 65 percent of department goals, two incentive days for 66 percent to 80 percent achievement, three incentive days for 81 percent to 99 percent, and a maximum of four incentive days for meeting all stated goals. The program year will be January 1 through December 31 with reward occurring at the end of January of the following year. For the purposes of this section, the following words shall mean:

- 1. "Achievement of department goals" means the determination by the Director of Utilities after reporting to the Public Utility Board that the strategic plan or other goals that have been promulgated in writing by the Director by March 31 of the program year have been substantially satisfied.
- 2. "Eligible participating employee" means a City employee that:
 - a. Is an employee of or works for the Department of Public Utilities and has been at said status for at least six months prior to December 31 of the program year; and
 - b. Has not had any days of disciplinary suspension during the program year.
- 3. "Incentive day" means a day which is available for use and is administered in the same way as a floating holiday, as set forth in Sections 1.12.200 and 1.12.210, or equivalent cash in lieu thereof.

~~D. Tacoma Police Department 2008 Hiring Incentive Program.~~

- ~~1. Employees who are hired under this program as a Lateral Entry Police Officer shall be eligible to receive hiring and relocation incentives to be paid in accordance with the program, with hiring incentives limited to \$7,000 per employee, a maximum of 40 hours of paid leave, and \$2,500 in relocation expenses.~~
- ~~2. Tacoma Police Department employees who recruit a lateral hire Police Officer under this program shall be granted two (2) incentive days off with pay, so long as the lateral hire successfully completes the hiring process.~~
- ~~3. In order to be eligible for any component of the foregoing hiring incentive program, lateral hire applications must be received no later than December 31, 2008.~~
- ~~4. The 2008 Tacoma Police Department Hiring Incentive Program will be effective January 1, 2008 through December 31, 2008.~~

D. Wellness Program. Employees may be eligible for financial and/or other incentives for participation and achievement of goals as determined by the Wellness Committee.

* * *

1.12.640 Application of additional rates.

* * *

0601 A Meter Reader (CSC 0601), when assigned by his or her supervisor to training functions for a minimum of four hours, shall receive a 10 percent differential above his or her regular rate of pay.

0601 A Meter Reader (CSC 0601), when assigned to lead functions, shall receive a 10 percent application of rate above his or her regular rate of pay.

0602 A Utilities Field Investigator (CSC 0602) when assigned by his or her supervisor to training functions for a minimum of four hours shall receive a five percent differential above his or her regular rate of pay.

0602 A Utilities Field Investigator (CSC 0602), when assigned to lead functions, shall receive a 10 percent application of rate above his or her regular rate of pay.

* * *



0798 The classification of Project Software Engineer (CSC 0798) receives pay and benefits as outlined in City Council Resolution No. 35289, adopted September 25, 2001.

* * *

5068 When in an on-call status, a Water ~~Transmission~~ Supply Supervisor (CSC 5068) shall be compensated for 1 (one) hour at the overtime rate for the first emergency call not requiring a return to headquarters or the work site. Subsequent calls after the first hour of paid time shall be paid at the overtime rate for the actual time spent to handle the call, as provided for in the collective bargaining agreement.

5097 An employee in the classification of Biosolids Supervisor (CSC 5097) that receives the Master Gardener Certification and/or the Washington Organic Recycling Compost Certification shall receive certification pay of 2.5 percent for each certification.

* * *

~~5100 An employee in the classification of Biosolids Coordinator (CSC 5100) shall be eligible to receive non-automatic steps 6 and 7 when assigned in writing to oversee the activities, functions, and employees of the Biosolids section; and also be responsible for new product development, marketing and sales of Biosolids products; and improving performance standards; that receives the Master Gardener Certification and/or the Washington Organic Recycling Compost Certification shall receive certification pay of 2.5 percent for each certification.~~

* * *

~~7111 A Locomotive Engineer, who has an employment relationship as of January 1, 2013, and qualifies pursuant to the conditions contained in the collective bargaining agreement, shall share in a one-time ratification payment of \$80,000 based on the total number of regular straight time hours worked by all locomotive engineers during the qualifying period of January 1, 2012, through December 31, 2012.~~

* * *

~~L17 The employee in the classification of Animal Control Compliance Supervisor (CSC 5361), shall receive a uniform cleaning allowance for 2007, 2008, 2009 and 2010 as of the date of ratification of the 2011 – 2014 collective bargaining agreement.~~

L17 An employee in the classification of Building Inspector (CSC 2101), Code Inspector Supervisor (CSC 2102), Mechanical Inspector (CSC 2119) or Senior Inspector (CSC 2122) holding the applicable ICC certification for their assigned discipline and one additional ICC certification shall receive five percent above his/her base rate of pay, commencing with the ratification of the 2011 – 2014 collective bargaining agreement, and will sunset on December 31, ~~2012~~2014.

~~L17 An employee in a classification represented by the Professional and Technical Employees, Local 17, will receive a one-time, lump sum payment in the amount of \$1,000. Further, employees Ramiro Sanchez and Michael Roper will receive a lump sum payment in the amount of \$365 each, and David Waller will receive a lump sum payment of \$550, all as pursuant to the October 2013 Letter of Agreement signed between the parties.~~

* * *

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
0751	A	Budget Officer Director	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
1002	A	City Attorney, Assistant	40.84	41.35	41.87	42.39	42.92	43.46	44.00	44.55	45.11	45.67	46.24	46.82	47.41	48.00	48.60	49.21	49.82	50.44	51.07	51.71	52.36
1001	A	City Attorney, Prosecuting	32.67	33.08	33.49	33.91	34.34	34.77	35.20	35.64	36.09	36.54	36.99	37.46	37.92	38.40	38.88	39.36	39.86	40.36	40.86	41.37	41.89
0746	A	City Manager, Assistant	64.11	64.91	65.72	66.54	67.37	68.22	69.07	69.93	70.81	71.69	72.59	73.49	74.41	75.34	76.28	77.24	78.20	79.18	80.17	81.17	82.19
0744	A	City Manager, Assistant to the	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.67	55.36	56.05	56.75	57.46	58.18	58.90	59.64
0745	A	City Manager, Deputy	79.44	80.44	81.44	82.46	83.49	84.53	85.59	86.66	87.74	88.84	89.95	91.07	92.21	93.37	94.53	95.71	96.91	98.12	99.35	100.59	101.85
0710	A	City Treasurer	45.01	45.58	46.15	46.72	47.31	47.90	48.50	49.10	49.72	50.34	50.97	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.29	57.00	57.71
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
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
1211	A	Community Relations Officer	30.78	31.16	31.55	31.95	32.35	32.75	33.16	33.58	34.00	34.42	34.85	35.29	35.73	36.17	36.63	37.08	37.55	38.02	38.49	38.97	39.46
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
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

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
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
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
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
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
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
8028		Engineer in Training	24.30	24.60	24.91	25.22	25.54	25.86	26.18	26.51	26.84	27.17	27.51	27.86	28.20	28.56	28.91	29.28	29.64	30.01	30.39	30.77	31.15
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
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
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
2059	A	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
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
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
2092		Environmental Specialist	29.29	29.66	30.03	30.41	30.79	31.17	31.56	31.96	32.36	32.76	33.17	33.58	34.00	34.43	34.86	35.29	35.74	36.18	36.63	37.09	37.56
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
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
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
0518	A	Fire Department Manager	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.30	57.00	57.71	58.43
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
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

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
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
1131	A	Human Resources Analyst, Sr	33.80	34.22	34.65	35.08	35.52	35.96	36.41	36.87	37.33	37.79	38.27	38.74	39.23	39.72	40.22	40.72	41.23	41.74	42.26	42.79	43.33
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
1114		Human Resources Specialist	24.00	24.30	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
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
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
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
0136	A	Information Technology Supervisor	41.16	41.68	42.20	42.72	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	52.77
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
2207	A	Land Use Administrator	46.01	46.58	47.16	47.75	48.35	48.96	49.57	50.19	50.81	51.45	52.09	52.74	53.40	54.07	54.75	55.43	56.12	56.83	57.54	58.25	58.98
1184	A	Management & Budget Specialist	21.45	21.72	21.99	22.26	22.54	22.82	23.11	23.40	23.69	23.99	24.29	24.59	24.90	25.21	25.52	25.84	26.17	26.49	26.82	27.16	27.50
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
0841	A	Market Development 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 Development 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

EXHIBIT “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
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
2089	A	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
2094	A	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
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
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
0754	A	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
2532		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
2534		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
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
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
6220	A	PAF Public Assembly Attendant	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
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
2221		Planner, Principal	36.84	37.30	37.76	38.24	38.71	39.20	39.69	40.18	40.69	41.20	41.71	42.23	42.76	43.29	43.84	44.38	44.94	45.50	46.07	46.64	47.23
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
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

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
0772	A	Police Chief	75.99	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
4201		Police Officer Recruit	25.52	29.14	30.57																		
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
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
0817	A	Power Section 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
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
5248	A	Power Supervisor 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
5251	A	Power 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
5249	A	Power Supervisor III	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
2322		Program Development Specialist	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	31.26	31.65	32.04	32.44	32.85
2321		Program Development Specialist, Lead	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50
1100		Program Technician	20.94	21.20	21.47	21.73	22.01	22.28	22.56	22.84	23.13	23.42	23.71	24.00	24.30	24.61	24.92	25.23	25.54	25.86	26.19	26.51	26.84
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	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
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
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
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 "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
2343		Real Estate Officer	31.54	31.93	32.33	32.73	33.14	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
2344	A	Real Estate Officer, Sr	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18	39.67	40.17	40.67	41.18	41.69	42.21	42.74	43.28	43.82	44.37	44.92
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
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
5052		Resource Conservation 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
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
1110		Risk Analyst	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20	29.56	29.93	30.31	30.69	31.07	31.46	31.85	32.25	32.65	33.06	33.47
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
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
1117		Safety Technician	22.89	23.17	23.46	23.76	24.05	24.36	24.66	24.97	25.28	25.60	25.92	26.24	26.57	26.90	27.24	27.58	27.92	28.27	28.62	28.98	29.34
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
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
2529		Senior Center Van Driver	12.43	12.58	12.74	12.90	13.06	13.22	13.39	13.55	13.72	13.90	14.07	14.24	14.42	14.60	14.79	14.97	15.16	15.35	15.54	15.73	15.93
2556		Seniors Center Supervisor	21.51	21.78	22.05	22.32	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	27.57
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

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5530	A	Telecom- munications 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	Telecom- munications 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	Telecom- munications 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	Telecom- munications 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
1154		Television Production Coordinator	30.72	31.10	31.49	31.88	32.28	32.68	33.09	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89	39.38
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	11966	12116	12267	12420	12576	12733	12892	13053	13216	13382	13549	13718	13890	14063	14239	14417	14597	14780	14965	15152	15341
0819	A	Utilities Director, Deputy	6703	6787	6872	6958	7045	7133	7222	7312	7404	7496	7590	7685	7781	7878	7977	8076	8177	8280	8383	8488	8594
0825	A	Utilities Director, Deputy Power Superintendent	9277	9393	9511	9630	9750	9872	9995	10120	10247	10375	10505	10636	10769	10903	11040	11178	11317	11459	11602	11747	11894
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
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
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

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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	A	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	37.74	38.22	38.69	39.18	39.67	40.16	40.66	41.17	41.69	42.21	42.74	43.27	43.81	44.36	44.91	45.47	46.04	46.62	47.20	47.79	48.39
0751	A	Budget Officer Director	58.55	59.28	60.02	60.77	61.53	62.30	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
0146	A	Business Development Manager	46.86	47.44	48.04	48.64	49.25	49.86	50.48	51.12	51.75	52.40	53.06	53.72	54.39	55.07	55.76	56.46	57.16	57.88	58.60	59.33	60.07
1002	A	City Attorney, Assistant	42.37	42.90	43.43	43.98	44.53	45.08	45.65	46.22	46.80	47.38	47.97	48.57	49.18	49.79	50.42	51.05	51.69	52.33	52.99	53.65	54.32
1001	A	City Attorney, Prosecuting	33.90	34.32	34.75	35.18	35.62	36.07	36.52	36.98	37.44	37.91	38.38	38.86	39.35	39.84	40.34	40.84	41.35	41.87	42.39	42.92	43.46
0746	A	City Manager, Assistant	67.21	68.05	68.90	69.76	70.63	71.51	72.41	73.31	74.23	75.16	76.09	77.05	78.01	78.98	79.97	80.97	81.98	83.01	84.05	85.10	86.16
0744	A	City Manager, Assistant to the	49.31	49.93	50.55	51.18	51.82	52.47	53.13	53.79	54.46	55.14	55.83	56.53	57.24	57.95	58.68	59.41	60.15	60.91	61.67	62.44	63.22
0745	A	City Manager, Deputy	83.03	84.07	85.12	86.19	87.26	88.36	89.46	90.58	91.71	92.86	94.02	95.19	96.38	97.59	98.81	100.04	101.29	102.56	103.84	105.14	106.45
0710	A	City Treasurer	47.72	48.31	48.92	49.53	50.15	50.77	51.41	52.05	52.70	53.36	54.03	54.70	55.39	56.08	56.78	57.49	58.21	58.93	59.67	60.42	61.17
0750	A	Community & Economic Development Director	62.09	62.87	63.66	64.45	65.26	66.07	66.90	67.73	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.69	77.65	78.62	79.61
2208	A	Community & Economic Development Director, Assistant	51.74	52.39	53.04	53.71	54.38	55.06	55.75	56.44	57.15	57.86	58.59	59.32	60.06	60.81	61.57	62.34	63.12	63.91	64.71	65.52	66.34
2210	A	Community & Economic Development Division Manager	44.99	45.56	46.13	46.70	47.29	47.88	48.48	49.08	49.70	50.32	50.95	51.58	52.23	52.88	53.54	54.21	54.89	55.57	56.27	56.97	57.68
0805	A	Community & Media Services Manager	48.14	48.74	49.35	49.96	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.19	55.88	56.57	57.28	58.00	58.72	59.46	60.20	60.95	61.71
1211	A	Community Relations Officer	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	40.30	40.80	41.31	41.83
0802	A	Community Relations Specialist	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.05	32.46	32.86	33.27	33.69	34.11	34.53	34.97	35.40	35.85	36.29	36.75	37.21	37.67
0619	A	Conservation Manager	51.19	51.83	52.48	53.13	53.80	54.47	55.15	55.84	56.54	57.24	57.96	58.68	59.42	60.16	60.91	61.67	62.44	63.22	64.01	64.82	65.63
2326	A	Conservation Manager, Assistant	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	54.30	54.98	55.67	56.36	57.07
0630	A	Conservation Program Manager	32.91	33.32	33.73	34.16	34.58	35.02	35.45	35.90	36.35	36.80	37.26	37.73	38.20	38.67	39.16	39.65	40.14	40.64	41.15	41.67	42.19
0620	A	Conservation Supervisor	37.87	38.34	38.82	39.31	39.80	40.29	40.80	41.31	41.82	42.35	42.88	43.41	43.96	44.50	45.06	45.62	46.19	46.77	47.36	47.95	48.55
1124	A	Contract & Program Auditor	26.78	27.12	27.45	27.80	28.14	28.50	28.85	29.21	29.58	29.95	30.32	30.70	31.09	31.47	31.87	32.27	32.67	33.08	33.49	33.91	34.33
0521	A	Controller	58.55	59.28	60.02	60.77	61.53	62.30	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
4311	A	Court Administrator	47.76	48.36	48.97	49.58	50.20	50.83	51.46	52.10	52.76	53.41	54.08	54.76	55.44	56.14	56.84	57.55	58.27	59.00	59.73	60.48	61.24

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
4308	A	Court Operations Supervisor	35.38	35.82	36.27	36.73	37.18	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58	42.10	42.63	43.16	43.70	44.25	44.80	45.36
0727	A	Customer Services Assistant Manager	47.88	48.48	49.09	49.70	50.32	50.95	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
0609	A	Customer Services Supervisor	31.95	32.35	32.76	33.17	33.58	34.00	34.42	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.96
2347	A	Development Operations Supervisor																					
2349	A	Development Specialist	26.72	27.05	27.39	27.73	28.08	28.43	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25
2070	A	Engineer	35.78	36.22	36.68	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.57	43.11	43.64	44.19	44.74	45.30	45.87
8028		Engineer in Training	24.76	25.07	25.38	25.70	26.02	26.35	26.68	27.01	27.35	27.69	28.04	28.39	28.74	29.10	29.46	29.83	30.21	30.58	30.97	31.35	31.74
2068	A	Engineer, Associate	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	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
2073	A	Engineer, Principal	44.44	45.00	45.56	46.13	46.71	47.29	47.88	48.48	49.08	49.70	50.32	50.95	51.59	52.23	52.88	53.54	54.21	54.89	55.58	56.27	56.98
2082	A	Engineer, Professional	40.11	40.61	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.86	45.42	45.98	46.56	47.14	47.73	48.33	48.93	49.54	50.16	50.79	51.42
2083	A	Engineer, Senior	40.11	40.61	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.86	45.42	45.98	46.56	47.14	47.73	48.33	48.93	49.54	50.16	50.79	51.42
2060	A	Engineer, Senior Principal	48.77	49.38	50.00	50.63	51.26	51.90	52.55	53.21	53.87	54.54	55.23	55.92	56.62	57.32	58.04	58.76	59.50	60.24	61.00	61.76	62.53
0758	A	Environmental Services Director	68.73	69.59	70.46	71.34	72.23	73.14	74.05	74.98	75.91	76.86	77.82	78.80	79.78	80.78	81.79	82.81	83.84	84.89	85.95	87.03	88.12
2059	A	Environmental Services Director, Assistant	59.82	60.57	61.32	62.09	62.87	63.65	64.45	65.25	66.07	66.90	67.73	68.58	69.44	70.30	71.18	72.07	72.97	73.89	74.81	75.74	76.69
2056	A	Environmental Services Division Manager	55.08	55.77	56.47	57.18	57.89	58.61	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37	67.20	68.04	68.89	69.75	70.62
2057	A	Environmental Services Division Manager, Assistant	50.06	50.68	51.32	51.96	52.61	53.26	53.93	54.60	55.29	55.98	56.68	57.39	58.10	58.83	59.56	60.31	61.06	61.83	62.60	63.38	64.17
2092		Environmental Specialist	29.63	30.00	30.38	30.76	31.14	31.53	31.92	32.32	32.73	33.14	33.55	33.97	34.39	34.82	35.26	35.70	36.15	36.60	37.06	37.52	37.99
2097		Environmental Technician	24.49	24.80	25.10	25.42	25.74	26.06	26.38	26.71	27.05	27.39	27.73	28.07	28.43	28.78	29.14	29.50	29.87	30.25	30.63	31.01	31.40
2098		Environmental Technician, Senior	26.94	27.28	27.62	27.96	28.31	28.67	29.02	29.39	29.75	30.13	30.50	30.88	31.27	31.66	32.06	32.46	32.86	33.27	33.69	34.11	34.54
0753	A	Equity & Human Rights Director	62.09	62.87	63.66	64.45	65.26	66.07	66.90	67.73	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.69	77.65	78.62	79.61
0820	A	Executive Assistant	31.10	31.48	31.88	32.28	32.68	33.09	33.50	33.92	34.35	34.77	35.21	35.65	36.10	36.55	37.00	37.47	37.93	38.41	38.89	39.37	39.87
0767	A	Fire Chief	80.45	81.45	82.47	83.50	84.55	85.60	86.67	87.76	88.85	89.96	91.09	92.23	93.38	94.55	95.73	96.93	98.14	99.37	100.61	101.86	103.14
0518	A	Fire Department Manager	46.63	47.22	47.81	48.40	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
4215	A	Forensics Manager	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	48.72	49.33	49.95	50.57	51.20	51.84	52.49	53.15
0726	A	Government Relations Analyst	44.38	44.94	45.50	46.07	46.64	47.23	47.82	48.42	49.02	49.63	50.25	50.88	51.52	52.16	52.81	53.47	54.14	54.82	55.50	56.20	56.90

EXHIBIT “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2310	A	Historic Preservation Coordinator	26.98	27.32	27.66	28.00	28.35	28.71	29.07	29.43	29.80	30.17	30.55	30.93	31.32	31.71	32.10	32.50	32.91	33.32	33.74	34.16	34.59
2309	A	Historic Preservation Officer	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	39.09	39.58	40.08	40.58	41.08	41.60	42.12	42.64
2336		Housing Rehabilitation Specialist	26.28	26.61	26.95	27.28	27.62	27.97	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.06	32.46	32.87	33.28	33.70
1131	A	Human Resources Analyst, Sr	34.71	35.14	35.58	36.03	36.48	36.93	37.40	37.86	38.34	38.82	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41	43.95	44.50
0735	A	Human Resources Director	65.84	66.66	67.50	68.34	69.19	70.06	70.93	71.82	72.72	73.63	74.55	75.48	76.42	77.38	78.35	79.32	80.32	81.32	82.34	83.37	84.41
1125	A	Human Resources Director, Assistant	51.65	52.30	52.95	53.61	54.28	54.96	55.65	56.34	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.80	64.59	65.40	66.22
1114		Human Resources Specialist	25.03	25.34	25.66	25.98	26.30	26.63	26.96	27.30	27.64	27.99	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91	31.30	31.69	32.09
2533		Human Services Program Assistant	17.94	18.16	18.39	18.62	18.85	19.09	19.33	19.57	19.81	20.06	20.31	20.57	20.82	21.08	21.35	21.61	21.88	22.16	22.43	22.72	23.00
5151	A	Hydro Project Manager	54.71	55.39	56.09	56.79	57.50	58.22	58.94	59.68	60.43	61.18	61.95	62.72	63.50	64.30	65.10	65.92	66.74	67.57	68.42	69.27	70.14
5150	A	Hydro Project Manager, Assistant	49.24	49.85	50.48	51.11	51.74	52.39	53.05	53.71	54.38	55.06	55.75	56.45	57.15	57.87	58.59	59.32	60.06	60.81	61.57	62.34	63.12
0837	A	Information Technology Director, Assistant	57.89	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37	67.20	68.04	68.89	69.75	70.62	71.51	72.40	73.30	74.22
0140	A	Information Technology Manager	48.38	48.98	49.60	50.22	50.84	51.48	52.12	52.77	53.43	54.10	54.78	55.46	56.16	56.86	57.57	58.29	59.02	59.75	60.50	61.26	62.02
0136	A	Information Technology Supervisor	43.63	44.18	44.73	45.29	45.85	46.43	47.01	47.59	48.19	48.79	49.40	50.02	50.64	51.28	51.92	52.57	53.22	53.89	54.56	55.25	55.94
1118	A	Labor Negotiator	41.40	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72	46.30	46.87	47.46	48.05	48.65	49.26	49.88	50.50	51.13	51.77	52.42	53.07
1132	A	Labor Relations Manager	47.90	48.50	49.10	49.72	50.34	50.97	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.29	57.00	57.71	58.43	59.16	59.90	60.65	61.41
2207	A	Land Use Administrator	46.56	47.14	47.73	48.32	48.93	49.54	50.16	50.79	51.42	52.06	52.72	53.37	54.04	54.72	55.40	56.09	56.79	57.50	58.22	58.95	59.69
1184	A	Management & Budget Specialist	22.74	23.02	23.31	23.60	23.90	24.19	24.50	24.80	25.11	25.43	25.74	26.07	26.39	26.72	27.06	27.39	27.74	28.08	28.43	28.79	29.15
1109	A	Management Analyst I	24.79	25.10	25.41	25.73	26.05	26.38	26.70	27.04	27.38	27.72	28.07	28.42	28.77	29.13	29.50	29.86	30.24	30.61	31.00	31.39	31.78
1120	A	Management Analyst II	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	33.67	34.10	34.52	34.95	35.39	35.83	36.28	36.73
1135	A	Management Analyst III	38.63	39.11	39.60	40.10	40.60	41.11	41.62	42.14	42.67	43.20	43.74	44.29	44.84	45.40	45.97	46.54	47.13	47.72	48.31	48.92	49.53
4607		Management Fellow	18.75	18.98	19.22	19.46	19.71	19.95	20.20	20.45	20.71	20.97	21.23	21.50	21.76	22.04	22.31	22.59	22.87	23.16	23.45	23.74	24.04
0841	A	Market Development Program Manager	47.57	48.16	48.76	49.37	49.99	50.62	51.25	51.89	52.54	53.20	53.86	54.53	55.22	55.91	56.60	57.31	58.03	58.75	59.49	60.23	60.98
0842	A	Market Development Research Analyst	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.20	48.81	49.42	50.03	50.66	51.29	51.93	52.58	53.24	53.91	54.58

EXHIBIT “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0840	A	Marketing & Development Manager	55.42	56.11	56.81	57.52	58.24	58.97	59.71	60.45	61.21	61.97	62.75	63.53	64.33	65.13	65.94	66.77	67.60	68.45	69.30	70.17	71.05
1151		Master Control Technician	18.54	18.78	19.01	19.25	19.49	19.73	19.98	20.23	20.48	20.74	21.00	21.26	21.53	21.79	22.07	22.34	22.62	22.90	23.19	23.48	23.77
0804	A	Media & Communications Director	48.14	48.74	49.35	49.96	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.19	55.88	56.57	57.28	58.00	58.72	59.46	60.20	60.95	61.71
2106	A	Natural Resources Biologist I	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
2089	A	Natural Resources Biologist II	35.35	35.79	36.24	36.69	37.15	37.62	38.09	38.56	39.05	39.53	40.03	40.53	41.04	41.55	42.07	42.59	43.13	43.66	44.21	44.76	45.32
2094	A	Natural Resources Biologist III	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
2091	A	Natural Resources Manager	56.32	57.03	57.74	58.46	59.19	59.93	60.68	61.44	62.21	62.98	63.77	64.57	65.38	66.19	67.02	67.86	68.71	69.57	70.44	71.32	72.21
0759	A	Neighborhood & Community Services Director	62.09	62.87	63.66	64.45	65.26	66.07	66.90	67.73	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.69	77.65	78.62	79.61
2058	A	Neighborhood & Community Services Division Manager	44.99	45.56	46.13	46.70	47.29	47.88	48.48	49.08	49.70	50.32	50.95	51.58	52.23	52.88	53.54	54.21	54.89	55.57	56.27	56.97	57.68
0754	A	Neighborhood & Community Services Manager	35.69	36.14	36.59	37.05	37.51	37.98	38.46	38.94	39.42	39.92	40.42	40.92	41.43	41.95	42.47	43.00	43.54	44.09	44.64	45.20	45.76
2532		Neighborhood & Community Services Specialist	25.64	25.96	26.29	26.62	26.95	27.28	27.63	27.97	28.32	28.67	29.03	29.40	29.76	30.14	30.51	30.89	31.28	31.67	32.07	32.47	32.87
2534		Neighborhood & Community Services Supervisor	29.42	29.79	30.16	30.53	30.92	31.30	31.69	32.09	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
0738	A	Office Administrator	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	33.91
0739	A	Office Manager	30.39	30.77	31.15	31.54	31.93	32.33	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
0533	A	Operations Manager	44.73	45.29	45.86	46.43	47.01	47.60	48.20	48.80	49.41	50.03	50.65	51.28	51.93	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35
0730	A	PAF Director	62.66	63.44	64.23	65.03	65.85	66.67	67.50	68.35	69.20	70.07	70.94	71.83	72.73	73.64	74.56	75.49	76.43	77.39	78.36	79.33	80.33
6220	A	PAF Public Assembly Attendant																					
1009	A	Paralegal	25.60	25.92	26.24	26.57	26.90	27.24	27.58	27.92	28.27	28.63	28.98	29.35	29.71	30.08	30.46	30.84	31.23	31.62	32.01	32.41	32.82
1010	A	Paralegal, Senior	31.11	31.50	31.90	32.29	32.70	33.11	33.52	33.94	34.36	34.79	35.23	35.67	36.11	36.57	37.02	37.49	37.95	38.43	38.91	39.40	39.89
2085	A	Park Supervisor	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	36.13	36.58	37.04	37.50
2086	A	Park Supervisor, Assistant	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	31.35	31.74	32.14	32.54	32.94	33.36	33.77	34.20
0075	A	Parking Manager																					
2105		Permit Supervisor	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	35.34	35.79	36.23	36.69	37.14	37.61
2221		Planner, Principal	37.12	37.59	38.06	38.53	39.01	39.50	40.00	40.50	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.85	46.43	47.01	47.59

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2203		Planner, Senior	32.68	33.08	33.50	33.92	34.34	34.77	35.20	35.64	36.09	36.54	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36	40.86	41.37	41.89
0719	A	Planning & Development Services Director	62.09	62.87	63.66	64.45	65.26	66.07	66.90	67.73	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.69	77.65	78.62	79.61
2219	A	Planning & Development Services Division Manager	44.99	45.56	46.13	46.70	47.29	47.88	48.48	49.08	49.70	50.32	50.95	51.58	52.23	52.88	53.54	54.21	54.89	55.57	56.27	56.97	57.68
2036		Plans Examiner	27.64	27.99	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91	31.30	31.69	32.09	32.49	32.89	33.30	33.72	34.14	34.57	35.00	35.44
2037	A	Plans Examiner, Senior	30.71	31.10	31.49	31.88	32.28	32.68	33.09	33.51	33.92	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89	39.38
0772	A	Police Chief	80.45	81.45	82.47	83.50	84.55	85.60	86.67	87.76	88.85	89.96	91.09	92.23	93.38	94.55	95.73	96.93	98.14	99.37	100.61	101.86	103.14
4201		Police Officer Recruit	27.89	31.85	33.40																		
5123	A	Power Analyst	44.04	44.59	45.14	45.71	46.28	46.86	47.44	48.04	48.64	49.24	49.86	50.48	51.11	51.75	52.40	53.06	53.72	54.39	55.07	55.76	56.46
5128	A	Power Analyst, Senior	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	58.95	59.69	60.43	61.19	61.95	62.73
0815	A	Power Section Assistant Manager I	58.02	58.75	59.48	60.23	60.98	61.74	62.51	63.30	64.09	64.89	65.70	66.52	67.35	68.19	69.05	69.91	70.78	71.67	72.56	73.47	74.39
0817	A	Power Section Assistant Manager II	66.37	67.20	68.04	68.89	69.75	70.62	71.51	72.40	73.30	74.22	75.15	76.09	77.04	78.00	78.98	79.96	80.96	81.98	83.00	84.04	85.09
0816	A	Power Section Manager	86.28	87.36	88.45	89.55	90.67	91.81	92.95	94.12	95.29	96.48	97.69	98.91	100.15	101.40	102.67	103.95	105.25	106.57	107.90	109.25	110.61
5248	A	Power Supervisor I	35.41	35.85	36.30	36.76	37.22	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
5251	A	Power Supervisor II	44.26	44.82	45.38	45.94	46.52	47.10	47.69	48.28	48.89	49.50	50.12	50.74	51.38	52.02	52.67	53.33	53.99	54.67	55.35	56.04	56.75
5249	A	Power Supervisor III	49.80	50.43	51.06	51.70	52.34	53.00	53.66	54.33	55.01	55.70	56.39	57.10	57.81	58.53	59.27	60.01	60.76	61.52	62.28	63.06	63.85
2322		Program Development Specialist	26.98	27.32	27.66	28.00	28.35	28.71	29.07	29.43	29.80	30.17	30.55	30.93	31.32	31.71	32.10	32.50	32.91	33.32	33.74	34.16	34.59
2321		Program Development Specialist, Lead	29.98	30.35	30.73	31.11	31.50	31.90	32.30	32.70	33.11	33.52	33.94	34.37	34.80	35.23	35.67	36.12	36.57	37.02	37.49	37.96	38.43
1100		Program Technician	22.19	22.47	22.75	23.03	23.32	23.61	23.91	24.21	24.51	24.82	25.13	25.44	25.76	26.08	26.41	26.74	27.07	27.41	27.75	28.10	28.45
2502		Project Specialist	22.76	23.04	23.33	23.62	23.92	24.22	24.52	24.82	25.14	25.45	25.77	26.09	26.42	26.75	27.08	27.42	27.76	28.11	28.46	28.82	29.18
0757	A	Public Works Director	68.73	69.59	70.46	71.34	72.23	73.14	74.05	74.98	75.91	76.86	77.82	78.80	79.78	80.78	81.79	82.81	83.84	84.89	85.95	87.03	88.12
0755	A	Public Works Director, Assistant	59.82	60.57	61.32	62.09	62.87	63.65	64.45	65.25	66.07	66.90	67.73	68.58	69.44	70.30	71.18	72.07	72.97	73.89	74.81	75.74	76.69
2054	A	Public Works Division Manager	55.08	55.77	56.47	57.18	57.89	58.61	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37	67.20	68.04	68.89	69.75	70.62
2055	A	Public Works Division Manager, Assistant	50.06	50.68	51.32	51.96	52.61	53.26	53.93	54.60	55.29	55.98	56.68	57.39	58.10	58.83	59.56	60.31	61.06	61.83	62.60	63.38	64.17
7128	A	Rail Chief Administrative Officer	48.31	48.92	49.53	50.15	50.77	51.41	52.05	52.70	53.36	54.03	54.70	55.39	56.08	56.78	57.49	58.21	58.94	59.67	60.42	61.17	61.94

EXHIBIT “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7129	A	Rail Chief Information/Financial Officer	48.31	48.92	49.53	50.15	50.77	51.41	52.05	52.70	53.36	54.03	54.70	55.39	56.08	56.78	57.49	58.21	58.94	59.67	60.42	61.17	61.94
7130	A	Rail Chief Mechanical Officer	54.03	54.71	55.39	56.08	56.78	57.49	58.21	58.94	59.68	60.42	61.18	61.94	62.72	63.50	64.30	65.10	65.91	66.74	67.57	68.42	69.27
7152	A	Rail Superintendent, Assistant	59.91	60.66	61.42	62.19	62.96	63.75	64.55	65.35	66.17	67.00	67.84	68.68	69.54	70.41	71.29	72.18	73.08	74.00	74.92	75.86	76.81
7127	A	Rail Supervisor of Operations	38.06	38.53	39.02	39.50	40.00	40.50	41.00	41.52	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.85	46.43	47.01	47.59	48.19	48.79
7126	A	Railway Roadmaster	48.31	48.92	49.53	50.15	50.78	51.41	52.05	52.70	53.36	54.03	54.71	55.39	56.08	56.78	57.49	58.21	58.94	59.68	60.42	61.18	61.94
2343		Real Estate Officer	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.29	39.78	40.27	40.78	41.29	41.80	42.33	42.86
2344	A	Real Estate Officer, Sr	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.87	46.45	47.03	47.62
2069	A	Real-Time Energy Trader	46.90	47.48	48.08	48.68	49.29	49.90	50.53	51.16	51.80	52.44	53.10	53.76	54.44	55.12	55.80	56.50	57.21	57.92	58.65	59.38	60.12
0845	A	Relicensing Coordinator	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.67	55.36
5052		Resource Conservation Specialist	25.64	25.96	26.29	26.62	26.95	27.28	27.63	27.97	28.32	28.67	29.03	29.40	29.76	30.14	30.51	30.89	31.28	31.67	32.07	32.47	32.87
0559	A	Retirement Chief Investment Officer	50.38	51.01	51.65	52.30	52.95	53.61	54.28	54.96	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
0560	A	Retirement System Director	60.77	61.53	62.30	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
1110		Risk Analyst	26.18	26.50	26.84	27.17	27.51	27.85	28.20	28.56	28.91	29.27	29.64	30.01	30.39	30.77	31.15	31.54	31.93	32.33	32.74	33.15	33.56
1137	A	Risk Analyst, Senior	30.24	30.62	31.00	31.39	31.78	32.18	32.58	32.99	33.40	33.82	34.24	34.67	35.10	35.54	35.98	36.43	36.89	37.35	37.82	38.29	38.77
0703	A	Risk Manager	45.04	45.60	46.17	46.75	47.33	47.92	48.52	49.13	49.74	50.36	50.99	51.63	52.28	52.93	53.59	54.26	54.94	55.63	56.32	57.03	57.74
1204	A	Safety Manager	37.88	38.35	38.83	39.31	39.81	40.30	40.81	41.32	41.83	42.36	42.89	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.37	47.96	48.56
1122		Safety Officer	32.34	32.75	33.16	33.57	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
1117		Safety Technician																					
5512		Sales & Service Representative, Lead	21.43	21.70	21.97	22.24	22.52	22.80	23.09	23.38	23.67	23.97	24.27	24.57	24.88	25.19	25.50	25.82	26.14	26.47	26.80	27.14	27.48
2530		Senior Center Cook	11.88	12.03	12.18	12.33	12.49	12.64	12.80	12.96	13.12	13.29	13.45	13.62	13.79	13.96	14.14	14.31	14.49	14.67	14.86	15.04	15.23
2529		Senior Center Van Driver	12.63	12.79	12.95	13.11	13.28	13.44	13.61	13.78	13.95	14.13	14.31	14.48	14.67	14.85	15.03	15.22	15.41	15.61	15.80	16.00	16.20
2556		Seniors Center Supervisor	22.63	22.91	23.20	23.49	23.78	24.08	24.38	24.68	24.99	25.30	25.62	25.94	26.26	26.59	26.93	27.26	27.60	27.95	28.30	28.65	29.01
0138	A	T&D Work Practices Specialist	34.05	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65
5526	A	Telecom-munications Broadband Services Manager	44.40	44.95	45.51	46.08	46.66	47.24	47.83	48.43	49.03	49.65	50.27	50.90	51.53	52.18	52.83	53.49	54.16	54.83	55.52	56.21	56.92

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5531	A	Telecom- munications Customer Care & Marketing Manager	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	45.89	46.46
5532	A	Telecom- munications Customer Care Supervisor	28.99	29.35	29.72	30.09	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	36.70	37.16
5535	A	Telecom- munications Engineer	39.79	40.28	40.79	41.30	41.81	42.34	42.86	43.40	43.94	44.49	45.05	45.61	46.18	46.76	47.34	47.94	48.53	49.14	49.76	50.38	51.01
5530	A	Telecom- munications Franchise Contract Specialist	35.06	35.49	35.94	36.39	36.84	37.30	37.77	38.24	38.72	39.20	39.69	40.19	40.69	41.20	41.72	42.24	42.77	43.30	43.84	44.39	44.94
5500	A	Telecom- munications Manager	72.50	73.41	74.33	75.26	76.20	77.15	78.11	79.09	80.08	81.08	82.09	83.12	84.16	85.21	86.28	87.35	88.45	89.55	90.67	91.80	92.95
5515	A	Telecom- munications Manager, Assistant	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	64.72	65.53	66.35	67.18	68.02	68.87	69.73
5562	A	Telecom- munications Technical Services Supervisor	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.32	40.83	41.34	41.86	42.38	42.91	43.45	43.99
1154		Television Production Coordinator	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.33	40.83
2072	A	Term Energy Trader	58.67	59.40	60.14	60.89	61.65	62.42	63.20	64.00	64.79	65.60	66.42	67.26	68.10	68.95	69.81	70.68	71.57	72.46	73.37	74.28	75.21
0822	A	Utilities Director	12684	12843	13003	13166	13330	13497	13666	13836	14009	14185	14362	14541	14723	14907	15093	15282	15473	15667	15862	16061	16261
0819	A	Utilities Director, Deputy	71.06	71.94	72.84	73.75	74.68	75.61	76.55	77.51	78.48	79.46	80.45	81.46	82.48	83.51	84.55	85.61	86.68	87.76	88.86	89.97	91.10
0825	A	Utilities Director, Deputy Power Superintendent	9834	9957	10081	10207	10335	10464	10595	10727	10862	10997	11135	11274	11415	11558	11702	11848	11996	12146	12298	12452	12608
0830	A	Utilities Director, Deputy Rail Superintendent	70.49	71.37	72.26	73.16	74.08	75.00	75.94	76.89	77.85	78.82	79.81	80.81	81.82	82.84	83.87	84.92	85.98	87.06	88.15	89.25	90.37
0823	A	Utilities Director, Deputy Water Superintendent	75.73	76.67	77.63	78.60	79.59	80.58	81.59	82.61	83.64	84.69	85.74	86.82	87.90	89.00	90.11	91.24	92.38	93.53	94.70	95.89	97.09
0580	A	Utilities Economist	35.48	35.92	36.37	36.83	37.29	37.75	38.22	38.70	39.19	39.68	40.17	40.67	41.18	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48
0581	A	Utilities Economist, Associate	24.79	25.10	25.41	25.73	26.05	26.37	26.70	27.04	27.38	27.72	28.06	28.42	28.77	29.13	29.49	29.86	30.24	30.61	31.00	31.38	31.78
05820	A	Utilities Economist, Senior	44.34	44.90	45.46	46.03	46.60	47.18	47.77	48.37	48.97	49.59	50.21	50.83	51.47	52.11	52.76	53.42	54.09	54.77	55.45	56.15	56.85
1153		Video Production Assistant	18.54	18.78	19.01	19.25	19.49	19.73	19.98	20.23	20.48	20.74	21.00	21.26	21.53	21.79	22.07	22.34	22.62	22.90	23.19	23.48	23.77
1152		Video Specialist	26.54	26.87	27.21	27.55	27.89	28.24	28.59	28.95	29.31	29.68	30.05	30.43	30.81	31.19	31.58	31.98	32.38	32.78	33.19	33.61	34.03

EXHIBIT “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2066	A	Water Division Manager	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	68.38	69.23	70.10
2061	A	Water Division Manager, Assistant	49.70	50.32	50.95	51.59	52.23	52.88	53.55	54.21	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
2064	A	Water Division Superintendent, Deputy	64.33	65.13	65.94	66.77	67.60	68.45	69.30	70.17	71.05	71.93	72.83	73.74	74.67	75.60	76.54	77.50	78.47	79.45	80.44	81.45	82.47
2100	A	Water Program Specialist	29.98	30.35	30.73	31.11	31.50	31.90	32.30	32.70	33.11	33.52	33.94	34.37	34.80	35.23	35.67	36.12	36.57	37.02	37.49	37.96	38.43
5068		Water Supply Supervisor	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
2154		Watershed Forester	35.35	35.79	36.24	36.69	37.15	37.62	38.09	38.56	39.05	39.53	40.03	40.53	41.04	41.55	42.07	42.59	43.13	43.66	44.21	44.76	45.32
2084	A	Wildlife & Recreation Coordinator	35.35	35.79	36.24	36.69	37.15	37.62	38.09	38.56	39.05	39.53	40.03	40.53	41.04	41.55	42.07	42.59	43.13	43.66	44.21	44.76	45.32

Exhibit “C”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0751	A	Budget Officer Director	58.55	59.28	60.02	60.77	61.53	62.30	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
0744	A	City Manager, Assistant to the	49.31	49.93	50.55	51.18	51.82	52.47	53.13	53.79	54.46	55.14	55.83	56.53	57.24	57.95	58.68	59.41	60.15	60.91	61.67	62.44	63.22
0710	A	City Treasurer	47.72	48.31	48.92	49.53	50.15	50.77	51.41	52.05	52.70	53.36	54.03	54.70	55.39	56.08	56.78	57.49	58.21	58.93	59.67	60.42	61.17
0805	A	Community & Media Services Manager	48.14	48.74	49.35	49.96	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.19	55.88	56.57	57.28	58.00	58.72	59.46	60.20	60.95	61.71
1211	A	Community Relations Officer	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	40.30	40.80	41.31	41.83
0802	A	Community Relations Specialist	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.05	32.46	32.86	33.27	33.69	34.11	34.53	34.97	35.40	35.85	36.29	36.75	37.21	37.67
0630	A	Conservation Program Manager	32.91	33.32	33.73	34.16	34.58	35.02	35.45	35.90	36.35	36.80	37.26	37.73	38.20	38.67	39.16	39.65	40.14	40.64	41.15	41.67	42.19
0620	A	Conservation Supervisor	37.87	38.34	38.82	39.31	39.80	40.29	40.80	41.31	41.82	42.35	42.88	43.41	43.96	44.50	45.06	45.62	46.19	46.77	47.36	47.95	48.55
1124	A	Contract & Program Auditor	26.78	27.12	27.45	27.80	28.14	28.50	28.85	29.21	29.58	29.95	30.32	30.70	31.09	31.47	31.87	32.27	32.67	33.08	33.49	33.91	34.33
0521	A	Controller	58.55	59.28	60.02	60.77	61.53	62.30	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
2056	A	Environmental Services Division Manager	55.08	55.77	56.47	57.18	57.89	58.61	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37	67.20	68.04	68.89	69.75	70.62
2057	A	Environmental Services Division Manager, Assistant	50.06	50.68	51.32	51.96	52.61	53.26	53.93	54.60	55.29	55.98	56.68	57.39	58.10	58.83	59.56	60.31	61.06	61.83	62.60	63.38	64.17
0820	A	Executive Assistant	31.10	31.48	31.88	32.28	32.68	33.09	33.50	33.92	34.35	34.77	35.21	35.65	36.10	36.55	37.00	37.47	37.93	38.41	38.89	39.37	39.87
0726	A	Government Relations Analyst	44.38	44.94	45.50	46.07	46.64	47.23	47.82	48.42	49.02	49.63	50.25	50.88	51.52	52.16	52.81	53.47	54.14	54.82	55.50	56.20	56.90
2309	A	Historic Preservation Officer	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	39.09	39.58	40.08	40.58	41.08	41.60	42.12	42.64
2336		Housing Rehabilitation Specialist	26.28	26.61	26.95	27.28	27.62	27.97	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.06	32.46	32.87	33.28	33.70
1125	A	Human Resources Director, Assistant	51.65	52.30	52.95	53.61	54.28	54.96	55.65	56.34	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.80	64.59	65.40	66.22
5151	A	Hydro Project Manager	54.71	55.39	56.09	56.79	57.50	58.22	58.94	59.68	60.43	61.18	61.95	62.72	63.50	64.30	65.10	65.92	66.74	67.57	68.42	69.27	70.14
5150	A	Hydro Project Manager, Assistant	49.24	49.85	50.48	51.11	51.74	52.39	53.05	53.71	54.38	55.06	55.75	56.45	57.15	57.87	58.59	59.32	60.06	60.81	61.57	62.34	63.12
0837	A	Information Technology Director, Assistant	57.89	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37	67.20	68.04	68.89	69.75	70.62	71.51	72.40	73.30	74.22
0136	A	Information Technology Supervisor	43.63	44.18	44.73	45.29	45.85	46.43	47.01	47.59	48.19	48.79	49.40	50.02	50.64	51.28	51.92	52.57	53.22	53.89	54.56	55.25	55.94
1118	A	Labor Negotiator	41.40	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72	46.30	46.87	47.46	48.05	48.65	49.26	49.88	50.50	51.13	51.77	52.42	53.07

Exhibit "C"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1132	A	Labor Relations Manager	47.90	48.50	49.10	49.72	50.34	50.97	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.29	57.00	57.71	58.43	59.16	59.90	60.65	61.41
1184	A	Management & Budget Specialist	22.74	23.02	23.31	23.60	23.90	24.19	24.50	24.80	25.11	25.43	25.74	26.07	26.39	26.72	27.06	27.39	27.74	28.08	28.43	28.79	29.15
1120	A	Management Analyst II	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	33.67	34.10	34.52	34.95	35.39	35.83	36.28	36.73
0804	A	Media & Communications Director	48.14	48.74	49.35	49.96	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.19	55.88	56.57	57.28	58.00	58.72	59.46	60.20	60.95	61.71
2091	A	Natural Resources Manager	56.32	57.03	57.74	58.46	59.19	59.93	60.68	61.44	62.21	62.98	63.77	64.57	65.38	66.19	67.02	67.86	68.71	69.57	70.44	71.32	72.21
2534		Neighborhood & Community Services Supervisor	29.42	29.79	30.16	30.53	30.92	31.30	31.69	32.09	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
0739	A	Office Manager	30.39	30.77	31.15	31.54	31.93	32.33	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
1009	A	Paralegal	25.60	25.92	26.24	26.57	26.90	27.24	27.58	27.92	28.27	28.63	28.98	29.35	29.71	30.08	30.46	30.84	31.23	31.62	32.01	32.41	32.82
1010	A	Paralegal, Senior	31.11	31.50	31.90	32.29	32.70	33.11	33.52	33.94	34.36	34.79	35.23	35.67	36.11	36.57	37.02	37.49	37.95	38.43	38.91	39.40	39.89
2085	A	Park Supervisor	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	36.13	36.58	37.04	37.50
2086	A	Park Supervisor, Assistant	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	31.35	31.74	32.14	32.54	32.94	33.36	33.77	34.20
2105		Permit Supervisor	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	35.34	35.79	36.23	36.69	37.14	37.61
1100		Program Technician	22.19	22.47	22.75	23.03	23.32	23.61	23.91	24.21	24.51	24.82	25.13	25.44	25.76	26.08	26.41	26.74	27.07	27.41	27.75	28.10	28.45
7130	A	Rail Chief Mechanical Officer	54.03	54.71	55.39	56.08	56.78	57.49	58.21	58.94	59.68	60.42	61.18	61.94	62.72	63.50	64.30	65.10	65.91	66.74	67.57	68.42	69.27
7152	A	Rail Superintendent, Assistant	59.91	60.66	61.42	62.19	62.96	63.75	64.55	65.35	66.17	67.00	67.84	68.68	69.54	70.41	71.29	72.18	73.08	74.00	74.92	75.86	76.81
7127	A	Rail Supervisor of Operations	38.06	38.53	39.02	39.50	40.00	40.50	41.00	41.52	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.85	46.43	47.01	47.59	48.19	48.79
2343		Real Estate Officer	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.29	39.78	40.27	40.78	41.29	41.80	42.33	42.86
2344	A	Real Estate Officer, Sr	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.87	46.45	47.03	47.62
0560	A	Retirement System Director	60.77	61.53	62.30	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
1122		Safety Officer	32.34	32.75	33.16	33.57	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
5512		Sales & Service Representative, Lead	21.43	21.70	21.97	22.24	22.52	22.80	23.09	23.38	23.67	23.97	24.27	24.57	24.88	25.19	25.50	25.82	26.14	26.47	26.80	27.14	27.48
5531	A	Telecommunications Customer Care & Marketing Manager	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	45.89	46.46
5532	A	Telecommunications Customer Care Supervisor	28.99	29.35	29.72	30.09	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	36.70	37.16

Exhibit "C"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5535	A	Telecommunications Engineer	39.79	40.28	40.79	41.30	41.81	42.34	42.86	43.40	43.94	44.49	45.05	45.61	46.18	46.76	47.34	47.94	48.53	49.14	49.76	50.38	51.01
5530	A	Telecommunications Franchise Contract Specialist	35.06	35.49	35.94	36.39	36.84	37.30	37.77	38.24	38.72	39.20	39.69	40.19	40.69	41.20	41.72	42.24	42.77	43.30	43.84	44.39	44.94
5500	A	Telecommunications Manager	72.50	73.41	74.33	75.26	76.20	77.15	78.11	79.09	80.08	81.08	82.09	83.12	84.16	85.21	86.28	87.35	88.45	89.55	90.67	91.80	92.95
5515	A	Telecommunications Manager, Assistant	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	64.72	65.53	66.35	67.18	68.02	68.87	69.73
0822	A	Utilities Director	126.84	128.43	130.03	131.66	133.30	134.97	136.66	138.36	140.09	141.85	143.62	145.41	147.23	149.07	150.93	152.82	154.73	156.67	158.62	160.61	162.61
0819	A	Utilities Director, Deputy	71.06	71.94	72.84	73.75	74.68	75.61	76.55	77.51	78.48	79.46	80.45	81.46	82.48	83.51	84.55	85.61	86.68	87.76	88.86	89.97	91.10
0830	A	Utilities Director, Deputy all Superintendent	70.49	71.37	72.26	73.16	74.08	75.00	75.94	76.89	77.85	78.82	79.81	80.81	81.82	82.84	83.87	84.92	85.98	87.06	88.15	89.25	90.37
0825	A	Utilities Director, Deputy Power Superintendent	98.34	99.57	100.81	102.07	103.35	104.64	105.95	107.27	108.62	109.97	111.35	112.74	114.15	115.58	117.02	118.48	119.96	121.46	122.98	124.52	126.08
0823	A	Utilities Director, Deputy Water Superintendent	75.73	76.67	77.63	78.60	79.59	80.58	81.59	82.61	83.64	84.69	85.74	86.82	87.90	89.00	90.11	91.24	92.38	93.53	94.70	95.89	97.09
0580	A	Utilities Economist	35.48	35.92	36.37	36.83	37.29	37.75	38.22	38.70	39.19	39.68	40.17	40.67	41.18	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48
0582	A	Utilities Economist, Senior	44.34	44.90	45.46	46.03	46.60	47.18	47.77	48.37	48.97	49.59	50.21	50.83	51.47	52.11	52.76	53.42	54.09	54.77	55.45	56.15	56.85
2066	A	Water Division Manager	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	68.38	69.23	70.10
2061	A	Water Division Manager, Assistant	49.70	50.32	50.95	51.59	52.23	52.88	53.55	54.21	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
2064	A	Water Division Superintendent, Deputy	64.33	65.13	65.94	66.77	67.60	68.45	69.30	70.17	71.05	71.93	72.83	73.74	74.67	75.60	76.54	77.50	78.47	79.45	80.44	81.45	82.47

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0751	A	Budget Officer Director	61.54	62.31	63.09	63.88	64.67	65.48	66.30	67.13	67.97	68.82	69.68	70.55	71.43	72.32	73.23	74.14	75.07	76.01	76.96	77.92	78.90
0744	A	City Manager, Assistant to the	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	64.66	65.46
0710	A	City Treasurer	50.44	51.07	51.71	52.35	53.01	53.67	54.34	55.02	55.71	56.40	57.11	57.82	58.55	59.28	60.02	60.77	61.53	62.30	63.08	63.86	64.66
0805	A	Community & Media Services Manager	51.02	51.66	52.31	52.96	53.62	54.29	54.97	55.66	56.35	57.06	57.77	58.49	59.22	59.96	60.71	61.47	62.24	63.02	63.81	64.61	65.41
1211	A	Community Relations Officer	34.56	34.99	35.43	35.87	36.32	36.77	37.23	37.70	38.17	38.64	39.13	39.62	40.11	40.61	41.12	41.63	42.15	42.68	43.22	43.76	44.30
0802	A	Community Relations Specialist	31.15	31.54	31.93	32.33	32.73	33.14	33.56	33.98	34.40	34.83	35.27	35.71	36.15	36.60	37.06	37.53	37.99	38.47	38.95	39.44	39.93

Exhibit “C”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0630	A	Conservation Program Manager	34.48	34.91	35.34	35.78	36.23	36.68	37.14	37.61	38.08	38.55	39.04	39.52	40.02	40.52	41.02	41.54	42.06	42.58	43.11	43.65	44.20
0620	A	Conservation Supervisor	39.65	40.14	40.64	41.15	41.67	42.19	42.71	43.25	43.79	44.34	44.89	45.45	46.02	46.59	47.18	47.77	48.36	48.97	49.58	50.20	50.83
1124	A	Contract & Program Auditor	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	31.93	32.33	32.74	33.15	33.56	33.98	34.41
0521	A	Controller	61.54	62.31	63.09	63.88	64.67	65.48	66.30	67.13	67.97	68.82	69.68	70.55	71.43	72.32	73.23	74.14	75.07	76.01	76.96	77.92	78.90
2056	A	Environmental Services Division Manager	56.21	56.91	57.62	58.34	59.07	59.81	60.56	61.31	62.08	62.86	63.64	64.44	65.24	66.06	66.88	67.72	68.57	69.42	70.29	71.17	72.06
2057	A	Environmental Services Division Manager, Assistant	51.09	51.73	52.37	53.03	53.69	54.36	55.04	55.73	56.43	57.13	57.85	58.57	59.30	60.04	60.79	61.55	62.32	63.10	63.89	64.69	65.50
0820	A	Executive Assistant	32.96	33.38	33.79	34.22	34.64	35.08	35.52	35.96	36.41	36.86	37.33	37.79	38.26	38.74	39.23	39.72	40.21	40.72	41.23	41.74	42.26
0726	A	Government Relations Analyst	47.05	47.63	48.23	48.83	49.44	50.06	50.69	51.32	51.96	52.61	53.27	53.93	54.61	55.29	55.98	56.68	57.39	58.11	58.83	59.57	60.31
2309	A	Historic Preservation Officer	35.26	35.70	36.14	36.59	37.05	37.51	37.98	38.46	38.94	39.43	39.92	40.42	40.92	41.43	41.95	42.48	43.01	43.54	44.09	44.64	45.20
2336		Housing Rehabilitation Specialist	27.46	27.80	28.15	28.50	28.86	29.22	29.59	29.96	30.33	30.71	31.09	31.48	31.88	32.27	32.68	33.09	33.50	33.92	34.34	34.77	35.21
1125	A	Human Resources Director, Assistant	54.75	55.44	56.13	56.83	57.54	58.26	58.99	59.73	60.47	61.23	61.99	62.77	63.55	64.35	65.15	65.97	66.79	67.63	68.47	69.33	70.19
5151	A	Hydro Project Manager	56.27	56.97	57.68	58.41	59.14	59.87	60.62	61.38	62.15	62.93	63.71	64.51	65.31	66.13	66.96	67.79	68.64	69.50	70.37	71.25	72.14
5150	A	Hydro Project Manager, Assistant	50.64	51.28	51.92	52.57	53.22	53.89	54.56	55.24	55.93	56.63	57.34	58.06	58.78	59.52	60.26	61.02	61.78	62.55	63.33	64.12	64.93
0837	A	Information Technology Director, Assistant	59.73	60.48	61.24	62.00	62.78	63.56	64.36	65.16	65.97	66.80	67.63	68.48	69.34	70.20	71.08	71.97	72.87	73.78	74.70	75.63	76.58
0136	A	Information Technology Supervisor	44.04	44.59	45.15	45.72	46.29	46.87	47.45	48.05	48.65	49.25	49.87	50.49	51.12	51.76	52.41	53.07	53.73	54.40	55.08	55.77	56.47
1118	A	Labor Negotiator	42.61	43.14	43.68	44.23	44.78	45.34	45.91	46.48	47.06	47.65	48.24	48.85	49.46	50.08	50.70	51.34	51.98	52.63	53.28	53.95	54.62
1132	A	Labor Relations Manager	48.17	48.77	49.38	50.00	50.62	51.26	51.90	52.54	53.20	53.87	54.54	55.22	55.91	56.61	57.32	58.03	58.76	59.49	60.24	60.99	61.75
1184	A	Management & Budget Specialist	23.19	23.47	23.77	24.07	24.37	24.67	24.98	25.29	25.61	25.93	26.25	26.58	26.91	27.25	27.59	27.93	28.28	28.64	28.99	29.36	29.72
1120	A	Management Analyst II	30.37	30.75	31.13	31.52	31.92	32.31	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	38.45	38.93
0804	A	Media & Communications Director	51.02	51.66	52.31	52.96	53.62	54.29	54.97	55.66	56.35	57.06	57.77	58.49	59.22	59.96	60.71	61.47	62.24	63.02	63.81	64.61	65.41
2091	A	Natural Resources Manager	56.41	57.12	57.83	58.56	59.29	60.03	60.78	61.54	62.31	63.09	63.88	64.67	65.48	66.30	67.13	67.97	68.82	69.68	70.55	71.43	72.33
2534		Neighborhood & Community Services Supervisor	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.78	34.21	34.63	35.07	35.51	35.95	36.40	36.85	37.32	37.78	38.25	38.73
0739	A	Office Manager	30.42	30.80	31.19	31.58	31.97	32.37	32.78	33.19	33.60	34.02	34.45	34.88	35.31	35.75	36.20	36.65	37.11	37.58	38.05	38.52	39.00

Exhibit “C”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1009	A	Paralegal	26.01	26.33	26.66	26.99	27.33	27.67	28.02	28.37	28.72	29.08	29.45	29.81	30.19	30.56	30.95	31.33	31.73	32.12	32.52	32.93	33.34
1010	A	Paralegal, Senior	31.18	31.57	31.97	32.37	32.77	33.18	33.60	34.02	34.44	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.48	39.98
2085	A	Park Supervisor	30.36	30.74	31.13	31.52	31.91	32.31	32.71	33.12	33.54	33.96	34.38	34.81	35.25	35.69	36.13	36.58	37.04	37.50	37.97	38.45	38.93
2086	A	Park Supervisor, Assistant	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.04	32.44	32.85	33.26	33.67	34.10	34.52	34.95	35.39
2105		Permit Supervisor	31.10	31.48	31.88	32.28	32.68	33.09	33.50	33.92	34.35	34.77	35.21	35.65	36.10	36.55	37.00	37.47	37.93	38.41	38.89	39.37	39.87
1100		Program Technician	22.44	22.72	23.00	23.29	23.58	23.88	24.18	24.48	24.78	25.09	25.41	25.73	26.05	26.37	26.70	27.04	27.37	27.72	28.06	28.41	28.77
7130	A	Rail Chief Mechanical Officer	54.25	54.93	55.61	56.31	57.01	57.72	58.45	59.18	59.92	60.66	61.42	62.19	62.97	63.75	64.55	65.36	66.18	67.00	67.84	68.69	69.55
7152	A	Rail Superintendent, Assistant	60.42	61.18	61.94	62.72	63.50	64.29	65.10	65.91	66.73	67.57	68.41	69.27	70.13	71.01	71.90	72.80	73.71	74.63	75.56	76.51	77.46
7127	A	Rail Supervisor of Operations	38.68	39.17	39.66	40.15	40.66	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	49.60
2343		Real Estate Officer	34.34	34.77	35.20	35.64	36.09	36.54	36.99	37.46	37.92	38.40	38.88	39.36	39.86	40.36	40.86	41.37	41.89	42.41	42.94	43.48	44.02
2344	A	Real Estate Officer, Sr	37.75	38.22	38.70	39.18	39.67	40.17	40.67	41.18	41.69	42.21	42.74	43.28	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40
0560	A	Retirement System Director	63.30	64.09	64.89	65.70	66.52	67.35	68.20	69.05	69.91	70.79	71.67	72.57	73.47	74.39	75.32	76.26	77.22	78.18	79.16	80.15	81.15
1122		Safety Officer	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92	36.37	36.83	37.29	37.75	38.23	38.70	39.19	39.68	40.17	40.67	41.18	41.70
5512		Sales & Service Representative, Lead	22.72	23.00	23.29	23.58	23.88	24.18	24.48	24.78	25.09	25.41	25.73	26.05	26.37	26.70	27.04	27.37	27.72	28.06	28.41	28.77	29.13
5531	A	Telecommunications Customer Care & Marketing Manager	38.41	38.89	39.38	39.87	40.37	40.88	41.39	41.90	42.43	42.96	43.49	44.04	44.59	45.15	45.71	46.28	46.86	47.45	48.04	48.64	49.25
5532	A	Telecommunications Customer Care Supervisor	29.74	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	36.29	36.74	37.20	37.66	38.13
5535	A	Telecommunications Engineer	40.02	40.52	41.03	41.54	42.06	42.58	43.12	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62	48.22	48.82	49.43	50.05	50.67	51.31
5530	A	Telecommunications Franchise Contract Specialist	35.94	36.39	36.84	37.31	37.77	38.24	38.72	39.21	39.70	40.19	40.69	41.20	41.72	42.24	42.77	43.30	43.84	44.39	44.95	45.51	46.08
5500	A	Telecommunications Manager	75.18	76.12	77.07	78.03	79.01	79.99	80.99	82.01	83.03	84.07	85.12	86.18	87.26	88.35	89.46	90.58	91.71	92.85	94.01	95.19	96.38
5515	A	Telecommunications Manager, Assistant	57.65	58.37	59.10	59.84	60.59	61.35	62.11	62.89	63.68	64.47	65.28	66.10	66.92	67.76	68.60	69.46	70.33	71.21	72.10	73.00	73.91
0822	A	Utilities Director	134.45	136.13	137.83	139.55	141.30	143.06	144.85	146.66	148.50	150.35	152.23	154.13	156.06	158.01	159.99	161.99	164.01	166.06	168.14	170.24	172.37
0819	A	Utilities Director, Deputy	72.84	73.75	74.67	75.60	76.55	77.50	78.47	79.45	80.45	81.45	82.47	83.50	84.54	85.60	86.67	87.75	88.85	89.96	91.09	92.22	93.38

Exhibit “C”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0830	A	Utilities Director, Deputy all Superintendent	74.04	74.97	75.90	76.85	77.81	78.79	79.77	80.77	81.78	82.80	83.84	84.88	85.94	87.02	88.11	89.21	90.32	91.45	92.60	93.75	94.92
0825	A	Utilities Director, Deputy Power Superintendent	99.28	100.52	101.78	103.05	104.34	105.64	106.96	108.30	109.65	111.02	112.41	113.81	115.24	116.68	118.14	119.61	121.11	122.62	124.15	125.71	127.28
0823	A	Utilities Director, Deputy Water Superintendent	77.75	78.72	79.70	80.70	81.71	82.73	83.76	84.81	85.87	86.94	88.03	89.13	90.24	91.37	92.51	93.67	94.84	96.03	97.23	98.44	99.67
0580	A	Utilities Economist	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.19	44.75	45.31	45.87	46.45	47.03	47.61	48.21
0582	A	Utilities Economist, Senior	47.00	47.59	48.19	48.79	49.40	50.02	50.64	51.27	51.92	52.56	53.22	53.89	54.56	55.24	55.93	56.63	57.34	58.06	58.78	59.52	60.26
2066	A	Water Division Manager	56.22	56.92	57.63	58.36	59.08	59.82	60.57	61.33	62.09	62.87	63.66	64.45	65.26	66.07	66.90	67.74	68.58	69.44	70.31	71.19	72.08
2061	A	Water Division Manager, Assistant	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	64.72	65.53
2064	A	Water Division Superintendent, Deputy	64.71	65.52	66.34	67.17	68.01	68.86	69.72	70.59	71.47	72.37	73.27	74.19	75.12	76.06	77.01	77.97	78.94	79.93	80.93	81.94	82.96