



ORDINANCE NO. 28796

1 AN ORDINANCE amending Chapter 1.12 of the Tacoma Municipal Code, relating
2 to the Compensation Plan, to provide for the implementation of a new
3 classification structure, rates of pay, and compensation plan changes for
4 nonrepresented employees and nonrepresented executive employees,
based on recommendations included in the classification and compensation
study; and declaring the effective dates thereof.

5 WHEREAS the City of Tacoma Human Resources Department retained a
6 consultant to conduct a classification and compensation study for nonrepresented
7 classifications, the results of which recommended modernizing the current
8 nonrepresented classification system and comparing the City's compensation and
9 benefits to the prevailing market, which include both public and private sector, and
10 recommended updating the City's compensation philosophy and compensation
11 policies to facilitate effective use and maintenance of the updated classification
12 and compensation systems, and

15 WHEREAS this ordinance will establish a new compensation structure
16 for nonrepresented and nonrepresented executive classifications (including the
17 City Manager and Director of Utilities) effective July 4, 2022, and other
18 compensation plan changes as recommended by the classification and
19 compensation study, consistent with the Compensation Philosophy adopted by
20 Resolution No. 40526 on December 17, 2019, and

22 WHEREAS changes applicable to nonrepresented and nonrepresented
23 executive classifications include: (1) adding Human Resources Director approval of
24 original appointment salary placements higher than the minimum rate of pay;
25 (2) eliminating quarter steps in the salary table, effective July 4, 2022; (3) changing
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the time for consideration of the first step increase from six months to 12 months, and 12 months for all steps thereafter, applicable to employees hired or promoted after January 1, 2022; (4) making all nonrepresented classifications eligible for automatic step increases; (5) allowing annual lump sum payments, upon Human Resources Director recommendation and City Council approval, for employees whose pay is over the range maximum and have had their pay frozen; (6) authorizing early implementation of minimum rates of pay in certain circumstances as of January 1, 2022; (7) clarifying language regarding step placement upon promotion; and (8) minor housekeeping changes related to titles and gender-neutral language; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12 of the Tacoma Municipal Code is hereby amended, effective January 1, 2022, as follows:

1.12.021 Development and maintenance of nonrepresented salary ranges.

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

Prior to each calendar year, as well as at other appropriate times, the Human Resources Director shall make or direct to be made such comparative studies as they may deem necessary, of the factors affecting the level of salary ranges. On the basis of information derived from such studies, the City Manager and the Director of Utilities shall recommend to the City Council for approval such changes in the salary ranges as are pertinent to the fairness and adequacy of the overall salary structure.

Employees appointed to classifications designated as Class D by Section 1.12.080 are considered salaried employees and are exempt from overtime. For such classifications, the hourly rates reflected in Section 1.12.355 are adopted for the administrative convenience in processing the payroll.

If any portion of this section conflicts with any other portion of the Tacoma Municipal Code, it is intended that this provision controls.



1.12.030 Salary range – Increases.

1 The salary ranges are intended to furnish administrative flexibility in recognizing individual differences
2 between positions allocated to the same class in the classified service and as a guide for appointive
3 positions and in providing employee incentives and rewarding employees for meritorious service. The
4 following shall be the general policy with respect to the use of the pay steps within salary ranges:

5 A. The minimum rate of pay for a class shall be paid to any person on ~~their~~his original appointment to a
6 position of a class except when, as determined by the appointing authority, the new employee possesses
7 exceptional qualifications warranting employment at a higher rate in the pay range; provided, that money is
8 in the budget, as provided in Section 1.12.070.

9 B. The basic salary range shall consist of five numbered steps.

10 Within-range increases for classifications with five or fewer steps shall be from one pay step to the next
11 higher step upon completion of a six-month period and annually thereafter or as agreed in a collective
12 bargaining agreement, unless the appointing authority considers the employee's services to have been
13 unsatisfactory. Notice of such unsatisfactory service shall be given to the employee and the Human
14 Resources Director 10 days prior to the effective date for the within-range salary increase. Step increases
15 for ranges with greater than five steps may be based on skills, assignments, performance or as specified in a
16 collective bargaining agreement.

17 An employee whose normal within-range increase has been suspended by a report of unsatisfactory service
18 shall not thereafter be entitled to any further, within-range increases in that position except upon the
19 specific recommendation of the appointing authority. Such further within-range increases, upon specific
20 recommendation of the appointing authority, may be made to any higher step in the range for which the
21 employee would qualify had such step increases been made on a continuous normal basis.

22 All within-range increases are subject to the availability of funds. For the purposes of computing the length
23 of time for eligibility for within-range increases, upon the request of the department concerned and upon
24 approval of the Human Resources Director, the period of all leaves of absence without pay, except for
25 military purposes for reserves performing active training duty or for pre-induction purposes, or sick leave
26 during the first six months after appointment shall not be included, and all employees granted leaves of
absence without pay in excess of 15 calendar days, except for military leaves as above stated, shall have a
period of time equal to the total leave without pay added to the annual time for the further increases.

Eligibility for within-range salary increases shall be computed on the actual anniversary date of such
eligibility.

Salary increases or decreases resulting from the adjustment of salary ranges in accordance with
Section 1.12.020 shall not prevent within-range increases in accordance with this section.

1.12.031 Salary range – Increases for nonrepresented classifications.

The salary ranges are intended to furnish administrative flexibility in recognizing individual differences
between positions allocated to the same class in the classified service and for appointive positions and in
providing employee incentives and rewarding employees for meritorious service. The following shall be the
general policy with respect to the use of the pay steps within salary ranges:

A. The minimum rate of pay for a class shall be paid to any person on his or her original appointment to a
position except when, as determined by the appointing authority and approved by the Human Resources
Director, the employee possesses exceptional qualifications, or exceptional market conditions exist
warranting employment at a higher step in the pay range; provided, that money is in the budget, as provided
in Section 1.12.070.

B. The basic salary range shall consist of full steps with quarter-step increments between each full step.
Effective July 4, 2022, the basic salary range shall consist of full steps only, and quarter-step increments
will be eliminated.



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1. For nonrepresented employees hired after January 1, 2022, step increases shall be considered upon completion of a six-month period and annually thereafter. Eligibility for step increases shall be computed on the actual anniversary date of such eligibility.

a. For nonrepresented employees hired before January 1, 2022, step increases shall be considered upon completion of a six-month period and annually thereafter. Eligibility for step increases shall be computed on the actual anniversary date of such eligibility.

2. Step increases shall consist of one full step unless the appointing authority considers that a full step cannot be justified.

a. If a step increase is withheld, written notice shall be given to the employee and the Human Resources Director at least ten days prior to the effective date of the step increase.

b. An employee not receiving a full step increase shall not thereafter be entitled to any further step increases in that position except upon the specific recommendation of the appointing authority. Such further step increases, upon specific recommendation of the appointing authority, may be made to any higher step in the range for which the employee would have qualified.

3. For purposes of computing the length of time for eligibility for step increases:

a. Upon the request of the department concerned and upon approval of the Human Resources Director, the period of all leaves of absence without pay shall be excluded, provided that military leave, pursuant to TMC 1.12.260, shall not be excluded from the time computed.

b. All employees granted leaves of absence without pay in excess of 15 calendar days, except for military leaves as above stated, shall have a period of time equal to the total leave without pay added to the annual time for the further increases.

4. All step increases are subject to the availability of funds. Salary increases or decreases resulting from the adjustment of salary ranges in accordance with Section 1.12.021 shall not prevent within-range step increases in accordance with this section.

If any portion of this section conflicts with any other portion of the Tacoma Municipal Code, it is intended that this provision controls.

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1.12.041 Adoption of the pay plan for nonrepresented classifications.

As of the effective date of the adoption of the Compensation Plan or any subsequent amendment thereto:

A. All employees whose pay is in excess of the maximum rate prescribed for their class shall not be reduced in pay but they shall not receive any pay increases as long as they occupy positions for which the salary range maximum is the same as, or less than, the pay rate currently received.

B. Employees will be advanced in pay as the result of an adjustment to the salary range for their class, as provided for in Section 1.12.021. In addition, employees will be eligible for step increases as provided for in Section 1.12.031. The provisions of this section shall not prevent demotion or reduction in pay for disciplinary reasons or the application of pay decreases when such action is required by the financial condition of the City or by changing economic conditions.

C. Employees who may be reclassified as a result of a classification and/or compensation study, whose pay is in excess of the maximum rate prescribed for their new class shall not be reduced in pay, but they shall not receive any pay increases as long as the salary range maximum for their new classification is the same as, or less than, the pay rate currently received. Upon the recommendation of the Human Resources Director, and with the approval of the City Council, employees who do not receive salary increases as a result of this provision may receive an annual lump sum payment of compensation up to the general wage adjustment percentage provided in that year to all nonrepresented employees. Should such employees accept another position in the City service, they shall receive the rate of pay for that class as provided herein.



1 CD. Employees whose pay is less than the minimum rate prescribed by a classification and/or compensation
 2 study directed by the Human Resources Department and recommended by the City Manager and Director of
 3 Utilities pursuant to TMC 1.12.020.030 may be paid the minimum rate of pay prescribed by the study and
 4 adopted by the City Council prior to implementation of the classification salary changes, so long as the salary
 5 changes have been approved by the City Council for future implementation and are within the limits of
 6 budget appropriations.

7 DE. Effective January 5, 2009, nonrepresented executive and nonrepresented classifications will no longer be
 8 eligible for longevity pay. A one-time roll in of the employee’s current longevity pay will be added to base
 9 pay when determining employee placement in the new pay structure.

10 If any portion of this section conflicts with any other portion of the Tacoma Municipal Code, it is intended
 11 that this provision controls.

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13 **1.12.051 Transfer, promotion, demotion, reinstatement and reemployment – nonrepresented**
 14 **classifications.**

15 When an employee is transferred, promoted, demoted, reclassified, reinstated, or reemployed, his or her rate
 16 of pay for the new position shall be determined as follows:

17 A. Transfer. An employee transferred to another position in the same class will continue to receive the same
 18 pay rate until he or she is promoted or demoted or until his or her pay rate is adjusted in accordance with the
 19 provision of Section 1.12.021 or .031 of this chapter.

20 B. Promotion.

21 1. If his or her rate of pay in the lower class is below the minimum salary for the higher class, his or her rate
 22 of pay shall be increased to the minimum rate for the higher class; provided however, in no event shall such
 23 increase be less than a 5 percent increase in pay. In the event such an increase is less than a 5 percent
 24 increase in pay, the employee’s rate of pay shall be increased to the closest step in the range that is at least a
 25 5 percent increase in pay; except when, as determined by the appointing authority and approved by the
 26 Human Resources Director, the employee possesses exceptional qualifications, or exceptional market
 conditions exist warranting placement at a higher rate in the pay range; provided, that money is in the budget,
 as provided in Section 1.12.070.

2. If his or her rate of pay in the lower class falls within the range of pay for the higher class, the employee
 shall be advanced to the closestnext higher step in the range which represents at least a 5 percent increase in
pay; except when, as determined by the appointing authority, and approval of the Human Resources Director,
 the employee possesses exceptional qualification warranting employment at a higher rate in the pay range;
 provided, that money is in the budget, as provided in Section 1.12.070.

C. Demotion.

1. An employee demoted for disciplinary purposes from a position in one class to another class having a
 lower pay range shall receive a salary decrease.

a. If the rate of pay of the employee in the higher class is above the maximum salary for the lower class, his
 or her rate of pay will be decreased to at least the maximum rate of the lower class.

b. If the rate of pay of the employee in the higher class is within the pay range of the lower class, his or her
 rate of pay will be decreased by a minimum of a quarter-step increment (before July 4, 2022), or a full step
(after July 4, 2022).

2. An employee demoted for non-disciplinary purposes from a position in one class to another shall be placed
 at a pay rate closest to, but less than, the pay rate he or she currently earns.

D. Reinstatement.

The compensation of an employee reinstated to his or her former position shall be determined as follows:



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1. An employee who had resigned from his/ her position in the City Service and is subsequently reinstated to a position in his or her former class shall be paid in accordance with the rules governing original appointments to a position in the City Service.

2. An employee who is reinstated to his or her position after an authorized leave of absence without pay shall be paid at the same pay in the range for his or her class that he or she was receiving at the time he or she began his or her leave of absence without pay.

E. Reemployment.

An employee reemployed in his or her former position after layoff shall be paid at the same pay in the range for his or her class that he or she was receiving at the time he or she was laid off.

If any portion of this section conflicts with any other portion of the Tacoma Municipal Code, it is intended that this provision controls.

1.12.060 Salary decreases.

An appointing authority for just causes may reduce the salary of an employee within the pay range prescribed for the class. Notice of intention to effect such a reduction in pay and the reasons for such action shall be given to the employee and the [Human Resources Director of Personnel](#) 10 days prior to the effective date of the reduction. The employee affected shall have the right to appeal in the manner outlined in Section 1.24.950.

* * *

1.12.240 Sick leave without pay.

After the exhaustion of available sick leave and upon application of an appointive, project, temporary pending exam, probationary, or permanent employee, a leave of absence without pay may be granted by an appointing authority for disability because of sickness or injury. Such leave need not be limited to one year, but the appointing authority or the [Human Resources Director of Personnel](#), from time to time, may require that the employee submit a certificate from the attending physician or from a designated physician. In event of a failure or refusal to supply such certificate or if the certificate does not clearly show sufficient disability to preclude the employee from the performance of his duties, the appointing authority, with the approval of the [Human Resources Director of Personnel](#), may cancel such sick leave and require the employee to report for duty on a specified date.

* * *

1.12.270 Cancellation of leaves of absence.

All leaves of absence shall be subject to the condition that the appointing authority may cancel the leave at any time upon prior written notice to the employee and the [Human Resources Director of Personnel](#) specifying a reasonable date of termination of the leave.

The [Human Resources Director of Personnel](#), upon prior notice to the employee and the appointing authority, may cancel an approved leave of absence at any time he finds that the employee is using the leave for purposes other than those specified at the time of approval.

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1.12.340 Authority for Director of Finance.

The [Human Resources Director of Personnel](#) shall check all payrolls to determine that all persons in the City service have been properly appointed and are being paid in accordance with the provisions of the compensation ordinances of the City. After such determination has been made the [Human Resources Director of Personnel](#) shall certify such fact to the Director of Finance which shall be sufficient authority for the Director of Finance to execute warrants for salaries as provided by ordinance, within limitations of the annual budget.

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1.12.970 Full disclosure of pay increases.

The City Manager and the Director of Utilities, through the ~~Personnel~~ Human Resources Director, shall provide a full and written disclosure to the City Council on the pay and fringe benefit increases for all personnel and clearly indicate all new classified and unclassified positions requested in the Pay and Compensation Plan. Furthermore, the City Manager and the Director of Utilities, through the ~~Personnel~~ Human Resources Director, shall provide this written disclosure to the City Council prior to the introduction of and first reading of any ordinance or resolution approving pay and benefit increases or creating new personnel classifications.

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 4, 2022, as provided in Exhibit A.

Section 3. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective July 4, 2022, as provided in Exhibit B.

Section 4. That Section 1 is effective January 1, 2022. That Sections 2 and 3 are effective July 4, 2022.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	40.65	41.16	41.67	42.19	42.72	43.25	43.79	44.34	44.89	45.45	46.02	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83	51.47	52.11
0618	A	Account Executive, Senior	44.63	45.19	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22
3427	-	Advanced Registered Nurse Practitioner	51.27	51.91	52.56	53.22	53.89	54.56	55.24	55.93	56.63	57.34	58.06	58.79	59.52	60.26	61.01	61.77	62.54	63.32	64.11	64.91	65.72
3037	-	Behavioral Health Case Manager	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	36.04	36.49
3035	-	Behavioral Health Crisis Responder	31.81	32.21	32.61	33.02	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.28	39.77	40.27	40.77
1129	A	Benefits Manager	45.84	46.41	46.99	47.58	48.17	48.77	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.86	54.53	55.21	55.90	56.60	57.31	58.03	58.76
0751	A	Budget Officer	70.67	71.55	72.44	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.06	84.10	85.15	86.21	87.29	88.38	89.48	90.60
0146	A	Business Development Manager	53.81	54.48	55.16	55.85	56.55	57.26	57.98	58.70	59.43	60.17	60.92	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12	68.97
0139	A	Cable & Franchise Production Coordinator	53.10	53.76	54.43	55.11	55.80	56.50	57.21	57.93	58.65	59.38	60.12	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07
0715	A	City Attorney	95.36	96.55	97.76	98.98	100.22	101.47	102.74	104.02	105.32	106.64	107.97	109.32	110.69	112.07	113.47	114.89	116.33	117.78	119.25	120.74	122.25
1002	A	City Attorney, Assistant	51.13	51.77	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55
1005	A	City Attorney, Chief Deputy	79.25	80.24	81.24	82.26	83.29	84.33	85.38	86.45	87.53	88.62	89.73	90.85	91.99	93.14	94.30	95.48	96.67	97.88	99.10	100.34	101.59
1004	A	City Attorney, Deputy	63.42	64.21	65.01	65.82	66.64	67.47	68.31	69.16	70.02	70.90	71.79	72.69	73.60	74.52	75.45	76.39	77.34	78.31	79.29	80.28	81.28
1001	A	City Attorney, Prosecuting	40.91	41.42	41.94	42.46	42.99	43.53	44.07	44.62	45.18	45.74	46.31	46.89	47.48	48.07	48.67	49.28	49.90	50.52	51.15	51.79	52.44
0700	A	City Clerk	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28	45.85	46.42	47.00	47.59	48.18
0747	A	City Manager	107.16	108.50	109.86	111.23	112.62	114.03	115.46	116.90	118.36	119.84	121.34	122.86	124.40	125.95	127.52	129.11	130.72	132.35	134.00	135.68	137.38
0746	A	City Manager, Assistant	85.64	86.71	87.79	88.89	90.00	91.13	92.27	93.42	94.59	95.77	96.97	98.18	99.41	100.65	101.91	103.18	104.47	105.78	107.10	108.44	109.80
0744	A	City Manager, Assistant to the	60.25	61.00	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.36	68.20	69.05	69.91	70.78	71.66	72.56	73.47	74.39	75.32	76.26	77.21
0745	A	City Manager, Deputy	96.36	96.55	97.76	98.98	100.22	101.47	102.74	104.02	105.32	106.64	107.97	109.32	110.69	112.07	113.47	114.89	116.33	117.78	119.25	120.74	122.25
0710	A	City Treasurer	57.93	58.65	59.38	60.12	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07	68.92	69.78	70.65	71.53	72.42	73.33	74.25
0750	A	Community & Economic Development Director	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07	89.17	90.28	91.41
2208	A	Community & Economic Development Director, Assistant	59.43	60.17	60.92	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12	68.97	69.83	70.70	71.58	72.47	73.38	74.30	75.23	76.17
2210	A	Community & Economic Development Division Manager	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59	65.40	66.22

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1176	A	Community & Economic Development Supervisor	43.17	43.71	44.26	44.81	45.37	45.94	46.51	47.09	47.68	48.28	48.88	49.49	50.11	50.74	51.37	52.01	52.66	53.32	53.99	54.66	55.34
0805	A	Community & Media Services Manager	60.88	61.64	62.41	63.19	63.98	64.78	65.59	66.41	67.24	68.08	68.93	69.79	70.66	71.54	72.43	73.34	74.26	75.19	76.13	77.08	78.04
1211	A	Community Relations Officer	39.69	40.19	40.69	41.20	41.71	42.23	42.76	43.29	43.83	44.38	44.93	45.49	46.06	46.64	47.22	47.81	48.41	49.02	49.63	50.25	50.88
0802	A	Community Relations Specialist	35.76	36.24	36.66	37.12	37.58	38.05	38.53	39.01	39.50	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86
1128	A	Compensation & Benefits Manager, Senior	52.82	53.48	54.15	54.83	55.52	56.21	56.91	57.62	58.34	59.07	59.81	60.56	61.32	62.09	62.87	63.66	64.46	65.27	66.09	66.92	67.76
0619	A	Conservation Manager	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81	71.70	72.60	73.51	74.43	75.36
2326	A	Conservation Manager, Assistant	51.12	51.76	52.41	53.07	53.73	54.40	55.08	55.77	56.47	57.18	57.89	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54
0631	-	Conservation Program Associate	25.77	26.09	26.42	26.75	27.08	27.42	27.76	28.11	28.46	28.82	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03
0632	-	Conservation Program Coordinator	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52
0630	A	Conservation Program Manager	40.61	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.85	45.41	45.98	46.55	47.13	47.72	48.32	48.92	49.53	50.15	50.78	51.41	52.05
0620	A	Conservation Supervisor	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95	57.66	58.38	59.11	59.85
1124	A	Contract & Program Auditor	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30
0621	A	Controller	70.67	71.55	72.44	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.06	84.10	85.15	86.21	87.29	88.38	89.48	90.60
4311	A	Court Administrator	54.80	55.49	56.18	56.88	57.59	58.31	59.04	59.78	60.53	61.29	62.06	62.84	63.63	64.43	65.24	66.06	66.89	67.73	68.58	69.44	70.31
4308	A	Court Operations Supervisor	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16	47.75	48.35	48.95	49.56	50.18	50.81	51.45	52.09
0609	A	Customer Service Supervisor-I	36.95	37.41	37.88	38.35	38.83	39.32	39.81	40.31	40.81	41.32	41.84	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.37
0610	A	Customer Service Supervisor-II	40.65	41.16	41.67	42.19	42.72	43.25	43.79	44.34	44.89	45.45	46.02	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83	51.47	52.11
0554	-	Customer Service Training Analyst	33.82	34.24	34.67	35.10	35.54	35.98	36.43	36.89	37.35	37.82	38.29	38.77	39.25	39.74	40.24	40.74	41.25	41.77	42.29	42.82	43.36
0727	A	Customer Services Assistant Manager	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81	71.70	72.60	73.51	74.43	75.36	76.30	77.25	78.22	79.20
0616	A	Customer Services Manager	83.65	84.70	85.76	86.83	87.92	89.02	90.13	91.26	92.40	93.56	94.73	95.91	97.11	98.32	99.55	100.79	102.05	103.33	104.62	105.93	107.26
0147	A	Data Architecture Manager	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54	66.36	67.19	68.03	68.88	69.74	70.61	71.49	72.38	73.28	74.20	75.13
4605	-	Department Aide	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
3032	-	Designated Crisis Responder-I	34.94	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56	39.04	39.53	40.02	40.52	41.03	41.54	42.06	42.59	43.12	43.66	44.21	44.76
3033	-	Designated Crisis Responder-II	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28	45.85	46.42	47.00
2349	A	Development Specialist-I	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	36.96	37.42	37.89	38.36	38.84	39.33

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2351	A	Development Specialist II	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10
2352	A	Development Specialist III	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69
2070	A	Engineer	41.77	42.29	42.82	43.36	43.90	44.46	45.01	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
8028	-	Engineer in Training	28.58	28.94	29.30	29.67	30.04	30.42	30.80	31.18	31.57	31.96	32.36	32.76	33.17	33.58	34.00	34.43	34.86	35.30	35.74	36.19	36.64
2068	A	Engineer, Associate	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53
2073	A	Engineer, Principal	52.76	53.42	54.09	54.77	55.45	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.63
2082	A	Engineer, Professional	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
2083	A	Engineer, Senior	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
2060	A	Engineer, Senior Principal	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91	72.81	73.72	74.64
0758	A	Environmental Services Director	92.45	93.61	94.78	95.96	97.16	98.37	99.60	100.84	102.10	103.38	104.67	105.98	107.30	108.64	110.00	111.37	112.76	114.17	115.60	117.05	118.51
2059	A	Environmental Services Director, Assistant	77.00	77.96	78.93	79.92	80.92	81.93	82.95	83.99	85.04	86.10	87.18	88.27	89.37	90.49	91.62	92.77	93.93	95.10	96.29	97.49	98.71
2066	A	Environmental Services Division Manager	66.53	67.36	68.20	69.05	69.91	70.78	71.66	72.56	73.47	74.39	75.32	76.26	77.21	78.18	79.16	80.15	81.15	82.16	83.19	84.23	85.28
2067	A	Environmental Services Division Manager, Assistant	60.47	61.23	62.00	62.78	63.56	64.35	65.15	65.96	66.78	67.61	68.46	69.32	70.19	71.07	71.96	72.86	73.77	74.69	75.62	76.57	77.53
2092	-	Environmental Specialist	34.04	34.44	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62
2093	-	Environmental Specialist, Senior	39.55	40.04	40.54	41.05	41.56	42.08	42.61	43.14	43.68	44.23	44.78	45.34	45.91	46.48	47.06	47.65	48.25	48.85	49.46	50.08	50.71
2007	-	Environmental Technician	28.13	28.48	28.84	29.20	29.57	29.94	30.31	30.69	31.07	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06
2008	-	Environmental Technician, Senior	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18	39.67
0763	A	Equity & Human Rights Director	71.34	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07	89.17	90.28	91.41
0820	A	Executive Assistant	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	49.83	50.45	51.08	51.72	52.37	53.02	53.68	54.35
0712	A	Finance Director	84.57	85.63	86.70	87.78	88.88	89.99	91.11	92.25	93.40	94.57	95.75	96.95	98.16	99.39	100.63	101.89	103.16	104.45	105.76	107.08	108.42
0520	A	Financial Manager	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	55.35	56.04	56.74	57.45	58.17
0522	A	Financial Manager, Senior	53.40	54.07	54.75	55.43	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.77	63.55	64.34	65.14	65.95	66.77	67.60	68.44
0524	A	Financial Supervisor	38.40	38.88	39.37	39.86	40.36	40.86	41.37	41.89	42.41	42.94	43.48	44.02	44.57	45.13	45.69	46.26	46.84	47.43	48.02	48.62	49.23
4020	-	Fire & Life Safety Educator	32.43	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58
0767	A	Fire Chief	96.43	97.64	98.86	100.10	101.35	102.62	103.90	105.20	106.51	107.84	109.19	110.55	111.93	113.33	114.75	116.18	117.63	119.10	120.59	122.10	123.63
0519	A	Fire Code Official	64.24	65.04	65.82	66.64	67.47	68.31	69.16	70.02	70.90	71.79	72.69	73.60	74.52	75.45	76.39	77.34	78.31	79.29	80.28	81.28	82.30
0518	A	Fire Department Manager	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41	63.19	63.98	64.78	65.59	66.41	67.24	68.08	68.93	69.79

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5344	A	Fleet Manager, Assistant	43.55	44.09	44.64	45.20	45.76	46.33	46.91	47.50	48.09	48.69	49.30	49.92	50.54	51.17	51.81	52.46	53.12	53.78	54.45	55.13	55.82
4215	A	Forensics Manager	48.55	49.16	49.77	50.39	51.02	51.66	52.31	52.96	53.62	54.29	54.97	55.66	56.36	57.06	57.77	58.49	59.22	59.96	60.71	61.47	62.24
0726	A	Government Relations Analyst	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.12	62.90	63.69	64.49	65.30	66.12	66.95	67.79	68.64	69.50
0724	A	Government Relations Officer	67.24	68.08	68.93	69.79	70.66	71.54	72.43	73.34	74.26	75.19	76.13	77.08	78.04	79.02	80.01	81.01	82.02	83.05	84.09	85.14	86.20
0717	A	Hearing Examiner	77.78	78.75	79.73	80.73	81.74	82.76	83.79	84.84	85.90	86.97	88.06	89.16	90.27	91.40	92.54	93.70	94.87	96.06	97.26	98.48	99.71
2310	A	Historic Preservation Coordinator	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90
2309	A	Historic Preservation Officer	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69
2336	-	Housing Rehabilitation Specialist	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39	34.82	35.26	35.70	36.15	36.60	37.06	37.52	37.99	38.46	38.94	39.43	39.92	40.42
1131	A	Human Resources Analyst, Senior	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65
0735	A	Human Resources Director	76.34	77.26	78.23	79.21	80.20	81.20	82.22	83.25	84.29	85.34	86.41	87.49	88.58	89.69	90.81	91.95	93.10	94.26	95.44	96.63	97.84
1125	A	Human Resources Director, Assistant	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56	78.53	79.51	80.50	81.51
1136	A	Human Resources Manager	46.11	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95	57.66	58.38	59.11
1138	A	Human Resources Manager, Senior	52.82	53.48	54.15	54.83	55.52	56.21	56.91	57.62	58.34	59.07	59.81	60.56	61.32	62.09	62.87	63.66	64.46	65.27	66.09	66.92	67.76
2533	-	Human Services Program Assistant	20.60	20.86	21.12	21.38	21.65	21.92	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
5454	A	Hydro Project Manager	64.59	65.40	66.22	67.05	67.89	68.74	69.60	70.47	71.35	72.24	73.14	74.05	74.98	75.92	76.87	77.83	78.80	79.79	80.79	81.80	82.82
5450	A	Hydro Project Manager, Assistant	58.18	58.91	59.65	60.40	61.15	61.91	62.68	63.46	64.25	65.05	65.86	66.68	67.51	68.35	69.20	70.06	70.94	71.83	72.73	73.64	74.56
0835	A	Information Technology Director	87.29	88.38	89.48	90.60	91.73	92.88	94.04	95.22	96.41	97.62	98.84	100.08	101.33	102.60	103.88	105.18	106.49	107.82	109.17	110.53	111.91
0837	A	Information Technology Director, Assistant	71.70	72.60	73.51	74.43	75.36	76.30	77.25	78.22	79.20	80.19	81.19	82.20	83.23	84.27	85.32	86.39	87.47	88.56	89.67	90.79	91.92
0140	A	Information Technology Manager	58.64	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54	66.36	67.19	68.03	68.88	69.74	70.61	71.49	72.38	73.28	74.20	75.13
0707	A	Information Technology Project Manager	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14
0708	A	Information Technology Project Manager, Senior	51.71	52.36	53.01	53.67	54.34	55.02	55.71	56.41	57.12	57.83	58.55	59.28	60.02	60.77	61.53	62.30	63.08	63.87	64.67	65.48	66.30
0136	A	Information Technology Supervisor	53.10	53.76	54.43	55.11	55.80	56.50	57.21	57.93	58.65	59.38	60.12	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07
1148	A	Labor Negotiator	48.94	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.67	60.42	61.18	61.94	62.71
1123	A	Labor Relations Analyst	37.85	38.32	38.80	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1132	A	Labor Relations Manager	55.33	56.02	56.72	57.43	58.15	58.88	59.62	60.37	61.12	61.88	62.65	63.43	64.22	65.02	65.83	66.65	67.48	68.32	69.17	70.03	70.94
0760	A	Labor Relations Manager, Senior	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56	78.53	79.51	80.50	81.51
2207	A	Land Use Administrator	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.02	66.85	67.69	68.54
0034	-	Legal Assistant	24.72	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
0032	-	Legal Assistant, Senior	27.48	27.82	28.17	28.52	28.88	29.24	29.61	29.98	30.35	30.73	31.11	31.50	31.89	32.29	32.69	33.10	33.51	33.93	34.35	34.78	35.21
1007	A	Legal Intern	16.97	17.18	17.39	17.61	17.83	18.05	18.28	18.51	18.74	18.97	19.21	19.45	19.69	19.94	20.19	20.44	20.70	20.96	21.22	21.49	21.76
0553	-	LEOFF 1 Specialist	31.24	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06
1109	A	Management Analyst I	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	36.04	36.49
1120	A	Management Analyst II	35.70	36.15	36.60	37.06	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77
1135	A	Management Analyst III	44.45	45.04	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	56.29	56.99
4607	-	Management Fellow	25.74	26.03	26.36	26.69	27.02	27.36	27.70	28.05	28.40	28.75	29.11	29.47	29.84	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96
4615	-	Management Intern	19.14	19.38	19.62	19.87	20.12	20.37	20.62	20.88	21.14	21.40	21.67	21.94	22.21	22.49	22.77	23.05	23.34	23.63	23.93	24.23	24.53
0841	A	Market Development Program Manager	57.34	58.03	58.76	59.49	60.23	60.98	61.74	62.51	63.29	64.08	64.88	65.69	66.51	67.34	68.18	69.03	69.89	70.76	71.64	72.54	73.45
0842	A	Market Development Research Analyst	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92	65.73
0840	A	Marketing & Development Manager	66.74	67.57	68.41	69.27	70.14	71.02	71.91	72.81	73.72	74.64	75.57	76.51	77.47	78.44	79.42	80.41	81.42	82.44	83.47	84.51	85.57
1165	A	Marketing Assistant	20.40	20.65	20.91	21.17	21.43	21.70	21.97	22.24	22.52	22.80	23.09	23.38	23.67	23.97	24.27	24.57	24.88	25.19	25.50	25.82	26.14
5506	A	Marketing Coordinator	29.95	30.32	30.70	31.08	31.47	31.86	32.26	32.66	33.07	33.48	33.90	34.32	34.75	35.18	35.62	36.07	36.52	36.98	37.44	37.91	38.38
1151	-	Master Control Technician	21.30	21.57	21.84	22.11	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.73	25.04	25.35	25.67	25.99	26.31	26.64	26.97	27.31
0804	A	Media & Communications Director	58.58	59.34	60.05	60.80	61.56	62.33	63.11	63.90	64.70	65.51	66.33	67.16	68.00	68.85	69.71	70.58	71.46	72.35	73.25	74.17	75.10
5508	A	Media Specialist	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.38	47.97	48.57
3125	-	Mobile Unit Registered Nurse	36.85	37.34	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08	46.66	47.24
2091	A	Natural Resources Manager	66.45	67.28	68.12	68.97	69.83	70.70	71.58	72.47	73.38	74.30	75.23	76.17	77.12	78.08	79.06	80.05	81.05	82.06	83.09	84.13	85.18
2106	A	Natural Resources Specialist I	35.49	35.93	36.38	36.83	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48
2089	A	Natural Resources Specialist II	40.64	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.85	45.41	45.98	46.56	47.13	47.72	48.32	48.92	49.53	50.15	50.78	51.41	52.05
2094	A	Natural Resources Specialist III	46.67	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83
2107	-	Natural Resources Technician I	22.25	22.53	22.81	23.10	23.39	23.68	23.98	24.28	24.58	24.89	25.20	25.51	25.83	26.15	26.48	26.81	27.15	27.49	27.83	28.18	28.53

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2000	A	Natural Resources Technician II	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53	38.00	38.48	38.96	39.45	39.94
0769	A	Neighborhood & Community Services Director	71.34	72.20	73.10	74.04	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07	89.17	90.28	91.41
0859	A	Neighborhood & Community Services Director, Assistant	57.66	58.38	59.11	59.85	60.60	61.36	62.13	62.91	63.70	64.50	65.31	66.13	66.96	67.80	68.65	69.51	70.38	71.26	72.15	73.05	73.96
2058	A	Neighborhood & Community Services Division Manager	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59	65.40	66.22
0754	A	Neighborhood & Community Services Program Manager	42.45	42.98	43.52	44.06	44.61	45.17	45.73	46.30	46.88	47.47	48.06	48.66	49.27	49.89	50.51	51.14	51.78	52.43	53.09	53.75	54.42
2532	-	Neighborhood & Community Services Specialist	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.13	32.53	32.94	33.35	33.77	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29	37.76
2534	-	Neighborhood & Community Services Supervisor	35.34	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28
4602	-	Occupational Intern, Skilled	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
0738	A	Office Administrator	31.95	32.35	32.75	33.16	33.57	33.99	34.41	34.84	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96
0739	A	Office Manager	36.74	37.20	37.67	38.14	38.62	39.10	39.59	40.08	40.58	41.09	41.60	42.12	42.65	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10
0533	A	Operations Manager	52.40	53.05	53.71	54.38	55.06	55.75	56.45	57.16	57.87	58.59	59.32	60.06	60.81	61.57	62.34	63.12	63.91	64.71	65.52	66.34	67.17
1009	A	Paralegal	29.98	30.35	30.73	31.11	31.50	31.89	32.29	32.69	33.10	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41
1010	A	Paralegal, Senior	35.96	36.41	36.87	37.33	37.80	38.27	38.75	39.23	39.72	40.22	40.72	41.23	41.75	42.27	42.80	43.33	43.87	44.42	44.98	45.54	46.11
2085	A	Park Supervisor	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15	44.70
2086	A	Park Supervisor, Assistant	31.69	32.09	32.49	32.90	33.31	33.73	34.15	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64
2105	-	Permit Supervisor	35.71	36.16	36.61	37.07	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21	45.78
2209	-	Planner, Associate	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	36.96	37.42	37.89	38.36	38.84	39.33
2221	-	Planner, Principal	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69
2203	-	Planner, Senior	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10
2219	A	Planning & Development Division Manager	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59	65.40	66.22
0719	A	Planning & Development Services Director	75.48	76.42	77.38	78.35	79.33	80.32	81.32	82.34	83.37	84.41	85.47	86.54	87.62	88.72	89.83	90.95	92.09	93.24	94.41	95.59	96.78
2222	A	Planning Manager	52.79	53.45	54.12	54.80	55.48	56.17	56.87	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72
2038	A	Plans Examiner I	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53
2039	A	Plans Examiner II	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40	49.00	49.61	50.23	50.86	51.50	52.14	52.79	53.45
2040	A	Plans Examiner III	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0772	A	Police Chief	96.43	97.64	98.86	100.10	101.36	102.62	103.90	105.20	106.51	107.84	109.19	110.55	111.93	113.33	114.75	116.18	117.63	119.10	120.59	122.10	123.63
5123	A	Power Analyst	51.51	52.15	52.80	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44	65.25	66.07
5128	A	Power Analyst, Senior	57.28	58.00	58.73	59.46	60.20	60.95	61.71	62.48	63.26	64.05	64.85	65.66	66.48	67.31	68.15	69.00	69.86	70.73	71.61	72.51	73.42
2134	A	Power Engineer-I	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.89	41.40	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72	46.29	46.87	47.46	48.05
2132	A	Power Engineer-II	41.98	42.50	43.03	43.57	44.11	44.66	45.22	45.79	46.36	46.94	47.53	48.12	48.72	49.33	49.95	50.57	51.20	51.84	52.49	53.15	53.81
2133	A	Power Engineer-III	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82	54.49	55.17	55.86	56.56	57.27	57.99	58.71	59.44	60.18	60.93	61.69	62.46	63.24
2134	A	Power Engineer-IV	58.70	59.43	60.17	60.92	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12	68.97	69.83	70.70	71.58	72.47	73.38	74.30	75.23
0815	A	Power Section Assistant Manager-I	74.81	75.75	76.70	77.66	78.63	79.61	80.61	81.62	82.64	83.67	84.72	85.78	86.85	87.94	89.04	90.15	91.28	92.42	93.58	94.75	95.93
0817	A	Power Section Assistant Manager-II	85.58	86.65	87.73	88.83	89.94	91.06	92.20	93.35	94.52	95.70	96.90	98.11	99.34	100.58	101.84	103.11	104.40	105.71	107.03	108.37	109.72
0816	A	Power Section Manager	111.26	112.65	114.06	115.49	116.93	118.39	119.87	121.37	122.89	124.43	125.99	127.56	129.15	130.76	132.39	134.04	135.72	137.42	139.14	140.88	142.64
5248	A	Power Supervisor-I	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10	48.70	49.31	49.93	50.55	51.18	51.82	52.47	53.13	53.79
5251	A	Power Supervisor-II	52.46	53.12	53.78	54.45	55.13	55.82	56.52	57.23	57.95	58.67	59.40	60.14	60.89	61.65	62.42	63.20	63.99	64.79	65.60	66.42	67.25
5249	A	Power Supervisor-III	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.63	68.48	69.34	70.21	71.09	71.98	72.88	73.79	74.71	75.64	76.59	77.55	78.52
2322	-	Program Development Specialist	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90
2321	-	Program Development Specialist, Lead	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33
4100	-	Program Technician	25.78	26.10	26.43	26.76	27.09	27.43	27.77	28.12	28.47	28.83	29.19	29.55	29.92	30.29	30.67	31.05	31.44	31.83	32.23	32.63	33.04
0720	A	Project Manager	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
0721	A	Project Manager, Senior	59.55	60.29	61.04	61.80	62.57	63.35	64.14	64.94	65.75	66.57	67.40	68.24	69.09	69.95	70.82	71.71	72.61	73.52	74.44	75.37	76.31
2502	-	Project Specialist	26.23	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	31.22	31.61	32.01	32.41	32.82	33.23	33.65
1142	A	Public Disclosure Manager	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.43	52.07	52.72	53.38	54.05	54.73	55.41	56.10
0757	A	Public Works Director	81.04	82.05	83.08	84.12	85.17	86.23	87.31	88.40	89.51	90.63	91.76	92.91	94.07	95.25	96.44	97.65	98.87	100.11	101.36	102.63	103.91
0755	A	Public Works Director, Assistant	70.47	71.35	72.24	73.14	74.05	74.98	75.92	76.87	77.83	78.80	79.79	80.79	81.80	82.82	83.86	84.91	85.97	87.04	88.13	89.23	90.35
2054	A	Public Works Division Manager	64.09	64.89	65.70	66.52	67.35	68.19	69.04	69.90	70.77	71.65	72.55	73.46	74.38	75.31	76.25	77.20	78.16	79.14	80.13	81.13	82.14
2055	A	Public Works Division Manager, Assistant	58.24	58.97	59.71	60.46	61.22	61.99	62.76	63.54	64.33	65.13	65.94	66.76	67.59	68.43	69.29	70.16	71.04	71.93	72.83	73.74	74.66
7128	A	Rail Chief Administrative Officer	56.59	57.30	58.02	58.75	59.48	60.22	60.97	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53
7129	A	Rail Chief Information/Financial Officer	56.59	57.30	58.02	58.75	59.48	60.22	60.97	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53
7130	A	Rail Chief Mechanical Officer	63.55	64.34	65.14	65.95	66.77	67.60	68.44	69.30	70.17	71.05	71.94	72.84	73.75	74.67	75.60	76.55	77.51	78.48	79.46	80.45	81.46

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7152	A	Rail Superintendent, Assistant	70.77	71.65	72.55	73.46	74.38	75.31	76.25	77.20	78.16	79.14	80.13	81.13	82.14	83.17	84.21	85.26	86.33	87.41	88.50	89.61	90.73
7127	A	Rail Supervisor of Operations	45.29	45.86	46.43	47.01	47.60	48.20	48.80	49.41	50.03	50.66	51.29	51.93	52.58	53.24	53.91	54.58	55.26	55.95	56.65	57.36	58.08
7126	A	Railway Roadmaster	56.59	57.30	58.02	58.75	59.48	60.22	60.97	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53
2343	-	Real Estate Officer	41.08	41.59	42.11	42.64	43.17	43.71	44.26	44.81	45.37	45.94	46.51	47.09	47.68	48.28	48.88	49.49	50.11	50.74	51.37	52.01	52.66
2344	A	Real Estate Officer, Senior	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.30	57.00	57.71	58.43	59.16	59.90	60.65	61.41
2069	A	Real Time Energy Trader	56.64	57.35	58.07	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81	71.70	72.60
0740	A	Records Management Supervisor	34.84	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96	41.47	41.99	42.51	43.04	43.58	44.12	44.67
6033	-	Recycling Supervisor	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86
3126	-	Registered Nurse Case Manager	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.81	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.35	43.89	44.44
0845	A	Relicensing Coordinator	49.57	50.19	50.82	51.46	52.10	52.75	53.41	54.08	54.76	55.44	56.13	56.83	57.54	58.26	58.99	59.73	60.48	61.24	62.01	62.79	63.57
5052	-	Resource Conservation Specialist	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.13	32.53	32.94	33.35	33.77	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29	37.76
0557	A	Retirement Chief Investment Officer, Deputy	57.73	58.45	59.18	59.92	60.67	61.43	62.20	62.98	63.77	64.57	65.38	66.20	67.03	67.87	68.72	69.58	70.45	71.33	72.22	73.12	74.03
0560	A	Retirement System Director	80.84	81.85	82.87	83.91	84.96	86.02	87.10	88.19	89.29	90.41	91.54	92.68	93.84	95.01	96.20	97.40	98.62	99.85	101.10	102.36	103.64
0559	A	Retirement System Director, Assistant	59.59	60.33	61.08	61.84	62.61	63.39	64.18	64.98	65.79	66.61	67.44	68.28	69.13	69.99	70.86	71.75	72.65	73.56	74.48	75.41	76.35
1110	-	Risk Analyst	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.61	34.03	34.46	34.89	35.33	35.77	36.22	36.67	37.13	37.59	38.06	38.54
1137	A	Risk Analyst, Senior	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72
0703	A	Risk Manager	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.11	57.82	58.54	59.27	60.01	60.76	61.52	62.29	63.07	63.86	64.66	65.47	66.29
0762	A	Safety Director	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40	71.28	72.17	73.07	73.98	74.90	75.84	76.79	77.75	78.72	79.70	80.70	81.71	82.73
1204	A	Safety Manager	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.06	53.72	54.39	55.07	55.76
1122	-	Safety Officer	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05	49.66	50.28	50.91
2530	-	Senior Center Cook	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
2529	-	Senior Center Van Driver	17.30	17.52	17.74	17.96	18.18	18.41	18.64	18.87	19.11	19.35	19.59	19.83	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17
2556	-	Seniors Center Supervisor	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.37	30.75	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95
0138	A	T&D Work Practices Specialist	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52	49.13	49.74	50.36	50.99	51.63
1170	A	Tacoma Arts Commission Administrator	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.30	57.00
6220	A	Tacoma Venues & Events Attendant	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0730	A	Tacoma Venues & Events Director	72.27	73.17	74.08	75.04	75.95	76.90	77.86	78.83	79.82	80.82	81.83	82.85	83.89	84.94	86.00	87.07	88.16	89.26	90.38	91.51	92.65
0731	A	Tacoma Venues & Events Director Deputy	54.89	55.58	56.27	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.93	63.72	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40
0732	A	Tacoma Venues & Events Division Manager	41.69	42.24	42.74	43.27	43.81	44.36	44.91	45.47	46.04	46.62	47.20	47.79	48.39	48.99	49.60	50.22	50.85	51.49	52.13	52.78	53.44
4164	A	Tacoma Venues & Events Event Services Coordinator	31.07	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83
4168	A	Tacoma Venues & Events Event Services Manager	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58	42.10	42.63	43.16	43.70	44.25
0728	A	Tacoma Venues & Events Marketing Manager	39.04	39.50	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.20	48.80	49.41	50.03
0733	A	Tacoma Venues & Events Operations Manager	49.42	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	58.82	59.56	60.30	61.05	61.81	62.58	63.36
4215	A	Tacoma Venues & Events Sales Coordinator	26.34	26.64	26.97	27.31	27.65	28.00	28.35	28.70	29.06	29.42	29.79	30.16	30.54	30.92	31.31	31.70	32.10	32.50	32.91	33.32	33.74
4156	-	Tacoma Venues & Events Technical Services Coordinator	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.77	29.13	29.49	29.86	30.23	30.61	30.99
5535	A	Telecommunications Engineer	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.69	51.32	51.96	52.61	53.27	53.94	54.61	55.29	55.98	56.68	57.39	58.11	58.84	59.58
5539	-	Telecommunications Planning & Design Technician	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.33
5523	A	Telecommunications Technical Administrator	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92	41.43	41.95	42.47	43.00	43.54	44.08	44.63	45.19	45.75	46.32	46.90	47.49
4154	-	Television Production Coordinator	38.29	38.77	39.26	39.74	40.24	40.74	41.25	41.77	42.29	42.82	43.36	43.90	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10
2072	A	Term Energy Trader	71.39	72.28	73.18	74.09	75.02	75.96	76.91	77.87	78.84	79.83	80.83	81.84	82.86	83.90	84.95	86.01	87.09	88.18	89.28	90.40	91.53
4124	A	Training & Development Manager	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.29	56.99
0822	A	Utilities Director	158.73	160.74	162.72	164.75	166.84	168.99	171.04	173.15	175.31	177.50	179.72	181.97	184.24	186.54	188.87	191.23	193.62	196.04	198.49	200.97	203.48
0819	A	Utilities Director, Deputy	87.98	89.08	90.19	91.32	92.46	93.62	94.79	95.97	97.17	98.38	99.61	100.86	102.12	103.40	104.69	106.00	107.32	108.66	110.02	111.40	112.79
0825	A	Utilities Director, Deputy Power Superintendent	127.94	129.54	131.16	132.80	134.46	136.14	137.84	139.56	141.30	143.07	144.86	146.67	148.50	150.36	152.24	154.14	156.07	158.02	160.00	162.00	164.03
0830	A	Utilities Director, Deputy Rail Superintendent	86.74	87.79	88.89	90.00	91.13	92.27	93.42	94.59	95.77	96.97	98.18	99.41	100.65	101.91	103.18	104.47	105.78	107.10	108.44	109.80	111.17

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0823	A	Utilities Director, Deputy Water Superintendent	92.40	93.55	94.72	96.90	97.40	98.31	99.54	100.78	102.04	103.32	104.64	106.92	107.24	108.58	109.94	111.31	112.70	114.11	115.54	116.98	118.44
0580	A	Utilities Economist	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69	55.37
0584	A	Utilities Economist, Associate	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	36.04	36.49
0582	A	Utilities Economist, Senior	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.15	61.91	62.68	63.46	64.25	65.05	65.86	66.68	67.51	68.35	69.20
4207	A	Utilities Safety Manager	52.77	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.39	65.19	66.00	66.82	67.66
4153	-	Video Production Assistant	21.30	21.57	21.84	22.11	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.73	25.04	25.35	25.67	25.99	26.31	26.64	26.97	27.31
4152	-	Video Specialist	31.94	32.34	32.74	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.91
2066	A	Water Division Manager	66.53	67.36	68.20	69.05	69.91	70.78	71.66	72.56	73.47	74.39	75.32	76.26	77.21	78.18	79.16	80.15	81.15	82.16	83.19	84.23	85.28
2064	A	Water Division Manager, Assistant	60.47	61.23	62.00	62.78	63.56	64.35	65.15	65.96	66.78	67.61	68.46	69.32	70.19	71.07	71.96	72.86	73.77	74.69	75.62	76.57	77.53
2064	A	Water Division Superintendent, Deputy	76.99	77.95	78.92	79.91	80.91	81.92	82.94	83.98	85.03	86.09	87.17	88.26	89.36	90.48	91.61	92.76	93.92	95.09	96.28	97.48	98.70
2400	A	Water Program Specialist	34.58	35.04	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
C157	A	Account Relationship Manager	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C199	A	Advanced Registered Nurse Practitioner	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C153	A	Arts Program Administrator	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C121	A	Arts Program Planner	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
D114	A	Assistant City Attorney	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
E124	A	Assistant City Manager	87.33	91.07	94.81	98.56	102.30	106.04	109.78	113.53	115.40	117.27	119.14	121.01	122.88	124.75	126.62	128.50	130.37	132.24	134.11	135.98	137.85	139.72
C206	A	Assistant to the City Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
D166	A	Assistant/Deputy Director - Community & Economic Development	61.51	64.15	66.78	69.42	72.06	74.69	77.33	79.96	81.28	82.60	83.92	85.24	86.56	87.87	89.19	90.51	91.83	93.15	94.46	95.78	97.10	98.42
D167	A	Assistant/Deputy Director - Environmental Services	61.51	64.15	66.78	69.42	72.06	74.69	77.33	79.96	81.28	82.60	83.92	85.24	86.56	87.87	89.19	90.51	91.83	93.15	94.46	95.78	97.10	98.42
D168	A	Assistant/Deputy Director - Human Resources	61.51	64.15	66.78	69.42	72.06	74.69	77.33	79.96	81.28	82.60	83.92	85.24	86.56	87.87	89.19	90.51	91.83	93.15	94.46	95.78	97.10	98.42

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
D171	A	Assistant/Deputy Director - Information Technology	65.31	68.11	70.91	73.71	76.51	79.30	82.10	84.90	86.30	87.70	89.10	90.50	91.90	93.30	94.70	96.10	97.50	98.90	100.30	101.70	103.10	104.50
D169	A	Assistant/Deputy Director - Neighborhood & Community Services	61.51	64.15	66.78	69.42	72.06	74.69	77.33	79.96	81.28	82.60	83.92	85.24	86.56	87.87	89.19	90.51	91.83	93.15	94.46	95.78	97.10	98.42
D176	A	Assistant/Deputy Director - Office of Equity and Human Rights	61.51	64.15	66.78	69.42	72.06	74.69	77.33	79.96	81.28	82.60	83.92	85.24	86.56	87.87	89.19	90.51	91.83	93.15	94.46	95.78	97.10	98.42
D172	A	Assistant/Deputy Director - Public Works	65.31	68.11	70.91	73.71	76.51	79.30	82.10	84.90	86.30	87.70	89.10	90.50	91.90	93.30	94.70	96.10	97.50	98.90	100.30	101.70	103.10	104.50
D173	A	Assistant/Deputy Director - Retirement	65.31	68.11	70.91	73.71	76.51	79.30	82.10	84.90	86.30	87.70	89.10	90.50	91.90	93.30	94.70	96.10	97.50	98.90	100.30	101.70	103.10	104.50
D170	A	Assistant/Deputy Director - Tacoma Venues & Events	61.51	64.15	66.78	69.42	72.06	74.69	77.33	79.96	81.28	82.60	83.92	85.24	86.56	87.87	89.19	90.51	91.83	93.15	94.46	95.78	97.10	98.42
C134	A	Behavioral Health Crisis Responder	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
E100	A	Budget Officer	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
C122	A	Business & Economic Development Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C154	A	Business & Economic Development Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
D101	A	Business & Economic Development Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
C187	A	Business & Economic Development Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C123	A	Business Services Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C100		Business Services Analyst, Associate	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
C155	A	Business Services Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
D102	A	Business Services Assistant Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
D126	A	Business Services Division Manager (A)	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85
D146	A	Business Services Division Manager (B)	57.83	60.31	62.78	65.26	67.74	70.22	72.70	75.18	76.41	77.65	78.89	80.13	81.37	82.61	83.85	85.09	86.33	87.57	88.81	90.05	91.28	92.52
C188	A	Business Services Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C124	A	Business Systems Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C101		Business Systems Analyst, Associate	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
C156	A	Business Systems Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
C189	A	Business Systems Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C135	A	Case Manager	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
D174	A	Chief Deputy City Attorney	65.31	68.11	70.91	73.71	76.51	79.30	82.10	84.90	86.30	87.70	89.10	90.50	91.90	93.30	94.70	96.10	97.50	98.90	100.30	101.70	103.10	104.50
D106	A	Chief Emergency Management Officer	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
C194	A	Chief Plans Examiner	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
E119	A	City Attorney	81.77	85.27	88.78	92.28	95.78	99.29	102.79	106.30	108.05	109.80	111.55	113.31	115.06	116.81	118.56	120.31	122.07	123.82	125.57	127.32	129.08	130.83
C233	A	City Clerk	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80
F101	A	City Manager	108.95	113.62	118.29	122.96	127.63	132.30	136.97	141.64	143.97	146.30	148.64	150.97	153.31	155.64	157.98	160.31	162.65	164.98	167.32	169.65	171.99	174.32
D150	A	City Treasurer	57.83	60.31	62.78	65.26	67.74	70.22	72.70	75.18	76.41	77.65	78.89	80.13	81.37	82.61	83.85	85.09	86.33	87.57	88.81	90.05	91.28	92.52
D109	A	Clinical Training and Accreditation Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
C125	A	Communications & Marketing Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C158	A	Communications & Marketing Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
D127	A	Communications & Marketing Division Manager	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85
C190	A	Communications & Marketing Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C126	A	Community & Government Affairs Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C160	A	Community & Government Affairs Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C127		Community Resources Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C161	A	Community Resources Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C191	A	Community Resources Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C145	A	Conservation Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C116		Conservation Analyst, Associate	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
C178	A	Conservation Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C212	A	Conservation Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
D117	A	Conservation Manager, Principal	63.28	65.99	68.70	71.41	74.12	76.84	79.55	82.26	83.61	84.97	86.33	87.68	89.04	90.39	91.75	93.11	94.46	95.82	97.17	98.53	99.89	101.24

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
C241	A	Conservation Manager, Senior	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80
D103	A	Construction Project Assistant Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
C162	A	Construction Project Field Supervisor	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C192	A	Construction Project Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C102	A	Construction Project Manager, Associate	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
C108	A	Continuous Improvement Consultant	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
C170	A	Continuous Improvement Consultant, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C201	A	Continuous Improvement Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
D159	A	Controller	65.31	68.11	70.91	73.71	76.51	79.30	82.10	84.90	86.30	87.70	89.10	90.50	91.90	93.30	94.70	96.10	97.50	98.90	100.30	101.70	103.10	104.50
D104	A	Court Administrator	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
C163	A	Court Operations Supervisor	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C139	A	Criminal Justice Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C193	A	Customer Service Administrator	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C103		Customer Service Analyst	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
C128	A	Customer Service Analyst, Senior	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
D148	A	Customer Service Division Manager	57.83	60.31	62.78	65.26	67.74	70.22	72.70	75.18	76.41	77.65	78.89	80.13	81.37	82.61	83.85	85.09	86.33	87.57	88.81	90.05	91.28	92.52
C225	A	Customer Service Manager	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80
D112	A	Data Architecture Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
C238	A	Day-Ahead Energy Trader	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80
A100		Department Aide	16.70	17.39	18.09	18.78	19.48	20.18	20.87	21.22	21.57	21.92	22.26	22.61	22.96	23.31	23.66	24.00	24.35	24.70	25.05			
E101	A	Department Director - Community & Economic Development	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
E114	A	Department Director - Environmental Services	77.47	80.79	84.11	87.43	90.75	94.07	97.39	100.71	102.37	104.03	105.69	107.35	109.01	110.67	112.33	113.99	115.65	117.31	118.97	120.63	122.29	123.95
E120	A	Department Director - Finance (CFO)	81.77	85.27	88.78	92.28	95.78	99.29	102.79	106.30	108.05	109.80	111.55	113.31	115.06	116.81	118.56	120.31	122.07	123.82	125.57	127.32	129.08	130.83

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
E102	A	Department Director - Human Resources	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
E115	A	Department Director - Information Technology	77.47	80.79	84.11	87.43	90.75	94.07	97.39	100.71	102.37	104.03	105.69	107.35	109.01	110.67	112.33	113.99	115.65	117.31	118.97	120.63	122.29	123.95
E103	A	Department Director - Neighborhood & Community Services	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
E104	A	Department Director - Planning & Development Services	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
E116	A	Department Director - Public Works	77.47	80.79	84.11	87.43	90.75	94.07	97.39	100.71	102.37	104.03	105.69	107.35	109.01	110.67	112.33	113.99	115.65	117.31	118.97	120.63	122.29	123.95
E105	A	Department Director - Retirement	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
E106	A	Department Director - Tacoma Venues & Events	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
D122	A	Department Safety Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
D133	A	Deputy City Attorney	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85
D153	A	Deputy City Attorney, Senior	57.83	60.31	62.78	65.26	67.74	70.22	72.70	75.18	76.41	77.65	78.89	80.13	81.37	82.61	83.85	85.09	86.33	87.57	88.81	90.05	91.28	92.52
E125	A	Deputy City Manager	94.25	98.29	102.33	106.37	110.41	114.45	118.49	122.53	124.55	126.57	128.59	130.61	132.63	134.65	136.67	138.69	140.71	142.73	144.75	146.77	148.79	150.80
C104	A	Development Services Analyst	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
C165	A	Development Services Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
D105	A	Development Services Assistant Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
B113	A	Development Services Coordinator	30.96	32.25	33.54	34.83	36.12	37.40	38.69	39.34	39.98	40.63	41.27	41.92	42.56	43.21	43.85	44.50	45.14	45.79	46.43			
D128	A	Development Services Division Manager	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85
F100	A	Director of Utilities	126.24	131.65	137.06	142.47	147.88	153.29	158.70	164.11	166.81	169.52	172.22	174.93	177.63	180.34	183.04	185.75	188.45	191.16	193.86	196.57	199.27	201.98
E107	A	Director, Office of Equity & Human Rights	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
E111	A	Director, Office of Health & Safety	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
E108	A	Director, Office of Media & Communications	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
D100	A	Division Manager, Arts Administration	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
C114	A	Education & Outreach Liaison	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
C209	A	Education & Outreach Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
B106		Education & Outreach Specialist	24.43	25.45	26.46	27.48	28.50	29.52	30.53	31.04	31.55	32.06	32.57	33.08	33.59	34.10	34.61	35.11	35.62	36.13	36.64			
C105	A	Emergency Management Officer	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
C195	A	Emergency Management Officer, Senior	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C146	A	Energy Resource Planner	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C239	A	Energy Resource Planner, Principal	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80
C213	A	Energy Resource Planner, Senior	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C130	A	Engineer	44.30	46.20	48.10	49.99	51.89	53.79	55.69	57.59	58.54	59.49	60.44	61.39	62.34	63.28	64.23	65.18	66.13	67.08	68.03	68.98	69.93	70.88
C226	A	Engineer Principal, Senior	58.16	60.66	63.15	65.64	68.13	70.63	73.12	75.61	76.86	78.10	79.35	80.60	81.84	83.09	84.34	85.58	86.83	88.08	89.32	90.57	91.81	93.06
C106		Engineer, Associate	40.98	42.73	44.49	46.24	48.00	49.76	51.51	53.27	54.15	55.02	55.90	56.78	57.66	58.54	59.42	60.29	61.17	62.05	62.93	63.81	64.68	65.56
C196	A	Engineer, Principal	52.35	54.60	56.84	59.09	61.33	63.57	65.82	68.06	69.18	70.30	71.43	72.55	73.67	74.79	75.91	77.04	78.16	79.28	80.40	81.52	82.65	83.77
C167	A	Engineer, Senior	47.78	49.83	51.87	53.92	55.97	58.02	60.06	62.11	63.14	64.16	65.18	66.21	67.23	68.25	69.28	70.30	71.33	72.35	73.37	74.40	75.42	76.45
D129	A	Engineering Assistant Division Manager	67.53	70.43	73.32	76.22	79.11	82.01	84.90	87.79	89.24	90.69	92.14	93.58	95.03	96.48	97.93	99.37	100.82	102.27	103.71	105.16	106.61	108.06
D149	A	Engineering Division Manager	71.95	75.03	78.12	81.20	84.28	87.37	90.45	93.53	95.07	96.62	98.16	99.70	101.24	102.78	104.33	105.87	107.41	108.95	110.49	112.03	113.58	115.12
B114		Engineering Intern	38.52	40.12	41.72	43.33	44.93	46.54	48.14	48.95	49.75	50.55	51.35	52.16	52.96	53.76	54.56	55.37	56.17	56.97	57.77			
D107	A	Engineering Manager	63.28	65.99	68.70	71.41	74.12	76.84	79.55	82.26	83.61	84.97	86.33	87.68	89.04	90.39	91.75	93.11	94.46	95.82	97.17	98.53	99.89	101.24
C131	A	Equity Programs Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
B115	A	Equity Programs Coordinator	30.96	32.25	33.54	34.83	36.12	37.40	38.69	39.34	39.98	40.63	41.27	41.92	42.56	43.21	43.85	44.50	45.14	45.79	46.43			
C227	A	Equity Programs Manager	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80
C140	A	Executive Assistant	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C132	A	Facilities & Fleet Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
D108	A	Facilities & Fleet Assistant Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
B116		Facilities & Fleet Coordinator	30.96	32.25	33.54	34.83	36.12	37.40	38.69	39.34	39.98	40.63	41.27	41.92	42.56	43.21	43.85	44.50	45.14	45.79	46.43			
D130	A	Facilities & Fleet Division Manager	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85
C168	A	Facilities & Fleet Field Supervisor	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C197	A	Facilities & Fleet Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
C133	A	Financial Services Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97	
C198	A	Financial Services Analyst, Senior	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33	
B117		Financial Services Coordinator	30.96	32.25	33.54	34.83	36.12	37.40	38.69	39.34	39.98	40.63	41.27	41.92	42.56	43.21	43.85	44.50	45.14	45.79	46.43				
C228	A	Financial Services Manager	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80	
D131	A	Financial Services Manager, Senior	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85	
E121	A	Fire Chief	81.77	85.27	88.78	92.28	95.78	99.29	102.79	106.30	108.05	109.80	111.55	113.31	115.06	116.81	118.56	120.31	122.07	123.82	125.57	127.32	129.08	130.83	
D151	A	Fire Division Manager (Chief Fire Code Official)	57.83	60.31	62.78	65.26	67.74	70.22	72.70	75.18	76.41	77.65	78.89	80.13	81.37	82.61	83.85	85.09	86.33	87.57	88.81	90.05	91.28	92.52	
D147	A	Government Affairs Officer	57.83	60.31	62.78	65.26	67.74	70.22	72.70	75.18	76.41	77.65	78.89	80.13	81.37	82.61	83.85	85.09	86.33	87.57	88.81	90.05	91.28	92.52	
C223	A	Guest Experience Manager, Senior	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33	
B101	A	Guest Experience Specialist	22.30	23.23	24.16	25.09	26.02	26.95	27.88	28.34	28.81	29.27	29.73	30.20	30.66	31.13	31.59	32.06	32.52	32.99	33.45				
E109	A	Hearing Examiner	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27	
C107		Historic Preservation Analyst	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69	
C200	A	Historic Preservation Officer	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33	
C137	A	Housing Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97	
C169	A	Housing Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44	
D110	A	Housing Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37	
B102		Housing Rehabilitation Specialist	24.43	25.45	26.46	27.48	28.50	29.52	30.53	31.04	31.55	32.06	32.57	33.08	33.59	34.10	34.61	35.11	35.62	36.13	36.64				
C171	A	Human Resources Business Partner	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44	
D111	A	Human Resources Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37	
C229	A	Human Resources Manager	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80	
B107		Hydroelectric Parks Specialist	30.39	31.66	32.93	34.19	35.46	36.72	37.99	38.62	39.26	39.89	40.52	41.16	41.79	42.42	43.06	43.69	44.32	44.96	45.59				
B125		Hydroelectric Parks Supervisor	38.52	40.12	41.72	43.33	44.93	46.54	48.14	48.95	49.75	50.55	51.35	52.16	52.96	53.76	54.56	55.37	56.17	56.97	57.77				
D139	A	Hydroelectric Project Manager	67.53	70.43	73.32	76.22	79.11	82.01	84.90	87.79	89.24	90.69	92.14	93.58	95.03	96.48	97.93	99.37	100.82	102.27	103.71	105.16	106.61	108.06	
C179	A	Hydroelectric Project Supervisor	47.78	49.83	51.87	53.92	55.97	58.02	60.06	62.11	63.14	64.16	65.18	66.21	67.23	68.25	69.28	70.30	71.33	72.35	73.37	74.40	75.42	76.45	
C109	A	Information Technology Administrator	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69	

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
C203	A	Information Technology Administrator, Principal	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C230	A	Information Technology Administrator, Principal Senior	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80
E110	A	Information Technology Assistant Director - Power	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
D152	A	Information Technology Assistant Division Manager	57.83	60.31	62.78	65.26	67.74	70.22	72.70	75.18	76.41	77.65	78.89	80.13	81.37	82.61	83.85	85.09	86.33	87.57	88.81	90.05	91.28	92.52
D158	A	Information Technology Division Manager	61.51	64.15	66.78	69.42	72.06	74.69	77.33	79.96	81.28	82.60	83.92	85.24	86.56	87.87	89.19	90.51	91.83	93.15	94.46	95.78	97.10	98.42
B110	A	Information Technology Infrastructure Specialist	27.27	28.41	29.55	30.68	31.82	32.96	34.09	34.66	35.23	35.80	36.37	36.93	37.50	38.07	38.64	39.21	39.77	40.34	40.91			
D113	A	Information Technology Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
C204	A	Information Technology Project Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C110	A	Information Technology Project Manager, Associate	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
C231	A	Information Technology Project Manager, Senior	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80
B100	A	Intern	22.30	23.23	24.16	25.09	26.02	26.95	27.88	28.34	28.81	29.27	29.73	30.20	30.66	31.13	31.59	32.06	32.52	32.99	33.45			
C205	A	Labor Negotiator	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C138	A	Labor Relations Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
D132	A	Labor Relations Division Manager	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85
B103		Legal Assistant	24.43	25.45	26.46	27.48	28.50	29.52	30.53	31.04	31.55	32.06	32.57	33.08	33.59	34.10	34.61	35.11	35.62	36.13	36.64			
B120		LEOFF I Coordinator	30.96	32.25	33.54	34.83	36.12	37.40	38.69	39.34	39.98	40.63	41.27	41.92	42.56	43.21	43.85	44.50	45.14	45.79	46.43			
C111	A	Management Fellow	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
B119		Management Support Administrator	30.96	32.25	33.54	34.83	36.12	37.40	38.69	39.34	39.98	40.63	41.27	41.92	42.56	43.21	43.85	44.50	45.14	45.79	46.43			
C112	A	Management Support Administrator, Senior	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
B104		Management Support Specialist	24.43	25.45	26.46	27.48	28.50	29.52	30.53	31.04	31.55	32.06	32.57	33.08	33.59	34.10	34.61	35.11	35.62	36.13	36.64			

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
C159	A	Marketing Development Research Analyst	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44	
B122		Master Control Programmer	30.96	32.25	33.54	34.83	36.12	37.40	38.69	39.34	39.98	40.63	41.27	41.92	42.56	43.21	43.85	44.50	45.14	45.79	46.43				
C164		Meter Service Administrator	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44	
C136		Mobile Unit Registered Nurse	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97	
C142	A	Natural Resources Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97	
C175	A	Natural Resources Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44	
D115	A	Natural Resources Assistant Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37	
B111	A	Natural Resources Field Specialist	27.27	28.41	29.55	30.68	31.82	32.96	34.09	34.66	35.23	35.80	36.37	36.93	37.50	38.07	38.64	39.21	39.77	40.34	40.91				
C207	A	Natural Resources Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33	
C235	A	Natural Resources Manager, Senior	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80	
C143	A	Operations Technology Administrator	44.30	46.20	48.10	49.99	51.89	53.79	55.69	57.59	58.54	59.49	60.44	61.39	62.34	63.28	64.23	65.18	66.13	67.08	68.03	68.98	69.93	70.88	
C208	A	Operations Technology Administrator, Principal	52.35	54.60	56.84	59.09	61.33	63.57	65.82	68.06	69.18	70.30	71.43	72.55	73.67	74.79	75.91	77.04	78.16	79.28	80.40	81.52	82.65	83.77	
C236	A	Operations Technology Administrator, Principal Senior	58.16	60.66	63.15	65.64	68.13	70.63	73.12	75.61	76.86	78.10	79.35	80.60	81.84	83.09	84.34	85.58	86.83	88.08	89.32	90.57	91.81	93.06	
C176	A	Operations Technology Administrator, Senior	47.78	49.83	51.87	53.92	55.97	58.02	60.06	62.11	63.14	64.16	65.18	66.21	67.23	68.25	69.28	70.30	71.33	72.35	73.37	74.40	75.42	76.45	
D116	A	Operations Technology Manager	63.28	65.99	68.70	71.41	74.12	76.84	79.55	82.26	83.61	84.97	86.33	87.68	89.04	90.39	91.75	93.11	94.46	95.82	97.17	98.53	99.89	101.24	
B118	A	Paralegal	30.96	32.25	33.54	34.83	36.12	37.40	38.69	39.34	39.98	40.63	41.27	41.92	42.56	43.21	43.85	44.50	45.14	45.79	46.43				
C115		Planner	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69	
C210	A	Planner, Principal	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33	
C144	A	Planner, Senior	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97	
D134	A	Planning Division Manager	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85	
C237	A	Planning Manager	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80	
C129	A	Plans Examiner	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97	
C166	A	Plans Examiner, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44	
E122	A	Police Chief	81.77	85.27	88.78	92.28	95.78	99.29	102.79	106.30	108.05	109.80	111.55	113.31	115.06	116.81	118.56	120.31	122.07	123.82	125.57	127.32	129.08	130.83	
C141	A	Policy Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97	

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
C173	A	Policy Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
D135	A	Power Assistant Section Manager	67.53	70.43	73.32	76.22	79.11	82.01	84.90	87.79	89.24	90.69	92.14	93.58	95.03	96.48	97.93	99.37	100.82	102.27	103.71	105.16	106.61	108.06
D136	A	Power Assistant Section Manager - Real-Time Energy Trading	67.53	70.43	73.32	76.22	79.11	82.01	84.90	87.79	89.24	90.69	92.14	93.58	95.03	96.48	97.93	99.37	100.82	102.27	103.71	105.16	106.61	108.06
D137	A	Power Assistant Section Manager - Transmission & Distribution	67.53	70.43	73.32	76.22	79.11	82.01	84.90	87.79	89.24	90.69	92.14	93.58	95.03	96.48	97.93	99.37	100.82	102.27	103.71	105.16	106.61	108.06
D138	A	Power Operations Assistant Section Manager	67.53	70.43	73.32	76.22	79.11	82.01	84.90	87.79	89.24	90.69	92.14	93.58	95.03	96.48	97.93	99.37	100.82	102.27	103.71	105.16	106.61	108.06
D154	A	Power Operations Assistant Section Manager, Senior	71.95	75.03	78.12	81.20	84.28	87.37	90.45	93.53	95.07	96.62	98.16	99.70	101.24	102.78	104.33	105.87	107.41	108.95	110.49	112.03	113.58	115.12
C177	A	Power Operations Supervisor	47.78	49.83	51.87	53.92	55.97	58.02	60.06	62.11	63.14	64.16	65.18	66.21	67.23	68.25	69.28	70.30	71.33	72.35	73.37	74.40	75.42	76.45
C211	A	Power Operations Supervisor, Senior	52.35	54.60	56.84	59.09	61.33	63.57	65.82	68.06	69.18	70.30	71.43	72.55	73.67	74.79	75.91	77.04	78.16	79.28	80.40	81.52	82.65	83.77
D162	A	Power Section Manager	81.26	84.74	88.22	91.71	95.19	98.67	102.15	105.64	107.38	109.12	110.86	112.60	114.34	116.08	117.82	119.57	121.31	123.05	124.79	126.53	128.27	130.01
D163	A	Power Section Manager - Generation	81.26	84.74	88.22	91.71	95.19	98.67	102.15	105.64	107.38	109.12	110.86	112.60	114.34	116.08	117.82	119.57	121.31	123.05	124.79	126.53	128.27	130.01
D164	A	Power Section Manager - Transmission & Distribution	81.26	84.74	88.22	91.71	95.19	98.67	102.15	105.64	107.38	109.12	110.86	112.60	114.34	116.08	117.82	119.57	121.31	123.05	124.79	126.53	128.27	130.01
C232	A	Prosecuting City Attorney	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80
C234	A	Public Disclosure Manager	46.75	48.75	50.75	52.76	54.76	56.76	58.77	60.77	61.77	62.78	63.78	64.78	65.78	66.78	67.78	68.79	69.79	70.79	71.79	72.79	73.79	74.80
C215	A	Rail Chief Mechanical Officer	52.35	54.60	56.84	59.09	61.33	63.57	65.82	68.06	69.18	70.30	71.43	72.55	73.67	74.79	75.91	77.04	78.16	79.28	80.40	81.52	82.65	83.77
D118	A	Rail Manager of Operations	63.28	65.99	68.70	71.41	74.12	76.84	79.55	82.26	83.61	84.97	86.33	87.68	89.04	90.39	91.75	93.11	94.46	95.82	97.17	98.53	99.89	101.24
C117	A	Rail Operations Analyst	40.98	42.73	44.49	46.24	48.00	49.76	51.51	53.27	54.15	55.02	55.90	56.78	57.66	58.54	59.42	60.29	61.17	62.05	62.93	63.81	64.68	65.56
C180	A	Rail Roadmaster	47.78	49.83	51.87	53.92	55.97	58.02	60.06	62.11	63.14	64.16	65.18	66.21	67.23	68.25	69.28	70.30	71.33	72.35	73.37	74.40	75.42	76.45
C181	A	Rail Trainmaster	47.78	49.83	51.87	53.92	55.97	58.02	60.06	62.11	63.14	64.16	65.18	66.21	67.23	68.25	69.28	70.30	71.33	72.35	73.37	74.40	75.42	76.45
D119	A	Real Property Assistant Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
C147	A	Real Property Officer	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C216	A	Real Property Officer, Senior	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
C214	A	Real-Time Energy Trader	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
C174	A	Records Administrator	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44	
C113		Records Analyst	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69	
B105		Records Specialist	24.43	25.45	26.46	27.48	28.50	29.52	30.53	31.04	31.55	32.06	32.57	33.08	33.59	34.10	34.61	35.11	35.62	36.13	36.64				
C148	A	Regulatory Compliance Analyst	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97	
C182	A	Regulatory Compliance Analyst, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44	
D120	A	Regulatory Compliance Assistant Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37	
C217	A	Regulatory Compliance Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33	
B108	A	Regulatory Compliance Specialist	24.43	25.45	26.46	27.48	28.50	29.52	30.53	31.04	31.55	32.06	32.57	33.08	33.59	34.10	34.61	35.11	35.62	36.13	36.64				
B112	A	Regulatory Compliance Specialist, Senior	27.27	28.41	29.55	30.68	31.82	32.96	34.09	34.66	35.23	35.80	36.37	36.93	37.50	38.07	38.64	39.21	39.77	40.34	40.91				
D175	A	Retirement Chief Investment Officer	69.23	72.20	75.17	78.13	81.10	84.07	87.04	90.00	91.76	93.51	95.26	97.01	98.76	100.52	102.27	104.02	105.77	107.52	109.28	111.03	112.78	110.77	
D165	A	Retirement Deputy Chief Investment Officer	65.31	68.11	70.91	73.71	76.51	79.30	82.10	84.90	86.30	87.70	89.10	90.50	91.90	93.30	94.70	96.10	97.50	98.90	100.30	101.70	103.10	104.50	
C183	A	Risk Management Program Administrator	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44	
D121	A	Risk Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37	
C218	A	Safety Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33	
C149	A	Safety Officer	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97	
B121		Safety Officer, Associate	30.96	32.25	33.54	34.83	36.12	37.40	38.69	39.34	39.98	40.63	41.27	41.92	42.56	43.21	43.85	44.50	45.14	45.79	46.43				
D123	A	Solid Waste Assistant Division Manager	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37	
D141	A	Solid Waste Division Manager	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85	
D142	A	Surface & Wastewater Assistant Division Manager	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85	
D155	A	Surface & Wastewater Division Manager	57.83	60.31	62.78	65.26	67.74	70.22	72.70	75.18	76.41	77.65	78.89	80.13	81.37	82.61	83.85	85.09	86.33	87.57	88.81	90.05	91.28	92.52	
C219	A	Surface & Wastewater Operations Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33	
C118	A	Sustainability Analyst	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69	
C150	A	Sustainability Analyst, Senior	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97	
D143	A	Sustainability Initiatives Division Manager	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85	

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
C220	A	Sustainability Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
B123		Technical Services Coordinator	30.96	32.25	33.54	34.83	36.12	37.40	38.69	39.34	39.98	40.63	41.27	41.92	42.56	43.21	43.85	44.50	45.14	45.79	46.43			
D140	A	Term Energy Trader	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85
C172	A	Torts Claims Investigator	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C202	A	Training & Development Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
D144	A	Transportation Services Assistant Division Manager	54.28	56.61	58.93	61.26	63.58	65.91	68.24	70.56	71.73	72.89	74.05	75.22	76.38	77.54	78.71	79.87	81.03	82.19	83.36	84.52	85.68	86.85
D156	A	Transportation Services Division Manager	57.83	60.31	62.78	65.26	67.74	70.22	72.70	75.18	76.41	77.65	78.89	80.13	81.37	82.61	83.85	85.09	86.33	87.57	88.81	90.05	91.28	92.52
C222	A	Transportation Services Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
B109		Transportation Services Specialist	24.43	25.45	26.46	27.48	28.50	29.52	30.53	31.04	31.55	32.06	32.57	33.08	33.59	34.10	34.61	35.11	35.62	36.13	36.64			
C221	A	TV/Video Manager	42.08	43.88	45.69	47.49	49.29	51.10	52.90	54.70	55.60	56.51	57.41	58.31	59.21	60.11	61.01	61.92	62.82	63.72	64.62	65.52	66.42	67.33
D124	A	TV/Video Manager, Senior	50.86	53.04	55.22	57.40	59.58	61.75	63.93	66.11	67.20	68.29	69.38	70.47	71.56	72.65	73.74	74.83	75.92	77.01	78.10	79.19	80.28	81.37
C184	A	TV/Video Producer	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
C119		TV/Video Producer, Associate	32.93	34.35	35.76	37.17	38.58	39.99	41.40	42.81	43.52	44.23	44.93	45.64	46.34	47.05	47.75	48.46	49.17	49.87	50.58	51.28	51.99	52.69
D160	A	Utilities Assistant Superintendent - Rail	81.26	84.74	88.22	91.71	95.19	98.67	102.15	105.64	107.38	109.12	110.86	112.60	114.34	116.08	117.82	119.57	121.31	123.05	124.79	126.53	128.27	130.01
D161	A	Utilities Assistant Superintendent - Water	65.31	68.11	70.91	73.71	76.51	79.30	82.10	84.90	86.30	87.70	89.10	90.50	91.90	93.30	94.70	96.10	97.50	98.90	100.30	101.70	103.10	104.50
C151	A	Utilities Economist	35.60	37.13	38.66	40.18	41.71	43.23	44.76	46.29	47.05	47.81	48.57	49.34	50.10	50.86	51.63	52.39	53.15	53.92	54.68	55.44	56.20	56.97
C185	A	Utilities Economist, Senior	38.40	40.05	41.69	43.34	44.98	46.63	48.28	49.92	50.74	51.57	52.39	53.21	54.04	54.86	55.68	56.50	57.33	58.15	58.97	59.80	60.62	61.44
E112	A	Utilities Superintendent/Deputy Director - Management Services	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
E123	A	Utilities Superintendent/Deputy Director - Power	101.73	106.09	110.45	114.82	119.18	123.54	127.90	132.26	134.44	136.62	138.80	140.98	143.16	145.34	147.52	149.70	151.88	154.06	156.24	158.42	160.60	162.78
E113	A	Utilities Superintendent/Deputy Director - Public Affairs & Communication	73.29	76.44	79.58	82.72	85.86	89.00	92.14	95.28	96.85	98.42	99.99	101.56	103.14	104.71	106.28	107.85	109.42	110.99	112.56	114.13	115.70	117.27
E117	A	Utilities Superintendent/Deputy Director - Rail	96.39	100.52	104.65	108.78	112.91	117.04	121.17	125.30	127.37	129.43	131.50	133.56	135.63	137.69	139.76	141.82	143.89	145.96	148.02	150.09	152.15	154.22

EXHIBIT "A"

Code	A	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
E118	A	Utilities Superintendent/Deputy Director - Water	<u>96.39</u>	<u>100.52</u>	<u>104.65</u>	<u>108.78</u>	<u>112.91</u>	<u>117.04</u>	<u>121.17</u>	<u>125.30</u>	<u>127.37</u>	<u>129.43</u>	<u>131.50</u>	<u>133.56</u>	<u>135.63</u>	<u>137.69</u>	<u>139.76</u>	<u>141.82</u>	<u>143.89</u>	<u>145.96</u>	<u>148.02</u>	<u>150.09</u>	<u>152.15</u>	<u>154.22</u>
B124		Venues & Events Coordinator	<u>30.96</u>	<u>32.25</u>	<u>33.54</u>	<u>34.83</u>	<u>36.12</u>	<u>37.40</u>	<u>38.69</u>	<u>39.34</u>	<u>39.98</u>	<u>40.63</u>	<u>41.27</u>	<u>41.92</u>	<u>42.56</u>	<u>43.21</u>	<u>43.85</u>	<u>44.50</u>	<u>45.14</u>	<u>45.79</u>	<u>46.43</u>			
D125	A	Venues & Events Division Manager	<u>50.86</u>	<u>53.04</u>	<u>55.22</u>	<u>57.40</u>	<u>59.58</u>	<u>61.75</u>	<u>63.93</u>	<u>66.11</u>	<u>67.20</u>	<u>68.29</u>	<u>69.38</u>	<u>70.47</u>	<u>71.56</u>	<u>72.65</u>	<u>73.74</u>	<u>74.83</u>	<u>75.92</u>	<u>77.01</u>	<u>78.10</u>	<u>79.19</u>	<u>80.28</u>	<u>81.37</u>
C152		Venues & Events Planner	<u>35.60</u>	<u>37.13</u>	<u>38.66</u>	<u>40.18</u>	<u>41.71</u>	<u>43.23</u>	<u>44.76</u>	<u>46.29</u>	<u>47.05</u>	<u>47.81</u>	<u>48.57</u>	<u>49.34</u>	<u>50.10</u>	<u>50.86</u>	<u>51.63</u>	<u>52.39</u>	<u>53.15</u>	<u>53.92</u>	<u>54.68</u>	<u>55.44</u>	<u>56.20</u>	<u>56.97</u>
C240	A	Venues & Events Security Manager	<u>46.75</u>	<u>48.75</u>	<u>50.75</u>	<u>52.76</u>	<u>54.76</u>	<u>56.76</u>	<u>58.77</u>	<u>60.77</u>	<u>61.77</u>	<u>62.78</u>	<u>63.78</u>	<u>64.78</u>	<u>65.78</u>	<u>66.78</u>	<u>67.78</u>	<u>68.79</u>	<u>69.79</u>	<u>70.79</u>	<u>71.79</u>	<u>72.79</u>	<u>73.79</u>	<u>74.80</u>
C120	A	Water O & M Analyst	<u>32.93</u>	<u>34.35</u>	<u>35.76</u>	<u>37.17</u>	<u>38.58</u>	<u>39.99</u>	<u>41.40</u>	<u>42.81</u>	<u>43.52</u>	<u>44.23</u>	<u>44.93</u>	<u>45.64</u>	<u>46.34</u>	<u>47.05</u>	<u>47.75</u>	<u>48.46</u>	<u>49.17</u>	<u>49.87</u>	<u>50.58</u>	<u>51.28</u>	<u>51.99</u>	<u>52.69</u>
C186	A	Water O & M Analyst, Senior	<u>38.40</u>	<u>40.05</u>	<u>41.69</u>	<u>43.34</u>	<u>44.98</u>	<u>46.63</u>	<u>48.28</u>	<u>49.92</u>	<u>50.74</u>	<u>51.57</u>	<u>52.39</u>	<u>53.21</u>	<u>54.04</u>	<u>54.86</u>	<u>55.68</u>	<u>56.50</u>	<u>57.33</u>	<u>58.15</u>	<u>58.97</u>	<u>59.80</u>	<u>60.62</u>	<u>61.44</u>
D145	A	Water O & M Assistant Division Manager	<u>54.28</u>	<u>56.61</u>	<u>58.93</u>	<u>61.26</u>	<u>63.58</u>	<u>65.91</u>	<u>68.24</u>	<u>70.56</u>	<u>71.73</u>	<u>72.89</u>	<u>74.05</u>	<u>75.22</u>	<u>76.38</u>	<u>77.54</u>	<u>78.71</u>	<u>79.87</u>	<u>81.03</u>	<u>82.19</u>	<u>83.36</u>	<u>84.52</u>	<u>85.68</u>	<u>86.85</u>
D157	A	Water O & M Division Manager	<u>57.83</u>	<u>60.31</u>	<u>62.78</u>	<u>65.26</u>	<u>67.74</u>	<u>70.22</u>	<u>72.70</u>	<u>75.18</u>	<u>76.41</u>	<u>77.65</u>	<u>78.89</u>	<u>80.13</u>	<u>81.37</u>	<u>82.61</u>	<u>83.85</u>	<u>85.09</u>	<u>86.33</u>	<u>87.57</u>	<u>88.81</u>	<u>90.05</u>	<u>91.28</u>	<u>92.52</u>
C224	A	Water O & M Operations Manager	<u>42.08</u>	<u>43.88</u>	<u>45.69</u>	<u>47.49</u>	<u>49.29</u>	<u>51.10</u>	<u>52.90</u>	<u>54.70</u>	<u>55.60</u>	<u>56.51</u>	<u>57.41</u>	<u>58.31</u>	<u>59.21</u>	<u>60.11</u>	<u>61.01</u>	<u>61.92</u>	<u>62.82</u>	<u>63.72</u>	<u>64.62</u>	<u>65.52</u>	<u>66.42</u>	<u>67.33</u>

EXHIBIT "B"

1.12.640 Application of additional rates.

* * *

~~0619 The classification of Conservation Manager (CSC 0619) is comprised of all non-automatic steps, and progression within the salary range is based on market and/or a performance appraisal conducted by the appropriate hiring authority.~~

* * *

~~0720 The classification of Project Manager (CSC 0720) is comprised of all non-automatic steps, and progression within the salary range is based on management discretion.~~

~~0721 The classification of Project Manager (CSC 0721) is comprised of all non-automatic steps, and progression within the salary range is based on management discretion.~~

* * *

~~2069 The classification of Real Time Energy Trader (CSC 2069) is comprised of all non-automatic steps, and progression within the salary range is based on merit or other factors.~~

~~2072 The classification of Term Energy Trader (CSC 2072) is comprised of all non-automatic steps, and progression within the salary range is based on merit or other factors.~~

* * *

~~2131, 2132, 2133, 2134 Employees in the classifications of Power Engineer I (CSC 2131), Power Engineer II (CSC 2132), Power Engineer III (CSC 2133) and Power Engineer IV (CSC 2134), assigned to work in emergency situations outside the normal work hours shall be compensated at time and one half of their regular rate of pay for all hours worked during emergency situations.~~

~~2132 See 2131, 2132, 2133, 2134~~

~~2133 See 2131, 2132, 2133, 2134~~

~~2133 The classification of Power Engineer III (CSC 2133) is comprised of all non-automatic steps, and progression within the salary range is based on management discretion.~~

~~2134 See 2131, 2132, 2133, 2134~~

~~2134 The classification of Power Engineer IV (CSC 2134) is comprised of all non-automatic steps, and progression within the salary range is based on management discretion.~~

* * *

~~4605 The classification of Department Aide (CSC 4605) shall be comprised of all non-automatic steps and progression within the salary range will be based on merit or other factors.~~

* * *

~~5249 The classification of Power Supervisor III (CSC 5249) is comprised of all non-automatic steps and progression is based on performance.~~

~~5249, 5251 Employees in the classifications of Power Supervisor III (CSC 5249) and Power Supervisor II (CSC 5251), assigned to work in emergency situations outside the normal work hours shall be compensated at time and one half of his/her regular rate of pay for all hours worked when responding to the work site or headquarters. An employee will receive a minimum of one hour, or actual time worked if it exceeds one hour, at time and one half, his/her regular rate of pay for emergency calls received at his/her residence which do not require the employee to respond in person.~~

~~5251 See 5249, 5251.~~

~~5251 The classification of Power Division Supervisor (CSC 5251) is comprised of all non-automatic steps and progression is based on performance.~~

* * *

NR. Effective January 5, 2009, classifications within the nonrepresented salary plan are not eligible for longevity pay.

NRE. Classifications within the nonrepresented executive salary plan are not eligible for longevity pay ~~and are comprised of all non-automatic steps, with progression based on market and/or an executive performance appraisal conducted by the appropriate hiring authority. The executive salary plan includes the classifications of Information Technology Director~~

EXHIBIT "B"

~~(CSC 0835); City Attorney (CSC 0715); City Manager (CSC 0747); City Manager, Deputy (CSC 0745); City Manager, Assistant (CSC 0746); Customer Services Manager (CSC 0616); Community and Economic Development Director (CSC 0750); Environmental Services Director (CSC 0758); Finance Director (CSC 0712); Fire Chief (CSC 0767); Hearing Examiner (CSC 0717); Human Resources Director (CSC 0735); Neighborhood & Community Services Director (CSC 0759); PAF Director (CSC 0730); Police Chief (CSC 0772); Planning & Development Services Director (CSC 0719); Power Section Manager (CSC 0816); Public Works Director (CSC 0757); Retirement Systems Director (CSC 0560); Utilities Director (CSC 0822); Utilities Director, Deputy (CSC 0819); Utilities Director, Deputy Power Superintendent (CSC 0825); Utilities Director, Deputy Rail Superintendent (CSC 0830); and Utilities Director, Deputy Water Superintendent (CSC 0823).~~

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