



ORDINANCE NO. 28567

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

5 BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.355 of the Tacoma Municipal Code (“TMC”) is
7 hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	<u>31.10</u>	<u>35.51</u>	<u>37.23</u>	<u>39.04</u>	<u>40.97</u>	<u>42.98</u>
4204		Police Sergeant	<u>49.49</u>	<u>51.97</u>				
4207		Police Detective	<u>44.99</u>	<u>47.24</u>				

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	<u>32.22</u>	<u>36.79</u>	<u>38.57</u>	<u>40.45</u>	<u>42.44</u>	<u>44.53</u>
4204		Police Sergeant	<u>51.27</u>	<u>53.84</u>				
4207		Police Detective	<u>46.61</u>	<u>48.94</u>				

14 Section 2. That Section 1.12.355 of the TMC is hereby amended, effective
15 January 1, 2019, to read as follows:

Code	A	Job Title	1	2
4205		Police Lieutenant	<u>62.33</u>	<u>65.45</u>
4206		Police Captain	<u>71.69</u>	<u>75.27</u>

Code	A	Job Title	1	2
4205		Police Lieutenant	<u>64.10</u>	<u>67.30</u>
4206		Police Captain	<u>73.71</u>	<u>77.40</u>

22 Section 3. That Section 1.12.355 of the TMC is hereby amended, effective
23 January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>26.26</u>	<u>27.50</u>	<u>31.31</u>	<u>32.85</u>	<u>34.45</u>	<u>36.18</u>
4002		Fire Lieutenant	<u>41.71</u>	<u>43.78</u>				



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Code	A	Job Title	1	2	3	4	5	6
4003		Fire Captain	<u>47.94</u>	<u>50.36</u>				
4004		Fire Chief Battalion	<u>55.13</u>	<u>57.93</u>				
4005		Fire Battalion Chief Aide	<u>41.71</u>	<u>43.78</u>				
4006		Firefighter-Paramedic	<u>39.70</u>	<u>41.72</u>				
4007		Firefighter Paramedic Supervisor	<u>45.68</u>	<u>47.93</u>				
4008	A	Fire Medical Services Officer	<u>68.37</u>	<u>71.82</u>				
4011		Fire Boat Pilot	<u>41.71</u>	<u>43.78</u>				
4015		Fire Inspector	<u>48.08</u>	<u>50.51</u>				
4016		Fire Marshal Deputy	<u>55.32</u>	<u>58.11</u>				
4022		Harbor Master Deputy	<u>56.68</u>	<u>59.43</u>				
4101		Fire Communications Center Lieutenant	<u>50.53</u>	<u>53.06</u>				
4102		Fire Captain Dispatcher	<u>56.70</u>	<u>59.52</u>				
4103	A	Fire Communications Center Supervisor	<u>60.92</u>	<u>64.01</u>				

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>27.50</u>	<u>28.80</u>	<u>32.79</u>	<u>34.41</u>	<u>36.08</u>	<u>37.89</u>
4002		Fire Lieutenant	<u>43.69</u>	<u>45.86</u>				
4003		Fire Captain	<u>50.21</u>	<u>52.75</u>				
4004		Fire Chief Battalion	<u>57.74</u>	<u>60.68</u>				
4005		Fire Battalion Chief Aide	<u>43.69</u>	<u>45.86</u>				
4006		Firefighter-Paramedic	<u>41.58</u>	<u>43.70</u>				
4007		Firefighter Paramedic Supervisor	<u>47.85</u>	<u>50.20</u>				
4008	A	Fire Medical Services Officer	<u>71.61</u>	<u>75.22</u>				
4011		Fire Boat Pilot	<u>43.69</u>	<u>45.86</u>				
4015		Fire Inspector	<u>50.36</u>	<u>52.90</u>				
4016		Fire Marshal Deputy	<u>57.94</u>	<u>60.86</u>				
4022		Harbor Master Deputy	<u>59.37</u>	<u>62.25</u>				
4101		Fire Communications Center Lieutenant	<u>52.93</u>	<u>55.58</u>				
4102		Fire Captain Dispatcher	<u>59.39</u>	<u>62.34</u>				
4103	A	Fire Communications Center Supervisor	<u>63.81</u>	<u>67.04</u>				

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>38.26</u>	<u>47.82</u>

Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>39.64</u>	<u>49.54</u>



Section 5. That Section 1.12.355 of the TMC is hereby amended, effective

1 January 1, 2019, to read as follows:

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Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<u>77.56</u>	<u>81.44</u>	<u>85.51</u>	<u>89.79</u>
0765	A	Fire Chief, Deputy	<u>81.44</u>	<u>85.51</u>	<u>89.79</u>	<u>94.28</u>
0770	A	Police Chief, Assistant	<u>84.32</u>	<u>88.54</u>	<u>92.97</u>	<u>97.62</u>

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Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<u>81.24</u>	<u>85.30</u>	<u>89.57</u>	<u>94.05</u>
0765	A	Fire Chief, Deputy	<u>85.30</u>	<u>89.57</u>	<u>94.05</u>	<u>98.75</u>
0770	A	Police Chief, Assistant	<u>85.58</u>	<u>89.86</u>	<u>94.35</u>	<u>99.07</u>

6 Section 6. That Section 1.12.355 of the TMC is hereby amended, effective

7 January 1, 2019, to read as follows:

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Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	<u>16.63</u>	<u>17.46</u>	<u>18.34</u>	<u>19.26</u>	<u>20.22</u>	
5051		Tacoma Venues & Events Electrician	<u>28.23</u>	<u>29.64</u>	<u>31.13</u>	<u>32.68</u>	<u>34.31</u>	
5050		Tacoma Venues & Events HVAC Mechanic	<u>27.64</u>	<u>29.03</u>	<u>30.49</u>	<u>32.01</u>	<u>33.61</u>	
5048		Tacoma Venues & Events Maintenance Chief	<u>31.17</u>	<u>32.72</u>	<u>34.36</u>	<u>36.08</u>	<u>37.89</u>	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	<u>25.45</u>	<u>26.72</u>	<u>28.07</u>	<u>29.47</u>	<u>30.94</u>	
6014		Tacoma Venues & Events Maintenance Worker I	<u>17.45</u>	<u>18.33</u>	<u>19.25</u>	<u>20.21</u>	<u>21.22</u>	
6015		Tacoma Venues & Events Maintenance Worker II	<u>22.22</u>	<u>23.32</u>	<u>24.49</u>	<u>25.71</u>	<u>27.00</u>	<u>28.35</u>

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Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	<u>16.88</u>	<u>17.72</u>	<u>18.62</u>	<u>19.55</u>	<u>20.52</u>	
5051		Tacoma Venues & Events Electrician	<u>29.08</u>	<u>30.53</u>	<u>32.06</u>	<u>33.66</u>	<u>35.34</u>	
5050		Tacoma Venues & Events HVAC Mechanic	<u>28.47</u>	<u>29.90</u>	<u>31.40</u>	<u>32.97</u>	<u>34.62</u>	
5048		Tacoma Venues & Events Maintenance Chief	<u>31.64</u>	<u>33.21</u>	<u>34.88</u>	<u>36.62</u>	<u>38.46</u>	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	<u>25.83</u>	<u>27.12</u>	<u>28.49</u>	<u>29.91</u>	<u>31.40</u>	
6014		Tacoma Venues & Events Maintenance Worker I	<u>17.71</u>	<u>18.60</u>	<u>19.54</u>	<u>20.51</u>	<u>21.54</u>	



Code	A	Job Title	1	2	3	4	5	6
6015		Tacoma Venues & Events Maintenance Worker II	22.55	23.67	24.86	26.10	27.41	28.78

Section 7. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	16.88	17.72	18.62	19.55	20.52	
5051		Tacoma Venues & Events Electrician	29.08	30.53	32.06	33.66	35.34	
5050		Tacoma Venues & Events HVAC Mechanic	28.47	29.90	31.40	32.97	34.62	
5048		Tacoma Venues & Events Maintenance Chief	31.64	33.21	34.88	36.62	38.46	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	25.83	27.12	28.49	29.91	31.40	
6014		Tacoma Venues & Events Maintenance Worker I	17.71	18.60	19.54	20.51	21.54	
6015		Tacoma Venues & Events Maintenance Worker II	22.55	23.67	24.86	26.10	27.41	28.78

Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	17.13	17.99	18.90	19.84	20.83	
5051		Tacoma Venues & Events Electrician	29.95	31.45	33.02	34.67	36.40	
5050		Tacoma Venues & Events HVAC Mechanic	29.32	30.80	32.34	33.96	35.66	
5048		Tacoma Venues & Events Maintenance Chief	32.11	33.71	35.40	37.17	39.04	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	26.22	27.53	28.92	30.36	31.87	
6014		Tacoma Venues & Events Maintenance Worker I	17.98	18.88	19.83	20.82	21.86	
6015		Tacoma Venues & Events Maintenance Worker II	22.89	24.03	25.23	26.49	27.82	29.21

Section 8. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2018, to read as follows:



Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>28.86</u>	<u>30.62</u>	<u>32.39</u>	<u>34.16</u>	<u>35.91</u>
7141		Locomotive Mechanic, Senior	<u>39.12</u>				
7142		Railway Shop Worker	<u>22.25</u>	<u>23.34</u>	<u>24.48</u>	<u>25.66</u>	<u>27.03</u>

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>29.73</u>	<u>31.54</u>	<u>33.36</u>	<u>35.18</u>	<u>36.99</u>
7141		Locomotive Mechanic, Senior	<u>40.29</u>				
7142		Railway Shop Worker	<u>22.92</u>	<u>24.04</u>	<u>25.21</u>	<u>26.43</u>	<u>27.84</u>

Section 9. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>29.73</u>	<u>31.54</u>	<u>33.36</u>	<u>35.18</u>	<u>36.99</u>
7141		Locomotive Mechanic, Senior	<u>40.29</u>				
7142		Railway Shop Worker	<u>22.92</u>	<u>24.04</u>	<u>25.21</u>	<u>26.43</u>	<u>27.84</u>

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>31.53</u>	<u>33.10</u>	<u>34.76</u>	<u>36.50</u>	<u>38.32</u>
7141		Locomotive Mechanic, Senior	<u>41.74</u>				
7142		Railway Shop Worker	<u>24.55</u>	<u>25.78</u>	<u>27.07</u>	<u>28.42</u>	<u>29.84</u>

Section 10. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>31.53</u>	<u>33.10</u>	<u>34.76</u>	<u>36.50</u>	<u>38.32</u>
7141		Locomotive Mechanic, Senior	<u>41.74</u>				
7142		Railway Shop Worker	<u>24.55</u>	<u>25.78</u>	<u>27.07</u>	<u>28.42</u>	<u>29.84</u>

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>32.47</u>	<u>34.10</u>	<u>35.80</u>	<u>37.59</u>	<u>39.47</u>
7141		Locomotive Mechanic, Senior	<u>42.99</u>				
7142		Railway Shop Worker	<u>25.29</u>	<u>26.55</u>	<u>27.88</u>	<u>29.27</u>	<u>30.74</u>

Section 11. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2018, to read as follows:



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Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	28.23	29.97	31.70	33.41	35.16	
7119		Railway Track Inspector	23.77	25.35	26.94	28.52	30.11	31.69
7119A		Railway Track Inspector w 5+yr exp	23.77	25.35	28.52	31.69		
7121		Railway Track Maintenance Supervisor	25.51	27.21	28.91	30.61	32.31	34.01
7121A		Railway Track Maintenance Supervisor w 5+yr exp	25.51	27.21	30.61	34.01		
7120		Railway Track Maintenance Worker	22.66	24.17	25.68	27.19	28.70	30.21
7120A		Railway Track Maintenance Worker w 5+yr exp	22.66	24.17	27.19	30.21		

Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	<u>29.08</u>	<u>30.87</u>	<u>32.65</u>	<u>34.41</u>	<u>36.21</u>	
7119		Railway Track Inspector	<u>24.48</u>	<u>26.11</u>	<u>27.75</u>	<u>29.38</u>	<u>31.01</u>	<u>32.64</u>
7119A		Railway Track Inspector w 5+yr exp	<u>24.48</u>	<u>26.11</u>	<u>29.38</u>	<u>32.64</u>		
7121		Railway Track Maintenance Supervisor	<u>26.28</u>	<u>28.03</u>	<u>29.78</u>	<u>31.53</u>	<u>33.28</u>	<u>35.03</u>
7121A		Railway Track Maintenance Supervisor w 5+yr exp	<u>26.28</u>	<u>28.03</u>	<u>31.53</u>	<u>35.03</u>		
7120		Railway Track Maintenance Worker	<u>23.34</u>	<u>24.90</u>	<u>26.45</u>	<u>28.01</u>	<u>29.56</u>	<u>31.12</u>
7120A		Railway Track Maintenance Worker w 5+yr exp	<u>23.34</u>	<u>24.90</u>	<u>28.01</u>	<u>31.12</u>		

Section 12. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	<u>29.08</u>	<u>30.87</u>	<u>32.65</u>	<u>34.41</u>	<u>36.21</u>	-
7119		Railway Track Inspector	<u>24.48</u>	<u>26.11</u>	<u>27.75</u>	<u>29.38</u>	<u>31.01</u>	<u>32.64</u>
7119A		Railway Track Inspector w 5+yr exp	24.48	26.11	29.38	32.64		
7121		Railway Track Maintenance Supervisor	<u>26.28</u>	<u>28.03</u>	<u>29.78</u>	<u>31.53</u>	<u>33.28</u>	<u>35.03</u>
7121A		Railway Track Maintenance Supervisor w 5+yr exp	26.28	28.03	31.53	35.03		
7120		Railway Track Maintenance Worker	<u>23.34</u>	<u>24.90</u>	<u>26.45</u>	<u>28.01</u>	<u>29.56</u>	<u>31.12</u>
7120A		Railway Track Maintenance Worker w 5+yr exp	23.34	24.90	28.01	31.12		



Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	33.77	37.52				
7119		Railway Track Inspector	31.03	34.48				
7121		Railway Track Maintenance Supervisor	33.11	36.79				
7120		Railway Track Maintenance Worker	29.47	32.74				

Section 13. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2
7145		Railway Track Equipment Mechanic-Welder	33.77	37.52
7119		Railway Track Inspector	31.03	34.48
7121		Railway Track Maintenance Supervisor	33.11	36.79
7120		Railway Track Maintenance Worker	29.47	32.74

Code	A	Job Title	1	2
7145		Railway Track Equipment Mechanic-Welder	34.78	38.64
7119		Railway Track Inspector	31.96	35.51
7121		Railway Track Maintenance Supervisor	34.11	37.90
7120		Railway Track Maintenance Worker	30.35	33.72

Section 14. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2019, as set forth in the attached Exhibit "A."

Section 15. That Section 1.12.640 of the TMC is hereby amended, effective January 1, 2019, to read as follows:

1.12.640 Application of Additional Rates

* * *

117 TVE An employee in a classification represented by the Teamsters Local Union No 117, Tacoma Venues & Events Unit, who is actively employed as of January 1, 2019, shall receive a one-time lump sum payment of one hundred dollars (\$100.00), to be paid in the first pay period of 2019 or upon ratification, whichever is later.

* * *

160 BLM An employee in a classification represented by the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit, and hired after the ratification of the 2018-2020 collective bargaining agreement will not be eligible to receive longevity pay.

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160 BLU An employee in a classification represented by the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Track Workers Unit, and hired after the ratification of the 2018-2020 collective bargaining agreement will not be eligible to receive longevity pay.

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Section 16. That Sections 1, 2, 3, 4, 5, 6, 9, 12, 14, and 15, shall become effective January 1, 2019. That Sections 7, 10, and 13 shall become effective January 1, 2020. That Sections 8 and 11 shall become effective retroactive to January 1, 2018.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	37.20	37.66	38.13	38.61	39.09	39.58	40.07	40.57	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
0618	A	Account Executive, Senior	40.83	41.34	41.86	42.38	42.91	43.45	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.81	50.43	51.06	51.70	52.35
1129	A	Benefits Manager	41.95	42.47	43.00	43.54	44.08	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
0751	A	Budget Director Officer	64.65	65.46	66.28	67.11	67.95	68.80	69.66	70.53	71.41	72.30	73.20	74.12	75.05	75.99	76.94	77.90	78.87	79.86	80.86	81.87	82.89
0146	A	Business Development Manager	49.23	49.85	50.47	51.10	51.74	52.39	53.04	53.70	54.37	55.05	55.74	56.44	57.15	57.86	58.58	59.31	60.05	60.80	61.56	62.33	63.11
0139	A	Cable & Franchise Production Coordinator	48.59	49.20	49.81	50.43	51.06	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
0715	A	City Attorney	87.25	88.34	89.44	90.56	91.69	92.84	94.00	95.17	96.36	97.56	98.78	100.01	101.26	102.53	103.81	105.11	106.42	107.75	109.10	110.46	111.84
1002	A	City Attorney, Assistant	46.79	47.37	47.96	48.56	49.17	49.78	50.40	51.03	51.67	52.32	52.97	53.63	54.30	54.98	55.67	56.37	57.07	57.78	58.50	59.23	59.97
1005	A	City Attorney, Chief Deputy	72.49	73.40	74.32	75.25	76.19	77.14	78.10	79.08	80.07	81.07	82.08	83.11	84.15	85.20	86.27	87.35	88.44	89.55	90.67	91.80	92.95
1004	A	City Attorney, Deputy	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	74.37
1001	A	City Attorney, Prosecuting	37.42	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98
0700	A	City Clerk	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	40.93	41.44	41.96	42.48	43.01	43.55	44.09
0746	A	City Manager, Assistant	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73	89.84	90.96	92.10	93.25	94.42	95.60	96.79	98.00	99.23	100.47
0745	A	City Manager, Deputy	87.25	88.34	89.44	90.56	91.69	92.84	94.00	95.17	96.36	97.56	98.78	100.01	101.26	102.53	103.81	105.11	106.42	107.75	109.10	110.46	111.84
0744	A	City Manager, Assistant to the	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	68.92	69.78	70.65
0710	A	City Treasurer	52.98	53.64	54.31	54.99	55.68	56.38	57.08	57.79	58.51	59.24	59.98	60.73	61.49	62.26	63.04	63.83	64.63	65.44	66.26	67.09	67.93

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
2210	A	Community & Economic Development Division Manager	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59
1176	A	Community & Economic Development Supervisor	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07	43.61	44.16	44.71	45.27	45.84	46.41	46.99	47.58	48.17	48.77	49.38	50.00	50.63
0750	A	Community & Economic Development Director	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64
2208	A	Community & Economic Development Director, Assistant	54.36	55.04	55.73	56.43	57.14	57.85	58.57	59.30	60.04	60.79	61.55	62.32	63.10	63.89	64.69	65.50	66.32	67.15	67.99	68.84	69.70
0805	A	Community & Media Services Manager	55.69	56.39	57.09	57.80	58.52	59.25	59.99	60.74	61.50	62.27	63.05	63.84	64.64	65.45	66.27	67.10	67.94	68.79	69.65	70.52	71.40
1211	A	Community Relations Officer	36.34	36.76	37.22	37.69	38.16	38.64	39.12	39.61	40.11	40.61	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.85	45.41	45.98	46.55
0802	A	Community Relations Specialist	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92	41.43	41.95
1128	A	Compensation & Benefits Manager, Senior	48.35	48.96	49.57	50.19	50.82	51.45	52.09	52.75	53.40	54.07	54.75	55.43	56.13	56.83	57.54	58.26	58.98	59.72	60.47	61.22	61.99
0619	A	Conservation Manager	53.79	54.46	55.14	55.83	56.53	57.24	57.96	58.68	59.41	60.15	60.90	61.66	62.43	63.21	64.00	64.80	65.61	66.43	67.26	68.10	68.95
2326	A	Conservation Manager, Assistant	46.78	47.36	47.95	48.55	49.16	49.77	50.39	51.02	51.66	52.31	52.96	53.62	54.29	54.97	55.66	56.36	57.06	57.77	58.49	59.22	59.96
0631		Conservation Program Associate	23.57	23.86	24.16	24.46	24.77	25.08	25.39	25.71	26.03	26.36	26.69	27.02	27.36	27.70	28.05	28.40	28.76	29.12	29.48	29.85	30.22

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
0632		Conservation Program Coordinator	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	34.37	34.80	35.24
0630	A	Conservation Program Manager	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62
0620	A	Conservation Supervisor	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	52.76	53.42	54.09	54.77
1124	A	Contract & Program Auditor	29.47	29.84	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.86	37.32	37.79
0521	A	Controller	64.65	65.46	66.28	67.11	67.95	68.80	69.66	70.53	71.41	72.30	73.20	74.12	75.05	75.99	76.94	77.90	78.87	79.86	80.86	81.87	82.89
4311	A	Court Administrator	50.17	50.80	51.44	52.08	52.73	53.39	54.06	54.74	55.42	56.11	56.81	57.52	58.24	58.97	59.71	60.46	61.22	61.99	62.76	63.54	64.33
4308	A	Court Operations Supervisor	37.18	37.64	38.11	38.59	39.07	39.56	40.05	40.55	41.06	41.57	42.09	42.62	43.15	43.69	44.24	44.79	45.35	45.92	46.49	47.07	47.66
0609	A	Customer Service Supervisor I	33.80	34.22	34.65	35.08	35.52	35.96	36.41	36.87	37.33	37.80	38.27	38.75	39.23	39.72	40.22	40.72	41.23	41.75	42.27	42.80	43.34
0610	A	Customer Service Supervisor II	37.20	37.66	38.13	38.61	39.09	39.58	40.07	40.57	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
0554		Customer Service Training Analyst	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
0727	A	Customer Services Assistant Manager	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	69.83	70.70	71.58	72.47
0616	A	Customer Services Manager	76.55	77.51	78.48	79.46	80.45	81.46	82.48	83.51	84.55	85.61	86.68	87.76	88.86	89.97	91.09	92.23	93.38	94.55	95.73	96.93	98.14
4605		Department Aide	12.54	12.70	12.86	13.02	13.18	13.34	13.51	13.68	13.85	14.02	14.20	14.38	14.56	14.74	14.92	15.11	15.30	15.49	15.68	15.88	16.08
2349	A	Development Specialist I	28.08	28.43	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99
2351	A	Development Specialist II	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45	37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01

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
2352	A	Development Specialist III	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42	50.04
2070	A	Engineer	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40	49.01
8028		Engineer in Training	26.14	26.47	26.80	27.14	27.48	27.82	28.17	28.52	28.88	29.24	29.61	29.98	30.35	30.73	31.11	31.50	31.89	32.29	32.69	33.10	33.51
2068	A	Engineer, Associate	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	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57
2073	A	Engineer, Principal	48.26	48.86	49.47	50.09	50.72	51.35	51.99	52.64	53.30	53.97	54.64	55.32	56.01	56.71	57.42	58.14	58.87	59.61	60.36	61.11	61.87
2082	A	Engineer, Professional	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	52.74	53.40	54.07	54.75	55.43
2083	A	Engineer, Senior	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	52.74	53.40	54.07	54.75	55.43
2060	A	Engineer, Senior Principal	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.35	61.10	61.86	62.63	63.41	64.20	65.00	65.81	66.63	67.46	68.30
2059	A	Environmental Services Director, Assistant	70.46	71.34	72.23	73.13	74.04	74.97	75.91	76.86	77.82	78.79	79.77	80.77	81.78	82.80	83.83	84.88	85.94	87.01	88.10	89.20	90.31
0758	A	Environmental Services Director	84.58	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
2056	A	Environmental Services Division Manager	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	75.18	76.12	77.07	78.03
2057	A	Environmental Services Division Manager, Assistant	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	70.06	70.94
2092		Environmental Specialist	31.14	31.53	31.92	32.32	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91
2093		Environmental Specialist, Senior	36.19	36.64	37.10	37.56	38.03	38.51	38.99	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07	43.61	44.16	44.71	45.27	45.84	46.41
2097		Environmental Technician	25.73	26.05	26.38	26.71	27.04	27.38	27.72	28.07	28.42	28.78	29.14	29.50	29.87	30.24	30.62	31.00	31.39	31.78	32.18	32.58	32.99

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2098		Environmental Technician, Senior	28.29	28.64	29.00	29.36	29.73	30.10	30.48	30.86	31.25	31.64	32.04	32.44	32.85	33.26	33.68	34.10	34.53	34.96	35.40	35.84	36.29
0753	A	Equity & Human Rights Director	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64
0820	A	Executive Assistant	38.78	39.26	39.75	40.25	40.75	41.26	41.78	42.30	42.83	43.37	43.91	44.46	45.02	45.58	46.15	46.73	47.31	47.90	48.50	49.11	49.72
0712	A	Finance Director	77.37	78.34	79.32	80.31	81.31	82.33	83.36	84.40	85.45	86.52	87.60	88.70	89.81	90.93	92.07	93.22	94.39	95.57	96.76	97.97	99.19
0520	A	Financial Manager	41.54	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.19	48.79	49.40	50.02	50.65	51.28	51.92	52.57	53.23
0522	A	Financial Manager, Senior	48.85	49.46	50.08	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.34	61.09	61.85	62.62
0524	A	Financial Supervisor	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04
4020		Fire & Life Safety Educator	29.67	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04
0767	A	Fire Chief	88.24	89.34	90.46	91.59	92.73	93.89	95.06	96.25	97.45	98.67	99.90	101.15	102.41	103.69	104.99	106.30	107.63	108.98	110.34	111.72	113.12
0519	A	Fire Code Official	58.73	59.47	60.21	60.96	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.18	69.03	69.89	70.77	71.65	72.55	73.45	74.37	75.30
0518	A	Fire Department Manager	49.84	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.10	57.81	58.53	59.26	60.00	60.75	61.51	62.28	63.06	63.85
5341	A	Fleet Manager, Assistant	39.84	40.34	40.84	41.35	41.87	42.39	42.92	43.46	44.00	44.55	45.11	45.67	46.24	46.82	47.41	48.00	48.60	49.21	49.83	50.45	51.08
4215	A	Forensics Manager	44.42	44.98	45.54	46.11	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95
0726	A	Government Relations Analyst	49.58	50.20	50.83	51.47	52.11	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	63.59
0724	A	Government Relations Officer	61.54	62.28	63.06	63.85	64.65	65.46	66.28	67.11	67.95	68.80	69.66	70.53	71.41	72.30	73.20	74.11	75.04	75.98	76.93	77.89	78.86
0717	A	Hearing Examiner	71.16	72.05	72.95	73.86	74.78	75.71	76.66	77.62	78.59	79.57	80.56	81.57	82.59	83.62	84.67	85.73	86.80	87.88	88.98	90.09	91.22

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
2310	A	Historic Preservation Coordinator	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50
2309	A	Historic Preservation Officer	39.02	39.54	40.00	40.50	41.04	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42	50.04
2336		Housing Rehabilitation Specialist	28.86	29.22	29.59	29.96	30.33	30.71	31.09	31.48	31.87	32.27	32.67	33.08	33.49	33.91	34.33	34.76	35.19	35.63	36.08	36.53	36.99
1131	A	Human Resources Analyst, Senior	36.46	36.92	37.38	37.85	38.32	38.80	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75
0735	A	Human Resources Director	69.82	70.69	71.57	72.46	73.37	74.29	75.22	76.16	77.11	78.07	79.05	80.04	81.04	82.05	83.08	84.12	85.17	86.23	87.31	88.40	89.51
1125	A	Human Resources Director, Assistant	58.18	58.94	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66	74.58
1136	A	Human Resources Manager	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	52.76	53.42	54.09
2533		Human Services Program Assistant	18.85	19.09	19.33	19.57	19.81	20.06	20.31	20.56	20.82	21.08	21.34	21.61	21.88	22.15	22.43	22.71	22.99	23.28	23.57	23.86	24.16
5151	A	Hydro Project Manager	59.08	59.82	60.57	61.33	62.10	62.88	63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35	71.23	72.12	73.02	73.93	74.85	75.79
5150	A	Hydro Project Manager, Assistant	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	66.55	67.38	68.22
0140	A	Information Technology Manager	53.64	54.28	54.96	55.65	56.35	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.80	64.60	65.41	66.23	67.06	67.90	68.75
0136	A	Information Technology Supervisor	48.59	49.20	49.84	50.43	51.06	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

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
0835	A	Information Technology Director	79.88	80.88	81.89	82.91	83.95	85.00	86.06	87.14	88.23	89.33	90.45	91.58	92.72	93.88	95.05	96.24	97.44	98.66	99.89	101.14	102.40
0837	A	Information Technology Director, Assistant	65.64	66.43	67.26	68.10	68.95	69.81	70.68	71.56	72.45	73.36	74.28	75.21	76.15	77.10	78.06	79.04	80.03	81.03	82.04	83.07	84.11
0707	A	Information Technology Project Manager	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.19	48.79	49.40	50.02	50.65	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94
0708	A	Information Technology Project Manager, Senior	47.32	47.91	48.51	49.12	49.73	50.35	50.98	51.62	52.27	52.92	53.58	54.25	54.93	55.62	56.32	57.02	57.73	58.45	59.18	59.92	60.67
1118	A	Labor Negotiator	44.75	45.34	45.88	46.45	47.03	47.62	48.22	48.82	49.43	50.05	50.68	51.31	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38
1123		Labor Relations Analyst	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40
1132	A	Labor Relations Manager	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	59.49	60.23	60.98	61.74	62.51	63.29	64.08	64.88
0760	A	Labor Relations Manager, Senior	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66	74.58
2207	A	Land Use Administrator	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.67	60.42	61.18	61.94	62.71
0031		Legal Assistant	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98	25.29	25.61	25.93	26.25	26.58	26.91	27.25	27.59	27.93	28.28	28.63	28.99
0032		Legal Assistant, Senior	25.13	25.44	25.76	26.08	26.41	26.74	27.07	27.41	27.75	28.10	28.45	28.81	29.17	29.53	29.90	30.27	30.65	31.03	31.42	31.81	32.21
1007	A	Legal Intern	15.52	15.71	15.91	16.11	16.31	16.51	16.72	16.93	17.14	17.35	17.57	17.79	18.01	18.24	18.47	18.70	18.93	19.17	19.41	19.65	19.90
0553		LEOFF 1 Specialist	28.58	28.94	29.30	29.67	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20	36.65
1109	A	Management Analyst I	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	31.38	31.77	32.17	32.57	32.98	33.39

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1120	A	Management Analyst II	32.67	33.08	33.49	33.91	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45	37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88
1135	A	Management Analyst III	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40	49.01	49.62	50.24	50.87	51.51	52.15
4607		Management Fellow	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	27.65	28.00	28.35	28.70	29.06	29.42	29.79	30.16
4615		Management Intern	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	22.45
0841	A	Market Development Program Manager	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	66.37	67.20
0842	A	Market Development Research Analyst	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	56.52	57.23	57.95	58.67	59.40	60.14
0840	A	Marketing & Development Manager	61.09	61.85	62.62	63.40	64.19	64.99	65.80	66.62	67.45	68.29	69.14	70.00	70.88	71.77	72.67	73.58	74.50	75.43	76.37	77.32	78.29
1165	A	Marketing Assistant	18.66	18.89	19.13	19.37	19.61	19.86	20.11	20.36	20.61	20.87	21.13	21.39	21.66	21.93	22.20	22.48	22.76	23.04	23.33	23.62	23.92
5506	A	Marketing Coordinator	27.40	27.74	28.09	28.44	28.80	29.16	29.52	29.89	30.26	30.64	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12
1151		Master Control Technician	19.48	19.72	19.97	20.22	20.47	20.73	20.99	21.25	21.52	21.79	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98
0804	A	Media & Communications Director	53.58	54.25	54.93	55.62	56.32	57.02	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
5508	A	Media Specialist	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	43.90	44.45
2091	A	Natural Resources Manager	60.78	61.54	62.31	63.09	63.88	64.68	65.49	66.31	67.14	67.98	68.83	69.69	70.56	71.44	72.33	73.23	74.15	75.08	76.02	76.97	77.93
2106	A	Natural Resources Biologist I	32.45	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61
2089	A	Natural Resources Biologist II	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62

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
2094	A	Natural Resources Biologist III	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	52.74	53.40	54.07	54.75
2107		Natural Resources Technician I	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	24.84	25.15	25.46	25.78	26.10
2090	A	Natural Resources Technician II	28.54	28.87	29.23	29.60	29.97	30.34	30.72	31.10	31.49	31.88	32.28	32.68	33.09	33.50	33.92	34.34	34.77	35.20	35.64	36.09	36.54
0754	A	Neighborhood & Community Services Program Manager	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	49.18	49.79
0759	A	Neighborhood & Community Services Director	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64
2058	A	Neighborhood & Community Services Division Manager	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59
2532		Neighborhood & Community Services Specialist	26.92	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.05	32.45	32.86	33.27	33.69	34.11	34.54
2534		Neighborhood & Community Services Supervisor	32.32	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92	41.43
4602		Occupational Intern, Skilled	12.54	12.70	12.86	13.02	13.18	13.34	13.51	13.68	13.85	14.02	14.20	14.38	14.56	14.74	14.92	15.11	15.30	15.49	15.68	15.88	16.08
0738	A	Office Administrator	29.25	29.62	29.99	30.36	30.74	31.12	31.51	31.90	32.30	32.70	33.11	33.52	33.94	34.36	34.79	35.22	35.66	36.11	36.56	37.02	37.48
0739	A	Office Manager	33.64	34.03	34.46	34.89	35.33	35.77	36.22	36.67	37.13	37.59	38.06	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10
0533	A	Operations Manager	47.94	48.54	49.15	49.76	50.38	51.01	51.65	52.30	52.95	53.61	54.28	54.96	55.65	56.35	57.05	57.76	58.48	59.21	59.95	60.70	61.46
1009	A	Paralegal	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	33.45	33.87	34.29	34.72	35.15

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1010	A	Paralegal, Senior	32.94	33.32	33.74	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26	37.73	38.20	38.68	39.16	39.65	40.15	40.65	41.16	41.67	42.19
2085	A	Park Supervisor	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	40.90
2086	A	Park Supervisor, Assistant	28.98	29.34	29.74	30.08	30.46	30.84	31.23	31.62	32.02	32.42	32.83	33.24	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18
2105		Permit Supervisor	32.68	33.09	33.50	33.92	34.34	34.77	35.20	35.64	36.09	36.54	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36	40.86	41.37	41.89
2209		Planner, Associate	28.08	28.43	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99
2221		Planner, Principal	39.02	39.54	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42	50.04
2203		Planner, Senior	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45	37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01
0719	A	Planning & Development Services Director	69.07	69.93	70.80	71.68	72.58	73.49	74.41	75.34	76.28	77.23	78.20	79.18	80.17	81.17	82.18	83.21	84.25	85.30	86.37	87.45	88.54
2219	A	Planning & Development Division Manager	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59
2222	A	Planning Manager	48.33	48.93	49.54	50.16	50.79	51.42	52.06	52.71	53.37	54.04	54.72	55.40	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.96
2038	A	Plans Examiner I	33.20	33.64	34.03	34.46	34.89	35.33	35.77	36.22	36.67	37.13	37.59	38.06	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57
2039	A	Plans Examiner II	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	47.11	47.70	48.30	48.90
2040	A	Plans Examiner III	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	52.74	53.40	54.07	54.75	55.43
0772	A	Police Chief	88.24	89.34	90.46	91.59	92.73	93.89	95.06	96.25	97.45	98.67	99.90	101.15	102.41	103.69	104.99	106.30	107.63	108.98	110.34	111.72	113.12
5123	A	Power Analyst	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	56.80	57.51	58.23	58.96	59.70	60.45
5128	A	Power Analyst, Senior	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
2131	A	Power Engineer I	34.29	34.72	35.15	35.59	36.03	36.48	36.94	37.40	37.87	38.34	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96
2132	A	Power Engineer II	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
2133	A	Power Engineer III	45.13	45.69	46.26	46.84	47.43	48.02	48.62	49.23	49.85	50.47	51.10	51.74	52.39	53.04	53.70	54.37	55.05	55.74	56.44	57.15	57.86

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
2134	A	Power Engineer IV	53.68	54.35	55.03	55.72	56.42	57.13	57.84	58.56	59.29	60.03	60.78	61.54	62.31	63.09	63.88	64.68	65.49	66.31	67.14	67.98	68.83
0815	A	Power Section Assistant Manager I	68.46	69.32	70.19	71.07	71.96	72.86	73.77	74.69	75.62	76.57	77.53	78.50	79.48	80.47	81.48	82.50	83.53	84.57	85.63	86.70	87.78
0817	A	Power Section Assistant Manager II	78.32	79.30	80.29	81.29	82.31	83.34	84.38	85.43	86.50	87.58	88.67	89.78	90.90	92.04	93.19	94.35	95.53	96.72	97.93	99.15	100.39
0816	A	Power Section Manager	101.81	103.08	104.37	105.67	106.99	108.33	109.68	111.05	112.44	113.85	115.27	116.71	118.17	119.65	121.15	122.66	124.19	125.74	127.31	128.90	130.51
5248	A	Power Supervisor I	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01	44.56	45.12	45.68	46.25	46.83	47.42	48.01	48.61	49.22
5251	A	Power Supervisor II	47.99	48.59	49.20	49.82	50.44	51.07	51.71	52.36	53.01	53.67	54.34	55.02	55.71	56.41	57.12	57.83	58.55	59.28	60.02	60.77	61.53
5249	A	Power Supervisor III	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	70.07	70.95	71.84
2322		Program Development Specialist	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50
2321		Program Development Specialist, Lead	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	40.56
1100		Program Technician	23.58	23.87	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.77	29.13	29.49	29.86	30.23
0720	A	Project Manager	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	52.74	53.40	54.07	54.75	55.43
0721	A	Project Manager, Senior	54.47	55.15	55.84	56.54	57.25	57.97	58.69	59.42	60.16	60.91	61.67	62.44	63.22	64.01	64.81	65.62	66.44	67.27	68.11	68.96	69.82
2502		Project Specialist	24.01	24.34	24.64	24.92	25.23	25.55	25.87	26.19	26.52	26.85	27.19	27.53	27.87	28.22	28.57	28.93	29.29	29.66	30.03	30.41	30.79
1142	A	Public Disclosure Manager	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.24	48.84	49.45	50.07	50.70	51.33
0757	A	Public Works Director	74.16	75.09	76.03	76.98	77.94	78.91	79.90	80.90	81.91	82.93	83.97	85.02	86.08	87.16	88.25	89.35	90.47	91.60	92.74	93.90	95.07

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
0755	A	Public Works Director, Assistant	64.46	65.27	66.09	66.92	67.76	68.61	69.47	70.34	71.22	72.11	73.01	73.92	74.84	75.78	76.73	77.69	78.66	79.64	80.64	81.65	82.67
2055	A	Public Works Division Manager, Assistant	53.34	53.98	54.65	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
2054	A	Public Works Division Manager	58.63	59.36	60.10	60.85	61.61	62.38	63.16	63.95	64.75	65.56	66.38	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.31	74.23	75.16
7128	A	Rail Chief Administrative Officer	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	66.37
7129	A	Rail Chief Information/Financial Officer	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	66.37
7130	A	Rail Chief Mechanical Officer	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	70.91	71.80	72.70	73.61	74.53
7152	A	Rail Superintendent, Assistant	64.75	65.56	66.38	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.31	74.23	75.16	76.10	77.05	78.01	78.99	79.98	80.98	81.99	83.01
7127	A	Rail Supervisor of Operations	41.46	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
7126	A	Railway Roadmaster	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	66.37
2343		Real Estate Officer	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
2344	A	Real Estate Officer, Senior	41.34	41.86	42.38	42.91	43.45	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.81	50.43	51.06	51.70	52.35	53.00
2069	A	Real-Time Energy Trader	51.83	52.48	53.14	53.80	54.47	55.15	55.84	56.54	57.25	57.97	58.69	59.42	60.16	60.91	61.67	62.44	63.22	64.01	64.81	65.62	66.44
0740	A	Records Management Supervisor	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	38.89	39.38	39.87	40.37	40.87
5033		Recycling Supervisor	30.59	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21

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
0845	A	Relicensing Coordinator	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	56.03	56.73	57.44	58.16
5052		Resource Conservation Specialist	26.92	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.05	32.45	32.86	33.27	33.69	34.11	34.54
0560	A	Retirement System Director	73.97	74.89	75.83	76.78	77.74	78.71	79.69	80.69	81.70	82.72	83.75	84.80	85.86	86.93	88.02	89.12	90.23	91.36	92.50	93.66	94.83
0559	A	Retirement System Director, Assistant	51.90	52.55	53.21	53.88	54.55	55.23	55.92	56.62	57.33	58.05	58.78	59.51	60.25	61.00	61.76	62.53	63.31	64.10	64.90	65.71	66.53
1110		Risk Analyst	27.51	27.85	28.20	28.55	28.91	29.27	29.64	30.01	30.39	30.77	31.15	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39	34.82	35.26
1137	A	Risk Analyst, Senior	31.92	32.32	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92
0703	A	Risk Manager	47.31	47.90	48.50	49.11	49.72	50.34	50.97	51.61	52.26	52.91	53.57	54.24	54.92	55.61	56.31	57.01	57.72	58.44	59.17	59.91	60.66
1204	A	Safety Manager	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.95	48.55	49.16	49.77	50.39	51.02
1122		Safety Officer	34.61	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18	39.67	40.17	40.67	41.18	41.69	42.21	42.74	43.27	43.81	44.36
2530		Senior Center Cook	12.78	12.94	13.10	13.26	13.43	13.60	13.77	13.94	14.11	14.29	14.47	14.65	14.83	15.02	15.21	15.40	15.59	15.78	15.98	16.18	16.38
2529		Senior Center Van Driver	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	18.82	19.06	19.30	19.54	19.78	20.03	20.28
2556		Seniors Center Supervisor	24.24	24.54	24.85	25.16	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06
0138	A	T&D Work Practices Specialist	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08	46.66	47.24
1170	A	Tacoma Arts Commission Administrator	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	51.52	52.16
6220	A	Tacoma Venues & Events Attendant	12.36	12.51	12.67	12.83	12.99	13.15	13.31	13.48	13.65	13.82	13.99	14.16	14.34	14.52	14.70	14.88	15.07	15.26	15.45	15.64	15.84

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	66.11	66.94	67.78	68.63	69.49	70.36	71.24	72.13	73.03	73.94	74.86	75.80	76.75	77.71	78.68	79.66	80.66	81.67	82.69	83.72	84.77
0731	A	Tacoma Venues & Events Director Deputy	50.23	50.86	51.50	52.14	52.79	53.45	54.12	54.80	55.48	56.17	56.87	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42
0732	A	Tacoma Venues & Events Division Manager	38.44	38.62	39.40	39.59	40.08	40.58	41.09	41.60	42.12	42.65	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10	47.69	48.29	48.89
1164	A	Tacoma Venues & Events Event Services Coordinator	28.43	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99	36.44
1168	A	Tacoma Venues & Events Event Services Manager	31.59	31.98	32.38	32.78	33.19	33.60	34.02	34.45	34.88	35.32	35.76	36.21	36.66	37.12	37.58	38.05	38.53	39.01	39.50	39.99	40.49
0728	A	Tacoma Venues & Events Marketing Manager	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
0733	A	Tacoma Venues & Events Operations Manager	45.21	45.78	46.35	46.93	47.52	48.11	48.71	49.32	49.94	50.56	51.19	51.83	52.48	53.14	53.80	54.47	55.15	55.84	56.54	57.25	57.97
1215	A	Tacoma Venues & Events Sales Coordinator	24.08	24.38	24.68	24.99	25.30	25.62	25.94	26.26	26.59	26.92	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87

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
1156		Tacoma Venues & Events Technical Services Coordinator	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	27.65	28.00	28.35
5526	A	Telecommunications Broadband Services Manager	52.38	53.03	53.69	54.36	55.04	55.73	56.43	57.14	57.85	58.57	59.30	60.04	60.79	61.55	62.32	63.10	63.89	64.69	65.50	66.32	67.15
5531	A	Telecommunications Customer Care & Marketing Manager	40.90	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17	45.73	46.30	46.88	47.47	48.06	48.66	49.27	49.89	50.51	51.14	51.78	52.43
5532	A	Telecommunications Customer Care Supervisor	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	39.82	40.32
5535	A	Telecommunications Engineer	42.53	43.06	43.60	44.14	44.69	45.25	45.82	46.39	46.97	47.56	48.15	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.51
5530	A	Telecommunications Franchise Contract Specialist	37.82	38.29	38.77	39.25	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
5515	A	Telecommunications Manager, Assistant	68.05	68.90	69.76	70.63	71.51	72.40	73.31	74.23	75.16	76.10	77.05	78.01	78.99	79.98	80.98	81.99	83.01	84.05	85.10	86.16	87.24
5539		Telecommunications Planning & Design Technician	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99	36.44	36.90
5560	A	Telecommunications Sales Coordinator	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.81	33.22	33.64	34.06	34.49	34.92	35.36	35.80	36.25

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
5562	A	Telecommunications Technical Services Supervisor	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	45.23	45.80	46.37	46.95
5523	A	Telecommunications Technical Administrator	31.98	32.38	32.78	33.19	33.60	34.02	34.45	34.88	35.32	35.76	36.21	36.66	37.12	37.58	38.05	38.53	39.01	39.50	39.99	40.49	41.00
5500	A	Telecommunications Manager	88.52	89.63	90.75	91.88	93.03	94.19	95.37	96.56	97.77	98.99	100.23	101.48	102.75	104.03	105.33	106.65	107.98	109.33	110.70	112.08	113.48
1154		Television Production Coordinator	35.05	35.49	35.93	36.38	36.83	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92
2072	A	Term Energy Trader	65.32	66.14	66.97	67.81	68.66	69.52	70.39	71.27	72.16	73.06	73.97	74.89	75.83	76.78	77.74	78.71	79.69	80.69	81.70	82.72	83.75
1121	A	Training & Development Manager	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40	49.01	49.62	50.24	50.87	51.51	52.15
0823	A	Utilities Director, Deputy Water Superintendent	84.52	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
0825	A	Utilities Director, Deputy Power Superintendent	117.04	118.50	119.98	121.48	123.00	124.54	126.10	127.68	129.28	130.90	132.54	134.20	135.88	137.58	139.30	141.04	142.80	144.59	146.40	148.23	150.08
0830	A	Utilities Director, Deputy Rail Superintendent	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73	89.84	90.96	92.10	93.25	94.42	95.60	96.79	98.00	99.22	100.46	101.72
0819	A	Utilities Director, Deputy	80.50	81.54	82.53	83.56	84.60	85.66	86.73	87.81	88.91	90.02	91.15	92.29	93.44	94.61	95.79	96.99	98.20	99.43	100.67	101.93	103.20
0582	A	Utilities Economist, Senior	49.38	50.00	50.63	51.26	51.90	52.55	53.21	53.88	54.55	55.23	55.92	56.62	57.33	58.05	58.78	59.51	60.25	61.00	61.76	62.53	63.31
0580	A	Utilities Economist	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	48.19	48.79	49.40	50.02	50.65

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
0581	A	Utilities Economist, Associate	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	31.38	31.77	32.17	32.57	32.98	33.39
1207	A	Utilities Safety Manager	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	61.90
1153		Video Production Assistant	19.48	19.72	19.97	20.22	20.47	20.73	20.99	21.25	21.52	21.79	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98
1152		Video Specialist	29.20	29.57	29.94	30.31	30.69	31.07	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43
2064	A	Water Division Superintendent, Deputy	70.45	71.33	72.22	73.12	74.03	74.96	75.90	76.85	77.81	78.78	79.76	80.76	81.77	82.79	83.82	84.87	85.93	87.00	88.09	89.19	90.30
2061	A	Water Division Manager, Assistant	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	70.06	70.94
2066	A	Water Division Manager	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	75.18	76.12	77.07	78.03
2100	A	Water Program Specialist	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	40.56
5068		Water Supply Supervisor	37.23	37.70	38.17	38.65	39.13	39.62	40.12	40.62	41.13	41.64	42.16	42.69	43.22	43.76	44.31	44.86	45.42	45.99	46.56	47.14	47.73
2084	A	Wildlife & Recreation Coordinator	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	38.30	38.78	39.26	39.75	40.25	40.75	41.26	41.78	42.30	42.83	43.37	43.91	44.46	45.02	45.58	46.15	46.73	47.31	47.90	48.50	49.11
0618	A	Account Executive, Senior	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42	50.04	50.67	51.30	51.94	52.59	53.25	53.92
1129	A	Benefits Manager	43.20	43.74	44.29	44.84	45.40	45.97	46.54	47.12	47.71	48.31	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38
0751	A	Budget Director Officer	66.61	67.44	68.28	69.13	69.99	70.86	71.75	72.65	73.56	74.48	75.41	76.35	77.30	78.27	79.25	80.24	81.24	82.26	83.29	84.33	85.38

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
0146	A	Business Development Manager	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.35	61.10	61.86	62.63	63.41	64.20	65.00
0139	A	Cable & Franchise Production Coordinator	50.05	50.68	51.31	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16
0715	A	City Attorney	89.85	90.97	92.11	93.26	94.43	95.61	96.81	98.02	99.25	100.49	101.75	103.02	104.31	105.61	106.93	108.27	109.62	110.99	112.38	113.78	115.20
1002	A	City Attorney, Assistant	48.18	48.78	49.39	50.01	50.64	51.27	51.91	52.56	53.22	53.89	54.56	55.24	55.93	56.63	57.34	58.06	58.79	59.52	60.26	61.01	61.77
1005	A	City Attorney, Chief Deputy	74.68	75.61	76.56	77.52	78.49	79.47	80.46	81.47	82.49	83.52	84.56	85.62	86.69	87.77	88.87	89.98	91.10	92.24	93.39	94.56	95.74
1004	A	City Attorney, Deputy	59.74	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60
1001	A	City Attorney, Prosecuting	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42
0700	A	City Clerk	35.42	35.86	36.31	36.76	37.22	37.69	38.16	38.64	39.12	39.61	40.11	40.61	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.85	45.41
0746	A	City Manager, Assistant	80.71	81.72	82.74	83.77	84.82	85.88	86.95	88.04	89.14	90.25	91.38	92.52	93.68	94.85	96.04	97.24	98.46	99.69	100.94	102.20	103.48
0745	A	City Manager, Deputy	89.85	90.97	92.11	93.26	94.43	95.61	96.81	98.02	99.25	100.49	101.75	103.02	104.31	105.61	106.93	108.27	109.62	110.99	112.38	113.78	115.20
0744	A	City Manager, Assistant to the	56.77	57.48	58.20	58.93	59.67	60.42	61.18	61.94	62.71	63.49	64.28	65.08	65.89	66.71	67.54	68.38	69.23	70.10	70.98	71.87	72.77
0710	A	City Treasurer	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77	66.59	67.42	68.26	69.11	69.97
2210	A	Community & Economic Development Division Manager	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41
1176	A	Community & Economic Development Supervisor	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40	49.01	49.62	50.24	50.87	51.51	52.15

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
0750	A	Community & Economic Development Director	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.30	74.22	75.15	76.09	77.04	78.00	78.98	79.97	80.97	81.98	83.00	84.04	85.09	86.15
2208	A	Community & Economic Development Director, Assistant	56.01	56.71	57.42	58.14	58.87	59.61	60.36	61.11	61.87	62.64	63.42	64.21	65.01	65.82	66.64	67.47	68.31	69.16	70.02	70.90	71.79
0805	A	Community & Media Services Manager	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77	66.59	67.42	68.26	69.11	69.97	70.84	71.73	72.63	73.54
1211	A	Community Relations Officer	37.40	37.87	38.34	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.95
0802	A	Community Relations Specialist	33.70	34.12	34.55	34.98	35.42	35.86	36.31	36.76	37.22	37.69	38.16	38.64	39.12	39.61	40.11	40.61	41.12	41.63	42.15	42.68	43.21
1128	A	Compensation & Benefits Manager, Senior	49.81	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.10	57.81	58.53	59.26	60.00	60.75	61.51	62.28	63.06	63.85
0619	A	Conservation Manager	55.40	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02
2326	A	Conservation Manager, Assistant	48.17	48.77	49.38	50.00	50.63	51.26	51.90	52.55	53.21	53.88	54.55	55.23	55.92	56.62	57.33	58.05	58.78	59.51	60.25	61.00	61.76
0631		Conservation Program Associate	24.28	24.58	24.89	25.20	25.52	25.84	26.16	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.37	30.75	31.13
0632		Conservation Program Coordinator	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.05	32.45	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30
0630	A	Conservation Program Manager	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05
0620	A	Conservation Supervisor	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.82	50.44	51.07	51.71	52.36	53.01	53.67	54.34	55.02	55.71	56.41
1124	A	Contract & Program Auditor	30.37	30.75	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92

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
0521	A	Controller	66.61	67.44	68.28	69.13	69.99	70.86	71.75	72.65	73.56	74.48	75.41	76.35	77.30	78.27	79.25	80.24	81.24	82.26	83.29	84.33	85.38
4311	A	Court Administrator	51.68	52.33	52.98	53.64	54.31	54.99	55.68	56.38	57.08	57.79	58.51	59.24	59.98	60.73	61.49	62.26	63.04	63.83	64.63	65.44	66.26
4308	A	Court Operations Supervisor	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.35	43.89	44.44	45.00	45.56	46.13	46.71	47.29	47.88	48.48	49.09
0609	A	Customer Service Supervisor I	34.82	35.26	35.70	36.15	36.60	37.06	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64
0610	A	Customer Service Supervisor II	38.30	38.78	39.26	39.75	40.25	40.75	41.26	41.78	42.30	42.83	43.37	43.91	44.46	45.02	45.58	46.15	46.73	47.31	47.90	48.50	49.11
0554		Customer Service Training Analyst	31.88	32.28	32.68	33.09	33.50	33.92	34.34	34.77	35.20	35.64	36.09	36.54	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36	40.86
0727	A	Customer Services Assistant Manager	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91	72.81	73.72	74.64
0616	A	Customer Services Manager	78.83	79.82	80.82	81.83	82.85	83.89	84.94	86.00	87.08	88.17	89.27	90.39	91.52	92.66	93.82	94.99	96.18	97.38	98.60	99.83	101.08
4605		Department Aide	12.92	13.08	13.24	13.41	13.58	13.75	13.92	14.09	14.27	14.45	14.63	14.81	15.00	15.19	15.38	15.57	15.76	15.96	16.16	16.36	16.56
2349	A	Development Specialist I	28.92	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07
2351	A	Development Specialist II	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57	39.05	39.54	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33
2352	A	Development Specialist III	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08	46.66	47.24	47.83	48.43	49.04	49.65	50.27	50.90	51.54
2070	A	Engineer	39.38	39.87	40.37	40.87	41.38	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48
8028		Engineer in Training	26.91	27.25	27.59	27.93	28.28	28.63	28.99	29.35	29.72	30.09	30.47	30.85	31.24	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52
2068	A	Engineer, Associate	34.21	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85
2073	A	Engineer, Principal	49.71	50.33	50.96	51.60	52.24	52.89	53.55	54.22	54.90	55.59	56.28	56.98	57.69	58.41	59.14	59.88	60.63	61.39	62.16	62.94	63.73
2082	A	Engineer, Professional	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09

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
2083	A	Engineer, Senior	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09
2060	A	Engineer, Senior Principal	54.84	55.53	56.22	56.92	57.63	58.35	59.08	59.82	60.57	61.33	62.10	62.88	63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35
2059	A	Environmental Services Director, Assistant	72.55	73.46	74.38	75.31	76.25	77.20	78.17	79.15	80.14	81.14	82.15	83.18	84.22	85.27	86.34	87.42	88.51	89.62	90.74	91.87	93.02
0758	A	Environmental Services Director	87.12	88.21	89.31	90.43	91.56	92.70	93.86	95.03	96.22	97.42	98.64	99.87	101.12	102.38	103.66	104.96	106.27	107.60	108.95	110.31	111.69
2056	A	Environmental Services Division Manager	62.71	63.49	64.28	65.08	65.89	66.71	67.54	68.38	69.23	70.10	70.98	71.87	72.77	73.68	74.60	75.53	76.47	77.43	78.40	79.38	80.37
2057	A	Environmental Services Division Manager, Assistant	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.93	63.72	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40	71.28	72.17	73.07
2092		Environmental Specialist	32.05	32.45	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.10	40.60	41.11
2093		Environmental Specialist, Senior	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80
2097		Environmental Technician	26.51	26.84	27.18	27.52	27.86	28.21	28.56	28.92	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98
2098		Environmental Technician, Senior	29.17	29.53	29.90	30.27	30.65	31.03	31.42	31.81	32.21	32.61	33.02	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38
0753	A	Equity & Human Rights Director	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.30	74.22	75.15	76.09	77.04	78.00	78.98	79.97	80.97	81.98	83.00	84.04	85.09	86.15
0820	A	Executive Assistant	39.95	40.45	40.96	41.47	41.99	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.21
0712	A	Finance Director	79.68	80.68	81.69	82.71	83.74	84.79	85.85	86.92	88.01	89.11	90.22	91.35	92.49	93.65	94.82	96.01	97.21	98.43	99.66	100.91	102.17
0520	A	Financial Manager	42.77	43.30	43.84	44.39	44.94	45.50	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.53	52.17	52.82	53.48	54.15	54.83
0522	A	Financial Manager, Senior	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95	57.66	58.38	59.11	59.85	60.60	61.36	62.13	62.91	63.70	64.50

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
0524	A	Financial Supervisor	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.14	44.69	45.25	45.82	46.39
4020		Fire & Life Safety Educator	30.56	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18
0767	A	Fire Chief	90.88	92.02	93.17	94.33	95.51	96.70	97.91	99.13	100.37	101.62	102.89	104.18	105.48	106.80	108.14	109.49	110.86	112.25	113.65	115.07	116.51
0519	A	Fire Code Official	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56
0518	A	Fire Department Manager	51.31	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77
5341	A	Fleet Manager, Assistant	41.03	41.54	42.06	42.59	43.12	43.66	44.21	44.76	45.32	45.89	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.69	51.32	51.96	52.61
4215	A	Forensics Manager	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66
0726	A	Government Relations Analyst	51.09	51.73	52.38	53.03	53.69	54.36	55.04	55.73	56.43	57.14	57.85	58.57	59.30	60.04	60.79	61.55	62.32	63.10	63.89	64.69	65.50
0724	A	Government Relations Officer	63.38	64.17	64.97	65.78	66.60	67.43	68.27	69.12	69.98	70.85	71.74	72.64	73.55	74.47	75.40	76.34	77.29	78.26	79.24	80.23	81.23
0717	A	Hearing Examiner	73.29	74.21	75.14	76.08	77.03	77.99	78.96	79.95	80.95	81.96	82.98	84.02	85.07	86.13	87.21	88.30	89.40	90.52	91.65	92.80	93.96
2310	A	Historic Preservation Coordinator	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60
2309	A	Historic Preservation Officer	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08	46.66	47.24	47.83	48.43	49.04	49.65	50.27	50.90	51.54
2336		Housing Rehabilitation Specialist	29.70	30.07	30.45	30.83	31.22	31.61	32.01	32.41	32.82	33.23	33.65	34.07	34.50	34.93	35.37	35.81	36.26	36.71	37.17	37.63	38.10
1131	A	Human Resources Analyst, Senior	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21	45.78	46.35	46.93	47.52	48.11	48.71	49.32	49.94	50.56
0735	A	Human Resources Director	71.92	72.82	73.73	74.65	75.58	76.52	77.48	78.45	79.43	80.42	81.43	82.45	83.48	84.52	85.58	86.65	87.73	88.83	89.94	91.06	92.20

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
1125	A	Human Resources Director, Assistant	59.89	60.64	61.40	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00	74.93	75.87	76.82
1136	A	Human Resources Manager	43.45	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.82	50.44	51.07	51.71	52.36	53.01	53.67	54.34	55.02	55.71
1138	A	Human Resources Manager, Senior	49.81	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.10	57.81	58.53	59.26	60.00	60.75	61.51	62.28	63.06	63.85
2533		Human Services Program Assistant	19.41	19.65	19.90	20.15	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
5151	A	Hydro Project Manager	60.90	61.66	62.43	63.21	64.00	64.80	65.61	66.43	67.26	68.10	68.95	69.81	70.68	71.56	72.45	73.36	74.28	75.21	76.15	77.10	78.06
5150	A	Hydro Project Manager, Assistant	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.02	66.85	67.69	68.54	69.40	70.27
0140	A	Information Technology Manager	55.25	55.94	56.64	57.35	58.07	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81
0136	A	Information Technology Supervisor	50.05	50.68	51.31	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16
0835	A	Information Technology Director	82.28	83.31	84.35	85.40	86.47	87.55	88.64	89.75	90.87	92.01	93.16	94.32	95.50	96.69	97.90	99.12	100.36	101.61	102.88	104.17	105.47
0837	A	Information Technology Director, Assistant	67.56	68.40	69.26	70.13	71.01	71.90	72.80	73.71	74.63	75.56	76.50	77.46	78.43	79.41	80.40	81.41	82.43	83.46	84.50	85.56	86.63
0707	A	Information Technology Project Manager	44.94	45.50	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.53	52.17	52.82	53.48	54.15	54.83	55.52	56.21	56.91	57.62

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
0708	A	Information Technology Project Manager, Senior	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.51	55.19	55.88	56.58	57.29	58.01	58.74	59.47	60.21	60.96	61.72	62.49
1118	A	Labor Negotiator	46.10	46.68	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10
1123		Labor Relations Analyst	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.90	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17	45.73
1132	A	Labor Relations Manager	52.12	52.77	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.39	65.19	66.00	66.83
0760	A	Labor Relations Manager, Senior	59.89	60.64	61.40	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00	74.93	75.87	76.82
2207	A	Land Use Administrator	50.37	51.00	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59
0031		Legal Assistant	23.29	23.58	23.87	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.77	29.13	29.49	29.86
0032		Legal Assistant, Senior	25.88	26.20	26.53	26.86	27.20	27.54	27.88	28.23	28.58	28.94	29.30	29.67	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18
1007	A	Legal Intern	16.00	16.20	16.40	16.60	16.81	17.02	17.23	17.45	17.67	17.89	18.11	18.34	18.57	18.80	19.03	19.27	19.51	19.75	20.00	20.25	20.50
0553		LEOFF 1 Specialist	29.44	29.81	30.18	30.56	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92	36.37	36.82	37.28	37.75
1109	A	Management Analyst I	26.83	27.17	27.51	27.85	28.20	28.55	28.91	29.27	29.64	30.01	30.39	30.77	31.15	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39
1120	A	Management Analyst II	33.65	34.07	34.50	34.93	35.37	35.81	36.26	36.71	37.17	37.63	38.10	38.58	39.06	39.55	40.04	40.54	41.05	41.56	42.08	42.61	43.14
1135	A	Management Analyst III	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71
4607		Management Fellow	24.24	24.54	24.85	25.16	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06
4615		Management Intern	18.03	18.26	18.49	18.72	18.95	19.19	19.43	19.67	19.92	20.17	20.42	20.68	20.94	21.20	21.46	21.73	22.00	22.27	22.55	22.83	23.12
0841	A	Market Development Program Manager	54.01	54.69	55.37	56.06	56.76	57.47	58.19	58.92	59.66	60.41	61.17	61.93	62.70	63.48	64.27	65.07	65.88	66.70	67.53	68.37	69.22

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
0842	A	Market Development Research Analyst	48.31	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.67	60.42	61.18	61.94
0840	A	Marketing & Development Manager	62.87	63.66	64.46	65.27	66.09	66.92	67.76	68.61	69.47	70.34	71.22	72.11	73.01	73.92	74.84	75.78	76.73	77.69	78.66	79.64	80.64
1165	A	Marketing Assistant	19.21	19.45	19.69	19.94	20.19	20.44	20.70	20.96	21.22	21.49	21.76	22.03	22.31	22.59	22.87	23.16	23.45	23.74	24.04	24.34	24.64
5506	A	Marketing Coordinator	28.22	28.57	28.93	29.29	29.66	30.03	30.41	30.79	31.17	31.56	31.95	32.35	32.75	33.16	33.57	33.99	34.41	34.84	35.28	35.72	36.17
1151		Master Control Technician	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17	22.45	22.73	23.01	23.30	23.59	23.88	24.18	24.48	24.79	25.10	25.41	25.73
0804	A	Media & Communications Director	55.23	55.92	56.62	57.33	58.05	58.78	59.51	60.25	61.00	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.36	68.20	69.05	69.91	70.78
5508	A	Media Specialist	35.71	36.16	36.61	37.07	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21	45.78
2091	A	Natural Resources Manager	62.63	63.41	64.20	65.00	65.81	66.63	67.46	68.30	69.15	70.01	70.89	71.78	72.68	73.59	74.51	75.44	76.38	77.33	78.30	79.28	80.27
2106	A	Natural Resources Biologist I	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86
2089	A	Natural Resources Biologist II	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05
2094	A	Natural Resources Biologist III	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39
2107		Natural Resources Technician I	20.96	21.22	21.49	21.76	22.03	22.31	22.59	22.87	23.16	23.45	23.74	24.04	24.34	24.64	24.95	25.26	25.58	25.90	26.22	26.55	26.88
2090	A	Natural Resources Technician II	29.34	29.71	30.08	30.46	30.84	31.23	31.62	32.02	32.42	32.83	33.24	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.64
0754	A	Neighborhood & Community Services Program Manager	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.19	48.79	49.40	50.02	50.65	51.28

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
0759	A	Neighborhood & Community Services Director	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.30	74.22	75.15	76.09	77.04	78.00	78.98	79.97	80.97	81.98	83.00	84.04	85.09	86.15
2058	A	Neighborhood & Community Services Division Manager	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41
2532		Neighborhood & Community Services Specialist	27.76	28.11	28.46	28.82	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58
2534		Neighborhood & Community Services Supervisor	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.10	40.60	41.11	41.62	42.14	42.67
4602		Occupational Intern, Skilled	12.92	13.08	13.24	13.41	13.58	13.75	13.92	14.09	14.27	14.45	14.63	14.81	15.00	15.19	15.38	15.57	15.76	15.96	16.16	16.36	16.56
0738	A	Office Administrator	30.09	30.47	30.85	31.24	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60
0739	A	Office Manager	34.63	35.06	35.50	35.94	36.39	36.84	37.30	37.77	38.24	38.72	39.20	39.69	40.19	40.69	41.20	41.72	42.24	42.77	43.30	43.84	44.39
0533	A	Operations Manager	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.87	54.54	55.22	55.91	56.61	57.32	58.04	58.77	59.50	60.24	60.99	61.75	62.52	63.30
1009	A	Paralegal	28.23	28.58	28.94	29.30	29.67	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20
1010	A	Paralegal, Senior	33.90	34.32	34.75	35.18	35.62	36.07	36.52	36.98	37.44	37.91	38.38	38.86	39.35	39.84	40.34	40.84	41.35	41.87	42.39	42.92	43.46
2085	A	Park Supervisor	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13
2086	A	Park Supervisor, Assistant	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99	36.44	36.90	37.36	37.83	38.30
2105		Permit Supervisor	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.64	38.11	38.59	39.07	39.56	40.05	40.55	41.06	41.57	42.09	42.62	43.15
2209		Planner, Associate	28.92	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07
2221		Planner, Principal	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08	46.66	47.24	47.83	48.43	49.04	49.65	50.27	50.90	51.54
2203		Planner, Senior	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57	39.05	39.54	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33

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
0719	A	Planning & Development Services Director	71.14	72.03	72.93	73.84	74.76	75.69	76.64	77.60	78.57	79.55	80.54	81.55	82.57	83.60	84.65	85.71	86.78	87.86	88.96	90.07	91.20
2219	A	Planning & Development Division Manager	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41
2222	A	Planning Manager	49.78	50.40	51.03	51.67	52.32	52.97	53.63	54.30	54.98	55.67	56.37	57.07	57.78	58.50	59.23	59.97	60.72	61.48	62.25	63.03	63.82
2038	A	Plans Examiner I	34.21	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85
2039	A	Plans Examiner II	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86	43.40	43.94	44.49	45.05	45.61	46.18	46.76	47.34	47.93	48.53	49.14	49.75	50.37
2040	A	Plans Examiner III	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09
0772	A	Police Chief	90.88	92.02	93.17	94.33	95.51	96.70	97.91	99.13	100.37	101.62	102.89	104.18	105.48	106.80	108.14	109.49	110.86	112.25	113.65	115.07	116.51
5123	A	Power Analyst	48.57	49.18	49.79	50.41	51.04	51.68	52.33	52.98	53.64	54.31	54.99	55.68	56.38	57.08	57.79	58.51	59.24	59.98	60.73	61.49	62.26
5128	A	Power Analyst, Senior	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14	61.90	62.67	63.45	64.24	65.04	65.85	66.67	67.50	68.34	69.19
2131	A	Power Engineer I	35.31	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	45.28
2132	A	Power Engineer II	39.55	40.04	40.54	41.05	41.56	42.08	42.61	43.14	43.68	44.23	44.78	45.34	45.91	46.48	47.06	47.65	48.25	48.85	49.46	50.08	50.71
2133	A	Power Engineer III	46.48	47.06	47.65	48.25	48.85	49.46	50.08	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60
2134	A	Power Engineer IV	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.35	61.10	61.86	62.63	63.41	64.20	65.00	65.81	66.63	67.46	68.30	69.15	70.01	70.89
0815	A	Power Section Assistant Manager I	70.52	71.40	72.29	73.19	74.10	75.03	75.97	76.92	77.88	78.85	79.84	80.84	81.85	82.87	83.91	84.96	86.02	87.10	88.19	89.29	90.41
0817	A	Power Section Assistant Manager II	80.65	81.66	82.68	83.71	84.76	85.82	86.89	87.98	89.08	90.19	91.32	92.46	93.62	94.79	95.97	97.17	98.38	99.61	100.86	102.12	103.40
0816	A	Power Section Manager	104.86	106.17	107.50	108.84	110.20	111.58	112.97	114.38	115.81	117.26	118.73	120.21	121.71	123.23	124.77	126.33	127.91	129.51	131.13	132.77	134.43
5248	A	Power Supervisor I	39.54	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.24	48.84	49.45	50.07	50.70
5251	A	Power Supervisor II	49.44	50.06	50.69	51.32	51.96	52.61	53.27	53.94	54.61	55.29	55.98	56.68	57.39	58.11	58.84	59.58	60.32	61.07	61.83	62.60	63.38

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
5249	A	Power Supervisor III	57.70	58.42	59.15	59.89	60.64	61.40	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00
2322		Program Development Specialist	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60
2321		Program Development Specialist, Lead	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99	36.44	36.90	37.36	37.83	38.30	38.78	39.26	39.75	40.25	40.75	41.26	41.78
1100		Program Technician	24.28	24.58	24.89	25.20	25.52	25.84	26.16	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.38	30.76	31.14
0720	A	Project Manager	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09
0721	A	Project Manager, Senior	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91
2502		Project Specialist	24.74	25.05	25.36	25.68	26.00	26.32	26.65	26.98	27.32	27.66	28.01	28.36	28.71	29.07	29.43	29.80	30.17	30.55	30.93	31.32	31.71
1142	A	Public Disclosure Manager	41.23	41.75	42.27	42.80	43.34	43.88	44.43	44.99	45.55	46.12	46.70	47.28	47.87	48.47	49.08	49.69	50.31	50.94	51.58	52.22	52.87
0757	A	Public Works Director	76.39	77.34	78.31	79.29	80.28	81.28	82.30	83.33	84.37	85.42	86.49	87.57	88.66	89.77	90.89	92.03	93.18	94.34	95.52	96.71	97.92
0755	A	Public Works Director, Assistant	66.42	67.25	68.09	68.94	69.80	70.67	71.55	72.44	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.06	84.10	85.15
2055	A	Public Works Division Manager, Assistant	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.12	62.90	63.69	64.49	65.30	66.12	66.95	67.79	68.64	69.50	70.37
2054	A	Public Works Division Manager	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66	74.58	75.51	76.45	77.41
7128	A	Rail Chief Administrative Officer	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36
7129	A	Rail Chief Information/Financial Officer	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36

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
7130	A	Rail Chief Mechanical Officer	59.85	60.60	61.36	62.13	62.91	63.70	64.50	65.31	66.13	66.96	67.80	68.65	69.51	70.38	71.26	72.15	73.05	73.96	74.88	75.82	76.77
7152	A	Rail Superintendent, Assistant	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66	74.58	75.51	76.45	77.41	78.38	79.36	80.35	81.35	82.37	83.40	84.44	85.50
7127	A	Rail Supervisor of Operations	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.44	52.08	52.73	53.39	54.06	54.74
7126	A	Railway Roadmaster	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36
2343		Real Estate Officer	38.72	39.20	39.69	40.19	40.69	41.20	41.71	42.23	42.76	43.29	43.83	44.38	44.93	45.49	46.06	46.64	47.22	47.81	48.41	49.02	49.63
2344	A	Real Estate Officer, Senior	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71	54.38	55.06	55.75	56.45	57.16	57.87
2069	A	Real-Time Energy Trader	53.39	54.06	54.74	55.42	56.11	56.81	57.52	58.24	58.97	59.71	60.46	61.22	61.99	62.76	63.54	64.33	65.13	65.94	66.76	67.59	68.43
0740	A	Records Management Supervisor	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58	42.10
5033		Recycling Supervisor	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.23	35.67	36.12	36.57	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39
0845	A	Relicensing Coordinator	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.30	57.00	57.71	58.43	59.16	59.90
5052		Resource Conservation Specialist	27.76	28.11	28.46	28.82	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58
0560	A	Retirement System Director	76.18	77.13	78.09	79.07	80.06	81.06	82.07	83.10	84.14	85.19	86.25	87.33	88.42	89.53	90.65	91.78	92.93	94.09	95.27	96.46	97.67
0559	A	Retirement System Director, Assistant	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.77	63.55	64.34	65.14	65.95	66.77	67.60	68.45	69.31	70.18	71.06	71.95
1110		Risk Analyst	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.07	32.47	32.88	33.29	33.71	34.13	34.56	34.99	35.43	35.87	36.32
1137	A	Risk Analyst, Senior	32.87	33.28	33.70	34.12	34.55	34.98	35.42	35.86	36.31	36.76	37.22	37.69	38.16	38.64	39.12	39.61	40.11	40.61	41.12	41.63	42.15
0703	A	Risk Manager	48.74	49.35	49.97	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.18	55.87	56.57	57.28	58.00	58.73	59.46	60.20	60.95	61.71	62.48

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
1204	A	Safety Manager	40.98	41.49	42.01	42.54	43.07	43.61	44.16	44.71	45.27	45.84	46.41	46.99	47.58	48.17	48.77	49.38	50.00	50.63	51.26	51.90	52.55
1122		Safety Officer	37.42	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98
2530		Senior Center Cook	13.16	13.32	13.49	13.66	13.83	14.00	14.17	14.35	14.53	14.71	14.89	15.08	15.27	15.46	15.65	15.85	16.05	16.25	16.45	16.66	16.87
2529		Senior Center Van Driver	16.30	16.50	16.71	16.92	17.13	17.34	17.56	17.78	18.00	18.22	18.45	18.68	18.91	19.15	19.39	19.63	19.88	20.13	20.38	20.63	20.89
2556		Seniors Center Supervisor	24.95	25.26	25.58	25.90	26.22	26.55	26.88	27.22	27.56	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99
0138	A	T&D Work Practices Specialist	37.97	38.44	38.92	39.41	39.90	40.40	40.90	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17	45.73	46.30	46.88	47.47	48.06	48.66
1170	A	Tacoma Arts Commission Administrator	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.06	53.72
6220	A	Tacoma Venues & Events Attendant	12.73	12.89	13.05	13.21	13.38	13.55	13.72	13.89	14.06	14.24	14.42	14.60	14.78	14.96	15.15	15.34	15.53	15.72	15.92	16.12	16.32
0730	A	Tacoma Venues & Events Director	68.11	68.96	69.82	70.69	71.57	72.46	73.37	74.29	75.22	76.16	77.11	78.07	79.05	80.04	81.04	82.05	83.08	84.12	85.17	86.23	87.31
0731	A	Tacoma Venues & Events Director Deputy	51.75	52.40	53.06	53.72	54.39	55.07	55.76	56.46	57.17	57.88	58.60	59.33	60.07	60.82	61.58	62.35	63.13	63.92	64.72	65.53	66.35
0732	A	Tacoma Venues & Events Division Manager	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52	49.13	49.74	50.36
1164	A	Tacoma Venues & Events Event Services Coordinator	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53
1168	A	Tacoma Venues & Events Event Services Manager	32.53	32.94	33.35	33.77	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70

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
0728	A	Tacoma Venues & Events Marketing Manager	36.78	37.24	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.57	47.15
0733	A	Tacoma Venues & Events Operations Manager	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.44	52.08	52.73	53.39	54.06	54.74	55.42	56.11	56.81	57.52	58.24	58.97	59.71
1215	A	Tacoma Venues & Events Sales Coordinator	24.81	25.12	25.43	25.75	26.07	26.40	26.73	27.06	27.40	27.74	28.09	28.44	28.80	29.16	29.52	29.89	30.26	30.64	31.02	31.41	31.80
1156		Tacoma Venues & Events Technical Services Coordinator	22.78	23.06	23.35	23.64	23.94	24.24	24.54	24.85	25.16	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20
5526	A	Telecommunications Broadband Services Manager	53.97	54.64	55.32	56.01	56.71	57.42	58.14	58.87	59.61	60.36	61.11	61.87	62.64	63.42	64.21	65.01	65.82	66.64	67.47	68.31	69.16
5531	A	Telecommunications Customer Care & Marketing Manager	42.12	42.65	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00
5532	A	Telecommunications Customer Care Supervisor	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53
5535	A	Telecommunications Engineer	43.80	44.35	44.90	45.46	46.03	46.61	47.19	47.78	48.38	48.98	49.59	50.21	50.84	51.48	52.12	52.77	53.43	54.10	54.78	55.46	56.15
5530	A	Telecommunications Franchise Contract Specialist	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21	45.78	46.35	46.93	47.52	48.11	48.71	49.32	49.94

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
5515	A	Telecommunications Manager, Assistant	70.08	70.96	71.85	72.75	73.66	74.58	75.51	76.45	77.41	78.38	79.36	80.35	81.35	82.37	83.40	84.44	85.50	86.57	87.65	88.75	89.86
5539		Telecommunications Planning & Design Technician	29.66	30.03	30.41	30.79	31.17	31.56	31.95	32.35	32.75	33.16	33.57	33.99	34.41	34.84	35.28	35.72	36.17	36.62	37.08	37.54	38.01
5560	A	Telecommunications Sales Coordinator	29.13	29.49	29.86	30.23	30.61	30.99	31.38	31.77	32.17	32.57	32.98	33.39	33.81	34.23	34.66	35.09	35.53	35.97	36.42	36.88	37.34
5562	A	Telecommunications Technical Services Supervisor	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33	44.88	45.44	46.01	46.59	47.17	47.76	48.36
5523	A	Telecommunications Technical Administrator	34.91	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56	39.04	39.53	40.02	40.52	41.03	41.54	42.06	42.59	43.12	43.66	44.21	44.76
5500	A	Telecommunications Manager	91.17	92.31	93.46	94.63	95.81	97.01	98.22	99.45	100.69	101.95	103.22	104.51	105.82	107.14	108.48	109.84	111.21	112.60	114.01	115.44	116.88
1154		Television Production Coordinator	36.10	36.55	37.01	37.47	37.94	38.41	38.89	39.38	39.87	40.37	40.87	41.38	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27
2072	A	Term Energy Trader	67.30	68.14	68.99	69.85	70.72	71.60	72.49	73.40	74.32	75.25	76.19	77.14	78.10	79.08	80.07	81.07	82.08	83.11	84.15	85.20	86.26
1121	A	Training & Development Manager	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71
0823	A	Utilities Director, Deputy Water Superintendent	87.06	88.15	89.25	90.37	91.50	92.64	93.80	94.97	96.16	97.36	98.58	99.81	101.06	102.32	103.60	104.90	106.21	107.54	108.88	110.24	111.62
0825	A	Utilities Director, Deputy Power Superintendent	120.58	122.09	123.62	125.17	126.73	128.31	129.91	131.53	133.17	134.83	136.52	138.23	139.96	141.71	143.48	145.27	147.09	148.93	150.79	152.67	154.58

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
0830	A	Utilities Director, Deputy Rail Superintendent	81.72	82.74	83.77	84.82	85.88	86.95	88.04	89.14	90.25	91.38	92.52	93.68	94.85	96.04	97.24	98.46	99.69	100.94	102.20	103.48	104.77
0819	A	Utilities Director, Deputy	82.92	83.96	85.01	86.07	87.15	88.24	89.34	90.46	91.59	92.73	93.89	95.06	96.25	97.45	98.67	99.90	101.15	102.41	103.69	104.99	106.30
0582	A	Utilities Economist, Senior	50.84	51.48	52.12	52.77	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.21
0580	A	Utilities Economist	40.69	41.20	41.72	42.24	42.77	43.30	43.84	44.39	44.94	45.50	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.53	52.17
0581	A	Utilities Economist, Associate	26.83	27.17	27.51	27.85	28.20	28.55	28.91	29.27	29.64	30.01	30.39	30.77	31.15	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39
1207	A	Utilities Safety Manager	49.72	50.34	50.97	51.61	52.26	52.91	53.57	54.24	54.92	55.61	56.31	57.01	57.72	58.44	59.17	59.91	60.66	61.42	62.19	62.97	63.76
1153		Video Production Assistant	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17	22.45	22.73	23.01	23.30	23.59	23.88	24.18	24.48	24.79	25.10	25.41	25.73
1152		Video Specialist	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55
2064	A	Water Division Superintendent, Deputy	72.55	73.46	74.38	75.31	76.25	77.20	78.16	79.14	80.13	81.13	82.14	83.17	84.21	85.26	86.33	87.41	88.50	89.61	90.73	91.86	93.01
2061	A	Water Division Manager, Assistant	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.93	63.72	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40	71.28	72.17	73.07
2066	A	Water Division Manager	62.71	63.49	64.28	65.08	65.89	66.71	67.54	68.38	69.23	70.10	70.98	71.87	72.77	73.68	74.60	75.53	76.47	77.43	78.40	79.38	80.37
2100	A	Water Program Specialist	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99	36.44	36.90	37.36	37.83	38.30	38.78	39.26	39.75	40.25	40.75	41.26	41.78
5068		Water Supply Supervisor	38.34	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.95	48.55	49.16