



ORDINANCE NO. 28721

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

BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.096 of the Tacoma Municipal Code is hereby
 7 amended, effective as provided by law, to read as follows:

8 * * *

9 The City shall pay 50 percent or more, as budgeted therefor, of the cost of premiums for
 10 employee group life insurance covering each eligible permanent, project, appointive, and
 11 temporary pending exam employee, officer, and official of the City electing to participate. The
 12 minimum group life insurance coverage shall be \$5,000; provided, that employees hired into a
 13 part-time status after January 1, 1983, electing to participate shall receive group life insurance
 14 prorated on the hours hired to work (such as three-quarter time, half-time, and so forth).
 15 Payments for premiums not paid by the City shall be by payroll deduction.

16 ~~Whenever, as of January 1 and July 1, the insured's annual basic salary exceeds the amount of
 17 insurance in force, the insurance coverage for said insured shall be raised to the next highest
 18 thousand.~~

19 Authority is also extended for an optional supplemental group life insurance plan, the premiums
 20 for which shall be the sole responsibility of the participating employee.

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22 Section 2. That Section 1.12.115 of the Tacoma Municipal Code is hereby
 23 amended, effective as provided by law, to read as follows:

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25 ~~F. The City will match the deferred compensation contribution of Rail personnel covered by the Federal
 26 Railroad Retirement Act in the classifications of Administrative Secretary (CSC 0023) to a maximum
 City contribution of 7.38 percent of base salary; of Utilities Director, Deputy, Rail Superintendent
 (CSC 0830) to a maximum City contribution of 9.0 percent of base salary; and Railway Roadmaster
 (CSC 7126) to a maximum City contribution of 7.26 percent of the base salary; provided, however, that
 as to any personnel hired after the effective date of the ordinance codified in this section, ¶The City will
 match the deferred compensation contribution of Rail personnel in classifications that are unrepresented,
 appointive, and covered by the Federal Railroad Retirement Act to a maximum contribution of 3 percent
 of the base salary for such positions; and, provided further, that all contributions are subject to the
 limitations of the IRC maximum contribution requirements for Section 457 plans.~~

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1 Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 2 amended, effective retroactive to August 6, 2020, to read as follows:

Code	A	Title	1	2	3	4	5	6	7	8
5511		Sales & Service Representative	21.93	23.03	24.17	25.39	26.66	-	-	-
5512		Sales & Service Representative, Lead	27.24	28.60	30.03	31.54	33.11	-	-	-
5517		Network Operations Center Technician	24.74	25.98	27.28	28.64	30.08	-	-	-
5518		Telecommunications Technician 1	26.46	27.79	29.18	30.63	32.17	-	-	-
5519		Telecommunications Supervisor, Assistant	32.90	34.54	36.28	38.08	39.99	-	-	-
5524		Broadband Services Technician, Lead	36.59	38.42	40.34	42.36	44.48	46.70	49.04	51.49
5525		Broadband Services Technician	32.93	34.58	36.31	38.13	40.04	42.04	44.14	46.35
5538		Converter Inventory Technician	19.42	20.39	21.41	22.48	23.60	-	-	-

14 Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 15 amended, effective as provided by law, to read as follows:

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
0557	A	Retirement Chief Investment Officer, Deputy	56.06	56.76	57.47	58.19	58.92	59.66	60.41	61.17	61.93	62.70	63.48
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			64.27	65.07	65.88	66.70	67.53	68.37	69.22	70.09	70.97	71.86	

21 Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 22 amended, effective January 1, 2021, to read as follows:

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
5526	A	Telecommunications Broadband Services Manager	55.53	56.22	56.92	57.63	58.35	59.08	59.82	60.57	61.33	62.10	62.88
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35	71.23	-



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Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
5531	A	Telecommunications Customer Care & Marketing Manager	43.38	43.92	44.47	45.03	45.59	46.16	46.74	47.32	47.91	48.51	49.12
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			49.73	50.35	50.98	51.62	52.27	52.92	53.58	54.25	54.93	55.62	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
5532	A	Telecommunications Customer Care Supervisor	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
5530	A	Telecommunications Franchise Contract Specialist	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.44	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
5500	A	Telecommunications Manager	93.91	95.08	96.27	97.47	98.69	99.92	101.17	102.43	103.71	105.01	106.32
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			107.65	109.00	110.36	111.74	113.14	114.55	115.98	117.43	118.90	120.39	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
5515	A	Telecommunications Manager, Assistant	72.21	73.11	74.02	74.95	75.89	76.84	77.80	78.77	79.75	80.75	81.76
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			82.78	83.81	84.86	85.92	86.99	88.08	89.18	90.29	91.42	92.56	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
5560	A	Telecommunications Sales Coordinator	30.01	30.39	30.77	31.15	31.54	31.93	32.33	32.73	33.14	33.55	33.97
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			34.39	34.82	35.26	35.70	36.15	36.60	37.06	37.52	37.99	38.46	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
5562	A	Telecommunications Technical Services Supervisor	38.85	39.34	39.83	40.33	40.83	41.34	41.86	42.38	42.91	43.45	43.99
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.81	-



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Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2021, to read as indicated in the attached Exhibit "A."

Section 7. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:

* * *

~~5517 A Network Operations Center Technician (CSC 5517) when designated by management as Lead shall receive an additional 10 percent above the current step.~~

~~5517 A Network Operations Center Technician (CSC 5517) may advance to non-automatic Step 5, upon the approval of management, when certain criteria are met as outlined in the collective bargaining agreement.~~

~~5518 A Telecommunications Technician I (CSC 5518) must pass a skills test prior to advancing beyond step 2. A Telecommunications Technician I, when designated by management as Lead, shall receive an additional 10 percent above the current step.~~

~~5518 A Telecommunications Technician I (CSC 5518) assigned to work in a vault or manhole that exceeds 60 inches in depth and contains either (1) exposed energized secondary bus or (2) energized primary wire or equipment, shall be paid a 3 percent application of rate above his or her regular rate of pay for the time actually worked in the vault, with a two-hour minimum.~~

5540 A Telecommunications Network Construction Technician (CSC 5540) must pass a skills test prior to advancing to step 3 and must pass a skills test prior to advancing to step 5. A Telecommunications Network Construction Technician, when assigned by management as Lead over a group or project, shall receive an additional 10 percent above the current step.

5540 A Telecommunications Network Construction Technician (CSC 5540) assigned to work in a vault or manhole that exceeds 60 inches in depth and contains either (1) exposed energized secondary bus or (2) energized primary wire or equipment, shall be paid a 3 percent application of rate above his or her regular rate of pay for the time actually worked in the vault, with a two-hour minimum.

~~5543 A Telecommunications Network Technician (CSC 5543) must pass a skills test prior to advancing to step 3 and must pass a skills test prior to advancing to step 5. A Telecommunications Network Technician, when assigned by management as Lead over a group or project, shall receive an additional 10 percent above the current step.~~

~~5543 A Telecommunications Network Technician (CSC 5543) assigned to work in a vault or manhole that exceeds 60 inches in depth and contains either (1) exposed energized secondary bus or (2) energized primary wire or equipment, shall be paid a 3 percent application of rate above his or her regular rate of pay for the time actually worked in the vault, with a two-hour minimum.~~

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~~L6 An employee represented by the 2017-2019 collective bargaining agreement with the Tacoma Police Union, I.U.P.A., Local 6, who is employed on July 1, 2019, shall receive a one-time, lump sum payment of \$500.~~

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~~L26 An employee represented by the Tacoma Police Management Association, Local 26, on February 20, 2020, will receive a one-time, lump sum payment of \$500, per the terms of a Letter of Agreement.~~

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~~L31 Fire. An employee represented by the Tacoma Firefighters Union, Local 31, who has voluntarily elected to retire during the 2nd half of 2021 per the terms of a Letter of Agreement, will be eligible to receive a one-time, lump sum payment of \$700 per month, up to \$3500 for each month beyond June 2021 that the retirement is delayed, through November 30, 2021.~~

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~~L117 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.~~

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~~L160 Yard Clerks. An employee in the classification of Yard Clerk (CSC 7101) as of November 15, 2017, and represented by the District Lodge #160, International Association of Machinists and Aerospace Workers, Yard Clerk Unit, will receive a one-time, lump sum payment of \$1,000.00.~~

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~~L483 CK. An employee represented by International Brotherhood of Electrical Workers, Local 483, Click! Unit, who remains in a frozen pay rate upon ratification of the 2019 collective bargaining agreement, shall receive a one-time lump sum payment of \$1,500.~~

~~L483 CK, CL, SUPV. An employee represented by International Brotherhood of Electrical Workers, Local 483, may be eligible for retention incentive compensation pursuant to a Letter of Agreement negotiated between the City of Tacoma and International Brotherhood of Electrical Workers, Local 483, Click! Unit and the Washington State Council of County and City Employees, Local 120.~~

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~~L483 Power. An employee represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, whose base wage remains redlined after the wage increase for 2017 as provided in the 2017-2021 collective bargaining agreement, shall receive a one-time lump sum payment of \$750.00.~~

~~L483 Power. Effective April 1, 2020, an employee in the classification of Telecommunications Network Construction Technician (CSC 5540), Telecommunications Network Technician (CSC 5543) and Telecommunications Utility Worker (CSC 5516) as of March 31, 2020 shall receive a one-time, lump sum payment in the amount of \$700.00.~~

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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 (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); ~~Telecommunications Manager (CSC 5500)~~; 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).

Section 8. That Sections 1, 2, 4, and 7 are effective as provided by law.
That Section 3 is effective retroactive to August 6, 2020. That Sections 5 and 6 are effective January 1, 2021.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

EXHIBIT "A"

Code	A	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	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	47.54	48.13	48.73	49.34	49.96	50.58
0618	A	Account Executive, Senior	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	51.55	52.19	52.84	53.50	54.17	54.85	55.54
1129	A	Benefits Manager	44.49	45.05	45.61	46.18	46.76	47.34	47.93	48.53	49.14	49.75	50.37	51.00	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04
0751	A	Budget Officer	68.58	69.44	70.31	71.19	72.08	72.98	73.89	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
0146	A	Business Development Manager	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	61.35	62.12	62.90	63.69	64.49	65.30	66.12	66.95
0139	A	Cable & Franchise Production Coordinator	51.52	52.16	52.81	53.47	54.14	54.82	55.51	56.20	56.90	57.61	58.33	59.06	59.80	60.55	61.31	62.08	62.86	63.65	64.45	65.26	66.08
0715	A	City Attorney	92.55	93.71	94.88	96.07	97.27	98.49	99.72	100.97	102.23	103.51	104.80	106.11	107.44	108.78	110.14	111.52	112.91	114.32	115.75	117.20	118.66
1002	A	City Attorney, Assistant	49.61	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
1005	A	City Attorney, Chief Deputy	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	92.67	93.83	95.00	96.19	97.39	98.61
1004	A	City Attorney, Deputy	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	78.90
1001	A	City Attorney, Prosecuting	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	47.83	48.43	49.04	49.65	50.27	50.90
0700	A	City Clerk	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41	43.95	44.50	45.06	45.62	46.19	46.77
0746	A	City Manager, Assistant	83.12	84.16	85.21	86.28	87.36	88.45	89.56	90.68	91.81	92.96	94.12	95.30	96.49	97.70	98.92	100.16	101.41	102.68	103.96	105.26	106.58
0744	A	City Manager, Assistant to the	58.44	59.17	59.91	60.66	61.42	62.19	62.97	63.76	64.56	65.37	66.19	67.02	67.86	68.71	69.57	70.44	71.32	72.21	73.11	74.02	74.95
0745	A	City Manager, Deputy	92.55	93.71	94.88	96.07	97.27	98.49	99.72	100.97	102.23	103.51	104.80	106.11	107.44	108.78	110.14	111.52	112.91	114.32	115.75	117.20	118.66
0710	A	City Treasurer	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	68.57	69.43	70.30	71.18	72.07
0750	A	Community & Economic Development Director	69.20	70.06	70.94	71.83	72.73	73.64	74.56	75.49	76.43	77.39	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2208	A	Community & Economic Development Director, Assistant	57.64	58.36	59.09	59.83	60.58	61.34	62.11	62.89	63.68	64.48	65.29	66.11	66.94	67.78	68.63	69.49	70.36	71.24	72.13	73.03	73.94
2210	A	Community & Economic Development Division Manager	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	63.49	64.28
1176	A	Community & Economic Development Supervisor	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
0805	A	Community & Media Services Manager	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	71.19	72.08	72.98	73.89	74.81	75.75
1211	A	Community Relations Officer	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	48.78	49.39
0802	A	Community Relations Specialist	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	44.51
1128	A	Compensation & Benefits Manager, Senior	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
0619	A	Conservation Manager	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.80	64.60	65.41	66.23	67.06	67.90	68.75	69.61	70.48	71.36	72.25	73.15
2326	A	Conservation Manager, Assistant	49.60	50.22	50.85	51.49	52.13	52.78	53.44	54.11	54.79	55.47	56.16	56.86	57.57	58.29	59.02	59.76	60.51	61.27	62.04	62.82	63.61
0631		Conservation Program Associate	25.00	25.31	25.63	25.95	26.27	26.60	26.93	27.27	27.61	27.96	28.31	28.66	29.02	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.06
0632		Conservation Program Coordinator	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39
0630	A	Conservation Program Manager	39.41	39.90	40.40	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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0620	A	Conservation Supervisor	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	58.10
1124	A	Contract & Program Auditor	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	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09
0521	A	Controller	68.58	69.44	70.31	71.19	72.08	72.98	73.89	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
4311	A	Court Administrator	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	64.15	64.95	65.76	66.58	67.41	68.25
4308	A	Court Operations Supervisor	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
0609	A	Customer Service Supervisor I	35.86	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
0610	A	Customer Service Supervisor II	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	47.54	48.13	48.73	49.34	49.96	50.58
0554		Customer Service Training Analyst	32.83	33.24	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.64	38.11	38.59	39.07	39.56	40.05	40.55	41.06	41.57	42.09
0727	A	Customer Services Assistant Manager	59.95	60.70	61.46	62.23	63.01	63.80	64.60	65.41	66.23	67.06	67.90	68.75	69.61	70.48	71.36	72.25	73.15	74.06	74.99	75.93	76.88
0616	A	Customer Services Manager	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	99.06	100.30	101.55	102.82	104.11
0147	A	Data Architecture Manager	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.01	66.84	67.68	68.53	69.39	70.26	71.14	72.03	72.93
4605		Department Aide	13.50	13.67	13.84	14.01	14.19	14.37	14.55	14.73	14.91	15.10	15.29	15.48	15.67	15.87	16.07	16.27	16.47	16.68	16.89	17.10	17.31
3032		Designated Crisis Responder I	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.33	40.83	41.34	41.86	42.38	42.91	43.45
3033		Designated Crisis Responder II	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	41.82	42.34	42.87	43.41	43.95	44.50	45.06	45.62
2349	A	Development Specialist I	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44	35.88	36.33	36.78	37.24	37.71	38.18

EXHIBIT "A"

Code	A	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	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	46.69
2352	A	Development Specialist III	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	53.09
2070	A	Engineer	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	48.26	48.86	49.47	50.09	50.72	51.35	51.99
8028		Engineer in Training	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	35.56
2068	A	Engineer, Associate	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.90	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17
2073	A	Engineer, Principal	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	64.03	64.83	65.64
2082	A	Engineer, Professional	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	56.64	57.35	58.07	58.80
2083	A	Engineer, Senior	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	56.64	57.35	58.07	58.80
2060	A	Engineer, Senior Principal	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	70.69	71.57	72.46
0758	A	Environmental Services Director	89.74	90.86	92.00	93.15	94.31	95.49	96.68	97.89	99.11	100.35	101.60	102.87	104.16	105.46	106.78	108.11	109.46	110.83	112.22	113.62	115.04
2059	A	Environmental Services Director, Assistant	74.74	75.67	76.62	77.58	78.55	79.53	80.52	81.53	82.55	83.58	84.62	85.68	86.75	87.83	88.93	90.04	91.17	92.31	93.46	94.63	95.81
2056	A	Environmental Services Division Manager	64.56	65.37	66.19	67.02	67.86	68.71	69.57	70.44	71.32	72.21	73.11	74.02	74.95	75.89	76.84	77.80	78.77	79.75	80.75	81.76	82.78
2057	A	Environmental Services Division Manager, Assistant	58.72	59.45	60.19	60.94	61.70	62.47	63.25	64.04	64.84	65.65	66.47	67.30	68.14	68.99	69.85	70.72	71.60	72.50	73.41	74.33	75.26
2092		Environmental Specialist	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	41.82	42.34
2093		Environmental Specialist, Senior	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
2097		Environmental Technician	27.29	27.63	27.98	28.33	28.68	29.04	29.40	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00

EXHIBIT "A"

Code	A	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	30.04	30.42	30.80	31.18	31.57	31.96	32.36	32.76	33.17	33.58	34.00	34.42	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50
0753	A	Equity & Human Rights Director	69.20	70.06	70.94	71.83	72.73	73.64	74.56	75.49	76.43	77.39	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73
0820	A	Executive Assistant	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	48.96	49.57	50.19	50.82	51.46	52.10	52.75
0712	A	Finance Director	82.08	83.11	84.15	85.20	86.26	87.34	88.43	89.54	90.66	91.79	92.94	94.10	95.28	96.47	97.68	98.90	100.14	101.39	102.66	103.94	105.24
0520	A	Financial Manager	44.04	44.59	45.15	45.71	46.28	46.86	47.45	48.04	48.64	49.25	49.87	50.49	51.12	51.76	52.41	53.07	53.73	54.40	55.08	55.77	56.47
0522	A	Financial Manager, Senior	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
0524	A	Financial Supervisor	37.27	37.74	38.21	38.69	39.17	39.66	40.16	40.66	41.17	41.68	42.20	42.73	43.26	43.80	44.35	44.90	45.46	46.03	46.61	47.19	47.78
4020		Fire & Life Safety Educator	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	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36
0767	A	Fire Chief	93.61	94.78	95.96	97.16	98.37	99.60	100.85	102.11	103.39	104.68	105.99	107.31	108.65	110.01	111.39	112.78	114.19	115.62	117.07	118.53	120.01
0519	A	Fire Code Official	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	78.90	79.89
0518	A	Fire Department Manager	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	66.90	67.74
5341	A	Fleet Manager, Assistant	42.27	42.80	43.33	43.87	44.42	44.98	45.54	46.11	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19
4215	A	Forensics Manager	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	56.07	56.77	57.48	58.20	58.93	59.67	60.42
0726	A	Government Relations Analyst	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	62.64	63.42	64.21	65.01	65.82	66.64	67.47
0724	A	Government Relations Officer	65.24	66.06	66.89	67.73	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.70	77.66	78.63	79.61	80.61	81.62	82.64	83.67
0717	A	Hearing Examiner	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
2310	A	Historic Preservation Coordinator	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	36.85	37.31	37.78	38.25	38.73

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2309	A	Historic Preservation Officer	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	53.09
2336		Housing Rehabilitation Specialist	30.64	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	37.81	38.28	38.76	39.24
1131	A	Human Resources Analyst, Senior	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.44	52.08
0735	A	Human Resources Director	74.07	75.00	75.94	76.89	77.85	78.82	79.81	80.81	81.82	82.84	83.88	84.93	85.99	87.06	88.15	89.25	90.37	91.50	92.64	93.80	94.97
1125	A	Human Resources Director, Assistant	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	73.44	74.36	75.29	76.23	77.18	78.14	79.12
1136	A	Human Resources Manager	44.75	45.31	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
1138	A	Human Resources Manager, Senior	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
2533		Human Services Program Assistant	19.99	20.24	20.49	20.75	21.01	21.27	21.54	21.81	22.08	22.36	22.64	22.92	23.21	23.50	23.79	24.09	24.39	24.69	25.00	25.31	25.63
5151	A	Hydro Project Manager	62.73	63.51	64.30	65.10	65.91	66.73	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
5150	A	Hydro Project Manager, Assistant	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	66.36	67.19	68.03	68.88	69.74	70.61	71.49	72.38
0835	A	Information Technology Director	84.74	85.80	86.87	87.96	89.06	90.17	91.30	92.44	93.60	94.77	95.95	97.15	98.36	99.59	100.83	102.09	103.37	104.66	105.97	107.29	108.63
0837	A	Information Technology Director, Assistant	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	83.86	84.91	85.97	87.04	88.13	89.23

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0140	A	Information Technology Manager	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.01	66.84	67.68	68.53	69.39	70.26	71.14	72.03	72.93
0707	A	Information Technology Project Manager	46.29	46.87	47.46	48.05	48.65	49.26	49.88	50.50	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
0708	A	Information Technology Project Manager, Senior	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	64.36
0136	A	Information Technology Supervisor	51.52	52.16	52.81	53.47	54.14	54.82	55.51	56.20	56.90	57.61	58.33	59.06	59.80	60.55	61.31	62.08	62.86	63.65	64.45	65.26	66.08
1118	A	Labor Negotiator	47.48	48.07	48.67	49.28	49.90	50.52	51.15	51.79	52.44	53.10	53.76	54.43	55.11	55.80	56.50	57.21	57.93	58.65	59.38	60.12	60.87
1123	A	Labor Relations Analyst	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
1132	A	Labor Relations Manager	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
0760	A	Labor Relations Manager, Senior	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	73.44	74.36	75.29	76.23	77.18	78.14	79.12
2207	A	Land Use Administrator	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
0031		Legal Assistant	23.98	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
0032		Legal Assistant, Senior	26.66	26.99	27.33	27.67	28.02	28.37	28.72	29.08	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
1007	A	Legal Intern	16.47	16.68	16.89	17.10	17.31	17.53	17.75	17.97	18.19	18.42	18.65	18.88	19.12	19.36	19.60	19.85	20.10	20.35	20.60	20.86	21.12
0553		LEOFF 1 Specialist	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	37.00	37.46	37.93	38.40	38.88
1109	A	Management Analyst I	27.61	27.96	28.31	28.66	29.02	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.06	32.46	32.87	33.28	33.70	34.12	34.55	34.98	35.42
1120	A	Management Analyst II	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	43.88	44.43
1135	A	Management Analyst III	43.15	43.69	44.24	44.79	45.35	45.92	46.49	47.07	47.66	48.26	48.86	49.47	50.09	50.72	51.35	51.99	52.64	53.30	53.97	54.64	55.32
4607		Management Fellow	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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
4615		Management Intern	18.57	18.80	19.04	19.28	19.52	19.76	20.01	20.26	20.51	20.77	21.03	21.29	21.56	21.83	22.10	22.38	22.66	22.94	23.23	23.52	23.81
0841	A	Market Development Program Manager	55.60	56.29	56.99	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
0842	A	Market Development Research Analyst	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	62.23	63.01	63.80
0840	A	Marketing & Development Manager	64.79	65.60	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
1165	A	Marketing Assistant	19.80	20.05	20.30	20.55	20.81	21.07	21.33	21.60	21.87	22.14	22.42	22.70	22.98	23.27	23.56	23.85	24.15	24.45	24.76	25.07	25.38
5506	A	Marketing Coordinator	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	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26
1151		Master Control Technician	20.67	20.93	21.19	21.45	21.72	21.99	22.26	22.54	22.82	23.11	23.40	23.69	23.99	24.29	24.59	24.90	25.21	25.53	25.85	26.17	26.50
0804	A	Media & Communications Director	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.59	64.38	65.18	65.99	66.81	67.65	68.50	69.36	70.23	71.11	72.00	72.90
5508	A	Media Specialist	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
3125		Mobile Unit Registered Nurse	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	42.41	42.94
2091	A	Natural Resources Manager	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	76.74	77.70	78.67	79.65	80.65	81.66	82.68
2106	A	Natural Resources Specialist I	34.42	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15
2089	A	Natural Resources Specialist II	39.41	39.90	40.40	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
2094	A	Natural Resources Specialist III	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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2107		Natural Resources Technician I	21.60	21.87	22.14	22.42	22.70	22.98	23.27	23.56	23.85	24.15	24.45	24.76	25.07	25.38	25.70	26.02	26.35	26.68	27.01	27.35	27.69
2090	A	Natural Resources Technician II	30.24	30.62	31.00	31.39	31.78	32.18	32.58	32.99	33.40	33.82	34.24	34.67	35.10	35.54	35.98	36.43	36.89	37.35	37.82	38.29	38.77
0759	A	Neighborhood & Community Services Director	69.20	70.06	70.94	71.83	72.73	73.64	74.56	75.49	76.43	77.39	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73
0859	A	Neighborhood & Community Services Director, Assistant	56.04	56.74	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
2058	A	Neighborhood & Community Services Division Manager	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	63.49	64.28
0754	A	Neighborhood & Community Services Program Manager	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	52.82
2532		Neighborhood & Community Services 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
2534		Neighborhood & Community Services Supervisor	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	41.82	42.34	42.87	43.41	43.95
4602		Occupational Intern, Skilled	13.50	13.67	13.84	14.01	14.19	14.37	14.55	14.73	14.91	15.10	15.29	15.48	15.67	15.87	16.07	16.27	16.47	16.68	16.89	17.10	17.31
0738	A	Office Administrator	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12	35.56	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.27	39.76
0739	A	Office Manager	35.67	36.12	36.57	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.89	41.40	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72
0533	A	Operations Manager	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	65.20

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1009	A	Paralegal	29.09	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
1010	A	Paralegal, Senior	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
2085	A	Park Supervisor	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	41.28	41.80	42.32	42.85	43.39
2086	A	Park Supervisor, Assistant	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	38.00	38.48	38.96	39.45
2105		Permit Supervisor	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
2209		Planner, Associate	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44	35.88	36.33	36.78	37.24	37.71	38.18
2221		Planner, Principal	44.41	44.93	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	53.09
2203		Planner, Senior	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	46.69
2219	A	Planning & Development Division Manager	50.44	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	63.49	64.28
0719	A	Planning & Development Services Director	73.27	74.19	75.12	76.06	77.01	77.97	78.94	79.93	80.93	81.94	82.96	84.00	85.05	86.11	87.19	88.28	89.38	90.50	91.63	92.78	93.94
2222	A	Planning Manager	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
2038	A	Plans Examiner I	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.90	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17
2039	A	Plans Examiner II	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15	44.70	45.26	45.83	46.40	46.98	47.57	48.16	48.76	49.37	49.99	50.61	51.24	51.88
2040	A	Plans Examiner III	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	56.64	57.35	58.07	58.80
0772	A	Police Chief	93.61	94.78	95.96	97.16	98.37	99.60	100.85	102.11	103.39	104.68	105.99	107.31	108.65	110.01	111.39	112.78	114.19	115.62	117.07	118.53	120.01
5123	A	Power Analyst	50.02	50.65	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13
5128	A	Power Analyst, Senior	55.57	56.26	56.96	57.67	58.39	59.12	59.86	60.61	61.37	62.14	62.92	63.71	64.51	65.32	66.14	66.97	67.81	68.66	69.52	70.39	71.27
2131	A	Power Engineer I	36.39	36.84	37.30	37.77	38.24	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
2132	A	Power Engineer II	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	49.70	50.32	50.95	51.59	52.23

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2133	A	Power Engineer III	47.89	48.49	49.10	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
2134	A	Power Engineer IV	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	71.23	72.12	73.02
0815	A	Power Section Assistant Manager I	72.63	73.54	74.46	75.39	76.33	77.28	78.25	79.23	80.22	81.22	82.24	83.27	84.31	85.36	86.43	87.51	88.60	89.71	90.83	91.97	93.12
0817	A	Power Section Assistant Manager II	83.07	84.11	85.16	86.22	87.30	88.39	89.49	90.61	91.74	92.89	94.05	95.23	96.42	97.63	98.85	100.09	101.34	102.61	103.89	105.19	106.50
0816	A	Power Section Manager	107.98	109.33	110.70	112.08	113.48	114.90	116.34	117.79	119.26	120.75	122.26	123.79	125.34	126.91	128.50	130.11	131.74	133.39	135.06	136.75	138.46
5248	A	Power Supervisor I	40.72	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
5251	A	Power Supervisor II	50.90	51.54	52.18	52.83	53.49	54.16	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
5249	A	Power Supervisor III	59.47	60.21	60.96	61.72	62.49	63.27	64.06	64.86	65.67	66.49	67.32	68.16	69.01	69.87	70.74	71.62	72.52	73.43	74.35	75.28	76.22
2322		Program Development Specialist	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	36.85	37.31	37.78	38.25	38.73
2321		Program Development Specialist, Lead	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	40.44	40.95	41.46	41.98	42.50	43.03
1100		Program Technician	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.97	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.07
0720	A	Project Manager	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	56.64	57.35	58.07	58.80
0721	A	Project Manager, Senior	57.77	58.49	59.22	59.96	60.71	61.47	62.24	63.02	63.81	64.61	65.42	66.24	67.07	67.91	68.76	69.62	70.49	71.37	72.26	73.16	74.07
2502		Project Specialist	25.48	25.80	26.12	26.45	26.78	27.11	27.45	27.79	28.14	28.49	28.85	29.21	29.58	29.95	30.32	30.70	31.08	31.47	31.86	32.26	32.66
1142	A	Public Disclosure Manager	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	54.46
0757	A	Public Works Director	78.67	79.65	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

EXHIBIT "A"

Code	A	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	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	81.40	82.42	83.45	84.49	85.55	86.62	87.70
2054	A	Public Works Division Manager	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	77.78	78.75	79.73
2055	A	Public Works Division Manager, Assistant	56.56	57.27	57.99	58.71	59.44	60.18	60.93	61.69	62.46	63.24	64.03	64.83	65.64	66.46	67.29	68.13	68.98	69.84	70.71	71.59	72.48
7128	A	Rail Chief Administrative Officer	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	64.53	65.34	66.16	66.99	67.83	68.68	69.54	70.41
7129	A	Rail Chief Information/Financial Officer	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	64.53	65.34	66.16	66.99	67.83	68.68	69.54	70.41
7130	A	Rail Chief Mechanical Officer	61.69	62.46	63.24	64.03	64.83	65.64	66.46	67.29	68.13	68.98	69.84	70.71	71.59	72.48	73.39	74.31	75.24	76.18	77.13	78.09	79.07
7152	A	Rail Superintendent, Assistant	68.70	69.56	70.43	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07
7127	A	Rail Supervisor of Operations	43.98	44.53	45.09	45.65	46.22	46.80	47.38	47.97	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
7126	A	Railway Roadmaster	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	64.53	65.34	66.16	66.99	67.83	68.68	69.54	70.41
2343		Real Estate Officer	39.88	40.38	40.88	41.39	41.91	42.43	42.96	43.50	44.04	44.59	45.15	45.71	46.28	46.86	47.45	48.04	48.64	49.25	49.87	50.49	51.12
2344	A	Real Estate Officer, Senior	46.49	47.07	47.66	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
2069	A	Real-Time Energy Trader	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	69.61	70.48
0740	A	Records Management Supervisor	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
5033		Recycling Supervisor	32.44	32.85	33.26	33.68	34.10	34.53	34.96	35.40	35.84	36.29	36.74	37.20	37.67	38.14	38.62	39.10	39.59	40.08	40.58	41.09	41.60
3126		Registered Nurse Case Manager	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

EXHIBIT "A"

Code	A	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	48.14	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	58.72	59.45	60.19	60.94	61.70
5052		Resource Conservation 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
0557	A	Retirement Chief Investment Officer, Deputy	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	70.09	70.97	71.86
0560	A	Retirement System Director	78.47	79.45	80.44	81.45	82.47	83.50	84.54	85.60	86.67	87.75	88.85	89.96	91.08	92.22	93.37	94.54	95.72	96.92	98.13	99.36	100.60
0559	A	Retirement System Director, Assistant	57.81	58.53	59.26	60.00	60.75	61.51	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
1110		Risk Analyst	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	36.95	37.41
1137	A	Risk Analyst, Senior	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	41.82	42.34	42.87	43.41
0703	A	Risk Manager	50.18	50.81	51.45	52.09	52.74	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	62.78	63.56	64.35
0762	A	Safety Director	62.66	63.44	64.23	65.03	65.84	66.66	67.49	68.33	69.18	70.04	70.92	71.81	72.71	73.62	74.54	75.47	76.41	77.37	78.34	79.32	80.31
1204	A	Safety Manager	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	52.80	53.46	54.13
1122		Safety Officer	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
2530		Senior Center Cook	13.57	13.74	13.91	14.08	14.26	14.44	14.62	14.80	14.98	15.17	15.36	15.55	15.74	15.94	16.14	16.34	16.54	16.75	16.96	17.17	17.38
2529		Senior Center Van Driver	16.78	16.99	17.20	17.42	17.64	17.86	18.08	18.31	18.54	18.77	19.00	19.24	19.48	19.72	19.97	20.22	20.47	20.73	20.99	21.25	21.52
2556		Seniors Center Supervisor	25.70	26.02	26.35	26.68	27.01	27.35	27.69	28.04	28.39	28.74	29.10	29.46	29.83	30.20	30.58	30.96	31.35	31.74	32.14	32.54	32.95
0138	A	T&D Work Practices Specialist	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	47.69	48.29	48.89	49.50	50.12
1170	A	Tacoma Arts Commission Administrator	43.16	43.70	44.25	44.80	45.36	45.93	46.50	47.08	47.67	48.27	48.87	49.48	50.10	50.73	51.36	52.00	52.65	53.31	53.98	54.65	55.33
6220	A	Tacoma Venues & Events Attendant	13.50	13.67	13.84	14.01	14.19	14.37	14.55	14.73	14.91	15.10	15.29	15.48	15.67	15.87	16.07	16.27	16.47	16.68	16.89	17.10	17.31

EXHIBIT "A"

Code	A	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	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	86.64	87.72	88.82	89.93
0731	A	Tacoma Venues & Events Director Deputy	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	62.67	63.45	64.24	65.04	65.85	66.67	67.50	68.34
0732	A	Tacoma Venues & Events Division Manager	40.46	40.97	41.48	42.00	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
1164	A	Tacoma Venues & Events Event Services Coordinator	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44	35.88	36.33	36.78	37.24	37.71	38.18	38.66
1168	A	Tacoma Venues & Events Event Services Manager	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89	39.38	39.87	40.37	40.87	41.38	41.90	42.42	42.95
0728	A	Tacoma Venues & Events Marketing Manager	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	47.96	48.56
0733	A	Tacoma Venues & Events Operations Manager	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	57.80	58.52	59.25	59.99	60.74	61.50
1215	A	Tacoma Venues & Events Sales Coordinator	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	31.17	31.56	31.95	32.35	32.75

EXHIBIT "A"

Code	A	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	23.47	23.76	24.06	24.36	24.66	24.97	25.28	25.60	25.92	26.24	26.57	26.90	27.24	27.58	27.92	28.27	28.62	28.98	29.34	29.71	30.08
5535	A	Telecommunications Engineer	45.40	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	57.12	57.83
5539		Telecommunications Planning & Design Technician	30.53	30.94	31.30	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
5523	A	Telecommunications Technical Administrator	35.95	36.40	36.86	37.32	37.79	38.26	38.74	39.22	39.71	40.21	40.71	41.22	41.74	42.26	42.79	43.32	43.86	44.41	44.97	45.53	46.10
1154		Television Production Coordinator	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
2072	A	Term Energy Trader	69.30	70.17	71.05	71.94	72.84	73.75	74.67	75.60	76.54	77.50	78.47	79.45	80.44	81.45	82.47	83.50	84.54	85.60	86.67	87.75	88.85
1121	A	Training & Development Manager	43.15	43.69	44.24	44.79	45.35	45.92	46.49	47.07	47.66	48.26	48.86	49.47	50.09	50.72	51.35	51.99	52.64	53.30	53.97	54.64	55.32
0819	A	Utilities Director, Deputy	85.41	86.48	87.56	88.65	89.76	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
0825	A	Utilities Director, Deputy Power Superintendent	124.21	125.76	127.33	128.92	130.53	132.16	133.81	135.48	137.17	138.88	140.62	142.38	144.16	145.96	147.78	149.63	151.50	153.39	155.31	157.25	159.22
0830	A	Utilities Director, Deputy Rail Superintendent	84.16	85.21	86.28	87.36	88.45	89.56	90.68	91.81	92.96	94.12	95.30	96.49	97.70	98.92	100.16	101.41	102.68	103.96	105.26	106.58	107.91
0823	A	Utilities Director, Deputy Water Superintendent	89.68	90.80	91.94	93.09	94.25	95.43	96.62	97.83	99.05	100.29	101.54	102.81	104.10	105.40	106.72	108.05	109.40	110.77	112.15	113.55	114.97
0580	A	Utilities Economist	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72	46.29	46.87	47.46	48.05	48.65	49.26	49.88	50.50	51.13	51.77	52.42	53.08	53.74
0581	A	Utilities Economist, Associate	27.61	27.96	28.31	28.66	29.02	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.06	32.46	32.87	33.28	33.70	34.12	34.55	34.98	35.42

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0582	A	Utilities Economist, 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
1207	A	Utilities Safety Manager	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	63.27	64.06	64.86	65.67
1153		Video Production Assistant	20.67	20.93	21.19	21.45	21.72	21.99	22.26	22.54	22.82	23.11	23.40	23.69	23.99	24.29	24.59	24.90	25.21	25.53	25.85	26.17	26.50
1152		Video Specialist	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	38.26	38.74	39.22	39.71
2066	A	Water Division Manager	64.56	65.37	66.19	67.02	67.86	68.71	69.57	70.44	71.32	72.21	73.11	74.02	74.95	75.89	76.84	77.80	78.77	79.75	80.75	81.76	82.78
2061	A	Water Division Manager, Assistant	58.72	59.45	60.19	60.94	61.70	62.47	63.25	64.04	64.84	65.65	66.47	67.30	68.14	68.99	69.85	70.72	71.60	72.50	73.41	74.33	75.26
2064	A	Water Division Superintendent, Deputy	74.73	75.66	76.61	77.57	78.54	79.52	80.51	81.52	82.54	83.57	84.61	85.67	86.74	87.82	88.92	90.03	91.16	92.30	93.45	94.62	95.80
2100	A	Water Program Specialist	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	40.44	40.95	41.46	41.98	42.50	43.03

Code	A	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	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	49.84	50.46	51.09
0618	A	Account Executive, Senior	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
1129	A	Benefits Manager	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	52.81	53.47	54.14	54.82	55.51	56.20	56.90	57.61
0751	A	Budget Officer	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	86.64	87.72	88.82
0146	A	Business Development Manager	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	64.36	65.16	65.97	66.79	67.62
0139	A	Cable & Franchise Production Coordinator	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	61.97	62.74	63.52	64.31	65.11	65.92	66.74
0715	A	City Attorney	93.49	94.66	95.84	97.04	98.25	99.48	100.72	101.98	103.25	104.54	105.85	107.17	108.51	109.87	111.24	112.63	114.04	115.47	116.91	118.37	119.85
1002	A	City Attorney, Assistant	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26
1005	A	City Attorney, Chief Deputy	77.69	78.66	79.64	80.64	81.65	82.67	83.70	84.75	85.81	86.88	87.97	89.07	90.18	91.31	92.45	93.61	94.78	95.96	97.16	98.37	99.60
1004	A	City Attorney, Deputy	62.14	62.92	63.71	64.51	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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1001	A	City Attorney, Prosecuting	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	47.13	47.72	48.32	48.92	49.53	50.15	50.78	51.41
0700	A	City Clerk	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
0746	A	City Manager, Assistant	83.97	85.02	86.08	87.16	88.25	89.35	90.47	91.60	92.75	93.91	95.08	96.27	97.47	98.69	99.92	101.17	102.43	103.71	105.01	106.32	107.65
0744	A	City Manager, Assistant to the	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	71.15	72.04	72.94	73.85	74.77	75.70
0745	A	City Manager, Deputy	93.49	94.66	95.84	97.04	98.25	99.48	100.72	101.98	103.25	104.54	105.85	107.17	108.51	109.87	111.24	112.63	114.04	115.47	116.91	118.37	119.85
0710	A	City Treasurer	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.96	62.73	63.51	64.30	65.10	65.91	66.73	67.56	68.40	69.25	70.12	71.00	71.89	72.79
0750	A	Community & Economic Development Director	69.90	70.77	71.65	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
2208	A	Community & Economic Development Director, Assistant	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	72.85	73.76	74.68
2210	A	Community & Economic Development Division Manager	50.65	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
1176	A	Community & Economic Development Supervisor	42.31	42.84	43.38	43.92	44.47	45.03	45.59	46.16	46.74	47.32	47.91	48.51	49.12	49.73	50.35	50.98	51.62	52.27	52.92	53.58	54.25
0805	A	Community & Media Services Manager	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	75.57	76.51
1211	A	Community Relations Officer	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	48.65	49.26	49.88
0802	A	Community Relations Specialist	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	44.96
1128	A	Compensation & Benefits Manager, Senior	51.82	52.47	53.13	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
0619	A	Conservation Manager	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	68.57	69.43	70.30	71.18	72.07	72.97	73.88
2326	A	Conservation Manager, Assistant	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.15	61.91	62.68	63.46	64.25
0631		Conservation Program Associate	25.25	25.57	25.89	26.21	26.54	26.87	27.21	27.55	27.89	28.24	28.59	28.95	29.31	29.68	30.05	30.43	30.81	31.20	31.59	31.98	32.38

EXHIBIT "A"

Code	A	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	<u>29.45</u>	<u>29.82</u>	<u>30.19</u>	<u>30.57</u>	<u>30.95</u>	<u>31.34</u>	<u>31.73</u>	<u>32.13</u>	<u>32.53</u>	<u>32.94</u>	<u>33.35</u>	<u>33.77</u>	<u>34.19</u>	<u>34.62</u>	<u>35.05</u>	<u>35.49</u>	<u>35.93</u>	<u>36.38</u>	<u>36.83</u>	<u>37.29</u>	<u>37.76</u>
0630	A	Conservation Program Manager	<u>39.81</u>	<u>40.31</u>	<u>40.81</u>	<u>41.32</u>	<u>41.84</u>	<u>42.36</u>	<u>42.89</u>	<u>43.43</u>	<u>43.97</u>	<u>44.52</u>	<u>45.08</u>	<u>45.64</u>	<u>46.21</u>	<u>46.79</u>	<u>47.37</u>	<u>47.96</u>	<u>48.56</u>	<u>49.17</u>	<u>49.78</u>	<u>50.40</u>	<u>51.03</u>
0620	A	Conservation Supervisor	<u>45.77</u>	<u>46.34</u>	<u>46.92</u>	<u>47.51</u>	<u>48.10</u>	<u>48.70</u>	<u>49.31</u>	<u>49.93</u>	<u>50.55</u>	<u>51.18</u>	<u>51.82</u>	<u>52.47</u>	<u>53.13</u>	<u>53.79</u>	<u>54.46</u>	<u>55.14</u>	<u>55.83</u>	<u>56.53</u>	<u>57.24</u>	<u>57.96</u>	<u>58.68</u>
1124	A	Contract & Program Auditor	<u>31.59</u>	<u>31.98</u>	<u>32.38</u>	<u>32.78</u>	<u>33.19</u>	<u>33.60</u>	<u>34.02</u>	<u>34.45</u>	<u>34.88</u>	<u>35.32</u>	<u>35.76</u>	<u>36.21</u>	<u>36.66</u>	<u>37.12</u>	<u>37.58</u>	<u>38.05</u>	<u>38.53</u>	<u>39.01</u>	<u>39.50</u>	<u>39.99</u>	<u>40.49</u>
0521	A	Controller	<u>69.27</u>	<u>70.14</u>	<u>71.02</u>	<u>71.91</u>	<u>72.81</u>	<u>73.72</u>	<u>74.64</u>	<u>75.57</u>	<u>76.51</u>	<u>77.47</u>	<u>78.44</u>	<u>79.42</u>	<u>80.41</u>	<u>81.42</u>	<u>82.44</u>	<u>83.47</u>	<u>84.51</u>	<u>85.57</u>	<u>86.64</u>	<u>87.72</u>	<u>88.82</u>
4311	A	Court Administrator	<u>53.77</u>	<u>54.44</u>	<u>55.12</u>	<u>55.81</u>	<u>56.51</u>	<u>57.22</u>	<u>57.94</u>	<u>58.66</u>	<u>59.39</u>	<u>60.13</u>	<u>60.88</u>	<u>61.64</u>	<u>62.41</u>	<u>63.19</u>	<u>63.98</u>	<u>64.78</u>	<u>65.59</u>	<u>66.41</u>	<u>67.24</u>	<u>68.08</u>	<u>68.93</u>
4308	A	Court Operations Supervisor	<u>39.83</u>	<u>40.33</u>	<u>40.83</u>	<u>41.34</u>	<u>41.86</u>	<u>42.38</u>	<u>42.91</u>	<u>43.45</u>	<u>43.99</u>	<u>44.54</u>	<u>45.10</u>	<u>45.66</u>	<u>46.23</u>	<u>46.81</u>	<u>47.40</u>	<u>47.99</u>	<u>48.59</u>	<u>49.20</u>	<u>49.82</u>	<u>50.44</u>	<u>51.07</u>
0609	A	Customer Service Supervisor I	<u>36.22</u>	<u>36.67</u>	<u>37.13</u>	<u>37.59</u>	<u>38.06</u>	<u>38.54</u>	<u>39.02</u>	<u>39.51</u>	<u>40.00</u>	<u>40.50</u>	<u>41.01</u>	<u>41.52</u>	<u>42.04</u>	<u>42.57</u>	<u>43.10</u>	<u>43.64</u>	<u>44.19</u>	<u>44.74</u>	<u>45.30</u>	<u>45.87</u>	<u>46.44</u>
0610	A	Customer Service Supervisor II	<u>39.85</u>	<u>40.35</u>	<u>40.85</u>	<u>41.36</u>	<u>41.88</u>	<u>42.40</u>	<u>42.93</u>	<u>43.47</u>	<u>44.01</u>	<u>44.56</u>	<u>45.12</u>	<u>45.68</u>	<u>46.25</u>	<u>46.83</u>	<u>47.42</u>	<u>48.01</u>	<u>48.61</u>	<u>49.22</u>	<u>49.84</u>	<u>50.46</u>	<u>51.09</u>
0554		Customer Service Training Analyst	<u>33.16</u>	<u>33.57</u>	<u>33.99</u>	<u>34.41</u>	<u>34.84</u>	<u>35.28</u>	<u>35.72</u>	<u>36.17</u>	<u>36.62</u>	<u>37.08</u>	<u>37.54</u>	<u>38.01</u>	<u>38.49</u>	<u>38.97</u>	<u>39.46</u>	<u>39.95</u>	<u>40.45</u>	<u>40.96</u>	<u>41.47</u>	<u>41.99</u>	<u>42.51</u>
0727	A	Customer Services Assistant Manager	<u>60.52</u>	<u>61.28</u>	<u>62.05</u>	<u>62.83</u>	<u>63.62</u>	<u>64.42</u>	<u>65.23</u>	<u>66.05</u>	<u>66.88</u>	<u>67.72</u>	<u>68.57</u>	<u>69.43</u>	<u>70.30</u>	<u>71.18</u>	<u>72.07</u>	<u>72.97</u>	<u>73.88</u>	<u>74.80</u>	<u>75.74</u>	<u>76.69</u>	<u>77.65</u>
0616	A	Customer Services Manager	<u>82.01</u>	<u>83.04</u>	<u>84.08</u>	<u>85.13</u>	<u>86.19</u>	<u>87.27</u>	<u>88.36</u>	<u>89.46</u>	<u>90.58</u>	<u>91.71</u>	<u>92.86</u>	<u>94.02</u>	<u>95.20</u>	<u>96.39</u>	<u>97.59</u>	<u>98.81</u>	<u>100.05</u>	<u>101.30</u>	<u>102.57</u>	<u>103.85</u>	<u>105.15</u>
0147	A	Data Architecture Manager	<u>57.46</u>	<u>58.18</u>	<u>58.91</u>	<u>59.65</u>	<u>60.40</u>	<u>61.16</u>	<u>61.92</u>	<u>62.69</u>	<u>63.47</u>	<u>64.26</u>	<u>65.06</u>	<u>65.87</u>	<u>66.69</u>	<u>67.52</u>	<u>68.36</u>	<u>69.21</u>	<u>70.08</u>	<u>70.96</u>	<u>71.85</u>	<u>72.75</u>	<u>73.66</u>
4605		Department Aide	<u>13.69</u>	<u>13.86</u>	<u>14.03</u>	<u>14.21</u>	<u>14.39</u>	<u>14.57</u>	<u>14.75</u>	<u>14.93</u>	<u>15.12</u>	<u>15.31</u>	<u>15.50</u>	<u>15.69</u>	<u>15.89</u>	<u>16.09</u>	<u>16.29</u>	<u>16.49</u>	<u>16.70</u>	<u>16.91</u>	<u>17.12</u>	<u>17.33</u>	<u>17.55</u>
3032		Designated Crisis Responder I	<u>34.22</u>	<u>34.65</u>	<u>35.08</u>	<u>35.52</u>	<u>35.96</u>	<u>36.41</u>	<u>36.87</u>	<u>37.33</u>	<u>37.80</u>	<u>38.27</u>	<u>38.75</u>	<u>39.23</u>	<u>39.72</u>	<u>40.22</u>	<u>40.72</u>	<u>41.23</u>	<u>41.75</u>	<u>42.27</u>	<u>42.80</u>	<u>43.34</u>	<u>43.88</u>
3033		Designated Crisis Responder II	<u>35.95</u>	<u>36.40</u>	<u>36.85</u>	<u>37.31</u>	<u>37.78</u>	<u>38.25</u>	<u>38.73</u>	<u>39.21</u>	<u>39.70</u>	<u>40.20</u>	<u>40.70</u>	<u>41.21</u>	<u>41.73</u>	<u>42.25</u>	<u>42.78</u>	<u>43.31</u>	<u>43.85</u>	<u>44.40</u>	<u>44.95</u>	<u>45.51</u>	<u>46.08</u>
2349	A	Development Specialist I	<u>30.06</u>	<u>30.44</u>	<u>30.82</u>	<u>31.21</u>	<u>31.60</u>	<u>32.00</u>	<u>32.40</u>	<u>32.80</u>	<u>33.21</u>	<u>33.63</u>	<u>34.05</u>	<u>34.48</u>	<u>34.91</u>	<u>35.35</u>	<u>35.79</u>	<u>36.24</u>	<u>36.69</u>	<u>37.15</u>	<u>37.61</u>	<u>38.08</u>	<u>38.56</u>
2351	A	Development Specialist II	<u>36.78</u>	<u>37.24</u>	<u>37.71</u>	<u>38.18</u>	<u>38.66</u>	<u>39.14</u>	<u>39.63</u>	<u>40.13</u>	<u>40.63</u>	<u>41.14</u>	<u>41.65</u>	<u>42.17</u>	<u>42.70</u>	<u>43.23</u>	<u>43.77</u>	<u>44.32</u>	<u>44.87</u>	<u>45.43</u>	<u>46.00</u>	<u>46.58</u>	<u>47.16</u>
2352	A	Development Specialist III	<u>41.83</u>	<u>42.35</u>	<u>42.88</u>	<u>43.42</u>	<u>43.96</u>	<u>44.51</u>	<u>45.07</u>	<u>45.63</u>	<u>46.20</u>	<u>46.78</u>	<u>47.36</u>	<u>47.95</u>	<u>48.55</u>	<u>49.16</u>	<u>49.77</u>	<u>50.39</u>	<u>51.02</u>	<u>51.66</u>	<u>52.31</u>	<u>52.96</u>	<u>53.62</u>
2070	A	Engineer	<u>40.97</u>	<u>41.48</u>	<u>42.00</u>	<u>42.52</u>	<u>43.05</u>	<u>43.59</u>	<u>44.13</u>	<u>44.68</u>	<u>45.24</u>	<u>45.81</u>	<u>46.38</u>	<u>46.96</u>	<u>47.55</u>	<u>48.14</u>	<u>48.74</u>	<u>49.35</u>	<u>49.97</u>	<u>50.59</u>	<u>51.22</u>	<u>51.86</u>	<u>52.51</u>
8028		Engineer in Training	<u>28.02</u>	<u>28.37</u>	<u>28.72</u>	<u>29.08</u>	<u>29.44</u>	<u>29.81</u>	<u>30.18</u>	<u>30.56</u>	<u>30.94</u>	<u>31.33</u>	<u>31.72</u>	<u>32.12</u>	<u>32.52</u>	<u>32.93</u>	<u>33.34</u>	<u>33.76</u>	<u>34.18</u>	<u>34.61</u>	<u>35.04</u>	<u>35.48</u>	<u>35.92</u>
2068	A	Engineer, Associate	<u>35.58</u>	<u>36.02</u>	<u>36.47</u>	<u>36.93</u>	<u>37.39</u>	<u>37.86</u>	<u>38.33</u>	<u>38.81</u>	<u>39.30</u>	<u>39.79</u>	<u>40.29</u>	<u>40.79</u>	<u>41.30</u>	<u>41.82</u>	<u>42.34</u>	<u>42.87</u>	<u>43.41</u>	<u>43.95</u>	<u>44.50</u>	<u>45.06</u>	<u>45.62</u>
2073	A	Engineer, Principal	<u>51.71</u>	<u>52.36</u>	<u>53.01</u>	<u>53.67</u>	<u>54.34</u>	<u>55.02</u>	<u>55.71</u>	<u>56.41</u>	<u>57.12</u>	<u>57.83</u>	<u>58.55</u>	<u>59.28</u>	<u>60.02</u>	<u>60.77</u>	<u>61.53</u>	<u>62.30</u>	<u>63.08</u>	<u>63.87</u>	<u>64.67</u>	<u>65.48</u>	<u>66.30</u>

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2082	A	Engineer, Professional	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	59.39
2083	A	Engineer, Senior	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	59.39
2060	A	Engineer, Senior Principal	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	68.78	69.64	70.51	71.39	72.28	73.18
0758	A	Environmental Services Director	90.62	91.75	92.90	94.06	95.24	96.43	97.64	98.86	100.10	101.35	102.62	103.90	105.20	106.52	107.85	109.20	110.56	111.94	113.34	114.76	116.19
2059	A	Environmental Services Director, Assistant	75.47	76.41	77.37	78.34	79.32	80.31	81.31	82.33	83.36	84.40	85.46	86.53	87.61	88.71	89.82	90.94	92.08	93.23	94.40	95.58	96.77
2056	A	Environmental Services Division Manager	65.20	66.02	66.85	67.69	68.54	69.40	70.27	71.15	72.04	72.94	73.85	74.77	75.70	76.65	77.61	78.58	79.56	80.55	81.56	82.58	83.61
2057	A	Environmental Services Division Manager, Assistant	59.28	60.02	60.77	61.53	62.30	63.08	63.87	64.67	65.48	66.30	67.13	67.97	68.82	69.68	70.55	71.43	72.32	73.22	74.14	75.07	76.01
2092		Environmental Specialist	33.36	33.78	34.20	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	41.71	42.23	42.76
2093		Environmental Specialist, Senior	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
2097		Environmental Technician	27.56	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.48	34.91	35.35
2098		Environmental Technician, Senior	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	38.89
0753	A	Equity & Human Rights Director	69.90	70.77	71.65	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
0820	A	Executive Assistant	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	51.97	52.62	53.28
0712	A	Finance Director	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	103.68	104.98	106.29
0520	A	Financial Manager	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	52.28	52.93	53.59	54.26	54.94	55.63	56.33	57.03
0522	A	Financial Manager, Senior	52.34	52.99	53.65	54.32	55.00	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
0524	A	Financial Supervisor	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	48.26
4020		Fire & Life Safety Educator	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12	35.56	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.27	39.76	40.26	40.76
0767	A	Fire Chief	94.54	95.72	96.92	98.13	99.36	100.60	101.86	103.13	104.42	105.73	107.05	108.39	109.74	111.11	112.50	113.91	115.33	116.77	118.23	119.71	121.21
0519	A	Fire Code Official	62.92	63.71	64.51	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
0518	A	Fire Department Manager	53.38	54.05	54.73	55.41	56.10	56.80	57.51	58.23	58.96	59.70	60.45	61.21	61.98	62.75	63.53	64.32	65.12	65.93	66.75	67.58	68.42
5341	A	Fleet Manager, Assistant	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	51.43	52.07	52.72	53.38	54.05	54.73
4215	A	Forensics Manager	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	56.64	57.35	58.07	58.80	59.53	60.27	61.02

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0726	A	Government Relations Analyst	<u>53.17</u>	<u>53.83</u>	<u>54.50</u>	<u>55.18</u>	<u>55.87</u>	<u>56.57</u>	<u>57.28</u>	<u>58.00</u>	<u>58.72</u>	<u>59.45</u>	<u>60.19</u>	<u>60.94</u>	<u>61.70</u>	<u>62.47</u>	<u>63.25</u>	<u>64.04</u>	<u>64.84</u>	<u>65.65</u>	<u>66.47</u>	<u>67.30</u>	<u>68.14</u>
0724	A	Government Relations Officer	<u>65.92</u>	<u>66.74</u>	<u>67.57</u>	<u>68.41</u>	<u>69.27</u>	<u>70.14</u>	<u>71.02</u>	<u>71.91</u>	<u>72.81</u>	<u>73.72</u>	<u>74.64</u>	<u>75.57</u>	<u>76.51</u>	<u>77.47</u>	<u>78.44</u>	<u>79.42</u>	<u>80.41</u>	<u>81.42</u>	<u>82.44</u>	<u>83.47</u>	<u>84.51</u>
0717	A	Hearing Examiner	<u>76.25</u>	<u>77.20</u>	<u>78.16</u>	<u>79.14</u>	<u>80.13</u>	<u>81.13</u>	<u>82.14</u>	<u>83.17</u>	<u>84.21</u>	<u>85.26</u>	<u>86.33</u>	<u>87.41</u>	<u>88.50</u>	<u>89.61</u>	<u>90.73</u>	<u>91.86</u>	<u>93.01</u>	<u>94.17</u>	<u>95.35</u>	<u>96.54</u>	<u>97.75</u>
2310	A	Historic Preservation Coordinator	<u>30.50</u>	<u>30.88</u>	<u>31.27</u>	<u>31.66</u>	<u>32.06</u>	<u>32.46</u>	<u>32.87</u>	<u>33.28</u>	<u>33.70</u>	<u>34.12</u>	<u>34.55</u>	<u>34.98</u>	<u>35.42</u>	<u>35.86</u>	<u>36.31</u>	<u>36.76</u>	<u>37.22</u>	<u>37.69</u>	<u>38.16</u>	<u>38.64</u>	<u>39.12</u>
2309	A	Historic Preservation Officer	<u>41.83</u>	<u>42.35</u>	<u>42.88</u>	<u>43.42</u>	<u>43.96</u>	<u>44.51</u>	<u>45.07</u>	<u>45.63</u>	<u>46.20</u>	<u>46.78</u>	<u>47.36</u>	<u>47.95</u>	<u>48.55</u>	<u>49.16</u>	<u>49.77</u>	<u>50.39</u>	<u>51.02</u>	<u>51.66</u>	<u>52.31</u>	<u>52.96</u>	<u>53.62</u>
2336		Housing Rehabilitation Specialist	<u>30.90</u>	<u>31.29</u>	<u>31.68</u>	<u>32.08</u>	<u>32.48</u>	<u>32.89</u>	<u>33.30</u>	<u>33.72</u>	<u>34.14</u>	<u>34.57</u>	<u>35.00</u>	<u>35.44</u>	<u>35.88</u>	<u>36.33</u>	<u>36.78</u>	<u>37.24</u>	<u>37.71</u>	<u>38.18</u>	<u>38.66</u>	<u>39.14</u>	<u>39.63</u>
1131	A	Human Resources Analyst, Senior	<u>41.02</u>	<u>41.53</u>	<u>42.05</u>	<u>42.58</u>	<u>43.11</u>	<u>43.65</u>	<u>44.20</u>	<u>44.75</u>	<u>45.31</u>	<u>45.88</u>	<u>46.45</u>	<u>47.03</u>	<u>47.62</u>	<u>48.22</u>	<u>48.82</u>	<u>49.43</u>	<u>50.05</u>	<u>50.68</u>	<u>51.31</u>	<u>51.95</u>	<u>52.60</u>
0735	A	Human Resources Director	<u>74.80</u>	<u>75.74</u>	<u>76.69</u>	<u>77.65</u>	<u>78.62</u>	<u>79.60</u>	<u>80.60</u>	<u>81.61</u>	<u>82.63</u>	<u>83.66</u>	<u>84.71</u>	<u>85.77</u>	<u>86.84</u>	<u>87.93</u>	<u>89.03</u>	<u>90.14</u>	<u>91.27</u>	<u>92.41</u>	<u>93.57</u>	<u>94.74</u>	<u>95.92</u>
1125	A	Human Resources Director, Assistant	<u>62.33</u>	<u>63.11</u>	<u>63.90</u>	<u>64.70</u>	<u>65.51</u>	<u>66.33</u>	<u>67.16</u>	<u>68.00</u>	<u>68.85</u>	<u>69.71</u>	<u>70.58</u>	<u>71.46</u>	<u>72.35</u>	<u>73.25</u>	<u>74.17</u>	<u>75.10</u>	<u>76.04</u>	<u>76.99</u>	<u>77.95</u>	<u>78.92</u>	<u>79.91</u>
1136	A	Human Resources Manager	<u>45.20</u>	<u>45.76</u>	<u>46.33</u>	<u>46.91</u>	<u>47.50</u>	<u>48.09</u>	<u>48.69</u>	<u>49.30</u>	<u>49.92</u>	<u>50.54</u>	<u>51.17</u>	<u>51.81</u>	<u>52.46</u>	<u>53.12</u>	<u>53.78</u>	<u>54.45</u>	<u>55.13</u>	<u>55.82</u>	<u>56.52</u>	<u>57.23</u>	<u>57.95</u>
1138	A	Human Resources Manager, Senior	<u>51.82</u>	<u>52.47</u>	<u>53.13</u>	<u>53.79</u>	<u>54.46</u>	<u>55.14</u>	<u>55.83</u>	<u>56.53</u>	<u>57.24</u>	<u>57.96</u>	<u>58.68</u>	<u>59.41</u>	<u>60.15</u>	<u>60.90</u>	<u>61.66</u>	<u>62.43</u>	<u>63.21</u>	<u>64.00</u>	<u>64.80</u>	<u>65.61</u>	<u>66.43</u>
2533		Human Services Program Assistant	<u>20.18</u>	<u>20.43</u>	<u>20.69</u>	<u>20.95</u>	<u>21.21</u>	<u>21.48</u>	<u>21.75</u>	<u>22.02</u>	<u>22.30</u>	<u>22.58</u>	<u>22.86</u>	<u>23.15</u>	<u>23.44</u>	<u>23.73</u>	<u>24.03</u>	<u>24.33</u>	<u>24.63</u>	<u>24.94</u>	<u>25.25</u>	<u>25.57</u>	<u>25.89</u>
5151	A	Hydro Project Manager	<u>63.35</u>	<u>64.14</u>	<u>64.94</u>	<u>65.75</u>	<u>66.57</u>	<u>67.40</u>	<u>68.24</u>	<u>69.09</u>	<u>69.95</u>	<u>70.82</u>	<u>71.71</u>	<u>72.61</u>	<u>73.52</u>	<u>74.44</u>	<u>75.37</u>	<u>76.31</u>	<u>77.26</u>	<u>78.23</u>	<u>79.21</u>	<u>80.20</u>	<u>81.20</u>
5150	A	Hydro Project Manager, Assistant	<u>57.00</u>	<u>57.71</u>	<u>58.43</u>	<u>59.16</u>	<u>59.90</u>	<u>60.65</u>	<u>61.41</u>	<u>62.18</u>	<u>62.96</u>	<u>63.75</u>	<u>64.55</u>	<u>65.36</u>	<u>66.18</u>	<u>67.01</u>	<u>67.85</u>	<u>68.70</u>	<u>69.56</u>	<u>70.43</u>	<u>71.31</u>	<u>72.20</u>	<u>73.10</u>
0835	A	Information Technology Director	<u>85.58</u>	<u>86.65</u>	<u>87.73</u>	<u>88.83</u>	<u>89.94</u>	<u>91.06</u>	<u>92.20</u>	<u>93.35</u>	<u>94.52</u>	<u>95.70</u>	<u>96.90</u>	<u>98.11</u>	<u>99.34</u>	<u>100.58</u>	<u>101.84</u>	<u>103.11</u>	<u>104.40</u>	<u>105.71</u>	<u>107.03</u>	<u>108.37</u>	<u>109.72</u>
0837	A	Information Technology Director, Assistant	<u>70.30</u>	<u>71.18</u>	<u>72.07</u>	<u>72.97</u>	<u>73.88</u>	<u>74.80</u>	<u>75.73</u>	<u>76.68</u>	<u>77.64</u>	<u>78.61</u>	<u>79.59</u>	<u>80.58</u>	<u>81.59</u>	<u>82.61</u>	<u>83.64</u>	<u>84.69</u>	<u>85.75</u>	<u>86.82</u>	<u>87.91</u>	<u>89.01</u>	<u>90.12</u>
0140	A	Information Technology Manager	<u>57.46</u>	<u>58.18</u>	<u>58.91</u>	<u>59.65</u>	<u>60.40</u>	<u>61.16</u>	<u>61.92</u>	<u>62.69</u>	<u>63.47</u>	<u>64.26</u>	<u>65.06</u>	<u>65.87</u>	<u>66.69</u>	<u>67.52</u>	<u>68.36</u>	<u>69.21</u>	<u>70.08</u>	<u>70.96</u>	<u>71.85</u>	<u>72.75</u>	<u>73.66</u>
0707	A	Information Technology Project Manager	<u>46.76</u>	<u>47.34</u>	<u>47.93</u>	<u>48.53</u>	<u>49.14</u>	<u>49.75</u>	<u>50.37</u>	<u>51.00</u>	<u>51.64</u>	<u>52.29</u>	<u>52.94</u>	<u>53.60</u>	<u>54.27</u>	<u>54.95</u>	<u>55.64</u>	<u>56.34</u>	<u>57.04</u>	<u>57.75</u>	<u>58.47</u>	<u>59.20</u>	<u>59.94</u>
0708	A	Information Technology Project Manager, Senior	<u>50.71</u>	<u>51.34</u>	<u>51.98</u>	<u>52.63</u>	<u>53.29</u>	<u>53.96</u>	<u>54.63</u>	<u>55.31</u>	<u>56.00</u>	<u>56.70</u>	<u>57.41</u>	<u>58.13</u>	<u>58.86</u>	<u>59.60</u>	<u>60.35</u>	<u>61.10</u>	<u>61.86</u>	<u>62.63</u>	<u>63.41</u>	<u>64.20</u>	<u>65.00</u>

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0136	A	Information Technology Supervisor	<u>52.06</u>	<u>52.71</u>	<u>53.37</u>	<u>54.04</u>	<u>54.72</u>	<u>55.40</u>	<u>56.09</u>	<u>56.79</u>	<u>57.50</u>	<u>58.22</u>	<u>58.95</u>	<u>59.69</u>	<u>60.44</u>	<u>61.20</u>	<u>61.97</u>	<u>62.74</u>	<u>63.52</u>	<u>64.31</u>	<u>65.11</u>	<u>65.92</u>	<u>66.74</u>
1118	A	Labor Negotiator	<u>47.96</u>	<u>48.56</u>	<u>49.17</u>	<u>49.78</u>	<u>50.40</u>	<u>51.03</u>	<u>51.67</u>	<u>52.32</u>	<u>52.97</u>	<u>53.63</u>	<u>54.30</u>	<u>54.98</u>	<u>55.67</u>	<u>56.37</u>	<u>57.07</u>	<u>57.78</u>	<u>58.50</u>	<u>59.23</u>	<u>59.97</u>	<u>60.72</u>	<u>61.48</u>
1123	A	Labor Relations Analyst	<u>37.09</u>	<u>37.55</u>	<u>38.02</u>	<u>38.50</u>	<u>38.98</u>	<u>39.47</u>	<u>39.96</u>	<u>40.46</u>	<u>40.97</u>	<u>41.48</u>	<u>42.00</u>	<u>42.53</u>	<u>43.06</u>	<u>43.60</u>	<u>44.15</u>	<u>44.70</u>	<u>45.26</u>	<u>45.83</u>	<u>46.40</u>	<u>46.98</u>	<u>47.57</u>
1132	A	Labor Relations Manager	<u>54.20</u>	<u>54.88</u>	<u>55.57</u>	<u>56.26</u>	<u>56.96</u>	<u>57.67</u>	<u>58.39</u>	<u>59.12</u>	<u>59.86</u>	<u>60.61</u>	<u>61.37</u>	<u>62.14</u>	<u>62.92</u>	<u>63.71</u>	<u>64.51</u>	<u>65.32</u>	<u>66.14</u>	<u>66.97</u>	<u>67.81</u>	<u>68.66</u>	<u>69.52</u>
0760	A	Labor Relations Manager, Senior	<u>62.33</u>	<u>63.11</u>	<u>63.90</u>	<u>64.70</u>	<u>65.51</u>	<u>66.33</u>	<u>67.16</u>	<u>68.00</u>	<u>68.85</u>	<u>69.71</u>	<u>70.58</u>	<u>71.46</u>	<u>72.35</u>	<u>73.25</u>	<u>74.17</u>	<u>75.10</u>	<u>76.04</u>	<u>76.99</u>	<u>77.95</u>	<u>78.92</u>	<u>79.91</u>
2207	A	Land Use Administrator	<u>52.42</u>	<u>53.08</u>	<u>53.74</u>	<u>54.41</u>	<u>55.09</u>	<u>55.78</u>	<u>56.48</u>	<u>57.19</u>	<u>57.90</u>	<u>58.62</u>	<u>59.35</u>	<u>60.09</u>	<u>60.84</u>	<u>61.60</u>	<u>62.37</u>	<u>63.15</u>	<u>63.94</u>	<u>64.74</u>	<u>65.55</u>	<u>66.37</u>	<u>67.20</u>
0031		Legal Assistant	<u>24.24</u>	<u>24.54</u>	<u>24.85</u>	<u>25.16</u>	<u>25.47</u>	<u>25.79</u>	<u>26.11</u>	<u>26.44</u>	<u>26.77</u>	<u>27.10</u>	<u>27.44</u>	<u>27.78</u>	<u>28.13</u>	<u>28.48</u>	<u>28.84</u>	<u>29.20</u>	<u>29.57</u>	<u>29.94</u>	<u>30.31</u>	<u>30.69</u>	<u>31.07</u>
0032		Legal Assistant, Senior	<u>26.91</u>	<u>27.25</u>	<u>27.59</u>	<u>27.93</u>	<u>28.28</u>	<u>28.63</u>	<u>28.99</u>	<u>29.35</u>	<u>29.72</u>	<u>30.09</u>	<u>30.47</u>	<u>30.85</u>	<u>31.24</u>	<u>31.63</u>	<u>32.03</u>	<u>32.43</u>	<u>32.84</u>	<u>33.25</u>	<u>33.67</u>	<u>34.09</u>	<u>34.52</u>
1007	A	Legal Intern	<u>16.64</u>	<u>16.85</u>	<u>17.06</u>	<u>17.27</u>	<u>17.49</u>	<u>17.71</u>	<u>17.93</u>	<u>18.15</u>	<u>18.38</u>	<u>18.61</u>	<u>18.84</u>	<u>19.08</u>	<u>19.32</u>	<u>19.56</u>	<u>19.80</u>	<u>20.05</u>	<u>20.30</u>	<u>20.55</u>	<u>20.81</u>	<u>21.07</u>	<u>21.33</u>
0553		LEOFF 1 Specialist	<u>30.64</u>	<u>31.02</u>	<u>31.41</u>	<u>31.80</u>	<u>32.20</u>	<u>32.60</u>	<u>33.01</u>	<u>33.42</u>	<u>33.84</u>	<u>34.26</u>	<u>34.69</u>	<u>35.12</u>	<u>35.56</u>	<u>36.00</u>	<u>36.45</u>	<u>36.91</u>	<u>37.37</u>	<u>37.84</u>	<u>38.31</u>	<u>38.79</u>	<u>39.27</u>
1109	A	Management Analyst I	<u>27.90</u>	<u>28.25</u>	<u>28.60</u>	<u>28.96</u>	<u>29.32</u>	<u>29.69</u>	<u>30.06</u>	<u>30.44</u>	<u>30.82</u>	<u>31.21</u>	<u>31.60</u>	<u>31.99</u>	<u>32.39</u>	<u>32.79</u>	<u>33.20</u>	<u>33.61</u>	<u>34.03</u>	<u>34.46</u>	<u>34.89</u>	<u>35.33</u>	<u>35.77</u>
1120	A	Management Analyst II	<u>35.00</u>	<u>35.44</u>	<u>35.88</u>	<u>36.33</u>	<u>36.78</u>	<u>37.24</u>	<u>37.71</u>	<u>38.18</u>	<u>38.66</u>	<u>39.14</u>	<u>39.63</u>	<u>40.13</u>	<u>40.63</u>	<u>41.14</u>	<u>41.65</u>	<u>42.17</u>	<u>42.70</u>	<u>43.23</u>	<u>43.77</u>	<u>44.32</u>	<u>44.87</u>
1135	A	Management Analyst III	<u>43.59</u>	<u>44.13</u>	<u>44.68</u>	<u>45.24</u>	<u>45.81</u>	<u>46.38</u>	<u>46.96</u>	<u>47.55</u>	<u>48.14</u>	<u>48.74</u>	<u>49.35</u>	<u>49.97</u>	<u>50.59</u>	<u>51.22</u>	<u>51.86</u>	<u>52.51</u>	<u>53.17</u>	<u>53.83</u>	<u>54.50</u>	<u>55.18</u>	<u>55.87</u>
4607		Management Fellow	<u>25.20</u>	<u>25.52</u>	<u>25.84</u>	<u>26.16</u>	<u>26.49</u>	<u>26.82</u>	<u>27.16</u>	<u>27.50</u>	<u>27.84</u>	<u>28.19</u>	<u>28.54</u>	<u>28.90</u>	<u>29.26</u>	<u>29.63</u>	<u>30.00</u>	<u>30.37</u>	<u>30.75</u>	<u>31.13</u>	<u>31.52</u>	<u>31.91</u>	<u>32.31</u>
4615		Management Intern	<u>18.75</u>	<u>18.98</u>	<u>19.22</u>	<u>19.46</u>	<u>19.70</u>	<u>19.95</u>	<u>20.20</u>	<u>20.45</u>	<u>20.71</u>	<u>20.97</u>	<u>21.23</u>	<u>21.50</u>	<u>21.77</u>	<u>22.04</u>	<u>22.32</u>	<u>22.60</u>	<u>22.88</u>	<u>23.17</u>	<u>23.46</u>	<u>23.75</u>	<u>24.05</u>
0841	A	Market Development Program Manager	<u>56.15</u>	<u>56.85</u>	<u>57.56</u>	<u>58.28</u>	<u>59.01</u>	<u>59.75</u>	<u>60.50</u>	<u>61.26</u>	<u>62.03</u>	<u>62.81</u>	<u>63.60</u>	<u>64.39</u>	<u>65.19</u>	<u>66.00</u>	<u>66.82</u>	<u>67.66</u>	<u>68.51</u>	<u>69.37</u>	<u>70.24</u>	<u>71.12</u>	<u>72.01</u>
0842	A	Market Development Research Analyst	<u>50.24</u>	<u>50.87</u>	<u>51.51</u>	<u>52.15</u>	<u>52.80</u>	<u>53.46</u>	<u>54.13</u>	<u>54.81</u>	<u>55.50</u>	<u>56.19</u>	<u>56.89</u>	<u>57.60</u>	<u>58.32</u>	<u>59.05</u>	<u>59.79</u>	<u>60.54</u>	<u>61.30</u>	<u>62.07</u>	<u>62.85</u>	<u>63.64</u>	<u>64.44</u>
0840	A	Marketing & Development Manager	<u>65.43</u>	<u>66.25</u>	<u>67.08</u>	<u>67.92</u>	<u>68.77</u>	<u>69.63</u>	<u>70.50</u>	<u>71.38</u>	<u>72.27</u>	<u>73.17</u>	<u>74.08</u>	<u>75.01</u>	<u>75.95</u>	<u>76.90</u>	<u>77.86</u>	<u>78.83</u>	<u>79.82</u>	<u>80.82</u>	<u>81.83</u>	<u>82.85</u>	<u>83.89</u>
1165	A	Marketing Assistant	<u>19.99</u>	<u>20.24</u>	<u>20.49</u>	<u>20.75</u>	<u>21.01</u>	<u>21.27</u>	<u>21.54</u>	<u>21.81</u>	<u>22.08</u>	<u>22.36</u>	<u>22.64</u>	<u>22.92</u>	<u>23.21</u>	<u>23.50</u>	<u>23.79</u>	<u>24.09</u>	<u>24.39</u>	<u>24.69</u>	<u>25.00</u>	<u>25.31</u>	<u>25.63</u>
5506	A	Marketing Coordinator	<u>29.33</u>	<u>29.70</u>	<u>30.07</u>	<u>30.45</u>	<u>30.83</u>	<u>31.22</u>	<u>31.61</u>	<u>32.01</u>	<u>32.41</u>	<u>32.82</u>	<u>33.23</u>	<u>33.65</u>	<u>34.07</u>	<u>34.50</u>	<u>34.93</u>	<u>35.37</u>	<u>35.81</u>	<u>36.26</u>	<u>36.71</u>	<u>37.17</u>	<u>37.63</u>
1151		Master Control Technician	<u>20.89</u>	<u>21.15</u>	<u>21.41</u>	<u>21.68</u>	<u>21.95</u>	<u>22.22</u>	<u>22.50</u>	<u>22.78</u>	<u>23.06</u>	<u>23.35</u>	<u>23.64</u>	<u>23.94</u>	<u>24.24</u>	<u>24.54</u>	<u>24.85</u>	<u>25.16</u>	<u>25.47</u>	<u>25.79</u>	<u>26.11</u>	<u>26.44</u>	<u>26.77</u>

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0804	A	Media & Communications Director	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	70.05	70.93	71.82	72.72	73.63
5508	A	Media Specialist	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
3125		Mobile Unit Registered Nurse	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	42.30	42.83	43.37
2091	A	Natural Resources Manager	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	82.48	83.51
2106	A	Natural Resources Specialist I	34.79	35.22	35.66	36.11	36.56	37.02	37.48	37.95	38.42	38.90	39.39	39.88	40.38	40.88	41.39	41.91	42.43	42.96	43.50	44.04	44.59
2089	A	Natural Resources Specialist II	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	47.96	48.56	49.17	49.78	50.40	51.03
2094	A	Natural Resources Specialist III	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
2107		Natural Resources Technician I	21.82	22.09	22.37	22.65	22.93	23.22	23.51	23.80	24.10	24.40	24.70	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.97
2090	A	Natural Resources Technician II	30.54	30.92	31.31	31.70	32.10	32.50	32.91	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
0759	A	Neighborhood & Community Services Director	69.90	70.77	71.65	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
0859	A	Neighborhood & Community Services Director, Assistant	56.57	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
2058	A	Neighborhood & Community Services Division Manager	50.65	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
0754	A	Neighborhood & Community Services Program Manager	41.62	42.14	42.67	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
2532		Neighborhood & Community Services Specialist	28.89	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
2534		Neighborhood & Community Services Supervisor	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
4602		Occupational Intern, Skilled	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55
0738	A	Office Administrator	31.32	31.71	32.11	32.51	32.92	33.33	33.75	34.17	34.60	35.03	35.47	35.91	36.36	36.81	37.27	37.74	38.21	38.69	39.17	39.66	40.16
0739	A	Office Manager	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	43.40	43.94	44.49	45.05	45.61	46.18
0533	A	Operations Manager	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	62.67	63.45	64.24	65.04	65.85
1009	A	Paralegal	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	36.74	37.20	37.66

EXHIBIT "A"

Code	A	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	35.27	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
2085	A	Park Supervisor	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	42.22	42.75	43.28	43.82
2086	A	Park Supervisor, Assistant	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	38.86	39.35	39.84
2105		Permit Supervisor	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	44.88
2209		Planner, Associate	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.48	34.91	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56
2221		Planner, Principal	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	51.66	52.31	52.96	53.62
2203		Planner, Senior	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	46.58	47.16
2219	A	Planning & Development Division Manager	50.65	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
0719	A	Planning & Development Services Director	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	92.55	93.71	94.88
2222	A	Planning Manager	51.78	52.43	53.09	53.75	54.42	55.10	55.79	56.49	57.20	57.92	58.64	59.37	60.11	60.86	61.62	62.39	63.17	63.96	64.76	65.57	66.39
2038	A	Plans Examiner I	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	41.82	42.34	42.87	43.41	43.95	44.50	45.06	45.62
2039	A	Plans Examiner II	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	51.11	51.75	52.40
2040	A	Plans Examiner III	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	59.39
0772	A	Police Chief	94.54	95.72	96.92	98.13	99.36	100.60	101.86	103.13	104.42	105.73	107.05	108.39	109.74	111.11	112.50	113.91	115.33	116.77	118.23	119.71	121.21
5123	A	Power Analyst	50.52	51.15	51.79	52.44	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
5128	A	Power Analyst, Senior	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	68.48	69.34	70.21	71.09	71.98
2131	A	Power Engineer I	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	47.11
2132	A	Power Engineer II	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	48.96	49.57	50.19	50.82	51.46	52.10	52.75
2133	A	Power Engineer III	48.35	48.95	49.56	50.18	50.81	51.45	52.09	52.74	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
2134	A	Power Engineer IV	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	69.30	70.17	71.05	71.94	72.84	73.75
0815	A	Power Section Assistant Manager I	73.36	74.28	75.21	76.15	77.10	78.06	79.04	80.03	81.03	82.04	83.07	84.11	85.16	86.22	87.30	88.39	89.49	90.61	91.74	92.89	94.05
0817	A	Power Section Assistant Manager II	83.90	84.95	86.01	87.09	88.18	89.28	90.40	91.53	92.67	93.83	95.00	96.19	97.39	98.61	99.84	101.09	102.35	103.63	104.93	106.24	107.57
0816	A	Power Section Manager	109.09	110.45	111.83	113.23	114.65	116.08	117.53	119.00	120.49	122.00	123.52	125.06	126.62	128.20	129.80	131.42	133.06	134.72	136.40	138.11	139.84
5248	A	Power Supervisor I	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	52.74
5251	A	Power Supervisor II	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	61.21	61.98	62.75	63.53	64.32	65.12	65.93
5249	A	Power Supervisor III	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	70.57	71.45	72.34	73.24	74.16	75.09	76.03	76.98

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2322		Program Development Specialist	30.50	30.88	31.27	31.66	32.06	32.46	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
2321		Program Development Specialist, Lead	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
1100		Program Technician	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	32.39
0720	A	Project Manager	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	59.39
0721	A	Project Manager, Senior	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	71.19	72.08	72.98	73.89	74.81
2502		Project Specialist	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
1142	A	Public Disclosure Manager	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	54.32	55.00
0757	A	Public Works Director	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	99.37	100.61	101.87
0755	A	Public Works Director, Assistant	69.09	69.95	70.82	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20	82.22	83.25	84.29	85.34	86.41	87.49	88.58
2054	A	Public Works Division Manager	62.81	63.60	64.39	65.19	66.00	66.83	67.67	68.52	69.38	70.25	71.13	72.02	72.92	73.83	74.75	75.68	76.63	77.59	78.56	79.54	80.53
2055	A	Public Works Division Manager, Assistant	57.10	57.81	58.53	59.26	60.00	60.75	61.51	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
7128	A	Rail Chief Administrative Officer	55.45	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.59	64.38	65.18	65.99	66.81	67.65	68.50	69.36	70.23	71.11
7129	A	Rail Chief Information/Financial Officer	55.45	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.59	64.38	65.18	65.99	66.81	67.65	68.50	69.36	70.23	71.11
7130	A	Rail Chief Mechanical Officer	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	74.12	75.05	75.99	76.94	77.90	78.87	79.86
7152	A	Rail Superintendent, Assistant	69.39	70.26	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	84.64	85.70	86.77	87.85	88.95
7127	A	Rail Supervisor of Operations	44.41	44.97	45.53	46.10	46.68	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94
7126	A	Railway Roadmaster	55.45	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.59	64.38	65.18	65.99	66.81	67.65	68.50	69.36	70.23	71.11
2343		Real Estate Officer	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
2344	A	Real Estate Officer, Senior	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	55.19	55.88	56.58	57.29	58.01	58.74	59.47	60.21
2069	A	Real-Time Energy Trader	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	68.57	69.43	70.30	71.18

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0740	A	Records Management Supervisor	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	42.72	43.25	43.79
5033		Recycling Supervisor	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	39.00	39.49	39.98	40.48	40.99	41.50	42.02
3126		Registered Nurse Case Manager	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	40.44	40.95	41.46	41.98	42.50	43.03	43.57
0845	A	Relicensing Coordinator	48.61	49.22	49.84	50.46	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
5052		Resource Conservation Specialist	28.89	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
0557	A	Retirement Chief Investment Officer, Deputy	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	69.07	69.93	70.80	71.68	72.58
0560	A	Retirement System Director	79.27	80.26	81.26	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
0559	A	Retirement System Director, Assistant	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	71.23	72.12	73.02	73.93	74.85
1110		Risk Analyst	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	36.85	37.31	37.78
1137	A	Risk Analyst, Senior	34.20	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
0703	A	Risk 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	60.34	61.09	61.85	62.62	63.40	64.19	64.99
0762	A	Safety Director	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53	73.44	74.36	75.29	76.23	77.18	78.14	79.12	80.11	81.11
1204	A	Safety Manager	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	54.67
1122		Safety Officer	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	48.08	48.68	49.29	49.91
2530		Senior Center Cook	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55
2529		Senior Center Van Driver	16.95	17.16	17.37	17.59	17.81	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	21.47	21.74
2556		Seniors Center Supervisor	25.95	26.27	26.60	26.93	27.27	27.61	27.96	28.31	28.66	29.02	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.06	32.46	32.87	33.28
0138	A	T&D Work Practices Specialist	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	50.62
1170	A	Tacoma Arts Commission Administrator	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	55.19	55.88
6220	A	Tacoma Venues & Events Attendant	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55
0730	A	Tacoma Venues & Events Director	70.84	71.73	72.63	73.54	74.46	75.39	76.33	77.28	78.25	79.23	80.22	81.22	82.24	83.27	84.31	85.36	86.43	87.51	88.60	89.71	90.83

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0731	A	Tacoma Venues & Events Director Deputy	<u>53.85</u>	<u>54.52</u>	<u>55.20</u>	<u>55.89</u>	<u>56.59</u>	<u>57.30</u>	<u>58.02</u>	<u>58.75</u>	<u>59.48</u>	<u>60.22</u>	<u>60.97</u>	<u>61.73</u>	<u>62.50</u>	<u>63.28</u>	<u>64.07</u>	<u>64.87</u>	<u>65.68</u>	<u>66.50</u>	<u>67.33</u>	<u>68.17</u>	<u>69.02</u>
0732	A	Tacoma Venues & Events Division Manager	<u>40.86</u>	<u>41.37</u>	<u>41.89</u>	<u>42.41</u>	<u>42.94</u>	<u>43.48</u>	<u>44.02</u>	<u>44.57</u>	<u>45.13</u>	<u>45.69</u>	<u>46.26</u>	<u>46.84</u>	<u>47.43</u>	<u>48.02</u>	<u>48.62</u>	<u>49.23</u>	<u>49.85</u>	<u>50.47</u>	<u>51.10</u>	<u>51.74</u>	<u>52.39</u>
1164	A	Tacoma Venues & Events Event Services Coordinator	<u>30.44</u>	<u>30.82</u>	<u>31.21</u>	<u>31.60</u>	<u>32.00</u>	<u>32.40</u>	<u>32.81</u>	<u>33.22</u>	<u>33.64</u>	<u>34.06</u>	<u>34.49</u>	<u>34.92</u>	<u>35.36</u>	<u>35.80</u>	<u>36.25</u>	<u>36.70</u>	<u>37.16</u>	<u>37.62</u>	<u>38.09</u>	<u>38.57</u>	<u>39.05</u>
1168	A	Tacoma Venues & Events Event Services Manager	<u>33.84</u>	<u>34.26</u>	<u>34.69</u>	<u>35.12</u>	<u>35.56</u>	<u>36.00</u>	<u>36.45</u>	<u>36.91</u>	<u>37.37</u>	<u>37.84</u>	<u>38.31</u>	<u>38.79</u>	<u>39.27</u>	<u>39.76</u>	<u>40.26</u>	<u>40.76</u>	<u>41.27</u>	<u>41.79</u>	<u>42.31</u>	<u>42.84</u>	<u>43.38</u>
0728	A	Tacoma Venues & Events Marketing Manager	<u>38.25</u>	<u>38.73</u>	<u>39.21</u>	<u>39.70</u>	<u>40.20</u>	<u>40.70</u>	<u>41.21</u>	<u>41.73</u>	<u>42.25</u>	<u>42.78</u>	<u>43.31</u>	<u>43.85</u>	<u>44.40</u>	<u>44.96</u>	<u>45.52</u>	<u>46.09</u>	<u>46.67</u>	<u>47.25</u>	<u>47.84</u>	<u>48.44</u>	<u>49.05</u>
0733	A	Tacoma Venues & Events Operations Manager	<u>48.45</u>	<u>49.06</u>	<u>49.67</u>	<u>50.29</u>	<u>50.92</u>	<u>51.56</u>	<u>52.20</u>	<u>52.85</u>	<u>53.51</u>	<u>54.18</u>	<u>54.86</u>	<u>55.55</u>	<u>56.24</u>	<u>56.94</u>	<u>57.65</u>	<u>58.37</u>	<u>59.10</u>	<u>59.84</u>	<u>60.59</u>	<u>61.35</u>	<u>62.12</u>
1215	A	Tacoma Venues & Events Sales Coordinator	<u>25.81</u>	<u>26.13</u>	<u>26.46</u>	<u>26.79</u>	<u>27.12</u>	<u>27.46</u>	<u>27.80</u>	<u>28.15</u>	<u>28.50</u>	<u>28.86</u>	<u>29.22</u>	<u>29.59</u>	<u>29.96</u>	<u>30.33</u>	<u>30.71</u>	<u>31.09</u>	<u>31.48</u>	<u>31.87</u>	<u>32.27</u>	<u>32.67</u>	<u>33.08</u>
1156		Tacoma Venues & Events Technical Services Coordinator	<u>23.68</u>	<u>23.98</u>	<u>24.28</u>	<u>24.58</u>	<u>24.89</u>	<u>25.20</u>	<u>25.52</u>	<u>25.84</u>	<u>26.16</u>	<u>26.49</u>	<u>26.82</u>	<u>27.16</u>	<u>27.50</u>	<u>27.84</u>	<u>28.19</u>	<u>28.54</u>	<u>28.90</u>	<u>29.26</u>	<u>29.63</u>	<u>30.00</u>	<u>30.38</u>
5535	A	Telecommunications Engineer	<u>45.57</u>	<u>46.14</u>	<u>46.72</u>	<u>47.30</u>	<u>47.89</u>	<u>48.49</u>	<u>49.10</u>	<u>49.71</u>	<u>50.33</u>	<u>50.96</u>	<u>51.60</u>	<u>52.24</u>	<u>52.89</u>	<u>53.55</u>	<u>54.22</u>	<u>54.90</u>	<u>55.59</u>	<u>56.28</u>	<u>56.98</u>	<u>57.69</u>	<u>58.41</u>
5539		Telecommunications Planning & Design Technician	<u>30.82</u>	<u>31.21</u>	<u>31.60</u>	<u>32.00</u>	<u>32.40</u>	<u>32.81</u>	<u>33.22</u>	<u>33.64</u>	<u>34.06</u>	<u>34.49</u>	<u>34.92</u>	<u>35.36</u>	<u>35.80</u>	<u>36.25</u>	<u>36.70</u>	<u>37.16</u>	<u>37.62</u>	<u>38.09</u>	<u>38.57</u>	<u>39.05</u>	<u>39.54</u>
5523	A	Telecommunications Technical Administrator	<u>36.32</u>	<u>36.77</u>	<u>37.23</u>	<u>37.70</u>	<u>38.17</u>	<u>38.65</u>	<u>39.13</u>	<u>39.62</u>	<u>40.12</u>	<u>40.62</u>	<u>41.13</u>	<u>41.64</u>	<u>42.16</u>	<u>42.69</u>	<u>43.22</u>	<u>43.76</u>	<u>44.31</u>	<u>44.86</u>	<u>45.42</u>	<u>45.99</u>	<u>46.56</u>
1154		Television Production Coordinator	<u>37.55</u>	<u>38.02</u>	<u>38.50</u>	<u>38.98</u>	<u>39.47</u>	<u>39.96</u>	<u>40.46</u>	<u>40.97</u>	<u>41.48</u>	<u>42.00</u>	<u>42.52</u>	<u>43.05</u>	<u>43.59</u>	<u>44.13</u>	<u>44.68</u>	<u>45.24</u>	<u>45.81</u>	<u>46.38</u>	<u>46.96</u>	<u>47.55</u>	<u>48.14</u>
2072	A	Term Energy Trader	<u>70.00</u>	<u>70.87</u>	<u>71.76</u>	<u>72.66</u>	<u>73.57</u>	<u>74.49</u>	<u>75.42</u>	<u>76.36</u>	<u>77.31</u>	<u>78.28</u>	<u>79.26</u>	<u>80.25</u>	<u>81.25</u>	<u>82.27</u>	<u>83.30</u>	<u>84.34</u>	<u>85.39</u>	<u>86.46</u>	<u>87.54</u>	<u>88.63</u>	<u>89.74</u>
1121	A	Training & Development Manager	<u>43.59</u>	<u>44.13</u>	<u>44.68</u>	<u>45.24</u>	<u>45.81</u>	<u>46.38</u>	<u>46.96</u>	<u>47.55</u>	<u>48.14</u>	<u>48.74</u>	<u>49.35</u>	<u>49.97</u>	<u>50.59</u>	<u>51.22</u>	<u>51.86</u>	<u>52.51</u>	<u>53.17</u>	<u>53.83</u>	<u>54.50</u>	<u>55.18</u>	<u>55.87</u>
0819	A	Utilities Director, Deputy	<u>86.23</u>	<u>87.31</u>	<u>88.40</u>	<u>89.51</u>	<u>90.63</u>	<u>91.76</u>	<u>92.91</u>	<u>94.07</u>	<u>95.25</u>	<u>96.44</u>	<u>97.65</u>	<u>98.87</u>	<u>100.11</u>	<u>101.36</u>	<u>102.63</u>	<u>103.91</u>	<u>105.21</u>	<u>106.53</u>	<u>107.86</u>	<u>109.21</u>	<u>110.58</u>

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0825	A	Utilities Director, Deputy Power Superintendent	<u>125.41</u>	<u>126.98</u>	<u>128.57</u>	<u>130.18</u>	<u>131.81</u>	<u>133.46</u>	<u>135.13</u>	<u>136.82</u>	<u>138.53</u>	<u>140.26</u>	<u>142.01</u>	<u>143.79</u>	<u>145.59</u>	<u>147.41</u>	<u>149.25</u>	<u>151.12</u>	<u>153.01</u>	<u>154.92</u>	<u>156.86</u>	<u>158.82</u>	<u>160.81</u>
0830	A	Utilities Director, Deputy Rail Superintendent	<u>85.02</u>	<u>86.08</u>	<u>87.16</u>	<u>88.25</u>	<u>89.35</u>	<u>90.47</u>	<u>91.60</u>	<u>92.74</u>	<u>93.90</u>	<u>95.07</u>	<u>96.26</u>	<u>97.46</u>	<u>98.68</u>	<u>99.91</u>	<u>101.16</u>	<u>102.42</u>	<u>103.70</u>	<u>105.00</u>	<u>106.31</u>	<u>107.64</u>	<u>108.99</u>
0823	A	Utilities Director, Deputy Water Superintendent	<u>90.57</u>	<u>91.70</u>	<u>92.85</u>	<u>94.01</u>	<u>95.19</u>	<u>96.38</u>	<u>97.58</u>	<u>98.80</u>	<u>100.04</u>	<u>101.29</u>	<u>102.56</u>	<u>103.84</u>	<u>105.14</u>	<u>106.45</u>	<u>107.78</u>	<u>109.13</u>	<u>110.49</u>	<u>111.87</u>	<u>113.27</u>	<u>114.69</u>	<u>116.12</u>
0580	A	Utilities Economist	<u>42.34</u>	<u>42.87</u>	<u>43.41</u>	<u>43.95</u>	<u>44.50</u>	<u>45.06</u>	<u>45.62</u>	<u>46.19</u>	<u>46.77</u>	<u>47.35</u>	<u>47.94</u>	<u>48.54</u>	<u>49.15</u>	<u>49.76</u>	<u>50.38</u>	<u>51.01</u>	<u>51.65</u>	<u>52.30</u>	<u>52.95</u>	<u>53.61</u>	<u>54.28</u>
0581	A	Utilities Economist, Associate	<u>27.90</u>	<u>28.25</u>	<u>28.60</u>	<u>28.96</u>	<u>29.32</u>	<u>29.69</u>	<u>30.06</u>	<u>30.44</u>	<u>30.82</u>	<u>31.21</u>	<u>31.60</u>	<u>31.99</u>	<u>32.39</u>	<u>32.79</u>	<u>33.20</u>	<u>33.61</u>	<u>34.03</u>	<u>34.46</u>	<u>34.89</u>	<u>35.33</u>	<u>35.77</u>
0582	A	Utilities Economist, Senior	<u>52.90</u>	<u>53.56</u>	<u>54.23</u>	<u>54.91</u>	<u>55.60</u>	<u>56.29</u>	<u>56.99</u>	<u>57.70</u>	<u>58.42</u>	<u>59.15</u>	<u>59.89</u>	<u>60.64</u>	<u>61.40</u>	<u>62.17</u>	<u>62.95</u>	<u>63.74</u>	<u>64.54</u>	<u>65.35</u>	<u>66.17</u>	<u>67.00</u>	<u>67.84</u>
1207	A	Utilities Safety Manager	<u>51.74</u>	<u>52.39</u>	<u>53.04</u>	<u>53.70</u>	<u>54.37</u>	<u>55.05</u>	<u>55.74</u>	<u>56.44</u>	<u>57.15</u>	<u>57.86</u>	<u>58.58</u>	<u>59.31</u>	<u>60.05</u>	<u>60.80</u>	<u>61.56</u>	<u>62.33</u>	<u>63.11</u>	<u>63.90</u>	<u>64.70</u>	<u>65.51</u>	<u>66.33</u>
1153		Video Production Assistant	<u>20.89</u>	<u>21.15</u>	<u>21.41</u>	<u>21.68</u>	<u>21.95</u>	<u>22.22</u>	<u>22.50</u>	<u>22.78</u>	<u>23.06</u>	<u>23.35</u>	<u>23.64</u>	<u>23.94</u>	<u>24.24</u>	<u>24.54</u>	<u>24.85</u>	<u>25.16</u>	<u>25.47</u>	<u>25.79</u>	<u>26.11</u>	<u>26.44</u>	<u>26.77</u>
1152		Video Specialist	<u>31.27</u>	<u>31.66</u>	<u>32.06</u>	<u>32.46</u>	<u>32.87</u>	<u>33.28</u>	<u>33.70</u>	<u>34.12</u>	<u>34.55</u>	<u>34.98</u>	<u>35.42</u>	<u>35.86</u>	<u>36.31</u>	<u>36.76</u>	<u>37.22</u>	<u>37.69</u>	<u>38.16</u>	<u>38.64</u>	<u>39.12</u>	<u>39.61</u>	<u>40.11</u>
2066	A	Water Division Manager	<u>65.20</u>	<u>66.02</u>	<u>66.85</u>	<u>67.69</u>	<u>68.54</u>	<u>69.40</u>	<u>70.27</u>	<u>71.15</u>	<u>72.04</u>	<u>72.94</u>	<u>73.85</u>	<u>74.77</u>	<u>75.70</u>	<u>76.65</u>	<u>77.61</u>	<u>78.58</u>	<u>79.56</u>	<u>80.55</u>	<u>81.56</u>	<u>82.58</u>	<u>83.61</u>
2061	A	Water Division Manager, Assistant	<u>59.28</u>	<u>60.02</u>	<u>60.77</u>	<u>61.53</u>	<u>62.30</u>	<u>63.08</u>	<u>63.87</u>	<u>64.67</u>	<u>65.48</u>	<u>66.30</u>	<u>67.13</u>	<u>67.97</u>	<u>68.82</u>	<u>69.68</u>	<u>70.55</u>	<u>71.43</u>	<u>72.32</u>	<u>73.22</u>	<u>74.14</u>	<u>75.07</u>	<u>76.01</u>
2064	A	Water Division Superintendent, Deputy	<u>75.47</u>	<u>76.41</u>	<u>77.37</u>	<u>78.34</u>	<u>79.32</u>	<u>80.31</u>	<u>81.31</u>	<u>82.33</u>	<u>83.36</u>	<u>84.40</u>	<u>85.45</u>	<u>86.52</u>	<u>87.60</u>	<u>88.70</u>	<u>89.81</u>	<u>90.93</u>	<u>92.07</u>	<u>93.22</u>	<u>94.39</u>	<u>95.57</u>	<u>96.76</u>
2100	A	Water Program Specialist	<u>33.90</u>	<u>34.32</u>	<u>34.75</u>	<u>35.18</u>	<u>35.62</u>	<u>36.07</u>	<u>36.52</u>	<u>36.98</u>	<u>37.44</u>	<u>37.91</u>	<u>38.38</u>	<u>38.86</u>	<u>39.35</u>	<u>39.84</u>	<u>40.34</u>	<u>40.84</u>	<u>41.35</u>	<u>41.87</u>	<u>42.39</u>	<u>42.92</u>	<u>43.46</u>