



ORDINANCE NO. 28862

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

8 WHEREAS this ordinance will implement general and market-based wage
9 increases in accordance with the terms of collective bargaining agreements
10 between the City and the International Brotherhood of Electrical Workers (“IBEW”),
11 Local 483, Clerical Unit; IBEW, Local 483, Court Clerks Unit; the Tacoma Police
12 Union, Local 6, I.U.P.A.; the Tacoma Police Management Association, Local 26;
13 and the Professional Public Safety Management Association, and

14 WHEREAS this ordinance will correct pay rates for the classification of
15 Water Service Mechanic, Water Service Worker, Water Meter Repair Worker and
16 Water Meter Repair Worker, Lead; and implement pay rates for the classification of
17 Police Officer Recruit, and

18 WHEREAS the City’s Human Resources Department retained a consultant
19 to conduct a classification and compensation study for nonrepresented
20 classifications, the results of which recommended modernizing the current
21 nonrepresented classification system and comparing the City’s compensation and
22 benefits to the prevailing market, which include both public and private sector, and
23 recommended updating the City’s Compensation Philosophy and compensation
24 policies to facilitate effective use and maintenance of the updated classification
25 and compensation systems, and
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WHEREAS this ordinance will establish a new compensation structure for nonrepresented and nonrepresented executive classifications, including the City Manager and Director of Utilities, effective January 2, 2023, and other compensation plan changes as recommended by the classification and compensation study, consistent with the Compensation Philosophy adopted by Resolution No. 40526 on December 17, 2019, and

WHEREAS changes applicable to nonrepresented and nonrepresented executive classifications include: (1) adding Human Resources Director approval of original appointment salary placements higher than the minimum rate of pay; (2) eliminating quarter steps in the salary table, effective January 2, 2023; (3) changing the time for consideration of the first step increase from six months to 12 months, and 12 months for all steps thereafter, applicable to employees hired or promoted after December 31, 2022; (4) making all nonrepresented classifications eligible for automatic step increases, except the City Manager and Director of Public Utilities; (5) allowing a one-time, lump-sum payment for eligible employees who may receive less than a 5 percent increase in pay, effective January 2, 2023; (6) allowing annual lump sum payments, upon Human Resources Director recommendation and City Council approval, for employees whose pay is over the range maximum and have had their pay frozen; (7) clarifying language regarding step placement upon promotion; and (8) minor housekeeping changes related to titles and gender-neutral language; Now, Therefore,



BE IT ORDAINED BY THE CITY OF TACOMA:

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Section 1. That Section 1.12 of the Tacoma Municipal Code (“TMC”) is hereby amended by amending Sections 1.12.030, 1.12.031, 1.12.041, 1.12.051, 1.12.060, 1.12.240, 1.12.270, 1.12.340, and 1.12.640 thereof, effective January 1, 2023, as set forth in the attached Exhibit “A.”

Section 2. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5
0006		Office Assistant	<u>23.42</u>	<u>24.59</u>	<u>25.82</u>	<u>27.11</u>	<u>28.45</u>
0504		Financial Assistant	<u>26.92</u>	<u>28.27</u>	<u>29.69</u>	<u>31.17</u>	<u>32.72</u>
0508		Accountant	<u>34.22</u>	<u>35.94</u>	<u>37.74</u>	<u>39.62</u>	<u>41.60</u>
0514		Accountant, Senior	<u>39.38</u>	<u>41.34</u>	<u>43.40</u>	<u>45.58</u>	<u>47.86</u>
0547		Retirement Specialist	<u>26.92</u>	<u>28.27</u>	<u>29.69</u>	<u>31.17</u>	<u>32.72</u>
0737		Administrative Assistant	<u>26.92</u>	<u>28.27</u>	<u>29.69</u>	<u>31.17</u>	<u>32.72</u>
1140		Public Disclosure Specialist	<u>29.23</u>	<u>30.69</u>	<u>32.23</u>	<u>33.84</u>	<u>35.52</u>
1141		Public Disclosure Analyst	<u>33.42</u>	<u>35.09</u>	<u>36.84</u>	<u>38.68</u>	<u>40.63</u>

Code	A	Job Title	1	2	3	4	5
0006		Office Assistant	<u>24.61</u>	<u>25.83</u>	<u>27.13</u>	<u>28.48</u>	<u>29.89</u>
0504		Financial Assistant	<u>28.28</u>	<u>29.70</u>	<u>31.19</u>	<u>32.75</u>	<u>34.38</u>
0508		Accountant	<u>35.95</u>	<u>37.76</u>	<u>39.65</u>	<u>41.62</u>	<u>43.70</u>
0514		Accountant, Senior	<u>41.37</u>	<u>43.43</u>	<u>45.60</u>	<u>47.89</u>	<u>50.28</u>
0547		Retirement Specialist	<u>28.28</u>	<u>29.70</u>	<u>31.19</u>	<u>32.75</u>	<u>34.38</u>
0737		Administrative Assistant	<u>28.28</u>	<u>29.70</u>	<u>31.19</u>	<u>32.75</u>	<u>34.38</u>
1140		Public Disclosure Specialist	<u>30.71</u>	<u>32.24</u>	<u>33.86</u>	<u>35.55</u>	<u>37.32</u>
1141		Public Disclosure Analyst	<u>35.11</u>	<u>36.87</u>	<u>38.70</u>	<u>40.64</u>	<u>42.69</u>

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	<u>24.08</u>	<u>25.28</u>	<u>26.54</u>	<u>27.87</u>	<u>29.26</u>	<u>30.72</u>
4324	A	Court Financial Clerk	<u>26.92</u>	<u>28.27</u>	<u>29.69</u>	<u>31.17</u>	<u>32.72</u>	



Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	24.68	25.91	27.20	28.57	29.99	31.49
4324	A	Court Financial Clerk	28.28	29.70	31.19	32.75	34.38	

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	24.68	25.91	27.20	28.57	29.99	31.49
4324	A	Court Financial Clerk	28.28	29.70	31.19	32.75	34.38	

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	25.36	26.62	27.95	29.36	30.81	32.36
4324	A	Court Financial Clerk	29.06	30.52	32.05	33.65	35.33	

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	25.36	26.62	27.95	29.36	30.81	32.36
4324	A	Court Financial Clerk	29.06	30.52	32.05	33.65	35.33	

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	26.06	27.35	28.72	30.17	31.66	33.25
4324	A	Court Financial Clerk	29.86	31.36	32.93	34.58	36.30	

Section 6. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	37.98	43.37	45.47	47.69	50.03	52.50
4204		Police Sergeant	60.45	63.47				
4207		Police Detective	54.94	57.69				

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	39.88	45.53	47.74	50.08	52.53	55.13
4204		Police Sergeant	63.47	66.64				
4207		Police Detective	57.68	60.57				



Section 7. That Section 1.12.355 of the TMC is hereby amended, effective
 1 January 1, 2023, to read as follows:

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Code	A	Job Title	1	2
4205		Police Lieutenant	75.55	79.34
4206		Police Captain	86.89	91.24

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Code	A	Job Title	1	2
4205		Police Lieutenant	<u>79.34</u>	<u>83.31</u>
4206		Police Captain	<u>91.24</u>	<u>95.80</u>

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7 Section 8. That Section 1.12.355 of the TMC is hereby amended, effective
 8 January 1, 2023, to read as follows:

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Code	A	Job Title	1	2	3	4
0770	A	Police Chief Asst	100.88	105.92	111.22	116.78
0771	A	Police Chief, Deputy	108.45	113.87	119.56	125.54

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Code	A	Job Title	1	2	3	4
0770	A	Police Chief Asst	<u>105.92</u>	<u>111.22</u>	<u>116.78</u>	<u>122.62</u>
0771	A	Police Chief, Deputy	<u>113.87</u>	<u>119.56</u>	<u>125.54</u>	<u>131.82</u>

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14 Section 9. That Section 1.12.355 of the TMC is hereby amended, effective
 15 retroactive to January 1, 2019, to correct errors contained in Substitute Ordinance
 16 No. 28597, Section 2, passed July 16, 2019, to read as follows:

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Code	A	Job Title	1	2
5305		Water Service Mechanic	36.67	38.51

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Code	A	Job Title	1	2
5305		Water Service Mechanic	<u>37.78</u>	<u>39.67</u>

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21 Section 10. That Section 1.12.355 of the TMC is hereby amended, effective
 22 retroactive to January 1, 2020, to correct errors contained in Substitute Ordinance
 23 No. 28597, Section 3, passed July 16, 2019, to read as follows:

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Code	A	Job Title	1	2
5305		Water Service Mechanic	<u>37.78</u>	<u>39.67</u>

Code	A	Job Title	1	2
5305		Water Service Mechanic	<u>38.91</u>	<u>40.86</u>

Section 11. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2021, to correct errors contained in Substitute Ordinance No. 28597, Section 4, passed July 16, 2019, to read as follows:

Code	A	Job Title	1	2
5061		Water Service Worker	<u>34.29</u>	<u>35.83</u>
5225		Water Meter Repair Worker	<u>34.29</u>	<u>35.83</u>
5226		Water Meter Repair Worker, Lead	<u>41.20</u>	
5305		Water Service Mechanic	<u>38.91</u>	<u>40.86</u>

Code	A	Job Title	1	2
5061		Water Service Worker	<u>35.15</u>	<u>36.73</u>
5225		Water Meter Repair Worker	<u>35.15</u>	<u>36.73</u>
5226		Water Meter Repair Worker, Lead	<u>42.24</u>	
5305		Water Service Mechanic	<u>39.88</u>	<u>41.88</u>

Section 12. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3
4201		Police Officer Recruit	<u>37.98</u>	<u>43.37</u>	<u>45.47</u>

Code	A	Job Title	1	2	3
4201		Police Officer Recruit	<u>39.88</u>	<u>45.53</u>	<u>47.74</u>

Section 13. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 2, 2023, as set forth in the attached in Exhibit "B."

Section 14. That Section 9 is effective retroactive to January 1, 2019. That Section 10 is effective retroactive to January 1, 2020. That Section 11 is effective retroactive to January 1, 2021. That Sections 1, 2, 3, 6, 7, 8, and 12 are effective



1 January 1, 2023. That Section 13 is effective January 2, 2023. That Section 4 is
2 effective January 1, 2024. That Section 5 is effective January 1, 2025.

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4 Passed _____

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Mayor

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Attest:

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City Clerk

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Approved as to form:

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Deputy City Attorney

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EXHIBIT "A"

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1.12.030 Salary range – Increases.

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

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

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

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

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

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

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

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

1.12.031 Salary range – Increases for nonrepresented classifications.

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

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

B. ~~The basic salary range shall consist of full steps with quarter step increments between each full step.~~ Effective January 2, 2023, the basic salary range shall consist of full steps.

1. For nonrepresented employees hired January 1, 2023 or later, Sstep increases shall be considered upon completion of a ~~six~~12-month period and annually thereafter. ~~Eligibility for step increases shall be computed on the actual anniversary date of such eligibility.~~

EXHIBIT "A"

a. For nonrepresented employees hired before January 1, 2023, step increases shall be considered upon completion of a six-month period and annually thereafter.

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

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

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

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

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

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

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

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

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1.12.041 Adoption of the pay plan for nonrepresented classifications.

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

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

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

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

D. Eligible appointive, permanent, project, and temporary employees whose compensation is impacted as a result of classification and/or compensation study and whose initial placement in the revised pay structure as of January 2, 2023, provides for a wage increase of less than 5 percent, may receive a one-time, lump sum payment up to an amount that represents the difference between the annual salary in their initial placement and the value of a 5 percent annual wage increase.

EXHIBIT "A"

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

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

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

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

A. Transfer.

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

B. Promotion.

1. If ~~his or her~~the rate of pay in the lower class is below the minimum salary for the higher class, ~~his or her~~the rate of pay shall be increased to the minimum rate for the higher class; except when, as determined by the appointing authority and approved by the Human Resources Director, the employee possesses exceptional qualifications, or exceptional market conditions exist warranting placement at a higher rate in the pay range; provided, that money is in the budget, as provided in Section 1.12.070.

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

C. Demotion.

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

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

b. If the rate of pay of the employee in the higher class is within the pay range of the lower class, ~~his or her~~the rate of pay will be decreased by a ~~minimum of a quarter step increment~~full step.

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

D. Reinstatement.

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

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

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

E. Reemployment.

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

EXHIBIT "A"

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

1.12.060 Salary decreases.

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

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1.12.240 Sick leave without pay.

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

* * *

1.12.270 Cancellation of leaves of absence.

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

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

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1.12.340 Authority for Director of Finance.

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

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1.12.640 Application of additional rates.

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

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

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

EXHIBIT "A"

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

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

* * *

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

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

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

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

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

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

* * *

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

* * *

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

~~5249 An employee in the classification of Power Supervisor III (CSC 5249) may be eligible for an application of rate of 10 percent above their regular rate of pay when a specific compression issue has been identified, upon approval of the Human Resources Director. This application of rate expires upon implementation of the July 2022 classification and compensation study compensation changes.~~

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

~~5251 See 5249, 5251.~~

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

* * *

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

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

EXHIBIT "A"

~~Neighborhood & Community Services Director (CSC 0759); PAF Director (CSC 0730); Police Chief (CSC 0772); Planning & Development Services Director (CSC 0719); Power Section Manager (CSC 0816); Public Works Director (CSC 0757); Retirement Systems Director (CSC 0560); Utilities Director (CSC 0822); Utilities Director, Deputy (CSC 0819); Utilities Director, Deputy Power Superintendent (CSC 0825); Utilities Director, Deputy Rail Superintendent (CSC 0830); and Utilities Director, Deputy Water Superintendent (CSC 0823).~~

* * *

1.12.970 Full disclosure of pay increases.

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

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0624	A	Account Executive	40.65	41.16	41.67	42.19	42.72	43.25	43.79	44.34	44.89	45.45	46.02	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83	51.47	52.11
0618	A	Account Executive, Senior	44.63	45.19	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22
3127		Advanced Registered Nurse Practitioner	51.27	51.91	52.56	53.22	53.89	54.56	55.24	55.93	56.63	57.34	58.06	58.79	59.52	60.26	61.01	61.77	62.54	63.32	64.11	64.91	65.72
3037		Behavioral Health Case Manager	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.04	36.49
3035		Behavioral Health Crisis Responder	31.81	32.21	32.61	33.02	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.28	39.77	40.27	40.77
1129	A	Benefits Manager	45.84	46.41	46.99	47.58	48.17	48.77	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.86	54.53	55.21	55.90	56.60	57.31	58.03	58.76
0754	A	Budget Officer	70.67	71.55	72.44	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.06	84.10	85.15	86.21	87.29	88.38	89.48	90.60
0146	A	Business Development Manager	53.81	54.48	55.16	55.85	56.55	57.26	57.98	58.70	59.43	60.17	60.92	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12	68.97
0139	A	Cable & Franchise Production Supervisor	53.10	53.76	54.43	55.11	55.80	56.50	57.21	57.93	58.65	59.38	60.12	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07
0715	A	City Attorney	95.36	96.55	97.76	98.98	100.22	101.47	102.74	104.02	105.32	106.64	107.97	109.32	110.69	112.07	113.47	114.89	116.33	117.78	119.25	120.74	122.25
1002	A	City Attorney, Assistant	51.13	51.77	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55
1005	A	City Attorney, Chief Deputy	79.25	80.24	81.24	82.26	83.29	84.33	85.38	86.45	87.53	88.62	89.73	90.85	91.99	93.14	94.30	95.48	96.67	97.88	99.10	100.34	101.59
1004	A	City Attorney, Deputy	63.42	64.21	65.01	65.82	66.64	67.47	68.31	69.16	70.02	70.90	71.79	72.69	73.60	74.52	75.45	76.39	77.34	78.31	79.29	80.28	81.28
1004	A	City Attorney, Prosecuting	40.91	41.42	41.94	42.46	42.99	43.53	44.07	44.62	45.18	45.74	46.31	46.89	47.48	48.07	48.67	49.28	49.90	50.52	51.15	51.79	52.44
0700	A	City Clerk	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28	45.85	46.42	47.00	47.59	48.18
0747	A	City Manager	109.27	110.64	112.02	113.42	114.84	116.28	117.73	119.20	120.69	122.20	123.73	125.28	126.85	128.44	130.05	131.68	133.33	135.00	136.69	138.40	140.13
0746	A	City Manager, Assistant	85.64	86.71	87.79	88.89	90.00	91.13	92.27	93.42	94.59	95.77	96.97	98.18	99.41	100.65	101.91	103.18	104.47	105.78	107.10	108.44	109.80
0745	A	City Manager, Deputy	95.36	96.55	97.76	98.98	100.22	101.47	102.74	104.02	105.32	106.64	107.97	109.32	110.69	112.07	113.47	114.89	116.33	117.78	119.25	120.74	122.25
0744	A	City Manager, Assistant to the	60.25	61.00	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.36	68.20	69.05	69.91	70.78	71.66	72.56	73.47	74.39	75.32	76.26	77.21
0710	A	City Treasurer	57.93	58.65	59.38	60.12	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07	68.92	69.78	70.65	71.53	72.42	73.33	74.25
2210	A	Community & Economic Development Division Manager	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59	65.40	66.22

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1176	A	Community & Economic Development Supervisor	43.17	43.71	44.26	44.81	45.37	45.94	46.51	47.09	47.68	48.28	48.88	49.49	50.11	50.74	51.37	52.01	52.66	53.32	53.99	54.66	55.34
0750	A	Community & Economic Development Director	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07	89.17	90.28	91.41
2208	A	Community & Economic Development Director, Assistant	59.43	60.17	60.92	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12	68.97	69.83	70.70	71.58	72.47	73.38	74.30	75.23	76.17
0805	A	Community & Media Services Manager	60.88	61.64	62.41	63.19	63.98	64.78	65.59	66.41	67.24	68.08	68.93	69.79	70.66	71.54	72.43	73.34	74.26	75.19	76.13	77.08	78.04
1214	A	Community Relations Officer	39.69	40.19	40.69	41.20	41.71	42.23	42.76	43.29	43.83	44.38	44.93	45.49	46.06	46.64	47.22	47.81	48.41	49.02	49.63	50.25	50.88
0802	A	Community Relations Spec	35.76	36.21	36.66	37.12	37.58	38.05	38.53	39.01	39.50	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86
1128	A	Compensation & Benefits Manager, Senior	52.82	53.48	54.15	54.83	55.52	56.21	56.91	57.62	58.34	59.07	59.81	60.56	61.32	62.09	62.87	63.66	64.46	65.27	66.09	66.92	67.76
0619	A	Conservation Manager	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81	71.70	72.60	73.51	74.43	75.36
2326	A	Conservation Manager, Assistant	51.12	51.76	52.41	53.07	53.73	54.40	55.08	55.77	56.47	57.18	57.89	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54
0634		Conservation Program Associate	25.77	26.09	26.42	26.75	27.08	27.42	27.76	28.11	28.46	28.82	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03
0632		Conservation Program Coordinator	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52
0630	A	Conservation Program Manager	40.61	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.85	45.41	45.98	46.55	47.13	47.72	48.32	48.92	49.53	50.15	50.78	51.41	52.05
0620	A	Conservation Supervisor	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95	57.66	58.38	59.11	59.85
1124	A	Contract & Program Auditor	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30
0524	A	Controller	70.67	71.55	72.44	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.06	84.10	85.15	86.21	87.29	88.38	89.48	90.60
4314	A	Court Administrator	54.80	55.49	56.18	56.88	57.59	58.31	59.04	59.78	60.53	61.29	62.06	62.84	63.63	64.43	65.24	66.06	66.89	67.73	68.58	69.44	70.31
4308	A	Court Operations Supervisor	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16	47.75	48.35	48.95	49.56	50.18	50.81	51.45	52.09
0609	A	Customer Service Supervisor	36.95	37.41	37.88	38.35	38.83	39.32	39.81	40.31	40.81	41.32	41.84	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.37

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0610	A	Customer Service Supervisor II	40.65	41.16	41.67	42.19	42.72	43.25	43.79	44.34	44.89	45.45	46.02	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83	51.47	52.11
0654		Customer Service Training Analyst	33.82	34.24	34.67	35.10	35.54	35.98	36.43	36.89	37.35	37.82	38.29	38.77	39.25	39.74	40.24	40.74	41.25	41.77	42.29	42.82	43.36
0727	A	Customer Services Assistant Manager	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81	71.70	72.60	73.51	74.43	75.36	76.30	77.25	78.22	79.20
0616	A	Customer Services Manager	83.65	84.70	85.76	86.83	87.92	89.02	90.13	91.26	92.40	93.56	94.73	95.91	97.11	98.32	99.55	100.79	102.05	103.33	104.62	105.93	107.25
0147	A	Data Architecture Manager	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54	66.36	67.19	68.03	68.88	69.74	70.61	71.49	72.38	73.28	74.20	75.13
4605		Department Aide	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
3032		Designated Crisis Responder I	34.91	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56	39.04	39.53	40.02	40.52	41.03	41.54	42.06	42.59	43.12	43.66	44.21	44.76
3033		Designated Crisis Responder II	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28	45.85	46.42	47.00
2349	A	Development Specialist I	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50	36.96	37.42	37.89	38.36	38.84	39.33
2351	A	Development Specialist II	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10
2352	A	Development Specialist III	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69
2070	A	Engineer	41.77	42.29	42.82	43.36	43.90	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56
8028		Engineer in Training	28.58	28.94	29.30	29.67	30.04	30.42	30.80	31.18	31.57	31.96	32.36	32.76	33.17	33.58	34.00	34.43	34.86	35.30	35.74	36.19	36.64
2068	A	Engineer, Associate	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53
2073	A	Engineer, Principal	52.76	53.42	54.09	54.77	55.45	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.63
2082	A	Engineer, Professional	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
2083	A	Engineer, Senior	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
2060	A	Engineer, Senior Principal	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91	72.81	73.72	74.64
2059	A	Environmental Services Director, Assistant	77.00	77.96	78.93	79.92	80.92	81.93	82.95	83.99	85.04	86.10	87.18	88.27	89.37	90.49	91.62	92.77	93.93	95.10	96.29	97.49	98.71
0758	A	Environmental Services Director	92.45	93.61	94.78	95.96	97.16	98.37	99.60	100.84	102.10	103.38	104.67	105.98	107.30	108.64	110.00	111.37	112.76	114.17	115.60	117.05	118.51
2056	A	Environmental Services Division Manager	66.53	67.36	68.20	69.05	69.91	70.78	71.66	72.56	73.47	74.39	75.32	76.26	77.21	78.18	79.16	80.15	81.15	82.16	83.19	84.23	85.28
2057	A	Environmental Services Division Manager Assistant	60.47	61.23	62.00	62.78	63.56	64.35	65.15	65.96	66.78	67.61	68.46	69.32	70.19	71.07	71.96	72.86	73.77	74.69	75.62	76.57	77.53

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2092		Environmental Specialist	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	42.55	43.08	43.62
2093		Environmental Specialist, Senior	39.55	40.04	40.54	41.05	41.56	42.08	42.61	43.14	43.68	44.23	44.78	45.34	45.91	46.48	47.06	47.65	48.25	48.85	49.46	50.08	50.71
2097		Environmental Technician	28.13	28.48	28.84	29.20	29.57	29.94	30.31	30.69	31.07	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06
2098		Environmental Technician, Senior	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18	39.67
0753	A	Equity & Human Rights Director	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07	89.17	90.28	91.41
0820	A	Executive Assistant	42.39	42.92	43.46	44.00	44.55	45.11	45.67	46.24	46.82	47.41	48.00	48.60	49.21	49.83	50.45	51.08	51.72	52.37	53.02	53.68	54.35
0712	A	Finance Director	84.57	85.63	86.70	87.78	88.88	89.99	91.11	92.25	93.40	94.57	95.75	96.95	98.16	99.39	100.63	101.89	103.16	104.45	105.76	107.08	108.42
0520	A	Financial Manager	45.38	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.67	55.35	56.04	56.74	57.45	58.17
0522	A	Financial Manager, Senior	53.40	54.07	54.75	55.43	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.77	63.55	64.34	65.14	65.95	66.77	67.60	68.44
0524	A	Financial Supervisor	38.40	38.88	39.37	39.86	40.36	40.86	41.37	41.89	42.41	42.94	43.48	44.02	44.57	45.13	45.69	46.26	46.84	47.43	48.02	48.62	49.23
4020		Fire & Life Safety Educator	32.43	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58
0767	A	Fire Chief	96.43	97.64	98.86	100.10	101.35	102.62	103.90	105.20	106.51	107.84	109.19	110.55	111.93	113.33	114.75	116.18	117.63	119.10	120.59	122.10	123.63
0519	A	Fire Code Official	64.21	65.01	65.82	66.64	67.47	68.31	69.16	70.02	70.90	71.79	72.69	73.60	74.52	75.45	76.39	77.34	78.31	79.29	80.28	81.28	82.30
0518	A	Fire Department Manager	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41	63.19	63.98	64.78	65.59	66.41	67.24	68.08	68.93	69.79
5344	A	Fleet Manager, Assistant	43.55	44.09	44.64	45.20	45.76	46.33	46.91	47.50	48.09	48.69	49.30	49.92	50.54	51.17	51.81	52.46	53.12	53.78	54.45	55.13	55.82
4215	A	Forensics Manager	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
0726	A	Government Relations Analyst	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.12	62.90	63.69	64.49	65.30	66.12	66.95	67.79	68.64	69.50
0724	A	Government Relations Officer	67.24	68.08	68.93	69.79	70.66	71.54	72.43	73.34	74.26	75.19	76.13	77.08	78.04	79.02	80.01	81.01	82.02	83.05	84.09	85.14	86.20
0717	A	Hearing Examiner	77.78	78.75	79.73	80.73	81.74	82.76	83.79	84.84	85.90	86.97	88.06	89.16	90.27	91.40	92.54	93.70	94.87	96.06	97.26	98.48	99.71
2310	A	Historic Preservation Coordinator	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90
2309	A	Historic Preservation Officer	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69
2336		Housing Rehabilitation Specialist	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39	34.82	35.26	35.70	36.15	36.60	37.06	37.52	37.99	38.46	38.94	39.43	39.92	40.42
1134	A	Human Resources Analyst, Senior	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65
0735	A	Human Resources Director	76.31	77.26	78.23	79.21	80.20	81.20	82.22	83.25	84.29	85.34	86.41	87.49	88.58	89.69	90.81	91.95	93.10	94.26	95.44	96.63	97.84

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1125	A	Human Resources Director, Assistant	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56	78.53	79.51	80.50	81.51
1136	A	Human Resources Manager	46.11	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95	57.66	58.38	59.11
1138	A	Human Resources Manager, Senior	52.82	53.48	54.15	54.83	55.52	56.21	56.91	57.62	58.34	59.07	59.81	60.56	61.32	62.09	62.87	63.66	64.46	65.27	66.09	66.92	67.76
2533		Human Services Program Assistant	20.60	20.86	21.12	21.38	21.65	21.92	22.19	22.47	22.75	23.03	23.32	23.61	23.91	24.21	24.51	24.82	25.13	25.44	25.76	26.08	26.41
5151	A	Hydro Project Manager	67.94	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	80.73	81.74	82.76	83.79	84.84	85.90	86.97
5150	A	Hydro Project Manager, Assistant	63.98	64.78	65.59	66.41	67.24	68.08	68.93	69.79	70.66	71.54	72.43	73.34	74.26	75.19	76.13	77.08	78.04	79.02	80.01	81.01	82.02
0140	A	Information Technology Manager	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54	66.36	67.19	68.03	68.88	69.74	70.61	71.49	72.38	73.28	74.20	75.13
0136	A	Information Technology Supervisor	53.10	53.76	54.43	55.11	55.80	56.50	57.21	57.93	58.65	59.38	60.12	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07
0835	A	Information Technology Director	87.29	88.38	89.48	90.60	91.73	92.88	94.04	95.22	96.41	97.62	98.84	100.08	101.33	102.60	103.88	105.18	106.49	107.82	109.17	110.53	111.91
0837	A	Information Technology Director, Assistant	71.70	72.60	73.51	74.43	75.36	76.30	77.25	78.22	79.20	80.19	81.19	82.20	83.23	84.27	85.32	86.39	87.47	88.56	89.67	90.79	91.92
0707	A	Information Technology Project Manager	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14
0708	A	Information Technology Project Manager, Senior	51.71	52.36	53.01	53.67	54.34	55.02	55.71	56.41	57.12	57.83	58.55	59.28	60.02	60.77	61.53	62.30	63.08	63.87	64.67	65.48	66.30
1118	A	Labor Negotiator	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.67	60.42	61.18	61.94	62.71
1123	A	Labor Relations Analyst	37.85	38.32	38.80	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52
1132	A	Labor Relations Manager	55.33	56.02	56.72	57.43	58.15	58.88	59.62	60.37	61.12	61.88	62.65	63.43	64.22	65.02	65.83	66.65	67.48	68.32	69.17	70.03	70.91
0760	A	Labor Relations Manager, Senior	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56	78.53	79.51	80.50	81.51
2207	A	Land Use Administrator	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.02	66.85	67.69	68.54
0034		Legal Assistant	24.72	25.03	25.34	25.66	25.98	26.30	26.63	26.96	27.30	27.64	27.99	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91	31.30	31.69
0032		Legal Assistant, Senior	27.48	27.82	28.17	28.52	28.88	29.24	29.61	29.98	30.35	30.73	31.11	31.50	31.89	32.29	32.69	33.10	33.51	33.93	34.35	34.78	35.21
1007	A	Legal Intern	16.97	17.18	17.39	17.61	17.83	18.05	18.28	18.51	18.74	18.97	19.21	19.45	19.69	19.94	20.19	20.44	20.70	20.96	21.22	21.49	21.76

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0553		LEOFF 1 Pension Specialist	31.24	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06
1109	A	Management Analyst I	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.04	36.49
1120	A	Management Analyst II	35.70	36.15	36.60	37.06	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77
1135	A	Management Analyst III	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.29	56.99
4607		Management Fellow	25.71	26.03	26.36	26.69	27.02	27.36	27.70	28.05	28.40	28.75	29.11	29.47	29.84	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96
4615		Management Intern	19.14	19.38	19.62	19.87	20.12	20.37	20.62	20.88	21.14	21.40	21.67	21.94	22.21	22.49	22.77	23.05	23.34	23.63	23.93	24.23	24.53
0841	A	Market Development Program Manager	57.31	58.03	58.76	59.49	60.23	60.98	61.74	62.51	63.29	64.08	64.88	65.69	66.51	67.34	68.18	69.03	69.89	70.76	71.64	72.54	73.45
0842	A	Market Development Research Analyst	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92	65.73
0840	A	Marketing & Development Manager	66.74	67.57	68.41	69.27	70.14	71.02	71.91	72.81	73.72	74.64	75.57	76.51	77.47	78.44	79.42	80.41	81.42	82.44	83.47	84.51	85.57
1165	A	Marketing Assistant	20.40	20.65	20.91	21.17	21.43	21.70	21.97	22.24	22.52	22.80	23.09	23.38	23.67	23.97	24.27	24.57	24.88	25.19	25.50	25.82	26.14
5506	A	Marketing Coordinator	29.95	30.32	30.70	31.08	31.47	31.86	32.26	32.66	33.07	33.48	33.90	34.32	34.75	35.18	35.62	36.07	36.52	36.98	37.44	37.91	38.38
1151		Master Control Technician	21.30	21.57	21.84	22.11	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.73	25.04	25.35	25.67	25.99	26.31	26.64	26.97	27.31
0804	A	Media & Communications Director	58.58	59.31	60.05	60.80	61.56	62.33	63.11	63.90	64.70	65.51	66.33	67.16	68.00	68.85	69.71	70.58	71.46	72.35	73.25	74.17	75.10
5508	A	Media Specialist	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.38	47.97	48.57
3125		Mobile Unit Registered Nurse	36.85	37.31	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
2091	A	Natural Resources Manager	66.45	67.28	68.12	68.97	69.83	70.70	71.58	72.47	73.38	74.30	75.23	76.17	77.12	78.08	79.06	80.05	81.05	82.06	83.09	84.13	85.18
2106	A	Natural Resources Specialist I	35.49	35.93	36.38	36.83	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48
2089	A	Natural Resources Specialist II	40.61	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.85	45.41	45.98	46.55	47.13	47.72	48.32	48.92	49.53	50.15	50.78	51.41	52.05
2094	A	Natural Resources Specialist III	46.67	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83
2107		Natural Resources Technician I	22.25	22.53	22.81	23.10	23.39	23.68	23.98	24.28	24.58	24.89	25.20	25.51	25.83	26.15	26.48	26.81	27.15	27.49	27.83	28.18	28.53
2090	A	Natural Resources Technician II	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53	38.00	38.48	38.96	39.45	39.94

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0859	A	Neighborhood & Community Services Director, Assistant	57.66	58.38	59.11	59.85	60.60	61.36	62.13	62.91	63.70	64.50	65.31	66.13	66.96	67.80	68.65	69.51	70.38	71.26	72.15	73.05	73.96
0754	A	Neighborhood & Community Services Program Manager	42.45	42.98	43.52	44.06	44.61	45.17	45.73	46.30	46.88	47.47	48.06	48.66	49.27	49.89	50.51	51.14	51.78	52.43	53.09	53.75	54.42
0759	A	Neighborhood & Community Services Director	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07	89.17	90.28	91.41
2058	A	Neighborhood & Community Services Division Manager	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59	65.40	66.22
2532		Neighborhood & Community Services Specialist	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.13	32.53	32.94	33.35	33.77	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29	37.76
2534		Neighborhood & Community Services Supervisor	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28
4602		Occupational Intern, Skilled	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
0738	A	Office Administrator	31.95	32.35	32.75	33.16	33.57	33.99	34.41	34.84	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96
0739	A	Office Manager	36.74	37.20	37.67	38.14	38.62	39.10	39.59	40.08	40.58	41.09	41.60	42.12	42.65	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10
0533	A	Operations Manager	52.40	53.05	53.71	54.38	55.06	55.75	56.45	57.16	57.87	58.59	59.32	60.06	60.81	61.57	62.34	63.12	63.91	64.71	65.52	66.34	67.17
1009	A	Paralegal	29.98	30.35	30.73	31.11	31.50	31.89	32.29	32.69	33.10	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41
1010	A	Paralegal, Senior	35.96	36.41	36.87	37.33	37.80	38.27	38.75	39.23	39.72	40.22	40.72	41.23	41.75	42.27	42.80	43.33	43.87	44.42	44.98	45.54	46.11
2085	A	Park Supervisor	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15	44.70
2086	A	Park Supervisor, Assistant	31.69	32.09	32.49	32.90	33.31	33.73	34.15	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64
2105		Permit Supervisor	35.71	36.16	36.61	37.07	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21	45.78
2209		Planner, Associate	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50	36.96	37.42	37.89	38.36	38.84	39.33
2221		Planner, Principal	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69
2203		Planner, Senior	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10
0719	A	Planning & Development Services Director	75.48	76.42	77.38	78.35	79.33	80.32	81.32	82.34	83.37	84.41	85.47	86.54	87.62	88.72	89.83	90.95	92.09	93.24	94.41	95.59	96.78
2219	A	Planning & Development Services Division Manager	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59	65.40	66.22
2222	A	Planning Manager	52.79	53.45	54.12	54.80	55.48	56.17	56.87	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72
2038	A	Plans Examiner I	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2039	A	Plans Examiner II	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40	49.00	49.61	50.23	50.86	51.50	52.14	52.79	53.45
2040	A	Plans Examiner III	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
0772	A	Police Chief	96.43	97.64	98.86	100.10	101.35	102.62	103.90	105.20	106.51	107.84	109.19	110.55	111.93	113.33	114.75	116.18	117.63	119.10	120.59	122.10	123.63
0785	A	Police Chief of Staff	72.32	73.22	74.14	75.07	76.01	76.96	77.92	78.89	79.88	80.88	81.89	82.91	83.95	85.00	86.06	87.14	88.23	89.33	90.45	91.58	92.72
5123	A	Power Analyst	51.51	52.15	52.80	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44	65.25	66.07
5128	A	Power Analyst, Senior	57.28	58.00	58.73	59.46	60.20	60.95	61.71	62.48	63.26	64.05	64.85	65.66	66.48	67.31	68.15	69.00	69.86	70.73	71.61	72.51	73.42
2131	A	Power Engineer I	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.89	41.40	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72	46.29	46.87	47.46	48.05
2132	A	Power Engineer II	41.98	42.50	43.03	43.57	44.11	44.66	45.22	45.79	46.36	46.94	47.53	48.12	48.72	49.33	49.95	50.57	51.20	51.84	52.49	53.15	53.81
2133	A	Power Engineer III	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82	54.49	55.17	55.86	56.56	57.27	57.99	58.71	59.44	60.18	60.93	61.69	62.46	63.24
2134	A	Power Engineer IV	58.70	59.43	60.17	60.92	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12	68.97	69.83	70.70	71.58	72.47	73.38	74.30	75.23
0815	A	Power Section Assistant Manager I	74.81	75.75	76.70	77.66	78.63	79.61	80.61	81.62	82.64	83.67	84.72	85.78	86.85	87.94	89.04	90.15	91.28	92.42	93.58	94.75	95.93
0817	A	Power Section Assistant Manager II	85.58	86.65	87.73	88.83	89.94	91.06	92.20	93.35	94.52	95.70	96.90	98.11	99.34	100.58	101.84	103.11	104.40	105.71	107.03	108.37	109.72
0816	A	Power Section Manager	111.26	112.65	114.06	115.49	116.93	118.39	119.87	121.37	122.89	124.43	125.99	127.56	129.15	130.76	132.39	134.04	135.72	137.42	139.14	140.88	142.64
5248	A	Power Supervisor I	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10	48.70	49.31	49.93	50.55	51.18	51.82	52.47	53.13	53.79
5251	A	Power Supervisor II	52.46	53.12	53.78	54.45	55.13	55.82	56.52	57.23	57.95	58.67	59.40	60.14	60.89	61.65	62.42	63.20	63.99	64.79	65.60	66.42	67.25
5249	A	Power Supervisor III	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.63	68.48	69.34	70.21	71.09	71.98	72.88	73.79	74.71	75.64	76.59	77.55	78.52
2322		Program Development Specialist	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90
2321		Program Development Specialist, Lead	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33
1100		Program Technician	25.78	26.10	26.43	26.76	27.09	27.43	27.77	28.12	28.47	28.83	29.19	29.55	29.92	30.29	30.67	31.05	31.44	31.83	32.23	32.63	33.04
0720	A	Project Manager	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
0721	A	Project Manager, Senior	59.55	60.29	61.04	61.80	62.57	63.35	64.14	64.94	65.75	66.57	67.40	68.24	69.09	69.95	70.82	71.71	72.61	73.52	74.44	75.37	76.31
2502		Project Specialist	26.23	26.56	26.89	27.23	27.57	27.91	28.26	28.61	28.97	29.33	29.70	30.07	30.45	30.83	31.22	31.61	32.01	32.41	32.82	33.23	33.65
1142	A	Public Disclosure Manager	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.43	52.07	52.72	53.38	54.05	54.73	55.41	56.10
0757	A	Public Works Director	81.04	82.05	83.08	84.12	85.17	86.23	87.31	88.40	89.51	90.63	91.76	92.91	94.07	95.25	96.44	97.65	98.87	100.11	101.36	102.63	103.91
0755	A	Public Works Director, Assistant	70.47	71.35	72.24	73.14	74.05	74.98	75.92	76.87	77.83	78.80	79.79	80.79	81.80	82.82	83.86	84.91	85.97	87.04	88.13	89.23	90.35
2055	A	Public Works Division Manager, Assistant	58.24	58.97	59.71	60.46	61.22	61.99	62.76	63.54	64.33	65.13	65.94	66.76	67.59	68.43	69.29	70.16	71.04	71.93	72.83	73.74	74.66

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2054	A	Public Works Division Manager	64.09	64.89	65.70	66.52	67.35	68.19	69.04	69.90	70.77	71.65	72.55	73.46	74.38	75.31	76.25	77.20	78.16	79.14	80.13	81.13	82.14
7128	A	Rail Chief Administrative Officer	56.59	57.30	58.02	58.75	59.48	60.22	60.97	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53
7129	A	Rail Chief Information/Financial Officer	56.59	57.30	58.02	58.75	59.48	60.22	60.97	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53
7130	A	Rail Chief Mechanical Officer	63.55	64.34	65.14	65.95	66.77	67.60	68.44	69.30	70.17	71.05	71.94	72.84	73.75	74.67	75.60	76.55	77.51	78.48	79.46	80.45	81.46
7152	A	Rail Superintendent, Assistant	70.77	71.65	72.55	73.46	74.38	75.31	76.25	77.20	78.16	79.14	80.13	81.13	82.14	83.17	84.21	85.26	86.33	87.41	88.50	89.61	90.73
7127	A	Rail Supervisor of Operations	45.29	45.86	46.43	47.01	47.60	48.20	48.80	49.41	50.03	50.66	51.29	51.93	52.58	53.24	53.91	54.58	55.26	55.95	56.65	57.36	58.08
7126	A	Railway Roadmaster	56.59	57.30	58.02	58.75	59.48	60.22	60.97	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53
2343		Real Estate Officer	41.08	41.59	42.11	42.64	43.17	43.71	44.26	44.81	45.37	45.94	46.51	47.09	47.68	48.28	48.88	49.49	50.11	50.74	51.37	52.01	52.66
2344	A	Real Estate Officer, Senior	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.30	57.00	57.71	58.43	59.16	59.90	60.65	61.41
2069	A	Real Time Energy Trader	56.64	57.35	58.07	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81	71.70	72.60
0740	A	Records Management Supervisor	34.84	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96	41.47	41.99	42.51	43.04	43.58	44.12	44.67
5033		Recycling Supervisor	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86
3126		Registered Nurse Case Manager	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.81	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.35	43.89	44.44
0845	A	Relicensing Coordinator	49.57	50.19	50.82	51.46	52.10	52.75	53.41	54.08	54.76	55.44	56.13	56.83	57.54	58.26	58.99	59.73	60.48	61.24	62.01	62.79	63.57
5052		Resource Conservation Specialist	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.13	32.53	32.94	33.35	33.77	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29	37.76
0557	A	Retirement Chief Investment Officer, Deputy	57.73	58.45	59.18	59.92	60.67	61.43	62.20	62.98	63.77	64.57	65.38	66.20	67.03	67.87	68.72	69.58	70.45	71.33	72.22	73.12	74.03
0560	A	Retirement System Director	80.84	81.85	82.87	83.91	84.96	86.02	87.10	88.19	89.29	90.41	91.54	92.68	93.84	95.01	96.20	97.40	98.62	99.85	101.10	102.36	103.64
0559	A	Retirement System Director, Assistant	59.59	60.33	61.08	61.84	62.61	63.39	64.18	64.98	65.79	66.61	67.44	68.28	69.13	69.99	70.86	71.75	72.65	73.56	74.48	75.41	76.35
1110		Risk Analyst	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.61	34.03	34.46	34.89	35.33	35.77	36.22	36.67	37.13	37.59	38.06	38.54
1137	A	Risk Analyst, Senior	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72
0703	A	Risk Manager	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.11	57.82	58.54	59.27	60.01	60.76	61.52	62.29	63.07	63.86	64.66	65.47	66.29

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0762	A	Safety Director	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40	71.28	72.17	73.07	73.98	74.90	75.84	76.79	77.75	78.72	79.70	80.70	81.71	82.73
1204	A	Safety Manager	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.06	53.72	54.39	55.07	55.76
1122		Safety Officer	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05	49.66	50.28	50.91
2530		Senior Center Cook	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
2529		Senior Center Van Driver	17.30	17.52	17.74	17.96	18.18	18.41	18.64	18.87	19.11	19.35	19.59	19.83	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17
2556		Seniors Center Supervisor	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.37	30.75	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95
0138	A	T&D Work Practices Specialist	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52	49.13	49.74	50.36	50.99	51.63
1170	A	Tacoma Arts Commission Administrator	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.30	57.00
6220	A	Tacoma Venues & Events Attendant	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
0730	A	Tacoma Venues & Events Director	72.27	73.17	74.08	75.01	75.95	76.90	77.86	78.83	79.82	80.82	81.83	82.85	83.89	84.94	86.00	87.07	88.16	89.26	90.38	91.51	92.65
0734	A	Tacoma Venues & Events Director, Deputy	54.89	55.58	56.27	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.93	63.72	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40
0732	A	Tacoma Venues & Events Division Manager	41.69	42.21	42.74	43.27	43.81	44.36	44.91	45.47	46.04	46.62	47.20	47.79	48.39	48.99	49.60	50.22	50.85	51.49	52.13	52.78	53.44
1164	A	Tacoma Venues & Events Event Services Coordinator	31.07	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83
1168	A	Tacoma Venues & Events Event Services Manager	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58	42.10	42.63	43.16	43.70	44.25
0728	A	Tacoma Venues & Events Marketing Manager	39.01	39.50	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.20	48.80	49.41	50.03
0733	A	Tacoma Venues & Events Operations Manager	49.42	50.04	50.67	51.30	51.94	52.59	53.25	53.92	54.59	55.27	55.96	56.66	57.37	58.09	58.82	59.56	60.30	61.05	61.81	62.58	63.36
1215	A	Tacoma Venues & Events Sales Coordinator	26.31	26.64	26.97	27.31	27.65	28.00	28.35	28.70	29.06	29.42	29.79	30.16	30.54	30.92	31.31	31.70	32.10	32.50	32.91	33.32	33.74
1156		Tacoma Venues & Events Technical Services Coordinator	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.77	29.13	29.49	29.86	30.23	30.61	30.99

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5535	A	Telecommunications Engineer	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.69	51.32	51.96	52.61	53.27	53.94	54.61	55.29	55.98	56.68	57.39	58.11	58.84	59.58
5539		Telecommunications Planning & Design Technician	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.33
5523	A	Telecommunications Technical Administrator	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92	41.43	41.95	42.47	43.00	43.54	44.08	44.63	45.19	45.75	46.32	46.90	47.49
1154		Television Production Coordinator	38.29	38.77	39.25	39.74	40.24	40.74	41.25	41.77	42.29	42.82	43.36	43.90	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10
2072	A	Term Energy Trader	71.39	72.28	73.18	74.09	75.02	75.96	76.91	77.87	78.84	79.83	80.83	81.84	82.86	83.90	84.95	86.01	87.09	88.18	89.28	90.40	91.53
1124	A	Training & Development Manager	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.29	56.99
0823	A	Utilities Director, Deputy Water Superintendent	92.40	93.55	94.72	95.90	97.10	98.31	99.54	100.78	102.04	103.32	104.61	105.92	107.24	108.58	109.94	111.31	112.70	114.11	115.54	116.98	118.44
0825	A	Utilities Director, Deputy Power Superintendent	127.94	129.54	131.16	132.80	134.46	136.14	137.84	139.56	141.30	143.07	144.86	146.67	148.50	150.36	152.24	154.14	156.07	158.02	160.00	162.00	164.03
0830	A	Utilities Director, Deputy Rail Superintendent	86.71	87.79	88.89	90.00	91.13	92.27	93.42	94.59	95.77	96.97	98.18	99.41	100.65	101.91	103.18	104.47	105.78	107.10	108.44	109.80	111.17
0822	A	Utilities Director	158.73	160.71	162.72	164.75	166.81	168.90	171.01	173.15	175.31	177.50	179.72	181.97	184.24	186.54	188.87	191.23	193.62	196.04	198.49	200.97	203.48
0819	A	Utilities Director, Deputy	87.98	89.08	90.19	91.32	92.46	93.62	94.79	95.97	97.17	98.38	99.61	100.86	102.12	103.40	104.69	106.00	107.32	108.66	110.02	111.40	112.79
0582	A	Utilities Economist, Senior	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.15	61.91	62.68	63.46	64.25	65.05	65.86	66.68	67.51	68.35	69.20
0580	A	Utilities Economist	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69	55.37
0584	A	Utilities Economist, Associate	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.04	36.49
1207	A	Utilities Safety Manager	52.77	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.39	65.19	66.00	66.82	67.66
1153		Video Production Assistant	21.30	21.57	21.84	22.11	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.73	25.04	25.35	25.67	25.99	26.31	26.64	26.97	27.31
1152		Video Specialist	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.91
2064	A	Water Division Superintendent, Deputy	76.99	77.95	78.92	79.91	80.91	81.92	82.94	83.98	85.03	86.09	87.17	88.26	89.36	90.48	91.61	92.76	93.92	95.09	96.28	97.48	98.70
2064	A	Water Division Manager, Assistant	60.47	61.23	62.00	62.78	63.56	64.35	65.15	65.96	66.78	67.61	68.46	69.32	70.19	71.07	71.96	72.86	73.77	74.69	75.62	76.57	77.53

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2066	A	Water Division Manager	66.53	67.36	68.20	69.05	69.91	70.78	71.66	72.56	73.47	74.39	75.32	76.26	77.21	78.18	79.16	80.15	81.15	82.16	83.19	84.23	85.28
2100	A	Water Program Specialist	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33

EXHIBIT “B”

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P001	A	Account Relationship Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P002	A	Advanced Registered Nurse Practitioner	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
T001	A	Applications/Systems Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	E
T002	A	Applications/Systems Engineer, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T003	A	Applications/Systems Engineer, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P003		Arts Program Administrator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P004		Arts Program Planner	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P005	A	Assistant City Attorney	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
M003	A	Assistant Director, Community & Economic Development	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
M004	A	Assistant Director, Environmental Services	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M005	A	Assistant Director, Equity & Human Rights	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
M006	A	Assistant Director, Finance	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M007	A	Assistant Director, Human Resources	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
M008	A	Assistant Director, Information Technology	96.27	101.08	106.13	111.44	117.01	122.86	129.01	132.23	135.54	D
M009	A	Assistant Director, Neighborhood & Community Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
M010	A	Assistant Director, Planning & Development Services	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
M011	A	Assistant Director, Public Works	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M012	A	Assistant Director, Retirement System	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
M013	A	Assistant Director, Tacoma Venues & Events	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
T004	A	Assistant Division Manager, Engineering	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P006	A	Assistant Division Manager, Environmental Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P007	A	Assistant Division Manager, Planning & Development	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P008	A	Assistant Division Manager, Public Works	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
T005	A	Assistant Division Manager, Public Works (Engineering)	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P009	A	Assistant Division Manager, Water Utility	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
M014	A	Assistant to the City Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T006	A	Associate Civil Engineer	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
T007	A	Associate Civil Engineer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
T008	A	Associate Civil Engineer, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
T009	A	Associate Electrical Engineer	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	E
T010	A	Associate Electrical Engineer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	E
T011	A	Associate Electrical Engineer, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	E
T012	A	Associate Power Systems Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	E
T013	A	Associate Power Systems Engineer, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	E
P010	A	Behavioral Health Case Manager	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P011	A	Behavioral Health Crisis Responder	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P012	A	Booking Manager	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
M015	A	Budget Officer	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P013		Business & Economic Development Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P014		Business & Economic Development Analyst, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P015	A	Business & Economic Development Program Manager	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P016	A	Business Services Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P017		Business Services Analyst, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P018	A	Business Services Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P019	A	Business Services Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P020	A	Business Systems Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P021		Business Systems Analyst, Associate	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P022	A	Business Systems Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P023	A	Business Systems Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
M016	A	Chief Deputy City Attorney	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
P024	A	Chief Fire Code Official	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
M017	A	Chief Government Affairs Officer	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P025	A	Chief of Staff, Police	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P026	A	Chief Strategy Officer	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
M018	A	City Attorney	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70	D
P027	A	City Clerk	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
M001	A	City Manager	148.83	156.27	164.08	172.29	176.59	181.01				D
M019	A	City Treasurer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T014	A	Civil Engineer PE, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T015	A	Civil Engineer, PE	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P028	A	Civil Rights Investigator	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
O001	A	Client Technology Support Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
T016	A	Client Technology Support Supervisor	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	E
P029	A	Communications & Marketing Analyst	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P030		Communications & Marketing Analyst, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P031	A	Communications & Marketing Analyst, Principal	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P032	A	Communications & Marketing Analyst, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
A001		Communications & Marketing Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	A
P033		Community Resources Analyst	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P034	A	Community Resources Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P035	A	Community Resources Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P036	A	Continuous Improvement Consultant	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P037	A	Continuous Improvement Consultant, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P038	A	Continuous Improvement Consultant, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P039	A	Contract/Program Auditor	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
M020	A	Controller	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P040	A	Court Administrator	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
A002	A	Court Operations Supervisor	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P041	A	Criminal Justice Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P042		Customer Service Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P043	A	Customer Service Analyst, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P044	A	Customer Service Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
T019	A	Data Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
T020	A	Data Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
T021	A	Data Architecture Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T017		Data Dashboard Analyst	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
T018	A	Data Dashboard Analyst, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
T022	A	Data Scientist	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P045	A	Day-Ahead Energy Trader	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
D001		Department Aide	15.74	16.53	17.35	18.22	19.13	20.09	21.09	22.15	23.26	A
P046	A	Department Emergency Management Officer	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P047	A	Deputy City Attorney	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P048	A	Deputy City Attorney, Senior	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
M021	A	Deputy City Manager	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70	D
P049	A	Deputy Retirement Investment Officer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P050	A	Development Services Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P051	A	Development Services Program Coordinator	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
O002		Development Services Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	A
O003		Development Services Specialist, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	A
M002	A	Director of Public Utilities	196.96	206.80	217.14	228.00	233.70	239.54				D
M023	A	Director, Communications	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
M024	A	Director, Community & Economic Development	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
M022	A	Director, Environmental Services	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08	D
M025	A	Director, Equity & Human Rights	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
M026	A	Director, Finance (CFO)	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08	D
M027	A	Director, Human Resources	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
M028	A	Director, Information Technology	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70	D
M029	A	Director, Neighborhood & Community Services	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M030	A	Director, Planning & Development	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
M031	A	Director, Public Works	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08	D
M032	A	Director, Retirement System	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
M033	A	Director, Safety	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
M034	A	Director, Tacoma Venues & Events	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
P052	A	Diversity & Equity Investigator	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P053	A	Division Manager, Arts Administration	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P054	A	Division Manager, Business Services	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P055	A	Division Manager, Community & Economic Development	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P056	A	Division Manager, Customer Service	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T023	A	Division Manager, Engineering	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P057	A	Division Manager, Environmental Services	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P058	A	Division Manager, Environmental Services (WW)	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P059	A	Division Manager, Financial Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P060	A	Division Manager, Fleet & Facilities	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T024	A	Division Manager, Information Technology	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
P061	A	Division Manager, Labor Relations	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P062	A	Division Manager, Planning & Development	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P063	A	Division Manager, Public Works	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P064	A	Division Manager, Television & Video Production	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P065	A	Division Manager, Water Utility	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P066	A	Education & Outreach Liaison	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A
P067		Education & Outreach Liaison, Associate	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	D
P068	A	Education & Outreach Liaison, Principal	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P069		Education & Outreach Liaison, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
T025	A	Electrical Engineer PE, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T026	A	Electrical Engineer, PE	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P070	A	Emergency Management Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P071	A	Emergency Management Officer, Chief	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T027	A	Engineering Project Manager	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
T029	A	Engineering Project Manager, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
O004	A	Engineering Support Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
S001		Engineer-in-Training	30.27	31.78	33.37	35.04	36.79					A
T030	A	Enterprise Data Architecture Manager	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P072	A	Equal Employment Opportunity Officer	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P073	A	Equity Programs Consultant	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P074	A	Equity Programs Consultant, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P075	A	Equity Programs Consultant, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
A003		Equity Programs Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	D
A004		Equity Programs Specialist, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
O005		Events AV/Production Technician	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A
P076	A	Executive Assistant	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P077	A	Financial Services Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P078	A	Financial Services Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
A005	A	Financial Services Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
M035	A	Fire Chief	119.80	125.79	132.08	138.68	142.15	145.70				D
P079	A	Fleet & Facilities Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P080		Fleet & Facilities Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P081	A	Fleet & Facilities Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
O006	A	Fleet & Facilities Field Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P082	A	Government Affairs Advisor	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P083	A	Government Affairs Advisor, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P084	A	Government Affairs Officer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P085	A	Guest Experience Manager	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
M036	A	Hearing Examiner	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
P086	A	Historic Preservation Analyst	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P087	A	Historic Preservation Officer	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P088	A	Housing Analyst	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P089	A	Housing Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P090	A	Housing Analyst, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
O007		Housing Rehab Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	A
P091	A	Human Resources Consultant, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P092	A	Hydro Parks Supervisor	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
O008	A	Hydro Parks Supervisor, Assistant	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
T031	A	Information Technology Security Analyst	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
T032	A	Information Technology Security Analyst, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	E
T033	A	Information Technology Security Analyst, Senior	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	E
P093	A	Labor Negotiator	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P094	A	Labor Relations Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P095	A	Language Access Program Coordinator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P096	A	Learning Consultant, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P097	A	Learning Consultant, Senior (Instructional Designer)	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
A006		Legal Assistant	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	A
A007		LEOFF I Pension Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	D
T034	A	Licensed Architect	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P098	A	Licensed Legal Intern	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A
P099	A	Management Fellow	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
A008		Management Support Technician, Senior	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64	A
P100	A	Manager, Business Services	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P101	A	Manager, Continuous Improvement	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
T035	A	Manager, Engineering	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	E
P102	A	Manager, Enterprise Safety	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P103	A	Manager, Financial Services	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P104	A	Manager, Fire Training & Accreditation	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P105	A	Manager, Fleet & Facilities Operations	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	E
P106	A	Manager, Human Resources	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P107	A	Manager, Natural Resources	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P108	A	Manager, Power Audit & Compliance	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P109	A	Manager, Power Energy Conservation	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P110	A	Manager, Power Energy Portfolio Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
T036	A	Manager, Power Systems Engineering	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	E
P111	A	Manager, Public Disclosure	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P112	A	Manager, Sustainability	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T037	A	Manager, Technology	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P113	A	Manager, Television Station	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
M037	A	Manager, Training & Development	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P114	A	Manager, Venues & Events Services	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P116	A	Market Research & Development Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P115	A	Market Research & Development Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
O009		Master Control Programmer	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A
P117	A	Mobile Unit Registered Nurse	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P118	A	Natural Resources Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P119	A	Natural Resources Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P120	A	Natural Resources Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
O010	A	Natural Resources Field Supervisor	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	A
O011		Natural Resources Field Technician	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64	A
A009	A	Office Administrator	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
A010	A	Office Manager	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P121	A	Operations Manager, Parking	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P122	A	Operations Manager, Surface & Wastewater	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P123	A	Operations Manager, Water Operations & Maintenance	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
T038	A	Operations Technology Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	E
T039	A	Operations Technology Engineer, Associate	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	E
T040	A	Operations Technology Engineer, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	E
T041	A	Operations Technology Engineer, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	E
A011	A	Paralegal	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P124		Planner, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P125	A	Planner, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P126		Planner, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P127	A	Plans Examiner	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P128	A	Plans Examiner, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P129	A	Plans Examiner, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
M038	A	Police Chief	119.80	125.79	132.08	138.68	142.15	145.70				D
P193	A	Police Community Engagement Senior Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P130	A	Policy Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P131	A	Policy Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P132	A	Power Assistant Section Manager, Energy Conservation	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
P133	A	Power Assistant Section Manager, Energy Portfolio Management	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
P134	A	Power Assistant Section Manager, Power Field Operations	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
T042	A	Power Assistant Section Manager, Power Systems Engineering	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
P135	A	Power Audit & Compliance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P136	A	Power Audit & Compliance Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P137	A	Power Audit & Compliance Analyst, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
A012		Power Audit & Compliance Specialist	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P138		Power Energy Conservation Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P139		Power Energy Conservation Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	A
P140	A	Power Energy Conservation Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P141	A	Power Energy Conservation Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P142	A	Power Energy Portfolio Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P143	A	Power Energy Portfolio Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P144	A	Power Energy Portfolio Analyst, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P145	A	Power Field Operations Supervisor	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	E
P146	A	Power Field Operations Supervisor, Senior	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	E

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
M039	A	Power Section Manager	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70	D
T043	A	Power Systems Engineer PE, Principal	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	E
T044	A	Power Systems Engineer, PE	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	E
O012	A	Power Warehouse Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P147	A	Prosecuting City Attorney	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P148	A	Rail Chief Mechanical Officer	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P149	A	Rail Operations Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P150	A	Rail Operations Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P151	A	Rail Trainmaster	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P152	A	Railway Roadmaster	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P153	A	Real Property Officer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P154		Real Property Officer, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P155	A	Real-Time Energy Trader	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	B
P156		Registered Nurse Case Manager	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	A
P157		Regulatory Compliance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P158		Regulatory Compliance Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P159	A	Regulatory Compliance Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P160		Regulatory Compliance Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
O013		Regulatory Compliance Technician	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64	A
O014		Regulatory Compliance Technician, Senior	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P161	A	Retirement Chief Investment Officer	111.25	116.81	122.65	128.78	135.22	141.98	149.08	152.81	156.63	D
P162	A	RIM Administrator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P163	A	RIM Administrator/Deputy City Clerk	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
A013		RIM Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P164		Risk Analyst	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P165	A	Risk Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P166	A	Risk Manager	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P167	A	Safety Consultant, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	E

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P168	A	Safety Consultant, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	E
P169	A	Sales & Marketing Program Manager	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P170	A	Senior Manager, Business Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P171	A	Senior Manager, Communications & Marketing	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P172	A	Senior Manager, Customer Service	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P173	A	Senior Manager, Fleet & Facilities	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P174	A	Senior Manager, Market Research & Development	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P175	A	Senior Manager, Power Audit & Compliance	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T045	A	Senior Manager, Power Energy Conservation	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P176	A	Senior Manager, Power Field Operations	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
T046	A	Senior Manager, Technology	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
S002		Skilled Occupational Intern	15.74	16.53	17.35	18.22	19.13					A
P177	A	Strategic Initiatives Program Coordinator	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
T047	A	Structural Engineer, PE	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P178		Sustainability Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P179	A	Sustainability Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
T048	A	Technology Project Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
T049	A	Technology Project Manager, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	E
O015		Telecom Planning & Design Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	A
O016	A	Telecom Planning & Design Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
T050	A	Telecommunications Engineer	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	E
T051	A	Telecommunications Engineer, Senior	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	E
O017	A	Telecommunications Technical Specialist, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P180	A	Term Energy Trader	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P181	A	Therapeutic Courts Program Coordinator	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P182	A	Torts Claims Investigator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P183		Transportation Services Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P184		Transportation Services Analyst, Associate	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D

EXHIBIT “B”

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P185	A	Transportation Services Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P186	A	Transportation Services Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
O018		TV/Video Producer	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A
P187		TV/Video Producer, Principal	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P188		TV/Video Producer, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	A
M040	A	Utilities Assistant Superintendent - Rail	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M041	A	Utilities Assistant Superintendent - Water	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M042	A	Utilities Deputy Director	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
M043	A	Utilities Deputy Director - Power Superintendent	128.56	134.99	141.74	148.83	156.27	164.08	172.29	176.59	181.01	D
M044	A	Utilities Deputy Director - Rail Superintendent	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08	D
M045	A	Utilities Deputy Director - Water Superintendent	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08	D
M046	A	Utilities Technology Director	96.27	101.08	106.13	111.44	117.01	122.86	129.01	132.23	135.54	D
T052	A	Utilities Technology Officer	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
S003	A	Venues & Events Attendant	15.74	16.53	17.35	18.22	19.13					A
P189		Venues & Events Liaison	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P191	A	Venues & Events Program Manager	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P192	A	Water Operations & Maintenance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
O019	A	Water Operations & Maintenance Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D