



## SUBSTITUTE 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, 1.12.640, and 1.12.970 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           | <a href="#">24.68</a> | <a href="#">25.91</a> | <a href="#">27.20</a> | <a href="#">28.57</a> | <a href="#">29.99</a> | <a href="#">31.49</a> |
| 4324 | A | Court Financial Clerk | <a href="#">28.28</a> | <a href="#">29.70</a> | <a href="#">31.19</a> | <a href="#">32.75</a> | <a href="#">34.38</a> |                       |

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           | <a href="#">24.68</a> | <a href="#">25.91</a> | <a href="#">27.20</a> | <a href="#">28.57</a> | <a href="#">29.99</a> | <a href="#">31.49</a> |
| 4324 | A | Court Financial Clerk | <a href="#">28.28</a> | <a href="#">29.70</a> | <a href="#">31.19</a> | <a href="#">32.75</a> | <a href="#">34.38</a> |                       |

| Code | A | Job Title             | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     |
|------|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 4321 | A | Court Clerk           | <a href="#">25.36</a> | <a href="#">26.62</a> | <a href="#">27.95</a> | <a href="#">29.36</a> | <a href="#">30.81</a> | <a href="#">32.36</a> |
| 4324 | A | Court Financial Clerk | <a href="#">29.06</a> | <a href="#">30.52</a> | <a href="#">32.05</a> | <a href="#">33.65</a> | <a href="#">35.33</a> |                       |

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           | <a href="#">25.36</a> | <a href="#">26.62</a> | <a href="#">27.95</a> | <a href="#">29.36</a> | <a href="#">30.81</a> | <a href="#">32.36</a> |
| 4324 | A | Court Financial Clerk | <a href="#">29.06</a> | <a href="#">30.52</a> | <a href="#">32.05</a> | <a href="#">33.65</a> | <a href="#">35.33</a> |                       |

| Code | A | Job Title             | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     |
|------|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 4321 | A | Court Clerk           | <a href="#">26.06</a> | <a href="#">27.35</a> | <a href="#">28.72</a> | <a href="#">30.17</a> | <a href="#">31.66</a> | <a href="#">33.25</a> |
| 4324 | A | Court Financial Clerk | <a href="#">29.86</a> | <a href="#">31.36</a> | <a href="#">32.93</a> | <a href="#">34.58</a> | <a href="#">36.30</a> |                       |

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   | <a href="#">37.98</a> | <a href="#">43.37</a> | <a href="#">45.47</a> | <a href="#">47.69</a> | <a href="#">50.03</a> | <a href="#">52.50</a> |
| 4204 |   | Police Sergeant  | <a href="#">60.45</a> | <a href="#">63.47</a> |                       |                       |                       |                       |
| 4207 |   | Police Detective | <a href="#">54.94</a> | <a href="#">57.69</a> |                       |                       |                       |                       |

| Code | A | Job Title        | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     |
|------|---|------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 4202 |   | Police Officer   | <a href="#">39.88</a> | <a href="#">45.53</a> | <a href="#">47.74</a> | <a href="#">50.08</a> | <a href="#">52.53</a> | <a href="#">55.13</a> |
| 4204 |   | Police Sergeant  | <a href="#">63.47</a> | <a href="#">66.64</a> |                       |                       |                       |                       |
| 4207 |   | Police Detective | <a href="#">57.68</a> | <a href="#">60.57</a> |                       |                       |                       |                       |



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 | <del>75.55</del> | <del>79.34</del> |
| 4206 |   | Police Captain    | <del>86.89</del> | <del>91.24</del> |

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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    | <del>100.88</del> | <del>105.92</del> | <del>111.22</del> | <del>116.78</del> |
| 0771 | A | Police Chief, Deputy | <del>108.45</del> | <del>113.87</del> | <del>119.56</del> | <del>125.54</del> |

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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 | <del>36.67</del> | <del>38.51</del> |

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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.

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

### 1.12.060 Salary decreases.

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

\* \* \*

### 1.12.240 Sick leave without pay.

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

\* \* \*

### 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.

\* \* \*

### 1.12.640 Application of additional rates.

\* \* \*

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

\* \* \*

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

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

## EXHIBIT "A"

\* \* \*

~~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  |
| 0786 | A | Police Community Engagement Program Director | 62.70  | 63.48  | 64.27  | 65.07  | 65.88  | 66.70  | 67.53  | 68.37  | 69.22  | 70.09  | 70.97  | 71.86  | 72.76  | 73.67  | 74.59  | 75.52  | 76.46  | 77.42  | 78.39  | 79.37  | 80.36  |
| 5123 | A | Power Analyst                                | 51.51  | 52.15  | 52.80  | 53.46  | 54.13  | 54.81  | 55.50  | 56.19  | 56.89  | 57.60  | 58.32  | 59.05  | 59.79  | 60.54  | 61.30  | 62.07  | 62.85  | 63.64  | 64.44  | 65.25  | 66.07  |
| 5128 | A | Power Analyst, Senior                        | 57.28  | 58.00  | 58.73  | 59.46  | 60.20  | 60.95  | 61.71  | 62.48  | 63.26  | 64.05  | 64.85  | 65.66  | 66.48  | 67.31  | 68.15  | 69.00  | 69.86  | 70.73  | 71.61  | 72.51  | 73.42  |
| 2134 | A | Power Engineer I                             | 37.49  | 37.96  | 38.43  | 38.91  | 39.40  | 39.89  | 40.39  | 40.89  | 41.40  | 41.92  | 42.44  | 42.97  | 43.51  | 44.05  | 44.60  | 45.16  | 45.72  | 46.29  | 46.87  | 47.46  | 48.05  |
| 2132 | A | Power Engineer II                            | 41.98  | 42.50  | 43.03  | 43.57  | 44.11  | 44.66  | 45.22  | 45.79  | 46.36  | 46.94  | 47.53  | 48.12  | 48.72  | 49.33  | 49.95  | 50.57  | 51.20  | 51.84  | 52.49  | 53.15  | 53.81  |
| 2133 | A | Power Engineer III                           | 49.34  | 49.96  | 50.58  | 51.21  | 51.85  | 52.50  | 53.16  | 53.82  | 54.49  | 55.17  | 55.86  | 56.56  | 57.27  | 57.99  | 58.71  | 59.44  | 60.18  | 60.93  | 61.69  | 62.46  | 63.24  |
| 2134 | A | Power Engineer IV                            | 58.70  | 59.43  | 60.17  | 60.92  | 61.68  | 62.45  | 63.23  | 64.02  | 64.82  | 65.63  | 66.45  | 67.28  | 68.12  | 68.97  | 69.83  | 70.70  | 71.58  | 72.47  | 73.38  | 74.30  | 75.23  |
| 0815 | A | Power Section Assistant Manager I            | 74.81  | 75.75  | 76.70  | 77.66  | 78.63  | 79.61  | 80.61  | 81.62  | 82.64  | 83.67  | 84.72  | 85.78  | 86.85  | 87.94  | 89.04  | 90.15  | 91.28  | 92.42  | 93.58  | 94.75  | 95.93  |
| 0817 | A | Power Section Assistant Manager II           | 85.58  | 86.65  | 87.73  | 88.83  | 89.94  | 91.06  | 92.20  | 93.35  | 94.52  | 95.70  | 96.90  | 98.11  | 99.34  | 100.58 | 101.84 | 103.11 | 104.40 | 105.71 | 107.03 | 108.37 | 109.72 |
| 0816 | A | Power Section Manager                        | 111.26 | 112.65 | 114.06 | 115.49 | 116.93 | 118.39 | 119.87 | 121.37 | 122.89 | 124.43 | 125.99 | 127.56 | 129.15 | 130.76 | 132.39 | 134.04 | 135.72 | 137.42 | 139.14 | 140.88 | 142.64 |
| 5248 | A | Power Supervisor I                           | 41.96  | 42.48  | 43.01  | 43.55  | 44.09  | 44.64  | 45.20  | 45.77  | 46.34  | 46.92  | 47.51  | 48.10  | 48.70  | 49.31  | 49.93  | 50.55  | 51.18  | 51.82  | 52.47  | 53.13  | 53.79  |
| 5251 | A | Power Supervisor II                          | 52.46  | 53.12  | 53.78  | 54.45  | 55.13  | 55.82  | 56.52  | 57.23  | 57.95  | 58.67  | 59.40  | 60.14  | 60.89  | 61.65  | 62.42  | 63.20  | 63.99  | 64.79  | 65.60  | 66.42  | 67.25  |
| 5249 | A | Power Supervisor III                         | 61.25  | 62.02  | 62.80  | 63.58  | 64.37  | 65.17  | 65.98  | 66.80  | 67.63  | 68.48  | 69.34  | 70.21  | 71.09  | 71.98  | 72.88  | 73.79  | 74.71  | 75.64  | 76.59  | 77.55  | 78.52  |
| 2322 |   | Program Development Specialist               | 31.13  | 31.52  | 31.91  | 32.31  | 32.71  | 33.12  | 33.53  | 33.95  | 34.37  | 34.80  | 35.24  | 35.68  | 36.13  | 36.58  | 37.04  | 37.50  | 37.97  | 38.44  | 38.92  | 39.41  | 39.90  |
| 2321 |   | Program Development Specialist, Lead         | 34.58  | 35.01  | 35.45  | 35.89  | 36.34  | 36.79  | 37.25  | 37.72  | 38.19  | 38.67  | 39.15  | 39.64  | 40.14  | 40.64  | 41.15  | 41.66  | 42.18  | 42.71  | 43.24  | 43.78  | 44.33  |
| 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  |

**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     |
|------|---|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|
| 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  |
| 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  |

**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    |
|------|---|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1110 |   | Risk Analyst                                      | 30.06 | 30.44 | 30.82 | 31.21 | 31.60 | 31.99 | 32.39 | 32.79 | 33.20 | 33.61 | 34.03 | 34.46 | 34.89 | 35.33 | 35.77 | 36.22 | 36.67 | 37.13 | 37.59 | 38.06 | 38.54 |
| 1137 | A | Risk Analyst, Senior                              | 34.87 | 35.31 | 35.75 | 36.20 | 36.65 | 37.11 | 37.57 | 38.04 | 38.52 | 39.00 | 39.49 | 39.98 | 40.48 | 40.99 | 41.50 | 42.02 | 42.55 | 43.08 | 43.62 | 44.17 | 44.72 |
| 0703 | A | Risk Manager                                      | 51.70 | 52.35 | 53.00 | 53.66 | 54.33 | 55.01 | 55.70 | 56.40 | 57.11 | 57.82 | 58.54 | 59.27 | 60.01 | 60.76 | 61.52 | 62.29 | 63.07 | 63.86 | 64.66 | 65.47 | 66.29 |
| 0762 | A | Safety Director                                   | 64.52 | 65.33 | 66.15 | 66.98 | 67.82 | 68.67 | 69.53 | 70.40 | 71.28 | 72.17 | 73.07 | 73.98 | 74.90 | 75.84 | 76.79 | 77.75 | 78.72 | 79.70 | 80.70 | 81.71 | 82.73 |
| 1204 | A | Safety Manager                                    | 43.49 | 44.03 | 44.58 | 45.14 | 45.70 | 46.27 | 46.85 | 47.44 | 48.03 | 48.63 | 49.24 | 49.86 | 50.48 | 51.11 | 51.75 | 52.40 | 53.06 | 53.72 | 54.39 | 55.07 | 55.76 |
| 1122 |   | Safety Officer                                    | 39.70 | 40.20 | 40.70 | 41.21 | 41.73 | 42.25 | 42.78 | 43.31 | 43.85 | 44.40 | 44.96 | 45.52 | 46.09 | 46.67 | 47.25 | 47.84 | 48.44 | 49.05 | 49.66 | 50.28 | 50.91 |
| 2530 |   | Senior Center Cook                                | 14.49 | 14.67 | 14.85 | 15.04 | 15.23 | 15.42 | 15.61 | 15.81 | 16.01 | 16.21 | 16.41 | 16.62 | 16.83 | 17.04 | 17.25 | 17.47 | 17.69 | 17.91 | 18.13 | 18.36 | 18.59 |
| 2529 |   | Senior Center Van Driver                          | 17.30 | 17.52 | 17.74 | 17.96 | 18.18 | 18.41 | 18.64 | 18.87 | 19.11 | 19.35 | 19.59 | 19.83 | 20.08 | 20.33 | 20.58 | 20.84 | 21.10 | 21.36 | 21.63 | 21.90 | 22.17 |
| 2556 |   | Seniors Center Supervisor                         | 26.49 | 26.82 | 27.16 | 27.50 | 27.84 | 28.19 | 28.54 | 28.90 | 29.26 | 29.63 | 30.00 | 30.37 | 30.75 | 31.13 | 31.52 | 31.91 | 32.31 | 32.71 | 33.12 | 33.53 | 33.95 |
| 0138 | A | T&D Work Practices Specialist                     | 40.27 | 40.77 | 41.28 | 41.80 | 42.32 | 42.85 | 43.39 | 43.93 | 44.48 | 45.04 | 45.60 | 46.17 | 46.75 | 47.33 | 47.92 | 48.52 | 49.13 | 49.74 | 50.36 | 50.99 | 51.63 |
| 1170 | A | Tacoma Arts Commission Administrator              | 44.45 | 45.01 | 45.57 | 46.14 | 46.72 | 47.30 | 47.89 | 48.49 | 49.10 | 49.71 | 50.33 | 50.96 | 51.60 | 52.25 | 52.90 | 53.56 | 54.23 | 54.91 | 55.60 | 56.30 | 57.00 |
| 6220 | A | Tacoma Venues & Events Attendant                  | 14.49 | 14.67 | 14.85 | 15.04 | 15.23 | 15.42 | 15.61 | 15.81 | 16.01 | 16.21 | 16.41 | 16.62 | 16.83 | 17.04 | 17.25 | 17.47 | 17.69 | 17.91 | 18.13 | 18.36 | 18.59 |
| 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 |

**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     |
|------|---|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 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  |
| 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 | Tom 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  |
| 1121 | 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  |



**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    |
|------|---|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 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 |
| 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 | <a href="#">Account Relationship Manager</a>                              | <a href="#">53.98</a> | <a href="#">56.68</a>  | <a href="#">59.51</a>  | <a href="#">62.49</a>  | <a href="#">65.61</a>  | <a href="#">68.89</a>  | <a href="#">72.33</a>  | <a href="#">74.14</a>  | <a href="#">76.00</a>  | <a href="#">D</a> |
| P002 | A | <a href="#">Advanced Registered Nurse Practitioner</a>                    | <a href="#">53.98</a> | <a href="#">56.68</a>  | <a href="#">59.51</a>  | <a href="#">62.49</a>  | <a href="#">65.61</a>  | <a href="#">68.89</a>  | <a href="#">72.33</a>  | <a href="#">74.14</a>  | <a href="#">76.00</a>  | <a href="#">D</a> |
| T001 | A | <a href="#">Applications/Systems Engineer</a>                             | <a href="#">43.45</a> | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">E</a> |
| T002 | A | <a href="#">Applications/Systems Engineer, Principal</a>                  | <a href="#">58.03</a> | <a href="#">60.93</a>  | <a href="#">63.97</a>  | <a href="#">67.17</a>  | <a href="#">70.53</a>  | <a href="#">74.06</a>  | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| T003 | A | <a href="#">Applications/Systems Engineer, Senior</a>                     | <a href="#">50.21</a> | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| P003 |   | <a href="#">Arts Program Administrator</a>                                | <a href="#">43.45</a> | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| P004 |   | <a href="#">Arts Program Planner</a>                                      | <a href="#">37.60</a> | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | <a href="#">D</a> |
| P005 | A | <a href="#">Assistant City Attorney</a>                                   | <a href="#">50.21</a> | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| M003 | A | <a href="#">Assistant Director, Community &amp; Economic Development</a>  | <a href="#">72.08</a> | <a href="#">75.69</a>  | <a href="#">79.47</a>  | <a href="#">83.45</a>  | <a href="#">87.62</a>  | <a href="#">92.00</a>  | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | <a href="#">D</a> |
| M004 | A | <a href="#">Assistant Director, Environmental Services</a>                | <a href="#">77.49</a> | <a href="#">81.37</a>  | <a href="#">85.43</a>  | <a href="#">89.71</a>  | <a href="#">94.19</a>  | <a href="#">98.90</a>  | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |
| M005 | A | <a href="#">Assistant Director, Equity &amp; Human Rights</a>             | <a href="#">62.38</a> | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| M006 | A | <a href="#">Assistant Director, Finance</a>                               | <a href="#">77.49</a> | <a href="#">81.37</a>  | <a href="#">85.43</a>  | <a href="#">89.71</a>  | <a href="#">94.19</a>  | <a href="#">98.90</a>  | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |
| M007 | A | <a href="#">Assistant Director, Human Resources</a>                       | <a href="#">72.08</a> | <a href="#">75.69</a>  | <a href="#">79.47</a>  | <a href="#">83.45</a>  | <a href="#">87.62</a>  | <a href="#">92.00</a>  | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | <a href="#">D</a> |
| M008 | A | <a href="#">Assistant Director, Information Technology</a>                | <a href="#">96.27</a> | <a href="#">101.08</a> | <a href="#">106.13</a> | <a href="#">111.44</a> | <a href="#">117.01</a> | <a href="#">122.86</a> | <a href="#">129.01</a> | <a href="#">132.23</a> | <a href="#">135.54</a> | <a href="#">D</a> |
| M009 | A | <a href="#">Assistant Director, Neighborhood &amp; Community Services</a> | <a href="#">62.38</a> | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| M010 | A | <a href="#">Assistant Director, Planning &amp; Development Services</a>   | <a href="#">72.08</a> | <a href="#">75.69</a>  | <a href="#">79.47</a>  | <a href="#">83.45</a>  | <a href="#">87.62</a>  | <a href="#">92.00</a>  | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | <a href="#">D</a> |
| M011 | A | <a href="#">Assistant Director, Public Works</a>                          | <a href="#">77.49</a> | <a href="#">81.37</a>  | <a href="#">85.43</a>  | <a href="#">89.71</a>  | <a href="#">94.19</a>  | <a href="#">98.90</a>  | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |
| M012 | A | <a href="#">Assistant Director, Retirement System</a>                     | <a href="#">62.38</a> | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| M013 | A | <a href="#">Assistant Director, Tacoma Venues &amp; Events</a>            | <a href="#">67.06</a> | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| T004 | A | <a href="#">Assistant Division Manager, Engineering</a>                   | <a href="#">67.06</a> | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| P006 | A | <a href="#">Assistant Division Manager, Environmental Services</a>        | <a href="#">62.38</a> | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| P007 | A | <a href="#">Assistant Division Manager, Planning &amp; Development</a>    | <a href="#">58.03</a> | <a href="#">60.93</a>  | <a href="#">63.97</a>  | <a href="#">67.17</a>  | <a href="#">70.53</a>  | <a href="#">74.06</a>  | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| P008 | A | <a href="#">Assistant Division Manager, Public Works</a>                  | <a href="#">62.38</a> | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| P009 | A | <a href="#">Assistant Division Manager, Water Utility</a>                 | <a href="#">62.38</a> | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| M014 | A | <a href="#">Assistant to the City Manager</a>                             | <a href="#">58.03</a> | <a href="#">60.93</a>  | <a href="#">63.97</a>  | <a href="#">67.17</a>  | <a href="#">70.53</a>  | <a href="#">74.06</a>  | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| T006 | A | <a href="#">Associate Civil Engineer</a>                                  | <a href="#">40.42</a> | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | <a href="#">D</a> |
| T007 | A | <a href="#">Associate Civil Engineer, Principal</a>                       | <a href="#">46.71</a> | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | <a href="#">D</a> |
| T008 | A | <a href="#">Associate Civil Engineer, Senior</a>                          | <a href="#">43.45</a> | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |

**EXHIBIT "B"**

| Code                 | A | Job Title  | 1                      | 2                      | 3                      | 4                      | 5                      | 6                      | 7                      | 8                      | 9                      | OT Category |
|----------------------|---|--|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|-------------|
| <a href="#">T009</a> | A | <a href="#">Associate Electrical Engineer</a>                          | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | E           |
| <a href="#">T010</a> | A | <a href="#">Associate Electrical Engineer, Principal</a>               | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | E           |
| <a href="#">T011</a> | A | <a href="#">Associate Electrical Engineer, Senior</a>                  | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | E           |
| <a href="#">T012</a> | A | <a href="#">Associate Power Systems Engineer</a>                       | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | E           |
| <a href="#">T013</a> | A | <a href="#">Associate Power Systems Engineer, Senior</a>               | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | E           |
| <a href="#">P010</a> | A | <a href="#">Behavioral Health Case Manager</a>                         | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | D           |
| <a href="#">P011</a> | A | <a href="#">Behavioral Health Crisis Responder</a>                     | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | D           |
| <a href="#">P012</a> | A | <a href="#">Booking Manager</a>  | <a href="#">62.38</a>  | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | D           |
| <a href="#">M015</a> | A | <a href="#">Budget Officer</a>   | <a href="#">72.08</a>  | <a href="#">75.69</a>  | <a href="#">79.47</a>  | <a href="#">83.45</a>  | <a href="#">87.62</a>  | <a href="#">92.00</a>  | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | D           |
| <a href="#">P013</a> |   | <a href="#">Business &amp; Economic Development Analyst</a>            | <a href="#">37.60</a>  | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | D           |
| <a href="#">P014</a> |   | <a href="#">Business &amp; Economic Development Analyst, Associate</a> | <a href="#">32.54</a>  | <a href="#">34.16</a>  | <a href="#">35.87</a>  | <a href="#">37.66</a>  | <a href="#">39.55</a>  | <a href="#">41.52</a>  | <a href="#">43.60</a>  | <a href="#">44.69</a>  | <a href="#">45.81</a>  | D           |
| <a href="#">P015</a> | A | <a href="#">Business &amp; Economic Development Program Manager</a>    | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | D           |
| <a href="#">P016</a> | A | <a href="#">Business Services Analyst</a>                              | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | D           |
| <a href="#">P017</a> |   | <a href="#">Business Services Analyst, Associate</a>                   | <a href="#">32.54</a>  | <a href="#">34.16</a>  | <a href="#">35.87</a>  | <a href="#">37.66</a>  | <a href="#">39.55</a>  | <a href="#">41.52</a>  | <a href="#">43.60</a>  | <a href="#">44.69</a>  | <a href="#">45.81</a>  | D           |
| <a href="#">P018</a> | A | <a href="#">Business Services Analyst, Principal</a>                   | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | D           |
| <a href="#">P019</a> | A | <a href="#">Business Services Analyst, Senior</a>                      | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | D           |
| <a href="#">P020</a> | A | <a href="#">Business Systems Analyst</a>                               | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | D           |
| <a href="#">P021</a> |   | <a href="#">Business Systems Analyst, Associate</a>                    | <a href="#">34.98</a>  | <a href="#">36.72</a>  | <a href="#">38.56</a>  | <a href="#">40.49</a>  | <a href="#">42.51</a>  | <a href="#">44.64</a>  | <a href="#">46.87</a>  | <a href="#">48.04</a>  | <a href="#">49.24</a>  | D           |
| <a href="#">P022</a> | A | <a href="#">Business Systems Analyst, Principal</a>                    | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | D           |
| <a href="#">P023</a> | A | <a href="#">Business Systems Analyst, Senior</a>                       | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | D           |
| <a href="#">M016</a> | A | <a href="#">Chief Deputy City Attorney</a>                             | <a href="#">77.49</a>  | <a href="#">81.37</a>  | <a href="#">85.43</a>  | <a href="#">89.71</a>  | <a href="#">94.19</a>  | <a href="#">98.90</a>  | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | D           |
| <a href="#">P024</a> | A | <a href="#">Chief Fire Code Official</a>                               | <a href="#">67.06</a>  | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | D           |
| <a href="#">M017</a> | A | <a href="#">Chief Government Affairs Officer</a>                       | <a href="#">72.08</a>  | <a href="#">75.69</a>  | <a href="#">79.47</a>  | <a href="#">83.45</a>  | <a href="#">87.62</a>  | <a href="#">92.00</a>  | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | D           |
| <a href="#">P025</a> | A | <a href="#">Chief of Staff, Police</a>                                 | <a href="#">67.06</a>  | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | D           |
| <a href="#">P026</a> | A | <a href="#">Chief Strategy Officer</a>                                 | <a href="#">58.03</a>  | <a href="#">60.93</a>  | <a href="#">63.97</a>  | <a href="#">67.17</a>  | <a href="#">70.53</a>  | <a href="#">74.06</a>  | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | D           |
| <a href="#">M018</a> | A | <a href="#">City Attorney</a>  | <a href="#">103.49</a> | <a href="#">108.66</a> | <a href="#">114.09</a> | <a href="#">119.80</a> | <a href="#">125.79</a> | <a href="#">132.08</a> | <a href="#">138.68</a> | <a href="#">142.15</a> | <a href="#">145.70</a> | D           |
| <a href="#">P027</a> | A | <a href="#">City Clerk</a>   | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | D           |
| <a href="#">M001</a> | A | <a href="#">City Manager</a>   | <a href="#">148.83</a> | <a href="#">156.27</a> | <a href="#">164.08</a> | <a href="#">172.29</a> | <a href="#">176.59</a> | <a href="#">181.01</a> |                        |                        |                        | D           |

**EXHIBIT "B"**

| Code                 | A | Job Title   | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     | 9                      | OT Category       |
|----------------------|---|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|-------------------|
| <a href="#">M019</a> | A | <a href="#">City Treasurer</a>                                    | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a> | <a href="#">92.11</a> | <a href="#">94.41</a>  | <a href="#">D</a> |
| <a href="#">T014</a> | A | <a href="#">Civil Engineer PE, Principal</a>                      | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a> | <a href="#">79.70</a> | <a href="#">81.70</a>  | <a href="#">D</a> |
| <a href="#">T015</a> | A | <a href="#">Civil Engineer, PE</a>                                | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">P028</a> | A | <a href="#">Civil Rights Investigator</a>                         | <a href="#">40.42</a> | <a href="#">42.44</a> | <a href="#">44.56</a> | <a href="#">46.79</a> | <a href="#">49.13</a> | <a href="#">51.58</a> | <a href="#">54.16</a> | <a href="#">55.52</a> | <a href="#">56.91</a>  | <a href="#">D</a> |
| <a href="#">O001</a> | A | <a href="#">Client Technology Support Specialist</a>              | <a href="#">34.98</a> | <a href="#">36.72</a> | <a href="#">38.56</a> | <a href="#">40.49</a> | <a href="#">42.51</a> | <a href="#">44.64</a> | <a href="#">46.87</a> | <a href="#">48.04</a> | <a href="#">49.24</a>  | <a href="#">D</a> |
| <a href="#">T016</a> | A | <a href="#">Client Technology Support Supervisor</a>              | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a>  | <a href="#">E</a> |
| <a href="#">P029</a> | A | <a href="#">Communications &amp; Marketing Analyst</a>            | <a href="#">34.98</a> | <a href="#">36.72</a> | <a href="#">38.56</a> | <a href="#">40.49</a> | <a href="#">42.51</a> | <a href="#">44.64</a> | <a href="#">46.87</a> | <a href="#">48.04</a> | <a href="#">49.24</a>  | <a href="#">D</a> |
| <a href="#">P030</a> |   | <a href="#">Communications &amp; Marketing Analyst, Associate</a> | <a href="#">32.54</a> | <a href="#">34.16</a> | <a href="#">35.87</a> | <a href="#">37.66</a> | <a href="#">39.55</a> | <a href="#">41.52</a> | <a href="#">43.60</a> | <a href="#">44.69</a> | <a href="#">45.81</a>  | <a href="#">D</a> |
| <a href="#">P031</a> | A | <a href="#">Communications &amp; Marketing Analyst, Principal</a> | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a> | <a href="#">59.68</a> | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">P032</a> | A | <a href="#">Communications &amp; Marketing Analyst, Senior</a>    | <a href="#">37.60</a> | <a href="#">39.48</a> | <a href="#">41.45</a> | <a href="#">43.52</a> | <a href="#">45.70</a> | <a href="#">47.99</a> | <a href="#">50.39</a> | <a href="#">51.64</a> | <a href="#">52.94</a>  | <a href="#">D</a> |
| <a href="#">A001</a> |   | <a href="#">Communications &amp; Marketing Specialist</a>         | <a href="#">30.27</a> | <a href="#">31.78</a> | <a href="#">33.37</a> | <a href="#">35.04</a> | <a href="#">36.79</a> | <a href="#">38.63</a> | <a href="#">40.56</a> | <a href="#">41.57</a> | <a href="#">42.61</a>  | <a href="#">A</a> |
| <a href="#">P033</a> |   | <a href="#">Community Resources Analyst</a>                       | <a href="#">34.98</a> | <a href="#">36.72</a> | <a href="#">38.56</a> | <a href="#">40.49</a> | <a href="#">42.51</a> | <a href="#">44.64</a> | <a href="#">46.87</a> | <a href="#">48.04</a> | <a href="#">49.24</a>  | <a href="#">D</a> |
| <a href="#">P034</a> | A | <a href="#">Community Resources Analyst, Principal</a>            | <a href="#">50.21</a> | <a href="#">52.72</a> | <a href="#">55.36</a> | <a href="#">58.13</a> | <a href="#">61.03</a> | <a href="#">64.08</a> | <a href="#">67.29</a> | <a href="#">68.97</a> | <a href="#">70.69</a>  | <a href="#">D</a> |
| <a href="#">P035</a> | A | <a href="#">Community Resources Analyst, Senior</a>               | <a href="#">40.42</a> | <a href="#">42.44</a> | <a href="#">44.56</a> | <a href="#">46.79</a> | <a href="#">49.13</a> | <a href="#">51.58</a> | <a href="#">54.16</a> | <a href="#">55.52</a> | <a href="#">56.91</a>  | <a href="#">D</a> |
| <a href="#">P036</a> | A | <a href="#">Continuous Improvement Consultant</a>                 | <a href="#">37.60</a> | <a href="#">39.48</a> | <a href="#">41.45</a> | <a href="#">43.52</a> | <a href="#">45.70</a> | <a href="#">47.99</a> | <a href="#">50.39</a> | <a href="#">51.64</a> | <a href="#">52.94</a>  | <a href="#">D</a> |
| <a href="#">P037</a> | A | <a href="#">Continuous Improvement Consultant, Principal</a>      | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">P038</a> | A | <a href="#">Continuous Improvement Consultant, Senior</a>         | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a> | <a href="#">59.68</a> | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">P039</a> | A | <a href="#">Contract/Program Auditor</a>                          | <a href="#">34.98</a> | <a href="#">36.72</a> | <a href="#">38.56</a> | <a href="#">40.49</a> | <a href="#">42.51</a> | <a href="#">44.64</a> | <a href="#">46.87</a> | <a href="#">48.04</a> | <a href="#">49.24</a>  | <a href="#">D</a> |
| <a href="#">M020</a> | A | <a href="#">Controller</a>  | <a href="#">72.08</a> | <a href="#">75.69</a> | <a href="#">79.47</a> | <a href="#">83.45</a> | <a href="#">87.62</a> | <a href="#">92.00</a> | <a href="#">96.60</a> | <a href="#">99.02</a> | <a href="#">101.49</a> | <a href="#">D</a> |
| <a href="#">P040</a> | A | <a href="#">Court Administrator</a>                               | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a> | <a href="#">85.68</a> | <a href="#">87.82</a>  | <a href="#">D</a> |
| <a href="#">A002</a> | A | <a href="#">Court Operations Supervisor</a>                       | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">P041</a> | A | <a href="#">Criminal Justice Analyst</a>                          | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a> | <a href="#">59.68</a> | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">P042</a> |   | <a href="#">Customer Service Analyst</a>                          | <a href="#">40.42</a> | <a href="#">42.44</a> | <a href="#">44.56</a> | <a href="#">46.79</a> | <a href="#">49.13</a> | <a href="#">51.58</a> | <a href="#">54.16</a> | <a href="#">55.52</a> | <a href="#">56.91</a>  | <a href="#">D</a> |
| <a href="#">P043</a> | A | <a href="#">Customer Service Analyst, Principal</a>               | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">T053</a> | A | <a href="#">Dam Safety Engineer</a>                               | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a> | <a href="#">92.11</a> | <a href="#">94.41</a>  | <a href="#">D</a> |
| <a href="#">T019</a> | A | <a href="#">Data Analyst, Principal</a>                           | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">T020</a> | A | <a href="#">Data Analyst, Senior</a>                              | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">T021</a> | A | <a href="#">Data Architecture Manager</a>                         | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a> | <a href="#">79.70</a> | <a href="#">81.70</a>  | <a href="#">D</a> |

**EXHIBIT "B"**

| Code                 | A | Job Title   | 1                      | 2                      | 3                      | 4                      | 5                      | 6                      | 7                      | 8                      | 9                      | OT Category       |
|----------------------|---|---|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|-------------------|
| <a href="#">T017</a> |   | <a href="#">Data Dashboard Analyst</a>                          | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">T018</a> | A | <a href="#">Data Dashboard Analyst, Senior</a>                  | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| <a href="#">T022</a> | A | <a href="#">Data Scientist</a>                                  | <a href="#">67.06</a>  | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| <a href="#">P045</a> | A | <a href="#">Day-Ahead Energy Trader</a>                         | <a href="#">62.38</a>  | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| <a href="#">D001</a> |   | <a href="#">Department Aide</a>                                 | <a href="#">15.74</a>  | <a href="#">16.53</a>  | <a href="#">17.35</a>  | <a href="#">18.22</a>  | <a href="#">19.13</a>  | <a href="#">20.09</a>  | <a href="#">21.09</a>  | <a href="#">22.15</a>  | <a href="#">23.26</a>  | <a href="#">A</a> |
| <a href="#">P046</a> | A | <a href="#">Department Emergency Management Officer</a>         | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| <a href="#">P195</a> | A | <a href="#">Department Emergency Management Officer, Senior</a> | <a href="#">53.98</a>  | <a href="#">56.68</a>  | <a href="#">59.51</a>  | <a href="#">62.49</a>  | <a href="#">65.61</a>  | <a href="#">68.89</a>  | <a href="#">72.33</a>  | <a href="#">74.14</a>  | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">P047</a> | A | <a href="#">Deputy City Attorney</a>                            | <a href="#">62.38</a>  | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| <a href="#">P048</a> | A | <a href="#">Deputy City Attorney, Senior</a>                    | <a href="#">67.06</a>  | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| <a href="#">M021</a> | A | <a href="#">Deputy City Manager</a>                             | <a href="#">103.49</a> | <a href="#">108.66</a> | <a href="#">114.09</a> | <a href="#">119.80</a> | <a href="#">125.79</a> | <a href="#">132.08</a> | <a href="#">138.68</a> | <a href="#">142.15</a> | <a href="#">145.70</a> | <a href="#">D</a> |
| <a href="#">P049</a> | A | <a href="#">Deputy Retirement Investment Officer</a>            | <a href="#">67.06</a>  | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| <a href="#">P050</a> | A | <a href="#">Development Services Analyst</a>                    | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">P051</a> | A | <a href="#">Development Services Program Coordinator</a>        | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">O002</a> |   | <a href="#">Development Services Specialist</a>                 | <a href="#">34.98</a>  | <a href="#">36.72</a>  | <a href="#">38.56</a>  | <a href="#">40.49</a>  | <a href="#">42.51</a>  | <a href="#">44.64</a>  | <a href="#">46.87</a>  | <a href="#">48.04</a>  | <a href="#">49.24</a>  | <a href="#">A</a> |
| <a href="#">O003</a> |   | <a href="#">Development Services Specialist, Senior</a>         | <a href="#">37.60</a>  | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | <a href="#">A</a> |
| <a href="#">M002</a> | A | <a href="#">Director of Utilities</a>                           | <a href="#">196.96</a> | <a href="#">206.80</a> | <a href="#">217.14</a> | <a href="#">228.00</a> | <a href="#">233.70</a> | <a href="#">239.54</a> |                        |                        |                        | <a href="#">D</a> |
| <a href="#">M023</a> | A | <a href="#">Director, Communications</a>                        | <a href="#">67.06</a>  | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| <a href="#">M024</a> | A | <a href="#">Director, Community &amp; Economic Development</a>  | <a href="#">83.30</a>  | <a href="#">87.47</a>  | <a href="#">91.84</a>  | <a href="#">96.43</a>  | <a href="#">101.26</a> | <a href="#">106.32</a> | <a href="#">111.63</a> | <a href="#">114.42</a> | <a href="#">117.29</a> | <a href="#">D</a> |
| <a href="#">M022</a> | A | <a href="#">Director, Environmental Services</a>                | <a href="#">89.55</a>  | <a href="#">94.03</a>  | <a href="#">98.73</a>  | <a href="#">103.67</a> | <a href="#">108.85</a> | <a href="#">114.29</a> | <a href="#">120.01</a> | <a href="#">123.01</a> | <a href="#">126.08</a> | <a href="#">D</a> |
| <a href="#">M025</a> | A | <a href="#">Director, Equity &amp; Human Rights</a>             | <a href="#">67.06</a>  | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| <a href="#">M026</a> | A | <a href="#">Director, Finance (CFO)</a>                         | <a href="#">89.55</a>  | <a href="#">94.03</a>  | <a href="#">98.73</a>  | <a href="#">103.67</a> | <a href="#">108.85</a> | <a href="#">114.29</a> | <a href="#">120.01</a> | <a href="#">123.01</a> | <a href="#">126.08</a> | <a href="#">D</a> |
| <a href="#">M027</a> | A | <a href="#">Director, Human Resources</a>                       | <a href="#">83.30</a>  | <a href="#">87.47</a>  | <a href="#">91.84</a>  | <a href="#">96.43</a>  | <a href="#">101.26</a> | <a href="#">106.32</a> | <a href="#">111.63</a> | <a href="#">114.42</a> | <a href="#">117.29</a> | <a href="#">D</a> |
| <a href="#">M028</a> | A | <a href="#">Director, Information Technology</a>                | <a href="#">103.49</a> | <a href="#">108.66</a> | <a href="#">114.09</a> | <a href="#">119.80</a> | <a href="#">125.79</a> | <a href="#">132.08</a> | <a href="#">138.68</a> | <a href="#">142.15</a> | <a href="#">145.70</a> | <a href="#">D</a> |
| <a href="#">M029</a> | A | <a href="#">Director, Neighborhood &amp; Community Services</a> | <a href="#">77.49</a>  | <a href="#">81.37</a>  | <a href="#">85.43</a>  | <a href="#">89.71</a>  | <a href="#">94.19</a>  | <a href="#">98.90</a>  | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |
| <a href="#">M030</a> | A | <a href="#">Director, Planning &amp; Development</a>            | <a href="#">83.30</a>  | <a href="#">87.47</a>  | <a href="#">91.84</a>  | <a href="#">96.43</a>  | <a href="#">101.26</a> | <a href="#">106.32</a> | <a href="#">111.63</a> | <a href="#">114.42</a> | <a href="#">117.29</a> | <a href="#">D</a> |
| <a href="#">M031</a> | A | <a href="#">Director, Public Works</a>                          | <a href="#">89.55</a>  | <a href="#">94.03</a>  | <a href="#">98.73</a>  | <a href="#">103.67</a> | <a href="#">108.85</a> | <a href="#">114.29</a> | <a href="#">120.01</a> | <a href="#">123.01</a> | <a href="#">126.08</a> | <a href="#">D</a> |
| <a href="#">M032</a> | A | <a href="#">Director, Retirement System</a>                     | <a href="#">83.30</a>  | <a href="#">87.47</a>  | <a href="#">91.84</a>  | <a href="#">96.43</a>  | <a href="#">101.26</a> | <a href="#">106.32</a> | <a href="#">111.63</a> | <a href="#">114.42</a> | <a href="#">117.29</a> | <a href="#">D</a> |
| <a href="#">M033</a> | A | <a href="#">Director, Safety</a>                                | <a href="#">77.49</a>  | <a href="#">81.37</a>  | <a href="#">85.43</a>  | <a href="#">89.71</a>  | <a href="#">94.19</a>  | <a href="#">98.90</a>  | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |

**EXHIBIT "B"**

| Code | A | Job Title  | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                      | 8                      | 9                      | OT Category       |
|------|---|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|-------------------|
| M034 | A | <a href="#">Director, Tacoma Venues &amp; Events</a>                   | <a href="#">77.49</a> | <a href="#">81.37</a> | <a href="#">85.43</a> | <a href="#">89.71</a> | <a href="#">94.19</a> | <a href="#">98.90</a> | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |
| P053 | A | <a href="#">Division Manager, Arts Administration</a>                  | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| P054 | A | <a href="#">Division Manager, Business Services</a>                    | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| P055 | A | <a href="#">Division Manager, Community &amp; Economic Development</a> | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| P056 | A | <a href="#">Division Manager, Customer Service</a>                     | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| T023 | A | <a href="#">Division Manager, Engineering</a>                          | <a href="#">72.08</a> | <a href="#">75.69</a> | <a href="#">79.47</a> | <a href="#">83.45</a> | <a href="#">87.62</a> | <a href="#">92.00</a> | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | <a href="#">D</a> |
| P057 | A | <a href="#">Division Manager, Environmental Services</a>               | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| P059 | A | <a href="#">Division Manager, Financial Services</a>                   | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| P060 | A | <a href="#">Division Manager, Fleet &amp; Facilities</a>               | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| T024 | A | <a href="#">Division Manager, Information Technology</a>               | <a href="#">77.49</a> | <a href="#">81.37</a> | <a href="#">85.43</a> | <a href="#">89.71</a> | <a href="#">94.19</a> | <a href="#">98.90</a> | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |
| P061 | A | <a href="#">Division Manager, Labor Relations</a>                      | <a href="#">72.08</a> | <a href="#">75.69</a> | <a href="#">79.47</a> | <a href="#">83.45</a> | <a href="#">87.62</a> | <a href="#">92.00</a> | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | <a href="#">D</a> |
| P062 | A | <a href="#">Division Manager, Planning &amp; Development</a>           | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| P063 | A | <a href="#">Division Manager, Public Works</a>                         | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| P064 | A | <a href="#">Division Manager, Television &amp; Video Production</a>    | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | <a href="#">D</a> |
| P065 | A | <a href="#">Division Manager, Water Utility</a>                        | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| P066 | A | <a href="#">Education &amp; Outreach Liaison</a>                       | <a href="#">32.54</a> | <a href="#">34.16</a> | <a href="#">35.87</a> | <a href="#">37.66</a> | <a href="#">39.55</a> | <a href="#">41.52</a> | <a href="#">43.60</a>  | <a href="#">44.69</a>  | <a href="#">45.81</a>  | <a href="#">A</a> |
| P067 |   | <a href="#">Education &amp; Outreach Liaison, Associate</a>            | <a href="#">30.27</a> | <a href="#">31.78</a> | <a href="#">33.37</a> | <a href="#">35.04</a> | <a href="#">36.79</a> | <a href="#">38.63</a> | <a href="#">40.56</a>  | <a href="#">41.57</a>  | <a href="#">42.61</a>  | <a href="#">A</a> |
| P068 | A | <a href="#">Education &amp; Outreach Liaison, Principal</a>            | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| P069 | A | <a href="#">Education &amp; Outreach Liaison, Senior</a>               | <a href="#">37.60</a> | <a href="#">39.48</a> | <a href="#">41.45</a> | <a href="#">43.52</a> | <a href="#">45.70</a> | <a href="#">47.99</a> | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | <a href="#">D</a> |
| T025 | A | <a href="#">Electrical Engineer PE, Principal</a>                      | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| T026 | A | <a href="#">Electrical Engineer, PE</a>                                | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a>  | <a href="#">74.14</a>  | <a href="#">76.00</a>  | <a href="#">D</a> |
| P070 | A | <a href="#">Emergency Management Analyst</a>                           | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| P071 | A | <a href="#">Emergency Management Officer, Chief</a>                    | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| T027 | A | <a href="#">Engineering Project Manager</a>                            | <a href="#">50.21</a> | <a href="#">52.72</a> | <a href="#">55.36</a> | <a href="#">58.13</a> | <a href="#">61.03</a> | <a href="#">64.08</a> | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| T029 | A | <a href="#">Engineering Project Manager, Senior</a>                    | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| O004 | A | <a href="#">Engineering Support Supervisor</a>                         | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| S001 |   | <a href="#">Engineer-in-Training</a>                                   | <a href="#">30.27</a> | <a href="#">31.78</a> | <a href="#">33.37</a> | <a href="#">35.04</a> | <a href="#">36.79</a> |                       |                        |                        |                        | <a href="#">A</a> |
| T030 | A | <a href="#">Enterprise Data Architecture Manager</a>                   | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |

**EXHIBIT "B"**

| Code | A | Job Title   | 1                      | 2                      | 3                      | 4                      | 5                      | 6                      | 7                      | 8                      | 9                      | OT Category       |
|------|---|---|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|-------------------|
| P072 | A | <a href="#">Equal Employment Opportunity Officer</a>      | <a href="#">58.03</a>  | <a href="#">60.93</a>  | <a href="#">63.97</a>  | <a href="#">67.17</a>  | <a href="#">70.53</a>  | <a href="#">74.06</a>  | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| P073 | A | <a href="#">Equity Programs Consultant</a>                | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | <a href="#">D</a> |
| P074 | A | <a href="#">Equity Programs Consultant, Principal</a>     | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| A003 |   | <a href="#">Equity Programs Specialist</a>                | <a href="#">30.27</a>  | <a href="#">31.78</a>  | <a href="#">33.37</a>  | <a href="#">35.04</a>  | <a href="#">36.79</a>  | <a href="#">38.63</a>  | <a href="#">40.56</a>  | <a href="#">41.57</a>  | <a href="#">42.61</a>  | <a href="#">D</a> |
| A004 |   | <a href="#">Equity Programs Specialist, Senior</a>        | <a href="#">37.60</a>  | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | <a href="#">D</a> |
| O005 |   | <a href="#">Events AV/Production Technician</a>           | <a href="#">32.54</a>  | <a href="#">34.16</a>  | <a href="#">35.87</a>  | <a href="#">37.66</a>  | <a href="#">39.55</a>  | <a href="#">41.52</a>  | <a href="#">43.60</a>  | <a href="#">44.69</a>  | <a href="#">45.81</a>  | <a href="#">A</a> |
| P076 | A | <a href="#">Executive Assistant</a>                       | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| P077 | A | <a href="#">Financial Services Analyst</a>                | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | <a href="#">D</a> |
| P078 | A | <a href="#">Financial Services Analyst, Principal</a>     | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| A005 | A | <a href="#">Financial Services Specialist</a>             | <a href="#">34.98</a>  | <a href="#">36.72</a>  | <a href="#">38.56</a>  | <a href="#">40.49</a>  | <a href="#">42.51</a>  | <a href="#">44.64</a>  | <a href="#">46.87</a>  | <a href="#">48.04</a>  | <a href="#">49.24</a>  | <a href="#">D</a> |
| M035 | A | <a href="#">Fire Chief</a>                                | <a href="#">119.80</a> | <a href="#">125.79</a> | <a href="#">132.08</a> | <a href="#">138.68</a> | <a href="#">142.15</a> | <a href="#">145.70</a> |                        |                        |                        | <a href="#">D</a> |
| P079 | A | <a href="#">Fleet &amp; Facilities Analyst</a>            | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | <a href="#">D</a> |
| P080 |   | <a href="#">Fleet &amp; Facilities Analyst, Associate</a> | <a href="#">37.60</a>  | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | <a href="#">D</a> |
| P081 | A | <a href="#">Fleet &amp; Facilities Analyst, Senior</a>    | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| O006 | A | <a href="#">Fleet &amp; Facilities Field Supervisor</a>   | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| P082 | A | <a href="#">Government Affairs Advisor</a>                | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | <a href="#">D</a> |
| P083 | A | <a href="#">Government Affairs Advisor, Senior</a>        | <a href="#">58.03</a>  | <a href="#">60.93</a>  | <a href="#">63.97</a>  | <a href="#">67.17</a>  | <a href="#">70.53</a>  | <a href="#">74.06</a>  | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| P084 | A | <a href="#">Government Affairs Officer</a>                | <a href="#">67.06</a>  | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">D</a> |
| P085 | A | <a href="#">Guest Experience Manager</a>                  | <a href="#">37.60</a>  | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | <a href="#">D</a> |
| M036 | A | <a href="#">Hearing Examiner</a>                          | <a href="#">77.49</a>  | <a href="#">81.37</a>  | <a href="#">85.43</a>  | <a href="#">89.71</a>  | <a href="#">94.19</a>  | <a href="#">98.90</a>  | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |
| P086 | A | <a href="#">Historic Preservation Analyst</a>             | <a href="#">32.54</a>  | <a href="#">34.16</a>  | <a href="#">35.87</a>  | <a href="#">37.66</a>  | <a href="#">39.55</a>  | <a href="#">41.52</a>  | <a href="#">43.60</a>  | <a href="#">44.69</a>  | <a href="#">45.81</a>  | <a href="#">D</a> |
| P087 | A | <a href="#">Historic Preservation Officer</a>             | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | <a href="#">D</a> |
| P088 | A | <a href="#">Housing Analyst</a>                           | <a href="#">34.98</a>  | <a href="#">36.72</a>  | <a href="#">38.56</a>  | <a href="#">40.49</a>  | <a href="#">42.51</a>  | <a href="#">44.64</a>  | <a href="#">46.87</a>  | <a href="#">48.04</a>  | <a href="#">49.24</a>  | <a href="#">D</a> |
| P089 | A | <a href="#">Housing Analyst, Principal</a>                | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| P090 | A | <a href="#">Housing Analyst, Senior</a>                   | <a href="#">37.60</a>  | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | <a href="#">D</a> |
| O007 |   | <a href="#">Housing Rehab Specialist</a>                  | <a href="#">30.27</a>  | <a href="#">31.78</a>  | <a href="#">33.37</a>  | <a href="#">35.04</a>  | <a href="#">36.79</a>  | <a href="#">38.63</a>  | <a href="#">40.56</a>  | <a href="#">41.57</a>  | <a href="#">42.61</a>  | <a href="#">A</a> |
| P091 | A | <a href="#">Human Resources Consultant, Senior</a>        | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | <a href="#">D</a> |
| P092 | A | <a href="#">Hydro Parks Supervisor</a>                    | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | <a href="#">D</a> |

**EXHIBIT "B"**

| Code                 | A | Job Title  | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     | 9                      | OT Category       |
|----------------------|---|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|-------------------|
| <a href="#">O008</a> | A | <a href="#">Hydro Parks Supervisor, Assistant</a>                    | <a href="#">37.60</a> | <a href="#">39.48</a> | <a href="#">41.45</a> | <a href="#">43.52</a> | <a href="#">45.70</a> | <a href="#">47.99</a> | <a href="#">50.39</a> | <a href="#">51.64</a> | <a href="#">52.94</a>  | <a href="#">D</a> |
| <a href="#">T031</a> | A | <a href="#">Information Technology Security Analyst</a>              | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">T032</a> | A | <a href="#">Information Technology Security Analyst, Principal</a>   | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a> | <a href="#">79.70</a> | <a href="#">81.70</a>  | <a href="#">E</a> |
| <a href="#">T033</a> | A | <a href="#">Information Technology Security Analyst, Senior</a>      | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a>  | <a href="#">E</a> |
| <a href="#">P093</a> | A | <a href="#">Labor Negotiator</a>                                     | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a> | <a href="#">79.70</a> | <a href="#">81.70</a>  | <a href="#">D</a> |
| <a href="#">P094</a> | A | <a href="#">Labor Relations Analyst</a>                              | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a> | <a href="#">59.68</a> | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">P095</a> | A | <a href="#">Language Access Program Coordinator</a>                  | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a> | <a href="#">59.68</a> | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">P096</a> | A | <a href="#">Learning Consultant, Principal</a>                       | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">P097</a> | A | <a href="#">Learning Consultant, Senior (Instructional Designer)</a> | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a> | <a href="#">59.68</a> | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">A006</a> |   | <a href="#">Legal Assistant</a>                                      | <a href="#">30.27</a> | <a href="#">31.78</a> | <a href="#">33.37</a> | <a href="#">35.04</a> | <a href="#">36.79</a> | <a href="#">38.63</a> | <a href="#">40.56</a> | <a href="#">41.57</a> | <a href="#">42.61</a>  | <a href="#">A</a> |
| <a href="#">A007</a> |   | <a href="#">LEOFF I Pension Specialist</a>                           | <a href="#">30.27</a> | <a href="#">31.78</a> | <a href="#">33.37</a> | <a href="#">35.04</a> | <a href="#">36.79</a> | <a href="#">38.63</a> | <a href="#">40.56</a> | <a href="#">41.57</a> | <a href="#">42.61</a>  | <a href="#">D</a> |
| <a href="#">T034</a> | A | <a href="#">Licensed Architect</a>                                   | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">P098</a> | A | <a href="#">Licensed Legal Intern</a>                                | <a href="#">32.54</a> | <a href="#">34.16</a> | <a href="#">35.87</a> | <a href="#">37.66</a> | <a href="#">39.55</a> | <a href="#">41.52</a> | <a href="#">43.60</a> | <a href="#">44.69</a> | <a href="#">45.81</a>  | <a href="#">A</a> |
| <a href="#">P099</a> | A | <a href="#">Management Fellow</a>                                    | <a href="#">32.54</a> | <a href="#">34.16</a> | <a href="#">35.87</a> | <a href="#">37.66</a> | <a href="#">39.55</a> | <a href="#">41.52</a> | <a href="#">43.60</a> | <a href="#">44.69</a> | <a href="#">45.81</a>  | <a href="#">D</a> |
| <a href="#">A008</a> |   | <a href="#">Management Support Technician, Senior</a>                | <a href="#">28.15</a> | <a href="#">29.56</a> | <a href="#">31.04</a> | <a href="#">32.59</a> | <a href="#">34.22</a> | <a href="#">35.93</a> | <a href="#">37.73</a> | <a href="#">38.67</a> | <a href="#">39.64</a>  | <a href="#">A</a> |
| <a href="#">P100</a> | A | <a href="#">Manager, Business Services</a>                           | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a> | <a href="#">79.70</a> | <a href="#">81.70</a>  | <a href="#">D</a> |
| <a href="#">P101</a> | A | <a href="#">Manager, Continuous Improvement</a>                      | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">T035</a> | A | <a href="#">Manager, Engineering</a>                                 | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a> | <a href="#">85.68</a> | <a href="#">87.82</a>  | <a href="#">E</a> |
| <a href="#">P102</a> | A | <a href="#">Manager, Enterprise Safety</a>                           | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">P103</a> | A | <a href="#">Manager, Financial Services</a>                          | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">P104</a> | A | <a href="#">Manager, Fire Training &amp; Accreditation</a>           | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a> | <a href="#">85.68</a> | <a href="#">87.82</a>  | <a href="#">D</a> |
| <a href="#">P105</a> | A | <a href="#">Manager, Fleet &amp; Facilities Operations</a>           | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a>  | <a href="#">E</a> |
| <a href="#">P106</a> | A | <a href="#">Manager, Human Resources</a>                             | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">P107</a> | A | <a href="#">Manager, Natural Resources</a>                           | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">P108</a> | A | <a href="#">Manager, Power Audit &amp; Compliance</a>                | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a> | <a href="#">79.70</a> | <a href="#">81.70</a>  | <a href="#">D</a> |
| <a href="#">P109</a> | A | <a href="#">Manager, Power Energy Conservation</a>                   | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a> | <a href="#">85.68</a> | <a href="#">87.82</a>  | <a href="#">D</a> |
| <a href="#">P110</a> | A | <a href="#">Manager, Power Energy Portfolio Services</a>             | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a> | <a href="#">92.11</a> | <a href="#">94.41</a>  | <a href="#">D</a> |
| <a href="#">T036</a> | A | <a href="#">Manager, Power Systems Engineering</a>                   | <a href="#">72.08</a> | <a href="#">75.69</a> | <a href="#">79.47</a> | <a href="#">83.45</a> | <a href="#">87.62</a> | <a href="#">92.00</a> | <a href="#">96.60</a> | <a href="#">99.02</a> | <a href="#">101.49</a> | <a href="#">E</a> |



**EXHIBIT "B"**

| Code | A | Job Title  | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     | 9                     | OT Category       |
|------|---|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------|
| P111 | A | <a href="#">Manager, Public Disclosure</a>                             | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a> | <a href="#">D</a> |
| P112 | A | <a href="#">Manager, Sustainability</a>                                | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a> | <a href="#">79.70</a> | <a href="#">81.70</a> | <a href="#">D</a> |
| T037 | A | <a href="#">Manager, Technology</a>                                    | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a> | <a href="#">92.11</a> | <a href="#">94.41</a> | <a href="#">D</a> |
| P113 | A | <a href="#">Manager, Television Station</a>                            | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a> | <a href="#">D</a> |
| M037 | A | <a href="#">Manager, Training &amp; Development</a>                    | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a> | <a href="#">D</a> |
| P114 | A | <a href="#">Manager, Venues &amp; Events Services</a>                  | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a> | <a href="#">D</a> |
| P116 | A | <a href="#">Market Research &amp; Development Analyst, Principal</a>   | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a> | <a href="#">D</a> |
| P115 | A | <a href="#">Market Research &amp; Development Analyst, Senior</a>      | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a> | <a href="#">D</a> |
| O009 |   | <a href="#">Master Control Programmer</a>                              | <a href="#">32.54</a> | <a href="#">34.16</a> | <a href="#">35.87</a> | <a href="#">37.66</a> | <a href="#">39.55</a> | <a href="#">41.52</a> | <a href="#">43.60</a> | <a href="#">44.69</a> | <a href="#">45.81</a> | <a href="#">A</a> |
| P117 | A | <a href="#">Mobile Unit Registered Nurse</a>                           | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a> | <a href="#">D</a> |
| P118 | A | <a href="#">Natural Resources Analyst</a>                              | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a> | <a href="#">59.68</a> | <a href="#">61.17</a> | <a href="#">D</a> |
| P119 | A | <a href="#">Natural Resources Analyst, Associate</a>                   | <a href="#">37.60</a> | <a href="#">39.48</a> | <a href="#">41.45</a> | <a href="#">43.52</a> | <a href="#">45.70</a> | <a href="#">47.99</a> | <a href="#">50.39</a> | <a href="#">51.64</a> | <a href="#">52.94</a> | <a href="#">D</a> |
| P120 | A | <a href="#">Natural Resources Analyst, Principal</a>                   | <a href="#">50.21</a> | <a href="#">52.72</a> | <a href="#">55.36</a> | <a href="#">58.13</a> | <a href="#">61.03</a> | <a href="#">64.08</a> | <a href="#">67.29</a> | <a href="#">68.97</a> | <a href="#">70.69</a> | <a href="#">D</a> |
| O010 | A | <a href="#">Natural Resources Field Supervisor</a>                     | <a href="#">34.98</a> | <a href="#">36.72</a> | <a href="#">38.56</a> | <a href="#">40.49</a> | <a href="#">42.51</a> | <a href="#">44.64</a> | <a href="#">46.87</a> | <a href="#">48.04</a> | <a href="#">49.24</a> | <a href="#">A</a> |
| O011 |   | <a href="#">Natural Resources Field Technician</a>                     | <a href="#">28.15</a> | <a href="#">29.56</a> | <a href="#">31.04</a> | <a href="#">32.59</a> | <a href="#">34.22</a> | <a href="#">35.93</a> | <a href="#">37.73</a> | <a href="#">38.67</a> | <a href="#">39.64</a> | <a href="#">A</a> |
| A009 | A | <a href="#">Office Administrator</a>                                   | <a href="#">32.54</a> | <a href="#">34.16</a> | <a href="#">35.87</a> | <a href="#">37.66</a> | <a href="#">39.55</a> | <a href="#">41.52</a> | <a href="#">43.60</a> | <a href="#">44.69</a> | <a href="#">45.81</a> | <a href="#">D</a> |
| A010 | A | <a href="#">Office Manager</a>   | <a href="#">34.98</a> | <a href="#">36.72</a> | <a href="#">38.56</a> | <a href="#">40.49</a> | <a href="#">42.51</a> | <a href="#">44.64</a> | <a href="#">46.87</a> | <a href="#">48.04</a> | <a href="#">49.24</a> | <a href="#">D</a> |
| P121 | A | <a href="#">Operations Manager, Parking</a>                            | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a> | <a href="#">D</a> |
| P122 | A | <a href="#">Operations Manager, Surface &amp; Wastewater</a>           | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a> | <a href="#">D</a> |
| P123 | A | <a href="#">Operations Manager, Water Operations &amp; Maintenance</a> | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a> | <a href="#">74.14</a> | <a href="#">76.00</a> | <a href="#">D</a> |
| T038 | A | <a href="#">Operations Technology Engineer</a>                         | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a> | <a href="#">59.68</a> | <a href="#">61.17</a> | <a href="#">E</a> |
| T039 | A | <a href="#">Operations Technology Engineer, Associate</a>              | <a href="#">40.42</a> | <a href="#">42.44</a> | <a href="#">44.56</a> | <a href="#">46.79</a> | <a href="#">49.13</a> | <a href="#">51.58</a> | <a href="#">54.16</a> | <a href="#">55.52</a> | <a href="#">56.91</a> | <a href="#">E</a> |
| T040 | A | <a href="#">Operations Technology Engineer, Principal</a>              | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a> | <a href="#">79.70</a> | <a href="#">81.70</a> | <a href="#">E</a> |
| T041 | A | <a href="#">Operations Technology Engineer, Senior</a>                 | <a href="#">50.21</a> | <a href="#">52.72</a> | <a href="#">55.36</a> | <a href="#">58.13</a> | <a href="#">61.03</a> | <a href="#">64.08</a> | <a href="#">67.29</a> | <a href="#">68.97</a> | <a href="#">70.69</a> | <a href="#">E</a> |
| A011 | A | <a href="#">Paralegal</a>  | <a href="#">32.54</a> | <a href="#">34.16</a> | <a href="#">35.87</a> | <a href="#">37.66</a> | <a href="#">39.55</a> | <a href="#">41.52</a> | <a href="#">43.60</a> | <a href="#">44.69</a> | <a href="#">45.81</a> | <a href="#">A</a> |
| P124 |   | <a href="#">Planner, Associate</a>                                     | <a href="#">32.54</a> | <a href="#">34.16</a> | <a href="#">35.87</a> | <a href="#">37.66</a> | <a href="#">39.55</a> | <a href="#">41.52</a> | <a href="#">43.60</a> | <a href="#">44.69</a> | <a href="#">45.81</a> | <a href="#">D</a> |
| P125 | A | <a href="#">Planner, Principal</a>                                     | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a> | <a href="#">64.16</a> | <a href="#">65.76</a> | <a href="#">D</a> |
| P126 | A | <a href="#">Planner, Senior</a>  | <a href="#">40.42</a> | <a href="#">42.44</a> | <a href="#">44.56</a> | <a href="#">46.79</a> | <a href="#">49.13</a> | <a href="#">51.58</a> | <a href="#">54.16</a> | <a href="#">55.52</a> | <a href="#">56.91</a> | <a href="#">D</a> |

**EXHIBIT “B”**

| Code                 | A | Job Title  | 1                      | 2                      | 3                      | 4                      | 5                      | 6                      | 7                      | 8                      | 9                      | OT Category       |
|----------------------|---|--|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|-------------------|
| <a href="#">P127</a> | A | <a href="#">Plans Examiner</a>   | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">P128</a> | A | <a href="#">Plans Examiner, Principal</a>                                  | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| <a href="#">P129</a> | A | <a href="#">Plans Examiner, Senior</a>                                     | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">M038</a> | A | <a href="#">Police Chief</a>   | <a href="#">119.80</a> | <a href="#">125.79</a> | <a href="#">132.08</a> | <a href="#">138.68</a> | <a href="#">142.15</a> | <a href="#">145.70</a> |                        |                        |                        | <a href="#">D</a> |
| <a href="#">P193</a> | A | <a href="#">Police Community Engagement Senior Manager</a>                 | <a href="#">58.03</a>  | <a href="#">60.93</a>  | <a href="#">63.97</a>  | <a href="#">67.17</a>  | <a href="#">70.53</a>  | <a href="#">74.06</a>  | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">D</a> |
| <a href="#">P130</a> | A | <a href="#">Policy Analyst</a>   | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">P131</a> | A | <a href="#">Policy Analyst, Senior</a>                                     | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">P132</a> | A | <a href="#">Power Assistant Section Manager, Energy Conservation</a>       | <a href="#">83.30</a>  | <a href="#">87.47</a>  | <a href="#">91.84</a>  | <a href="#">96.43</a>  | <a href="#">101.26</a> | <a href="#">106.32</a> | <a href="#">111.63</a> | <a href="#">114.42</a> | <a href="#">117.29</a> | <a href="#">D</a> |
| <a href="#">P133</a> | A | <a href="#">Power Assistant Section Manager, Energy Portfolio Services</a> | <a href="#">83.30</a>  | <a href="#">87.47</a>  | <a href="#">91.84</a>  | <a href="#">96.43</a>  | <a href="#">101.26</a> | <a href="#">106.32</a> | <a href="#">111.63</a> | <a href="#">114.42</a> | <a href="#">117.29</a> | <a href="#">D</a> |
| <a href="#">P134</a> | A | <a href="#">Power Assistant Section Manager, Power Field Operations</a>    | <a href="#">83.30</a>  | <a href="#">87.47</a>  | <a href="#">91.84</a>  | <a href="#">96.43</a>  | <a href="#">101.26</a> | <a href="#">106.32</a> | <a href="#">111.63</a> | <a href="#">114.42</a> | <a href="#">117.29</a> | <a href="#">D</a> |
| <a href="#">T042</a> | A | <a href="#">Power Assistant Section Manager, Power Systems Engineering</a> | <a href="#">83.30</a>  | <a href="#">87.47</a>  | <a href="#">91.84</a>  | <a href="#">96.43</a>  | <a href="#">101.26</a> | <a href="#">106.32</a> | <a href="#">111.63</a> | <a href="#">114.42</a> | <a href="#">117.29</a> | <a href="#">D</a> |
| <a href="#">P135</a> | A | <a href="#">Power Audit &amp; Compliance Analyst</a>                       | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | <a href="#">D</a> |
| <a href="#">P136</a> | A | <a href="#">Power Audit &amp; Compliance Analyst, Principal</a>            | <a href="#">53.98</a>  | <a href="#">56.68</a>  | <a href="#">59.51</a>  | <a href="#">62.49</a>  | <a href="#">65.61</a>  | <a href="#">68.89</a>  | <a href="#">72.33</a>  | <a href="#">74.14</a>  | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">P137</a> | A | <a href="#">Power Audit &amp; Compliance Analyst, Senior</a>               | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| <a href="#">A012</a> |   | <a href="#">Power Audit &amp; Compliance Specialist</a>                    | <a href="#">32.54</a>  | <a href="#">34.16</a>  | <a href="#">35.87</a>  | <a href="#">37.66</a>  | <a href="#">39.55</a>  | <a href="#">41.52</a>  | <a href="#">43.60</a>  | <a href="#">44.69</a>  | <a href="#">45.81</a>  | <a href="#">D</a> |
| <a href="#">P138</a> |   | <a href="#">Power Energy Conservation Analyst</a>                          | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | <a href="#">D</a> |
| <a href="#">P139</a> |   | <a href="#">Power Energy Conservation Analyst, Associate</a>               | <a href="#">37.60</a>  | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | <a href="#">A</a> |
| <a href="#">P140</a> | A | <a href="#">Power Energy Conservation Analyst, Principal</a>               | <a href="#">53.98</a>  | <a href="#">56.68</a>  | <a href="#">59.51</a>  | <a href="#">62.49</a>  | <a href="#">65.61</a>  | <a href="#">68.89</a>  | <a href="#">72.33</a>  | <a href="#">74.14</a>  | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">P141</a> | A | <a href="#">Power Energy Conservation Analyst, Senior</a>                  | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | <a href="#">D</a> |
| <a href="#">P142</a> | A | <a href="#">Power Energy Portfolio Analyst</a>                             | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">P143</a> | A | <a href="#">Power Energy Portfolio Analyst, Principal</a>                  | <a href="#">53.98</a>  | <a href="#">56.68</a>  | <a href="#">59.51</a>  | <a href="#">62.49</a>  | <a href="#">65.61</a>  | <a href="#">68.89</a>  | <a href="#">72.33</a>  | <a href="#">74.14</a>  | <a href="#">76.00</a>  | <a href="#">D</a> |
| <a href="#">P144</a> | A | <a href="#">Power Energy Portfolio Analyst, Senior</a>                     | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">D</a> |
| <a href="#">P145</a> | A | <a href="#">Power Field Operations Supervisor</a>                          | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | <a href="#">E</a> |
| <a href="#">P146</a> | A | <a href="#">Power Field Operations Supervisor, Senior</a>                  | <a href="#">72.08</a>  | <a href="#">75.69</a>  | <a href="#">79.47</a>  | <a href="#">83.45</a>  | <a href="#">87.62</a>  | <a href="#">92.00</a>  | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | <a href="#">E</a> |
| <a href="#">M039</a> | A | <a href="#">Power Section Manager</a>                                      | <a href="#">103.49</a> | <a href="#">108.66</a> | <a href="#">114.09</a> | <a href="#">119.80</a> | <a href="#">125.79</a> | <a href="#">132.08</a> | <a href="#">138.68</a> | <a href="#">142.15</a> | <a href="#">145.70</a> | <a href="#">D</a> |
| <a href="#">T043</a> | A | <a href="#">Power Systems Engineer PE, Principal</a>                       | <a href="#">67.06</a>  | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | <a href="#">E</a> |
| <a href="#">T044</a> | A | <a href="#">Power Systems Engineer, PE</a>                                 | <a href="#">58.03</a>  | <a href="#">60.93</a>  | <a href="#">63.97</a>  | <a href="#">67.17</a>  | <a href="#">70.53</a>  | <a href="#">74.06</a>  | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | <a href="#">E</a> |
| <a href="#">O012</a> | A | <a href="#">Power Warehouse Supervisor</a>                                 | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |

**EXHIBIT "B"**

| Code | A | Job Title  | 1                      | 2                      | 3                      | 4                      | 5                      | 6                      | 7                      | 8                      | 9                      | OT Category |
|------|---|--|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|-------------|
| P147 | A | <a href="#">Prosecuting City Attorney</a>                | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | D           |
| P196 | A | <a href="#">Public Information Officer</a>               | <a href="#">58.03</a>  | <a href="#">60.93</a>  | <a href="#">63.97</a>  | <a href="#">67.17</a>  | <a href="#">70.53</a>  | <a href="#">74.06</a>  | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | D           |
| P148 | A | <a href="#">Rail Chief Mechanical Officer</a>            | <a href="#">62.38</a>  | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | D           |
| P149 | A | <a href="#">Rail Operations Analyst</a>                  | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | D           |
| P150 | A | <a href="#">Rail Operations Manager</a>                  | <a href="#">53.98</a>  | <a href="#">56.68</a>  | <a href="#">59.51</a>  | <a href="#">62.49</a>  | <a href="#">65.61</a>  | <a href="#">68.89</a>  | <a href="#">72.33</a>  | <a href="#">74.14</a>  | <a href="#">76.00</a>  | D           |
| P151 | A | <a href="#">Rail Trainmaster</a>                         | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | D           |
| P152 | A | <a href="#">Railway Roadmaster</a>                       | <a href="#">67.06</a>  | <a href="#">70.41</a>  | <a href="#">73.93</a>  | <a href="#">77.63</a>  | <a href="#">81.51</a>  | <a href="#">85.58</a>  | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | D           |
| P153 | A | <a href="#">Real Property Officer, Principal</a>         | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | D           |
| P154 |   | <a href="#">Real Property Officer, Senior</a>            | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | D           |
| P155 | A | <a href="#">Real-Time Energy Trader</a>                  | <a href="#">58.03</a>  | <a href="#">60.93</a>  | <a href="#">63.97</a>  | <a href="#">67.17</a>  | <a href="#">70.53</a>  | <a href="#">74.06</a>  | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | B           |
| P156 | A | <a href="#">Registered Nurse Case Manager</a>            | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | A           |
| P157 |   | <a href="#">Regulatory Compliance Analyst</a>            | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | D           |
| P158 |   | <a href="#">Regulatory Compliance Analyst, Associate</a> | <a href="#">37.60</a>  | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | D           |
| P159 | A | <a href="#">Regulatory Compliance Analyst, Principal</a> | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | D           |
| P160 |   | <a href="#">Regulatory Compliance Analyst, Senior</a>    | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | D           |
| O013 |   | <a href="#">Regulatory Compliance Technician</a>         | <a href="#">28.15</a>  | <a href="#">29.56</a>  | <a href="#">31.04</a>  | <a href="#">32.59</a>  | <a href="#">34.22</a>  | <a href="#">35.93</a>  | <a href="#">37.73</a>  | <a href="#">38.67</a>  | <a href="#">39.64</a>  | A           |
| O014 |   | <a href="#">Regulatory Compliance Technician, Senior</a> | <a href="#">32.54</a>  | <a href="#">34.16</a>  | <a href="#">35.87</a>  | <a href="#">37.66</a>  | <a href="#">39.55</a>  | <a href="#">41.52</a>  | <a href="#">43.60</a>  | <a href="#">44.69</a>  | <a href="#">45.81</a>  | D           |
| P161 | A | <a href="#">Retirement Chief Investment Officer</a>      | <a href="#">111.25</a> | <a href="#">116.81</a> | <a href="#">122.65</a> | <a href="#">128.78</a> | <a href="#">135.22</a> | <a href="#">141.98</a> | <a href="#">149.08</a> | <a href="#">152.81</a> | <a href="#">156.63</a> | D           |
| P162 | A | <a href="#">RIM Administrator</a>                        | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | D           |
| P163 | A | <a href="#">RIM Administrator/Deputy City Clerk</a>      | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | D           |
| A013 |   | <a href="#">RIM Specialist</a>                           | <a href="#">34.98</a>  | <a href="#">36.72</a>  | <a href="#">38.56</a>  | <a href="#">40.49</a>  | <a href="#">42.51</a>  | <a href="#">44.64</a>  | <a href="#">46.87</a>  | <a href="#">48.04</a>  | <a href="#">49.24</a>  | D           |
| P164 |   | <a href="#">Risk Analyst</a>                             | <a href="#">32.54</a>  | <a href="#">34.16</a>  | <a href="#">35.87</a>  | <a href="#">37.66</a>  | <a href="#">39.55</a>  | <a href="#">41.52</a>  | <a href="#">43.60</a>  | <a href="#">44.69</a>  | <a href="#">45.81</a>  | D           |
| P165 | A | <a href="#">Risk Analyst, Senior</a>                     | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | D           |
| P166 | A | <a href="#">Risk Manager</a>                             | <a href="#">62.38</a>  | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | D           |
| P167 | A | <a href="#">Safety Consultant, Principal</a>             | <a href="#">50.21</a>  | <a href="#">52.72</a>  | <a href="#">55.36</a>  | <a href="#">58.13</a>  | <a href="#">61.03</a>  | <a href="#">64.08</a>  | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | E           |
| P168 | A | <a href="#">Safety Consultant, Senior</a>                | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | E           |
| P169 | A | <a href="#">Sales &amp; Marketing Manager</a>            | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | D           |
| P170 | A | <a href="#">Senior Manager, Business Services</a>        | <a href="#">62.38</a>  | <a href="#">65.50</a>  | <a href="#">68.77</a>  | <a href="#">72.21</a>  | <a href="#">75.82</a>  | <a href="#">79.61</a>  | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | D           |

**EXHIBIT "B"**

| Code | A | Job Title                                       | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                      | 8                      | 9                      | OT Category |
|------|---|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|-------------|
| P171 | A | Senior Manager, Communications & Marketing      | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | D           |
| P172 | A | Senior Manager, Customer Service                | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | D           |
| P173 | A | Senior Manager, Fleet & Facilities              | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | D           |
| P174 | A | Senior Manager, Market Research & Development   | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | D           |
| P175 | A | Senior Manager, Power Audit & Compliance        | <a href="#">67.06</a> | <a href="#">70.41</a> | <a href="#">73.93</a> | <a href="#">77.63</a> | <a href="#">81.51</a> | <a href="#">85.58</a> | <a href="#">89.86</a>  | <a href="#">92.11</a>  | <a href="#">94.41</a>  | D           |
| T045 | A | Senior Manager, Power Energy Conservation       | <a href="#">72.08</a> | <a href="#">75.69</a> | <a href="#">79.47</a> | <a href="#">83.45</a> | <a href="#">87.62</a> | <a href="#">92.00</a> | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | D           |
| P176 | A | Senior Manager, Power Field Operations          | <a href="#">77.49</a> | <a href="#">81.37</a> | <a href="#">85.43</a> | <a href="#">89.71</a> | <a href="#">94.19</a> | <a href="#">98.90</a> | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | D           |
| T046 | A | Senior Manager, Technology                      | <a href="#">72.08</a> | <a href="#">75.69</a> | <a href="#">79.47</a> | <a href="#">83.45</a> | <a href="#">87.62</a> | <a href="#">92.00</a> | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | D           |
| S002 |   | Skilled Occupational Intern                     | <a href="#">15.74</a> | <a href="#">16.53</a> | <a href="#">17.35</a> | <a href="#">18.22</a> | <a href="#">19.13</a> |                       |                        |                        |                        | A           |
| P177 | A | Strategic Initiatives Program Coordinator       | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | D           |
| T047 | A | Structural Engineer, PE                         | <a href="#">62.38</a> | <a href="#">65.50</a> | <a href="#">68.77</a> | <a href="#">72.21</a> | <a href="#">75.82</a> | <a href="#">79.61</a> | <a href="#">83.59</a>  | <a href="#">85.68</a>  | <a href="#">87.82</a>  | D           |
| P178 |   | Sustainability Analyst                          | <a href="#">37.60</a> | <a href="#">39.48</a> | <a href="#">41.45</a> | <a href="#">43.52</a> | <a href="#">45.70</a> | <a href="#">47.99</a> | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | D           |
| P179 | A | Sustainability Analyst, Senior                  | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | D           |
| T048 | A | Technology Project Manager                      | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a>  | <a href="#">74.14</a>  | <a href="#">76.00</a>  | D           |
| T049 | A | Technology Project Manager, Senior              | <a href="#">58.03</a> | <a href="#">60.93</a> | <a href="#">63.97</a> | <a href="#">67.17</a> | <a href="#">70.53</a> | <a href="#">74.06</a> | <a href="#">77.76</a>  | <a href="#">79.70</a>  | <a href="#">81.70</a>  | E           |
| O015 |   | Telecom Planning & Design Specialist            | <a href="#">34.98</a> | <a href="#">36.72</a> | <a href="#">38.56</a> | <a href="#">40.49</a> | <a href="#">42.51</a> | <a href="#">44.64</a> | <a href="#">46.87</a>  | <a href="#">48.04</a>  | <a href="#">49.24</a>  | A           |
| O016 | A | Telecom Planning & Design Supervisor            | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | D           |
| T050 | A | Telecommunications Engineer                     | <a href="#">46.71</a> | <a href="#">49.04</a> | <a href="#">51.50</a> | <a href="#">54.07</a> | <a href="#">56.77</a> | <a href="#">59.61</a> | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | E           |
| T051 | A | Telecommunications Engineer, Senior             | <a href="#">53.98</a> | <a href="#">56.68</a> | <a href="#">59.51</a> | <a href="#">62.49</a> | <a href="#">65.61</a> | <a href="#">68.89</a> | <a href="#">72.33</a>  | <a href="#">74.14</a>  | <a href="#">76.00</a>  | E           |
| O017 | A | Telecommunications Technical Specialist, Senior | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | D           |
| P180 | A | Term Energy Trader                              | <a href="#">72.08</a> | <a href="#">75.69</a> | <a href="#">79.47</a> | <a href="#">83.45</a> | <a href="#">87.62</a> | <a href="#">92.00</a> | <a href="#">96.60</a>  | <a href="#">99.02</a>  | <a href="#">101.49</a> | D           |
| P181 | A | Therapeutic Courts Program Coordinator          | <a href="#">40.42</a> | <a href="#">42.44</a> | <a href="#">44.56</a> | <a href="#">46.79</a> | <a href="#">49.13</a> | <a href="#">51.58</a> | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | D           |
| P182 | A | Tort Claims Investigator                        | <a href="#">43.45</a> | <a href="#">45.62</a> | <a href="#">47.90</a> | <a href="#">50.30</a> | <a href="#">52.81</a> | <a href="#">55.45</a> | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | D           |
| P183 |   | Transportation Services Analyst                 | <a href="#">37.60</a> | <a href="#">39.48</a> | <a href="#">41.45</a> | <a href="#">43.52</a> | <a href="#">45.70</a> | <a href="#">47.99</a> | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | D           |
| P184 |   | Transportation Services Analyst, Associate      | <a href="#">34.98</a> | <a href="#">36.72</a> | <a href="#">38.56</a> | <a href="#">40.49</a> | <a href="#">42.51</a> | <a href="#">44.64</a> | <a href="#">46.87</a>  | <a href="#">48.04</a>  | <a href="#">49.24</a>  | D           |
| P185 | A | Transportation Services Analyst, Principal      | <a href="#">50.21</a> | <a href="#">52.72</a> | <a href="#">55.36</a> | <a href="#">58.13</a> | <a href="#">61.03</a> | <a href="#">64.08</a> | <a href="#">67.29</a>  | <a href="#">68.97</a>  | <a href="#">70.69</a>  | D           |
| P186 | A | Transportation Services Analyst, Senior         | <a href="#">40.42</a> | <a href="#">42.44</a> | <a href="#">44.56</a> | <a href="#">46.79</a> | <a href="#">49.13</a> | <a href="#">51.58</a> | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | D           |
| O018 |   | TV/Video Producer                               | <a href="#">32.54</a> | <a href="#">34.16</a> | <a href="#">35.87</a> | <a href="#">37.66</a> | <a href="#">39.55</a> | <a href="#">41.52</a> | <a href="#">43.60</a>  | <a href="#">44.69</a>  | <a href="#">45.81</a>  | A           |

**EXHIBIT "B"**

| Code                 | A                 | Job Title  | 1                      | 2                      | 3                      | 4                      | 5                      | 6                      | 7                      | 8                      | 9                      | OT Category       |
|----------------------|-------------------|--|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|-------------------|
| <a href="#">P187</a> |                   | <a href="#">TV/Video Producer, Principal</a>                       | <a href="#">43.45</a>  | <a href="#">45.62</a>  | <a href="#">47.90</a>  | <a href="#">50.30</a>  | <a href="#">52.81</a>  | <a href="#">55.45</a>  | <a href="#">58.23</a>  | <a href="#">59.68</a>  | <a href="#">61.17</a>  | <a href="#">D</a> |
| <a href="#">P188</a> |                   | <a href="#">TV/Video Producer, Senior</a>                          | <a href="#">37.60</a>  | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | <a href="#">A</a> |
| <a href="#">M040</a> | <a href="#">A</a> | <a href="#">Utilities Assistant Superintendent - Rail</a>          | <a href="#">77.49</a>  | <a href="#">81.37</a>  | <a href="#">85.43</a>  | <a href="#">89.71</a>  | <a href="#">94.19</a>  | <a href="#">98.90</a>  | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |
| <a href="#">M041</a> | <a href="#">A</a> | <a href="#">Utilities Assistant Superintendent - Water</a>         | <a href="#">77.49</a>  | <a href="#">81.37</a>  | <a href="#">85.43</a>  | <a href="#">89.71</a>  | <a href="#">94.19</a>  | <a href="#">98.90</a>  | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |
| <a href="#">M042</a> | <a href="#">A</a> | <a href="#">Utilities Deputy Director</a>                          | <a href="#">83.30</a>  | <a href="#">87.47</a>  | <a href="#">91.84</a>  | <a href="#">96.43</a>  | <a href="#">101.26</a> | <a href="#">106.32</a> | <a href="#">111.63</a> | <a href="#">114.42</a> | <a href="#">117.29</a> | <a href="#">D</a> |
| <a href="#">M043</a> | <a href="#">A</a> | <a href="#">Utilities Deputy Director - Power Superintendent</a>   | <a href="#">128.56</a> | <a href="#">134.99</a> | <a href="#">141.74</a> | <a href="#">148.83</a> | <a href="#">156.27</a> | <a href="#">164.08</a> | <a href="#">172.29</a> | <a href="#">176.59</a> | <a href="#">181.01</a> | <a href="#">D</a> |
| <a href="#">M044</a> | <a href="#">A</a> | <a href="#">Utilities Deputy Director - Rail Superintendent</a>    | <a href="#">89.55</a>  | <a href="#">94.03</a>  | <a href="#">98.73</a>  | <a href="#">103.67</a> | <a href="#">108.85</a> | <a href="#">114.29</a> | <a href="#">120.01</a> | <a href="#">123.01</a> | <a href="#">126.08</a> | <a href="#">D</a> |
| <a href="#">M045</a> | <a href="#">A</a> | <a href="#">Utilities Deputy Director - Water Superintendent</a>   | <a href="#">89.55</a>  | <a href="#">94.03</a>  | <a href="#">98.73</a>  | <a href="#">103.67</a> | <a href="#">108.85</a> | <a href="#">114.29</a> | <a href="#">120.01</a> | <a href="#">123.01</a> | <a href="#">126.08</a> | <a href="#">D</a> |
| <a href="#">M046</a> | <a href="#">A</a> | <a href="#">Utilities Technology Director</a>                      | <a href="#">96.27</a>  | <a href="#">101.08</a> | <a href="#">106.13</a> | <a href="#">111.44</a> | <a href="#">117.01</a> | <a href="#">122.86</a> | <a href="#">129.01</a> | <a href="#">132.23</a> | <a href="#">135.54</a> | <a href="#">D</a> |
| <a href="#">T052</a> | <a href="#">A</a> | <a href="#">Utilities Technology Officer</a>                       | <a href="#">77.49</a>  | <a href="#">81.37</a>  | <a href="#">85.43</a>  | <a href="#">89.71</a>  | <a href="#">94.19</a>  | <a href="#">98.90</a>  | <a href="#">103.85</a> | <a href="#">106.44</a> | <a href="#">109.10</a> | <a href="#">D</a> |
| <a href="#">S003</a> | <a href="#">A</a> | <a href="#">Venues &amp; Events Attendant</a>                      | <a href="#">15.74</a>  | <a href="#">16.53</a>  | <a href="#">17.35</a>  | <a href="#">18.22</a>  | <a href="#">19.13</a>  |                        |                        |                        |                        | <a href="#">A</a> |
| <a href="#">P189</a> |                   | <a href="#">Venues &amp; Events Liaison</a>                        | <a href="#">37.60</a>  | <a href="#">39.48</a>  | <a href="#">41.45</a>  | <a href="#">43.52</a>  | <a href="#">45.70</a>  | <a href="#">47.99</a>  | <a href="#">50.39</a>  | <a href="#">51.64</a>  | <a href="#">52.94</a>  | <a href="#">D</a> |
| <a href="#">P191</a> | <a href="#">A</a> | <a href="#">Venues &amp; Events Program Manager</a>                | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | <a href="#">D</a> |
| <a href="#">P192</a> | <a href="#">A</a> | <a href="#">Water Operations &amp; Maintenance Analyst</a>         | <a href="#">40.42</a>  | <a href="#">42.44</a>  | <a href="#">44.56</a>  | <a href="#">46.79</a>  | <a href="#">49.13</a>  | <a href="#">51.58</a>  | <a href="#">54.16</a>  | <a href="#">55.52</a>  | <a href="#">56.91</a>  | <a href="#">D</a> |
| <a href="#">P194</a> | <a href="#">A</a> | <a href="#">Water Operations &amp; Maintenance Analyst, Senior</a> | <a href="#">46.71</a>  | <a href="#">49.04</a>  | <a href="#">51.50</a>  | <a href="#">54.07</a>  | <a href="#">56.77</a>  | <a href="#">59.61</a>  | <a href="#">62.59</a>  | <a href="#">64.16</a>  | <a href="#">65.76</a>  | <a href="#">D</a> |