



ORDINANCE NO. 29080

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of
2 the Tacoma Municipal Code to implement rates of pay and compensation
3 for certain represented and nonrepresented employees and make changes
4 in classifications to reflect the organizational structure; and declaring the
5 effective dates thereof.

6 WHEREAS the ordinance provides for wage increases as negotiated for
7 represented classifications contained within the collective bargaining agreements,
8 and other related documents, with the Tacoma Police Union, Local 6,
9 Commissioned Unit; the Tacoma Police Management Association, Local 26; the
10 Professional Public Safety Management Association for the Police titles only; and
11 the International Brotherhood of Electrical Workers, Local 483, Tacoma Power
12 Unit, and

13 WHEREAS the ordinance provides a general wage increase of 3 percent
14 for all nonrepresented classifications, excluding the positions of City Manager and
15 Utilities Director, and

16 WHEREAS in addition, the classification of Office Administrator is also
17 excluded, and remains status quo pending accretion bargaining, and

18 WHEREAS the ordinance will also provide for the following: (1) the
19 addition of four new unclassified, nonrepresented classifications; (2) a change in
20 title for five nonrepresented classifications; and (3) the deletion of one
21 nonrepresented classification that is no longer needed, and
22

23 WHEREAS the ordinance may include additional changes not outlined in
24 this request; Now, Therefore,
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BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.355 of the Tacoma Municipal Code ("TMC") is hereby amended, effective January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	<u>45.34</u>	<u>51.68</u>	<u>54.27</u>	<u>56.98</u>	<u>59.83</u>	<u>62.82</u>
4204		Police Sergeant	<u>72.34</u>	<u>75.95</u>				
4207		Police Detective	<u>65.74</u>	<u>69.03</u>				

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	<u>47.39</u>	<u>54.02</u>	<u>56.72</u>	<u>59.55</u>	<u>62.53</u>	<u>65.66</u>
4204		Police Sergeant	<u>75.60</u>	<u>79.39</u>				
4207		Police Detective	<u>68.71</u>	<u>72.15</u>				

Section 2. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2026, to read as follows:

Code	A	Job Title	1	2
4205		Police Lieutenant	<u>90.42</u>	<u>94.94</u>
4206		Police Captain	<u>103.98</u>	<u>109.18</u>

Code	A	Job Title	1	2
4205		Police Lieutenant	<u>94.50</u>	<u>99.24</u>
4206		Police Captain	<u>108.68</u>	<u>114.12</u>

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4
0770	A	Police Chief, Assistant	<u>120.72</u>	<u>126.76</u>	<u>133.10</u>	<u>139.75</u>
0771	A	Police Chief, Deputy	<u>129.78</u>	<u>136.27</u>	<u>143.08</u>	<u>150.23</u>

Code	A	Job Title	1	2	3	4
0770	A	Police Chief, Assistant	<u>126.18</u>	<u>132.49</u>	<u>139.11</u>	<u>146.07</u>
0771	A	Police Chief, Deputy	<u>135.64</u>	<u>142.43</u>	<u>149.54</u>	<u>157.02</u>



Section 4. That Section 1.12.355 of the TMC is hereby amended,
effective April 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8
4122		Communications System Technician I	47.72	50.11	52.62	55.25	58.01			
4120		Communications System Technician II	69.64							
4121		Communications System Technician, III	76.60							
4119		Communications Systems Technician, Apprentice	48.16	49.42	50.96	52.48	54.02	55.55	56.97	
5004		Craft Helper	29.90	31.40	32.97	34.62	36.35			
2125		Electrical Inspector	58.57	61.50						
5230		Electrical Meter & Relay Technician	70.39							
5242A		Electrical Meter & Relay Technician, Apprentice	52.67	54.01	55.70	57.38	59.07	60.76	62.45	
5239		Electrical Pre-Apprentice	33.00							
5240		Electrical Worker	38.95	40.90	42.94	45.09				
5236		Electrician	55.19							
5237		Electrician, Lead	60.71							
0623		Energy Services Representative	39.22	41.18	43.24	45.40	47.67			
6008		Facilities Maintenance Mechanic	47.47	49.84	52.33					
6009		Facilities Maintenance Mechanic, Lead	52.21	54.82	57.56					
5270		Fire Maintenance Electrician	64.04							
5244		Fire Maintenance Electrician, Apprentice	49.95	51.23	52.83	54.43	56.04	57.64	59.24	
5145		Heating/AC Maintenance Mechanic Supervisor	56.37	59.19	62.15	65.26				
5132		Hydro Project Electrician	70.36							
5285		Hydro Project Electrician, Apprentice	52.84	54.25	55.65	57.06	58.47	59.88	61.28	62.69
5301		Hydro Project Mechanic	70.36							
5287		Hydro Project Mechanic, Apprentice	52.84	54.25	55.65	57.06	58.47	59.88	61.28	62.69
5056		Hydro Utility Worker	45.62	47.90	50.30	52.82				



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Code	A	Job Title	1	2	3	4	5	6	7	8
5253		Line Clearance Tree Trimmer	60.33							
5254		Line Clearance Tree Trimmer, Senior	65.81							
5255		Line Electrician	76.24							
5241A		Line Electrician, Apprentice	54.44	55.83	57.55	59.29	61.01	62.75	64.48	
5257		Line Electrician, Senior	85.81							
5256		Line Equipment Operator	61.32							
5540		Network Construction Technician	47.72	50.11	52.62	55.25	58.01			
5275		Signal & Lighting Electrician	64.04							
5273		Signal & Lighting Electrician, Apprentice	50.04	51.34	52.91	54.49	56.09	57.67	59.28	
5274		Signal & Lighting Electrician, Senior	75.57							
5116		Substation Operator, Senior	70.46	73.98						
5119		Power System Operator Candidate	70.59	74.12	77.83	81.72				
5120		Power System Operator-Reliability	94.98							
5535		Telecommunications Engineer	54.83	57.57	60.45	63.47	66.64			
5536		Telecommunications Engineer, Senior	63.35	66.52	69.85	73.34	77.01			
5516		Telecommunications Utility Worker	29.67	31.15	32.71	34.35	36.07			
5238		Tool & Equipment Room Coordinator	49.53	52.01						
5252		Transmission & Distribution Arborist	71.17							
5003		Transmission & Distribution Flagger	29.56	31.04	32.59					
0617		Utility Service Specialist	48.24	50.65	53.18	55.84	58.63	61.56	64.64	
5245		Wire Electrician	76.24							
5243A		Wire Electrician, Apprentice	54.84	55.66	57.42	59.15	60.98	62.67	64.43	
5246		Wire Electrician, Senior	85.81							
5302		Wynoochee Project Operations/Maintenance Technician	52.48	55.10	57.85	60.74				



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Code	A	Job Title	1	2	3	4	5	6	7	8
4122		Communications System Technician I	48.99	51.44	54.01	56.71	59.55			
4120		Communications System Technician II	71.49							
4121		Communications System Technician, III	78.64							
4119		Communications Systems Technician, Apprentice	49.44	50.74	52.31	53.87	55.45	57.03	58.49	
5004		Craft Helper	30.60	32.13	33.74	35.43	37.20			
2125		Electrical Inspector	60.10	63.10						
5230		Electrical Meter & Relay Technician	72.26							
5242A		Electrical Meter & Relay Technician, Apprentice	54.06	55.45	57.18	58.91	60.64	62.37	64.11	
5239		Electrical Pre-Apprentice	33.99							
5240		Electrical Worker	39.90	41.90	44.00	46.20				
5236		Electrician	56.60							
5237		Electrician, Lead	62.26							
0623		Energy Services Representative	40.19	42.20	44.31	46.53	48.86			
6008		Facilities Maintenance Mechanic	48.67	51.10	53.66					
6009		Facilities Maintenance Mechanic, Lead	53.54	56.22	59.03					
5270		Fire Maintenance Electrician	65.72							
5244		Fire Maintenance Electrician, Apprentice	51.26	52.58	54.22	55.86	57.51	59.15	60.79	
5145		Heating/AC Maintenance Mechanic Supervisor	57.81	60.70	63.74	66.93				
5132		Hydro Project Electrician	72.23							
5285		Hydro Project Electrician, Apprentice	54.24	55.69	57.13	58.58	60.02	61.47	62.91	64.36
5301		Hydro Project Mechanic	72.23							
5287		Hydro Project Mechanic, Apprentice	54.24	55.69	57.13	58.58	60.02	61.47	62.91	64.36
5056		Hydro Utility Worker	46.78	49.12	51.58	54.16				
5253		Line Clearance Tree Trimmer	61.90							
5254		Line Clearance Tree Trimmer, Senior	67.53							
5255		Line Electrician	78.28							
5241A		Line Electrician, Apprentice	55.90	57.32	59.09	60.88	62.65	64.42	66.20	



Code	A	Job Title	1	2	3	4	5	6	7	8
5257		Line Electrician, Senior	88.14							
5256		Line Equipment Operator	62.92							
5540		Network Construction Technician	48.99	51.44	54.01	56.71	59.55			
5275		Signal & Lighting Electrician	65.72							
5273		Signal & Lighting Electrician, Apprentice	51.35	52.65	54.30	55.92	57.56	59.19	60.83	
5274		Signal & Lighting Electrician, Senior	77.55							
5116		Substation Operator, Senior	72.34	75.96						
5119		Power System Operator Candidate	72.53	76.16	79.97	83.97				
5120		Power System Operator-Reliability	97.59							
5535		Telecommunications Engineer	56.28	59.09	62.04	65.14	68.40			
5536		Telecommunications Engineer, Senior	65.05	68.30	71.72	75.31	79.08			
5516		Telecommunications Utility Worker	30.40	31.92	33.52	35.20	36.96			
5238		Tool & Equipment Room Coordinator	50.79	53.33						
5252		Transmission & Distribution Arborist	73.04							
5003		Transmission & Distribution Flagger	30.45	31.97	33.57					
0617		Utility Service Specialist	49.49	51.96	54.56	57.29	60.15	63.16	66.32	
5245		Wire Electrician	78.28							
5243A		Wire Electrician, Apprentice	56.31	57.14	58.95	60.74	62.62	64.35	66.15	
5246		Wire Electrician, Senior	88.14							
5302		Wynoochee Project Operations/Maintenance Technician	53.80	56.49	59.31	62.28				

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2026, to read as set forth in the attached Exhibit "A."



Section 6. That Sections 1, 2, 3, and 5 are effective January 1, 2026,
and Section 4 is effective April 1, 2026.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

EXHIBIT "A"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0010	A	Account Relationship Manager	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P0020	A	Advanced Registered Nurse Practitioner	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0010	A	Applications/Systems Engineer	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
T0020	A	Applications/Systems Engineer, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0030	A	Applications/Systems Engineer, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0030		Arts Program Administrator	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0040		Arts Program Planner	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P2210		Arts Program Planner, Associate	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0050	A	Assistant City Attorney	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
M0490	A	Assistant City Manager	101.63	106.71	112.05	117.65	123.53	129.71	136.20	139.61	143.10	D
M0030	A	Assistant Director, Community & Economic Development	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
M0040	A	Assistant Director, Environmental Services	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0050	A	Assistant Director, Equity & Human Rights	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
M0060	A	Assistant Director, Finance	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0070	A	Assistant Director, Human Resources	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
M0090	A	Assistant Director, Neighborhood & Community Services	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
M0100	A	Assistant Director, Planning & Development Services	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
M0110	A	Assistant Director, Public Works	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0120	A	Assistant Director, Retirement System	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
M0130	A	Assistant Director, Tacoma Venues & Events	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
M0080	A	Assistant Director, Technology	101.63	106.71	112.05	117.65	123.53	129.71	136.20	139.61	143.10	D
P1720	A	Assistant Division Manager, Customer Service	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
T0040	A	Assistant Division Manager, Engineering	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0060	A	Assistant Division Manager, Environmental Services	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P2080	A	Assistant Division Manager, Financial Services	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0070	A	Assistant Division Manager, Planning & Development	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0080	A	Assistant Division Manager, Public Works	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0090	A	Assistant Division Manager, Water Utility	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
M0470	A	Assistant Section Manager, Power Utility	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
M0140	A	Assistant to the City Manager	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
M0480	A	Assistant Utilities Technology Director	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
P0100	A	Behavioral Health Case Manager	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	A
P0110	A	Behavioral Health Crisis Responder	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	A
P0120	A	Booking Manager	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
M0150	A	Budget Officer	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P0130		Business & Economic Development Analyst	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P0140		Business & Economic Development Analyst, Associate	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0150	A	Business & Economic Development Manager	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P0160	A	Business Services Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0170		Business Services Analyst, Associate	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0180	A	Business Services Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0190	A	Business Services Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0200	A	Business Systems Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0210		Business Systems Analyst, Associate	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P0220	A	Business Systems Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0230	A	Business Systems Analyst, Senior	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
A0140		Certified Peer Specialist	29.72	31.21	32.77	34.41	36.13	37.94	39.84	40.84	41.86	A
M0160	A	Chief Deputy City Attorney	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
P0240	A	Chief Fire Code Official	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
M0170	A	Chief Government Affairs Officer	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P0250	A	Chief of Staff, Public Safety	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0260	A	Chief Strategy Officer	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
M0180	A	City Attorney	109.25	114.71	120.45	126.47	132.79	139.43	146.40	150.06	153.81	D
P0270	A	City Clerk	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
M0190	A	City Treasurer	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0280	A	Civil Rights Investigator	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
N0010	A	Client Technology Support Specialist	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
T0160	A	Client Technology Support Supervisor	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	E
P0290	A	Communications & Marketing Analyst	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P0300		Communications & Marketing Analyst, Associate	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0310	A	Communications & Marketing Analyst, Principal	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P0320	A	Communications & Marketing Analyst, Senior	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
A0010		Communications & Marketing Specialist	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0330		Community Resources Analyst	36.94	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P0340	A	Community Resources Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0350	A	Community Resources Analyst, Senior	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0360	A	Continuous Improvement Consultant	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0370	A	Continuous Improvement Consultant, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0380	A	Continuous Improvement Consultant, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
M0500	A	Continuous Improvement Officer	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P0390	A	Contract/Program Auditor	36.94	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
M0200	A	Controller	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P0400	A	Court Administrator	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
A0020	A	Court Operations Supervisor	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P2220	A	Court Support Services Unit Manager	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P0410	A	Criminal Justice Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0420		Customer Service Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0430	A	Customer Service Analyst, Principal	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P1980	A	Customer Service Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
T0530	A	Dam Safety Engineer	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
T0550	A	Data Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
T0190	A	Data Analyst, Principal	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0200	A	Data Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
T0170		Data Dashboard Analyst	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
T0180	A	Data Dashboard Analyst, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
T0220	A	Data Scientist	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0450	A	Day-Ahead Energy Trader	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
D0010		Department Aide	16.72	17.56	18.44	19.36	20.33	21.35	22.42	23.54	24.72	A
P0460	A	Department Manager, Emergency Management	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0470	A	Deputy City Attorney	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0480	A	Deputy City Attorney, Senior	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
M0210	A	Deputy City Manager	109.25	114.71	120.45	126.47	132.79	139.43	146.40	150.06	153.81	D
P0500	A	Development Services Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0510	A	Development Services Program Coordinator	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P2090	A	Development Services Program Coordinator Supervisor	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
N0020		Development Services Specialist	36.94	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
N0030		Development Services Specialist, Senior	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
M0230	A	Director, Communications	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
M0240	A	Director, Community & Economic Development	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0220	A	Director, Environmental Services	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
M0250	A	Director, Equity & Human Rights	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
M0260	A	Director, Finance (CFO)	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
M0270	A	Director, Human Resources	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0280	A	Director, Information Technology	109.25	114.71	120.45	126.47	132.79	139.43	146.40	150.06	153.81	D
M0290	A	Director, Neighborhood & Community Services	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0300	A	Director, Planning & Development	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0310	A	Director, Public Works	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
M0320	A	Director, Retirement System	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0330	A	Director, Safety	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0340	A	Director, Tacoma Venues & Events	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
P0530	A	Division Manager, Arts Administration	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0540	A	Division Manager, Business Services	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0550	A	Division Manager, Community & Economic Development	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0560	A	Division Manager, Customer Service	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
T0230	A	Division Manager, Engineering	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P0570	A	Division Manager, Environmental Services	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0590	A	Division Manager, Financial Services	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0600	A	Division Manager, Fleet & Facilities	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0610	A	Division Manager, Labor Relations	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P2100	A	Division Manager, Market Research & Development	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P1990	A	Division Manager, Neighborhood & Community Services	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0620	A	Division Manager, Planning & Development	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0630	A	Division Manager, Public Works	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
T0240	A	Division Manager, Technology	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
P0640	A	Division Manager, Television & Video Production	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0650	A	Division Manager, Water Utility	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0660	A	Education & Outreach Liaison	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0670		Education & Outreach Liaison, Associate	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
P0680	A	Education & Outreach Liaison, Principal	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0690	A	Education & Outreach Liaison, Senior	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
T0110	A	Electrical Engineer	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
T0250	A	Electrical Engineer PE, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0090	A	Electrical Engineer, Associate	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	E
T0260	A	Electrical Engineer, PE	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0100	A	Electrical Engineer, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	E
P0700	A	Emergency Management Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P2230		Emergency Management Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P0710	A	Emergency Management Officer, Chief	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0080	A	Engineer	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
T0140	A	Engineer PE, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0060	A	Engineer, Associate	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
T0150	A	Engineer, PE	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0070	A	Engineer, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
S0010		Engineering Intern	31.95	33.55	35.23	36.99	38.84					A
T0270	A	Engineering Project Manager	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
T0560		Engineering Project Manager, Associate	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	A
T0540	A	Engineering Project Manager, Principal	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
T0290	A	Engineering Project Manager, Senior	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0580	A	Enterprise Architect	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
P0720	A	Equal Employment Opportunity Officer	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0730	A	Equity Programs Consultant	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0740	A	Equity Programs Consultant, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P2040	A	Equity Programs Consultant, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
A0030		Equity Programs Specialist	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
A0040		Equity Programs Specialist, Senior	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
N0050		Events AV/Production Technician	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0760	A	Executive Assistant	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0770	A	Financial Services Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0780	A	Financial Services Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P2070	A	Financial Services Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
A0050	A	Financial Services Specialist	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
M0350	A	Fire Chief	129.24	135.70	142.49	149.61	153.35	157.18				D
P0790	A	Fleet & Facilities Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P0800		Fleet & Facilities Analyst, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0810	A	Fleet & Facilities Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
N0060	A	Fleet & Facilities Field Supervisor	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0820	A	Government Affairs Advisor	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P0830	A	Government Affairs Advisor, Senior	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P0840	A	Government Affairs Officer	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P0850	A	Guest Experience Manager	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
M0360	A	Hearing Examiner	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
P0880	A	Housing Analyst	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P0890	A	Housing Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0900	A	Housing Analyst, Senior	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
N0070		Housing Specialist	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
P0910	A	Human Resources Consultant, Senior	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
T0310	A	Information Technology Security Analyst	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
T0320	A	Information Technology Security Analyst, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	E
T0330	A	Information Technology Security Analyst, Senior	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	E
P2110	A	Instructional Designer	42.68	44.84	47.05	49.40	51.87	54.46	57.18	58.64	60.08	D
P0960	A	Instructional Designer, Principal	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P0970	A	Instructional Designer, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0930	A	Labor Negotiator	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1970	A	Labor Negotiator, Public Safety	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P0940	A	Labor Relations Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0950	A	Language Access Program Coordinator	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
A0060		Legal Assistant	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
A0070		LEOFF I Pension Specialist	31.95	33.55	35.23	36.99	38.84	40.78	42.82	43.89	44.99	A
P0980	A	Licensed Legal Intern	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0990	A	Management Fellow	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
A0080		Management Support Technician, Senior	29.72	31.21	32.77	34.41	36.13	37.94	39.84	40.84	41.86	A
P1000	A	Manager, Business Services	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P2120	A	Manager, Communications & Marketing	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1010	A	Manager, Continuous Improvement	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0570	A	Manager, Data Analytics	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
T0350	A	Manager, Engineering	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	E
P1020	A	Manager, Enterprise Safety	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1030	A	Manager, Financial Services	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1040	A	Manager, Fire Training & Accreditation	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1050	A	Manager, Fleet & Facilities	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	E

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1060	A	Manager, Human Resources	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P2200	A	Manager, Learning & Development	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P2130	A	Manager, Market Research & Development	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1070	A	Manager, Natural Resources	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P2140	A	Manager, Physical Security	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P2150	A	Manager, Planning & Development	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0360	A	Manager, Power Systems Engineering	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	E
P2000	A	Manager, Power Utility	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	E
P1110	A	Manager, Public Disclosure	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P2060	A	Manager, Real Property	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P2250	A	Manager, Regulatory Compliance	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1120	A	Manager, Sustainability	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0370	A	Manager, Technology	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P1130	A	Manager, Television Station	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1140	A	Manager, Venues & Events Services	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P2160	A	Market Research & Development Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1160	A	Market Research & Development Analyst, Principal	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1150	A	Market Research & Development Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
N0090		Master Control Programmer	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P1180	A	Natural Resources Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1190	A	Natural Resources Analyst, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1200	A	Natural Resources Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P2050	A	Natural Resources Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
N0110		Natural Resources Field Technician	29.72	31.21	32.77	34.41	36.13	37.94	39.84	40.84	41.86	A
N0100	A	Natural Resources Field Technician, Senior	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
A0100	A	Office Manager	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1220	A	Operations Manager, Surface & Wastewater	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1210	A	Operations Manager, Transportation Services	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1230	A	Operations Manager, Water Operations & Maintenance	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0380	A	Operations Technology Engineer	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
T0390	A	Operations Technology Engineer, Associate	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	E
T0400	A	Operations Technology Engineer, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	E
T0410	A	Operations Technology Engineer, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	E

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
A0110	A	Paralegal	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P2170	A	Physical Security Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P2180	A	Physical Security Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1270	A	Plans Examiner	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P2260		Plans Examiner, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
P1280	A	Plans Examiner, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1290	A	Plans Examiner, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
M0380	A	Police Chief	129.24	135.70	142.49	149.61	153.35	157.18				D
P1930	A	Police Community Engagement Senior Manager	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1300	A	Policy Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1310	A	Policy Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P1350	A	Power Audit & Compliance Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1360	A	Power Audit & Compliance Analyst, Principal	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1370	A	Power Audit & Compliance Analyst, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1420	A	Power Energy Portfolio Analyst	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P2010		Power Energy Portfolio Analyst, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
P1430	A	Power Energy Portfolio Analyst, Principal	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1440	A	Power Energy Portfolio Analyst, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1380		Power Energy Programs Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1390		Power Energy Programs Analyst, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
P1400	A	Power Energy Programs Analyst, Principal	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1410	A	Power Energy Programs Analyst, Senior	49.31	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P1450	A	Power Field Operations Supervisor	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	E
P1460	A	Power Field Operations Supervisor, Senior	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	E
T0130	A	Power Systems Engineer	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	E
T0430	A	Power Systems Engineer PE, Principal	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	E
T0120	A	Power Systems Engineer, Associate	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
T0440	A	Power Systems Engineer, PE	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	E
N0120	A	Power Warehouse Supervisor	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1470	A	Prosecuting City Attorney	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1960	A	Public Information Officer	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
P1480	A	Rail Chief Mechanical Officer	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1490	A	Rail Operations Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1500	A	Rail Operations Manager	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P1510	A	Rail Trainmaster	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1520	A	Railway Roadmaster	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P1540		Real Property Officer, Senior	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1530	A	Real Property Supervisor	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P1550	A	Real-Time Energy Trader	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	B
P2020	A	Real-Time Energy Trader, Lead	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P1170	A	Registered Nurse	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	A
P1560	A	Registered Nurse Case Manager	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	A
P1570		Regulatory Compliance Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1580		Regulatory Compliance Analyst, Associate	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1590	A	Regulatory Compliance Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1600		Regulatory Compliance Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
N0130		Regulatory Compliance Technician	29.72	31.21	32.77	34.41	36.13	37.94	39.84	40.84	41.86	A
N0140		Regulatory Compliance Technician, Senior	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P1610	A	Retirement Chief Investment Officer	117.45	123.32	129.49	135.96	142.76	149.90	157.40	161.34	165.37	D
P0490	A	Retirement Deputy Chief Investment Officer	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P1620	A	RIM Administrator	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1630	A	RIM Administrator/Deputy City Clerk	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
A0130		RIM Specialist	36.91	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P1640		Risk Analyst	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P2270	A	Risk Analyst, Principal	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
P1650	A	Risk Analyst, Senior	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1660	A	Risk Manager	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P2190		Safety Consultant	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
P1670	A	Safety Consultant, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	E
P1680	A	Safety Consultant, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
P1690	A	Sales & Marketing Manager	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
M0390	A	Section Manager, Power Utility	109.25	114.71	120.45	126.47	132.79	139.43	146.40	150.06	153.81	D
P1700	A	Senior Manager, Business Services	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1710	A	Senior Manager, Communications & Marketing	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1730	A	Senior Manager, Fleet & Facilities	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1740	A	Senior Manager, Market Research & Development	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P2030	A	Senior Manager, Power Utility	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
T0460	A	Senior Manager, Technology	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
S0020		Skilled Occupational Intern	16.72	17.56	18.44	19.36	20.33					A
T0210	A	Solution Architect	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
T0300	A	Solution Architect, Senior	70.79	74.33	78.05	81.95	86.05	90.35	94.87	97.24	99.67	D
P1770	A	Strategic Initiatives Program Coordinator	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D
T0470	A	Structural Engineer, PE	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D
P1780		Sustainability Analyst	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1790	A	Sustainability Analyst, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
T0480	A	Technology Project Manager	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0490	A	Technology Project Manager, Senior	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	E
N0150		Telecom Planning & Design Specialist	36.94	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
N0160	A	Telecom Planning & Design Supervisor	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
N0170	A	Telecommunications Technical Specialist, Senior	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1800	A	Term Energy Trader	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
P1810	A	Therapeutic Courts Program Coordinator	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1830		Transportation Services Analyst	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1840		Transportation Services Analyst, Associate	36.94	38.76	40.70	42.74	44.88	47.12	49.48	50.72	51.99	A
P1850	A	Transportation Services Analyst, Principal	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P1860	A	Transportation Services Analyst, Senior	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
N0180		TV/Video Producer	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P1870		TV/Video Producer, Principal	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P1880		TV/Video Producer, Senior	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	A
M0400	A	Utilities Assistant Superintendent - Rail	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0410	A	Utilities Assistant Superintendent - Water	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0420	A	Utilities Deputy Director	87.93	92.33	96.95	101.80	106.89	112.23	117.84	120.79	123.81	D
M0430	A	Utilities Deputy Director - Power Superintendent	135.73	142.52	149.65	157.13	164.99	173.24	181.90	186.45	191.11	D
M0440	A	Utilities Deputy Director - Rail Superintendent	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
M0450	A	Utilities Deputy Director - Water Superintendent	94.55	99.28	104.24	109.45	114.92	120.67	126.70	129.87	133.12	D
M0460	A	Utilities Technology Director	101.63	106.71	112.05	117.65	123.53	129.71	136.20	139.61	143.10	D
T0520	A	Utilities Technology Officer	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
S0030	A	Venues & Events Attendant	16.72	17.56	18.44	19.36	20.33					A
P1890		Venues & Events Liaison	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
P1910	A	Venues & Events Program Manager	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1920	A	Water Operations & Maintenance Analyst	42.68	44.81	47.05	49.40	51.87	54.46	57.18	58.61	60.08	D
P1940	A	Water Operations & Maintenance Analyst, Senior	49.34	51.78	54.37	57.09	59.94	62.94	66.09	67.74	69.43	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0010	A	Account Relationship Manager	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P0020	A	Advanced Registered Nurse Practitioner	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
T0010	A	Applications/Systems Engineer	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	E
T0020	A	Applications/Systems Engineer, Principal	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
T0030	A	Applications/Systems Engineer, Senior	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P0030		Arts Program Administrator	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P0040		Arts Program Planner	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
P2210		Arts Program Planner, Associate	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P0050	A	Assistant City Attorney	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
M0490	A	Assistant City Manager	104.68	109.91	115.41	121.18	127.24	133.60	140.28	143.79	147.38	D
M0030	A	Assistant Director, Community & Economic Development	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
M0040	A	Assistant Director, Environmental Services	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
M0050	A	Assistant Director, Equity & Human Rights	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
M0060	A	Assistant Director, Finance	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
M0070	A	Assistant Director, Human Resources	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
M0090	A	Assistant Director, Neighborhood & Community Services	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
M0100	A	Assistant Director, Planning & Development Services	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
M0110	A	Assistant Director, Public Works	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
M0120	A	Assistant Director, Retirement System	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
M0130	A	Assistant Director, Tacoma Venues & Events	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
M0080	A	Assistant Director, Technology	104.68	109.91	115.41	121.18	127.24	133.60	140.28	143.79	147.38	D
P1720	A	Assistant Division Manager, Customer Service	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
T0040	A	Assistant Division Manager, Engineering	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P0060	A	Assistant Division Manager, Environmental Services	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P2080	A	Assistant Division Manager, Financial Services	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P0070	A	Assistant Division Manager, Planning & Development	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P0080	A	Assistant Division Manager, Public Works	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P0090	A	Assistant Division Manager, Water Utility	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
M0470	A	Assistant Section Manager, Power Utility	90.57	95.10	99.86	104.85	110.09	115.59	121.37	124.40	127.51	D
M0140	A	Assistant to the City Manager	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
M0480	A	Assistant Utilities Technology Director	97.38	102.25	107.36	112.73	118.37	124.29	130.50	133.76	137.10	D
P0100	A	Behavioral Health Case Manager	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	A

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0110	A	Behavioral Health Crisis Responder	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	A
P0120	A	Booking Manager	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
M0150	A	Budget Officer	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
P0130		Business & Economic Development Analyst	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
P0140		Business & Economic Development Analyst, Associate	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P0150	A	Business & Economic Development Manager	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P0160	A	Business Services Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P0170		Business Services Analyst, Associate	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P0180	A	Business Services Analyst, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P0190	A	Business Services Analyst, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P0200	A	Business Systems Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P0210		Business Systems Analyst, Associate	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
P0220	A	Business Systems Analyst, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P0230	A	Business Systems Analyst, Senior	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
A0140		Certified Peer Specialist	30.61	32.14	33.75	35.44	37.21	39.07	41.02	42.05	43.10	A
M0160	A	Chief Deputy City Attorney	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
P0240	A	Chief Fire Code Official	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
M0170	A	Chief Government Relations Affairs Officer	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
P0250	A	Chief of Staff, Public Safety	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P0260	A	Chief Strategy Officer	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
M0180	A	City Attorney	112.52	118.15	124.06	130.26	136.77	143.61	150.79	154.56	158.42	D
P0270	A	City Clerk	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
M0190	A	City Treasurer	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P0280	A	Civil Rights Investigator	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
N0010	A	Client Technology Support Specialist	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
T0160	A	Client Technology Support Supervisor	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	E
P0290	A	Communications & Marketing Analyst	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
P0300		Communications & Marketing Analyst, Associate	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P0310	A	Communications & Marketing Analyst, Principal	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P0320	A	Communications & Marketing Analyst, Senior	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
A0010		Communications & Marketing Specialist	32.91	34.56	36.29	38.10	40.01	42.01	44.11	45.21	46.34	A
P0330		Community Resources Analyst	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
P0340	A	Community Resources Analyst, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P0350	A	Community Resources Analyst, Senior	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P0360	A	Continuous Improvement Consultant	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0370	A	Continuous Improvement Consultant, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P0380	A	Continuous Improvement Consultant, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
M0500	A	Continuous Improvement Officer	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
P0390	A	Contract/Program Auditor	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
M0200	A	Controller	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
P0400	A	Court Administrator	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
A0020	A	Court Operations Supervisor	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P2220	A	Court Support Services Unit Manager	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P0410	A	Criminal Justice Analyst	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P0420		Customer Service Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P0430	A	Customer Service Analyst, Principal	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P1980	A	Customer Service Analyst, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
T0530	A	Dam Safety Engineer	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
T0550	A	Data Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
T0190	A	Data Analyst, Principal	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
T0200	A	Data Analyst, Senior	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
T0170		Data Dashboard Analyst	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
T0180	A	Data Dashboard Analyst, Senior	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
T0220	A	Data Scientist	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P0450	A	Day-Ahead Energy Trader	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
D0010		Department Aide	17.23	18.09	18.99	19.94	20.94	21.99	23.09	24.24	25.45	A
P0460	A	Department Manager, Emergency Management	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P0470	A	Deputy City Attorney	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P0480	A	Deputy City Attorney, Senior	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
M0210	A	Deputy City Manager	112.52	118.15	124.06	130.26	136.77	143.61	150.79	154.56	158.42	D
P0500	A	Development Services Analyst	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P0510	A	Development Services Program Coordinator	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P2090	A	Development Services Program Coordinator Supervisor	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
N0020		Development Services Specialist	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
N0030		Development Services Specialist, Senior	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	A
M0230	A	Director, Communications	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
M0240	A	Director, Community & Economic Development	90.57	95.10	99.86	104.85	110.09	115.59	121.37	124.40	127.51	D
M0220	A	Director, Environmental Services	97.38	102.25	107.36	112.73	118.37	124.29	130.50	133.76	137.10	D
M0250	A	Director, Equity & Human Rights	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
M0260	A	Director, Finance (CFO)	97.38	102.25	107.36	112.73	118.37	124.29	130.50	133.76	137.10	D
M0270	A	Director, Human Resources	90.57	95.10	99.86	104.85	110.09	115.59	121.37	124.40	127.51	D
M0280	A	Director, Information Technology (CIO)	112.52	118.15	124.06	130.26	136.77	143.61	150.79	154.56	158.42	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
M0290	A	Director, Neighborhood & Community Services	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
M0300	A	Director, Planning & Development	90.57	95.10	99.86	104.85	110.09	115.59	121.37	124.40	127.51	D
M0310	A	Director, Public Works	97.38	102.25	107.36	112.73	118.37	124.29	130.50	133.76	137.10	D
M0320	A	Director, Retirement System	90.57	95.10	99.86	104.85	110.09	115.59	121.37	124.40	127.51	D
M0330	A	Director, Safety	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
M0340	A	Director, Tacoma Venues & Events	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
P0530	A	Division Manager, Arts Administration	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P0540	A	Division Manager, Business Services	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P0550	A	Division Manager, Community & Economic Development	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P0560	A	Division Manager, Customer Service	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
T0230	A	Division Manager, Engineering	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
P0570	A	Division Manager, Environmental Services	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P0590	A	Division Manager, Financial Services	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P0600	A	Division Manager, Fleet & Facilities	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P0610	A	Division Manager, Labor Relations	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
P2100	A	Division Manager, Market Research & Development	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P1990	A	Division Manager, Neighborhood & Community Services	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P0620	A	Division Manager, Planning & Development	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P0630	A	Division Manager, Public Works	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
T0240	A	Division Manager, Technology	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
P0640	A	Division Manager, Television & Video Production	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P0650	A	Division Manager, Water Utility	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P0660	A	Education & Outreach Liaison	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P0670		Education & Outreach Liaison, Associate	32.91	34.56	36.29	38.10	40.01	42.01	44.11	45.21	46.34	A
P0680	A	Education & Outreach Liaison, Principal	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P0690	A	Education & Outreach Liaison, Senior	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
T0110	A	Electrical Engineer	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	E
T0250	A	Electrical Engineer PE, Principal	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
T0090	A	Electrical Engineer, Associate	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	E
T0260	A	Electrical Engineer, PE	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
T0100	A	Electrical Engineer, Senior	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	E

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0700	A	Emergency Management Analyst	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P2230		Emergency Management Analyst, Senior	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P0710	A	Emergency Management Officer, Chief	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
T0080	A	Engineer	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
T0140	A	Engineer PE, Principal	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
T0060	A	Engineer, Associate	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
T0150	A	Engineer, PE	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
T0070	A	Engineer, Senior	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
S0010		Engineering Intern	32.91	34.56	36.29	38.10	40.01					A
T0270	A	Engineering Project Manager	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
T0560		Engineering Project Manager, Associate	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	A
T0540	A	Engineering Project Manager, Principal	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
T0290	A	Engineering Project Manager, Senior	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
T0580	A	Enterprise Architect	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
P0720	A	Equal Employment Opportunity Officer	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P0730	A	Equity Programs Consultant	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P0740	A	Equity Programs Consultant, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P2040	A	Equity Programs Consultant, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
A0030		Equity Programs Specialist	32.91	34.56	36.29	38.10	40.01	42.01	44.11	45.21	46.34	A
A0040		Equity Programs Specialist, Senior	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
N0050		Events AV/Production Technician	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P0760	A	Executive Assistant	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P0770	A	Financial Services Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P0780	A	Financial Services Analyst, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P2070	A	Financial Services Analyst, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
A0050	A	Financial Services Specialist	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
M0350	A	Fire Chief	133.11	139.77	146.76	154.10	157.95	161.90				D
P0790	A	Fleet & Facilities Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P0800		Fleet & Facilities Analyst, Associate	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
P0810	A	Fleet & Facilities Analyst, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
N0060	A	Fleet & Facilities Field Supervisor	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P0820	A	Government Relations Affairs Advisor	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P0830	A	Government Relations Affairs Advisor, Senior	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P0840	A	Government Relations Affairs Officer	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P0850	A	Guest Experience Manager	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
M0360	A	Hearing Examiner	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0880	A	Housing Analyst	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
P0890	A	Housing Analyst, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P0900	A	Housing Analyst, Senior	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
N0070		Housing Specialist	32.91	34.56	36.29	38.10	40.01	42.01	44.11	45.21	46.34	A
P0910	A	Human Resources Consultant, Senior	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
T0310	A	Information Technology Security Analyst	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
T0320	A	Information Technology Security Analyst, Principal	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	E
T0330	A	Information Technology Security Analyst, Senior	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	E
P2110	A	Instructional Designer	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P0960	A	Instructional Designer, Principal	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P0970	A	Instructional Designer, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P0930	A	Labor Negotiator	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P1970	A	Labor Negotiator, Public Safety	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P0940	A	Labor Relations Analyst	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P0950	A	Language Access Program Coordinator	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
A0060		Legal Assistant	32.91	34.56	36.29	38.10	40.01	42.01	44.11	45.21	46.34	A
A0070		LEOFF I Pension Specialist	32.91	34.56	36.29	38.10	40.01	42.01	44.11	45.21	46.34	A
P0980	A	Licensed Legal Intern	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P0990	A	Management Fellow	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
A0080		Management Support Technician, Senior	30.61	32.14	33.75	35.44	37.21	39.07	41.02	42.05	43.10	A
P1000	A	Manager, Business Services	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P2120	A	Manager, Communications & Marketing	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P1010	A	Manager, Continuous Improvement	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
T0570	A	Manager, Data Analytics	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
T0350	A	Manager, Engineering	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	E
P1020	A	Manager, Enterprise Safety	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P1030	A	Manager, Financial Services	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P1040	A	Manager, Fire Training & Accreditation	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P1050	A	Manager, Fleet & Facilities	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	E
P1060	A	Manager, Human Resources	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P2200	A	Manager, Learning & Development	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P2130	A	Manager, Market Research & Development	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P1070	A	Manager, Natural Resources	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P2140	A	Manager, Physical Security	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P2150	A	Manager, Planning & Development	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
T0360	A	Manager, Power Systems Engineering	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	E
P2000	A	Manager, Power Utility	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	E

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1110	A	Manager, Public Disclosure	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P2060	A	Manager, Real Property	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P2250	A	Manager, Regulatory Compliance	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P1120	A	Manager, Sustainability	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
T0370	A	Manager, Technology	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P1130	A	Manager, Television Station	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P1140	A	Manager, Venues & Events Services	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P2160	A	Market Research & Development Analyst	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P1160	A	Market Research & Development Analyst, Principal	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P1150	A	Market Research & Development Analyst, Senior	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
N0090		Master Control Programmer	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P1180	A	Natural Resources Analyst	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P1190	A	Natural Resources Analyst, Associate	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
P1200	A	Natural Resources Analyst, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P2050	A	Natural Resources Analyst, Senior	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
N0110		Natural Resources Field Technician	30.61	32.14	33.75	35.44	37.21	39.07	41.02	42.05	43.10	A
N0100	A	Natural Resources Field Technician, Senior	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
A0100	A	Office Manager	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
P1220	A	Operations Manager, Surface & Wastewater	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P1210	A	Operations Manager, Transportation Services	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P1230	A	Operations Manager, Water Operations & Maintenance	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
T0380	A	Operations Technology Engineer	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	E
T0390	A	Operations Technology Engineer, Associate	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	E
T0400	A	Operations Technology Engineer, Principal	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	E
T0410	A	Operations Technology Engineer, Senior	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	E
A0110	A	Paralegal	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P2170	A	Physical Security Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P2180	A	Physical Security Analyst, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P1270	A	Plans Examiner	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P2260		Plans Examiner, Associate	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	A
P1280	A	Plans Examiner, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P1290	A	Plans Examiner, Senior	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
M0380	A	Police Chief	133.11	139.77	146.76	154.10	157.95	161.90				D
P1930	A	Police Community Engagement Senior Manager	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P1300	A	Policy Analyst	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1310	A	Policy Analyst, Senior	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P1350	A	Power Audit & Compliance Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P1360	A	Power Audit & Compliance Analyst, Principal	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P1370	A	Power Audit & Compliance Analyst, Senior	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P1420	A	Power Energy Portfolio Analyst	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P2010		Power Energy Portfolio Analyst, Associate	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	A
P1430	A	Power Energy Portfolio Analyst, Principal	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P1440	A	Power Energy Portfolio Analyst, Senior	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P1380		Power Energy Programs Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P1390		Power Energy Programs Analyst, Associate	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	A
P1400	A	Power Energy Programs Analyst, Principal	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P1410	A	Power Energy Programs Analyst, Senior	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P1450	A	Power Field Operations Supervisor	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	E
P1460	A	Power Field Operations Supervisor, Senior	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	E
T0130	A	Power Systems Engineer	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	E
T0430	A	Power Systems Engineer PE, Principal	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	E
T0120	A	Power Systems Engineer, Associate	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	E
T0440	A	Power Systems Engineer, PE	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	E
N0120	A	Power Warehouse Supervisor	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P1470	A	Prosecuting City Attorney	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P1960	A	Public Information Officer	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P1480	A	Rail Chief Mechanical Officer	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P2290	A	Rail Manager of Operating Practices	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P1490	A	Rail Operations Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P1500	A	Rail Operations Manager	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
P2280	A	Rail Terminal Manager	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P1510	A	Rail Trainmaster	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P1520	A	Railway Roadmaster	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P2300	A	Railway Roadmaster, Assistant	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
P1540		Real Property Officer, Senior	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P1530	A	Real Property Supervisor	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P1550	A	Real-Time Energy Trader	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	B
P2020	A	Real-Time Energy Trader, Lead	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P1170	A	Registered Nurse	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	A
P1560	A	Registered Nurse Case Manager	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	A

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1570		Regulatory Compliance Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P1580		Regulatory Compliance Analyst, Associate	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
P1590	A	Regulatory Compliance Analyst, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P1600		Regulatory Compliance Analyst, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
N0130		Regulatory Compliance Technician	30.61	32.14	33.75	35.44	37.21	39.07	41.02	42.05	43.10	A
N0140		Regulatory Compliance Technician, Senior	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P1610	A	Retirement Chief Investment Officer	120.97	127.02	133.37	140.04	147.04	154.39	162.11	166.16	170.31	D
P0490	A	Retirement Deputy Chief Investment Officer	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P1620	A	RIM Administrator	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P1630	A	RIM Administrator/Deputy City Clerk	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
A0130		RIM Specialist	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
P1640		Risk Analyst	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P2270	A	Risk Analyst, Principal	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
P1650	A	Risk Analyst, Senior	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P1660	A	Risk Manager	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P2190		Safety Consultant	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	A
P1670	A	Safety Consultant, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	E
P1680	A	Safety Consultant, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	E
P1690	A	Sales & Marketing Manager	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
M0390	A	Section Manager, Power Utility	112.52	118.15	124.06	130.26	136.77	143.61	150.79	154.56	158.42	D
P1700	A	Senior Manager, Business Services	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P1710	A	Senior Manager, Communications & Marketing	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P1730	A	Senior Manager, Fleet & Facilities	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P1740	A	Senior Manager, Market Research & Development	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P2240	A	Senior Manager, Natural Resources	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P2030	A	Senior Manager, Power Utility	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
T0460	A	Senior Manager, Technology	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
S0020		Skilled Occupational Intern	17.23	18.09	18.99	19.94	20.94					A
T0210	A	Solution Architect	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	D
T0300	A	Solution Architect, Senior	72.91	76.56	80.39	84.41	88.63	93.06	97.71	100.15	102.65	D
P1770	A	Strategic Initiatives Program Coordinator	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D
T0470	A	Structural Engineer, PE	67.84	71.23	74.79	78.53	82.46	86.58	90.91	93.18	95.51	D
P1780		Sustainability Analyst	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
P1790	A	Sustainability Analyst, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
T0480	A	Technology Project Manager	58.70	61.64	64.72	67.96	71.36	74.93	78.68	80.65	82.67	D
T0490	A	Technology Project Manager, Senior	63.10	66.26	69.57	73.05	76.70	80.54	84.57	86.68	88.85	E

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
N0150		Telecom Planning & Design Specialist	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
N0160	A	Telecom Planning & Design Supervisor	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
N0170	A	Telecommunications Technical Specialist, Senior	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P1800	A	Term Energy Trader	78.38	82.30	86.42	90.74	95.28	100.04	105.04	107.67	110.36	D
P1810	A	Therapeutic Courts Program Coordinator	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P2310	A	Therapeutic Courts Program Coordinator, Lead	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P1830		Transportation Services Analyst	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
P1840		Transportation Services Analyst, Associate	38.02	39.92	41.92	44.02	46.22	48.53	50.96	52.23	53.54	A
P1850	A	Transportation Services Analyst, Principal	54.60	57.33	60.20	63.21	66.37	69.69	73.17	75.00	76.88	D
P1860	A	Transportation Services Analyst, Senior	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
N0180		TV/Video Producer	35.37	37.14	39.00	40.95	43.00	45.15	47.41	48.60	49.82	A
P1870		TV/Video Producer, Principal	47.25	49.61	52.09	54.69	57.42	60.29	63.30	64.88	66.50	D
P1880		TV/Video Producer, Senior	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	A
M0400	A	Utilities Assistant Superintendent - Rail	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
M0410	A	Utilities Assistant Superintendent - Water	84.27	88.48	92.90	97.55	102.43	107.55	112.93	115.75	118.64	D
M0420	A	Utilities Deputy Director	90.57	95.10	99.86	104.85	110.09	115.59	121.37	124.40	127.51	D
M0430	A	Utilities Deputy Director - Power Superintendent	139.80	146.79	154.13	161.84	169.93	178.43	187.35	192.03	196.83	D
M0440	A	Utilities Deputy Director - Rail Superintendent	97.38	102.25	107.36	112.73	118.37	124.29	130.50	133.76	137.10	D
M0450	A	Utilities Deputy Director - Water Superintendent	97.38	102.25	107.36	112.73	118.37	124.29	130.50	133.76	137.10	D
M0460	A	Utilities Technology Director	104.68	109.91	115.41	121.18	127.24	133.60	140.28	143.79	147.38	D
T0520	A	Utilities Technology Officer										D
S0030	A	Venues & Events Attendant	17.23	18.09	18.99	19.94	20.94					A
P1890		Venues & Events Liaison	40.89	42.93	45.08	47.33	49.70	52.19	54.80	56.17	57.57	D
P1910	A	Venues & Events Program Manager	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P1920	A	Water Operations & Maintenance Analyst	43.95	46.15	48.46	50.88	53.42	56.09	58.89	60.36	61.87	D
P1940	A	Water Operations & Maintenance Analyst, Senior	50.79	53.33	56.00	58.80	61.74	64.83	68.07	69.77	71.51	D