



Legislation Passed February 4, 2014

The Tacoma City Council, at its regular City Council meeting of February 4, 2014, adopted the following resolutions and/or ordinances. The summary of the contents of said resolutions and/or ordinances are shown below. To view the full text of the document, click on the bookmark at the left of the page.

Resolution No. 38835

A resolution setting Thursday, March 20, 2014, at 9:00 a.m., as the date and time for a hearing before the Hearing Examiner on the request to vacate the remainder of the alley between Pine Street and South Junett Street north of South 50th Street. (4910 Pine Street, LLC; File No. 124.1339)
[Troy Stevens, Senior Real Estate Specialist; Kurtis D. Kingsolver, P.E., Director, Public Works]

Resolution No. 38836

A resolution awarding a contract to Rodarte Construction, Inc., on its bid of \$1,860,582.25, sales tax not applicable, plus a 15 percent contingency, for a cumulative total of \$2,139,669.59, budgeted from the Transportation Capital and Surface Water Funds, for concrete roadway improvements to South Mildred Street from South 12th to South 19th Streets - Specification No. PW13-0693F.
[Chris Larson, P.E., Engineering Division Manager; Kurtis D. Kingsolver, P.E. Director, Public Works]

Resolution No. 38837

A resolution relating to Sound Transit's Link Light Rail, recommending the removal of alignments A3 and B2 as options; and moving the A1/B1 alignment into the environmental review phase of the Tacoma Link Light Rail Expansion project.
[Kurtis D. Kingsolver, P.E., Director, Public Works]

Resolution No. 38838

A resolution expressing support and urging Tacoma voters to vote approved for Tacoma School District Proposition No. 1 submitted by Tacoma Public School District No. 10 at the February 11, 2014 Special Election, which reads as follows:

SPECIAL ELECTION – PROPOSITION NO. 1
SUBMITTED BY TACOMA SCHOOL DISTRICT NO. 10
REPLACEMENT OF EXPIRING LEVY FOR EDUCATIONAL PROGRAMS AND
OPERATIONS

The Board of Directors of Tacoma School District No. 10 adopted Resolution No. 1943 authorizing an educational programs, operations and maintenance levy. If approved, Proposition No. 1 would fund day-to-day school operations, including classroom teachers, librarians, nurses, textbooks and instruction materials, athletics, arts and music programs, technology support and maintain roofs, heating, electrical and plumbing systems, playgrounds, playfields, alarm, sprinkler, security and emergency preparedness systems, and would authorize the District to levy the following excess taxes, to replace an expiring levy, on all taxable property within the District:

Levy Year ☐ Collection Year ☐ Approximate Levy Rate

Per \$1,000 of Assessed Value ☐ Levy Amount

2014 ☐ 2015 ☐ \$4.88 ☐ \$86,000,000

2015 ☐ 2016 ☐ \$4.83 ☐ \$86,000,000

2016 ☐ 2017 ☐ \$4.69 ☐ \$86,000,000

2017 ☐ 2018 ☐ \$4.55 ☐ \$86,000,000

Should Proposition No. 1 be approved?

Yes ☐

No ☐

[Council Member Marty Campbell]

Resolution No. 38839

A resolution expressing support for the passage of Proposition No. 2 submitted by Tacoma Public School District No. 10 at the February 11, 2014 Special Election, which reads as follows:

SPECIAL ELECTION - PROPOSITION NO. 2
SUBMITTED BY TACOMA SCHOOL DISTRICT NO. 10
REPLACEMENT OF EXPIRING LEVY FOR SCHOOL TECHNOLOGY IMPROVEMENTS
AND UPGRADES

The Board of Directors of Tacoma School District No. 10 adopted Resolution No. 1944 concerning district-wide technology improvements and upgrades. If approved, Proposition No. 2 would fund technical training, support and up-to-date tools for teaching and learning, replace outdated classroom computers for teachers and students, and improve the District's online system for parents, students and teachers to monitor academic progress, homework and attendance, and would authorize the District to levy the following excess taxes, to replace an expiring levy, on all taxable property within the District:

Levy Year ☐ Collection Year ☐ Approximate Levy Rate Per \$1,000 of Assessed Value ☐ Levy Amount ☐

2014 ☐ 2015 ☐ \$0.57 ☐ \$10,000,000 ☐

2015 ☐ 2016 ☐ \$0.56 ☐ \$10,000,000 ☐

2016 ☐ 2017 ☐ \$0.55 ☐ \$10,000,000 ☐

2017 ☐ 2018 ☐ \$0.53 ☐ \$10,000,000 ☐

Should Proposition No. 2 be approved?

Yes ☐ ☐

No ☐ ☐

[Council Member Marty Campbell]

Ordinance No. 28203

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for non-represented employees and changes in classifications to reflect the organizational structure.

[Joy St. Germain, Director, Human Resources]



RESOLUTION NO. 38835

1 A RESOLUTION relating to the vacation of City right-of-way; setting Thursday,
2 March 20, 2014, at 9:00 a.m., as the date for a hearing before the City of
3 Tacoma Hearing Examiner on the petition of 4910 Pine Street LLC, to
4 vacate the alley remainder between Pine Street and vacated South
5 Junett Street, northerly of South 50th Street.

6 WHEREAS 4910 Pine Street LLC, having received the consent of the
7 owners of more than two-thirds of the properties abutting the alley remainder
8 between Pine Street and vacated South Junett Street, northerly of South 50th
9 Street, has petitioned for the vacation of the following legally described
10 right-of-way area:

11 That portion of the alley between Blocks 11 and 12, South
12 Park Addition to Tacoma, W.T., according to the Plat thereof
13 recorded in Volume 3 of Plats, Page 64, records of Pierce
14 County, Washington, lying south of that portion of said alley
15 vacated by City of Tacoma Ordinance 12726, recorded
16 under Auditor's File Number 1383345, and North of the
17 North margin of South 50th Street;

18 Now, Therefore,

19 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

20 Section 1. That Thursday, March 20, 2014, at 9:00 a.m., is hereby fixed
21 as the date and time, and the Council Chambers on the first floor of the
22 Tacoma Municipal Building, 747 Market Street, in the City of Tacoma, as the
23 place when and where said request will be heard by the Hearing Examiner and
24 her recommendations thereafter transmitted to the Council of the City of
25 Tacoma.
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1 Section 2. That the Clerk of the City of Tacoma shall give proper notice
2 of the time and place of said hearing.
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4
5 Adopted _____

6 Mayor

7 Attest:

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9 _____
City Clerk

10 Approved as to form:

Property description approved:

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12 _____
Deputy City Attorney

13 Chief Surveyor
Public Works Department

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15 Location: Vacate the alley remainder between Pine Street and vacated
South Junett Street, northerly of South 50th Street

16 Petitioner: 4910 Pine Street LLC

17 File No.: 124.1339
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RESOLUTION NO. 38836

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and
2 the furnishing of services; authorizing the execution of a contract with
3 Rodarte Construction, Inc. in the amount of \$1,860,582.25, plus a 15 percent
4 contingency, for a cumulative amount of \$2,139,669.59, budgeted from the
5 Transportation Capital Fund 1060 and ES Surface Water Fund 4301, for
6 concrete roadway improvements to South Mildred Street from South 12th
7 Street to South 19th Street - Specification No. PW13-0693F.

8 WHEREAS the City has complied with all applicable laws and processes
9 governing the acquisition of those supplies, and/or the procurement of those
10 services, inclusive of public works, as is shown by the attached Exhibit "A,"
11 incorporated herein as though fully set forth, and

12 WHEREAS the Board of Contracts and Awards has concurred with the
13 recommendation for award as set forth in Exhibit "A"; Now, Therefore,

14 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

15 Section 1. That the Council of the City of Tacoma concurs with the Board
16 of Contracts and Awards to adopt the recommendation for award as set forth in
17 the attached Exhibit "A."

18 Section 2. That the proper officers of the City are hereby authorized to enter
19 into a contract with Rodarte Construction, Inc. in the amount of \$1,860,582.25, plus
20 a 15 percent contingency, for a cumulative amount of \$2,139,669.59, budgeted from
21 the Transportation Capital Fund 1060 and ES Surface Water Fund 4301, for
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1 concrete roadway improvements to South Mildred Street from South 12th Street to
2 South 19th Street - Specification No. PW13-0693F, consistent with Exhibit "A."
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4 Adopted _____
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6 _____
7 Mayor

8 Attest:
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10 _____
11 City Clerk

12 Approved as to form:
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14 _____
15 City Attorney
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EXHIBIT "A"

City of Tacoma Public Works Department

DATE: January 27, 2014
TO: Board of Contracts and Awards
SUBJECT: South Mildred Street Concrete Roadway Improvements
Budgeted from Transportation Capital Fund 1060 & ES Surface Water Fund 4301
Request for Bids Specification No. PW13-0693F

RECOMMENDATION: The Public Works Engineering Division recommends a contract be awarded to low bidder **Rodarte Construction, Inc., Auburn, WA**, for concrete roadway improvements to South Mildred Street from South 12th Street to South 19th Street. The contract amount reflects a base award of \$1,860,582.25, plus a 15% contingency, for a cumulative amount of \$2,139,669.59, sales tax not applicable.

EXPLANATION: This project will remove the existing asphalt roadway surface along Mildred Street from South 12th Street to South 19th Street and replace it with an eight inch thick concrete roadway. Work will include the removal and replacement of storm water mains and catch basins, cement concrete sidewalks, curb and gutter, and ADA curb ramps. The roadway will be converted from five lanes to three lanes, adding a bicycle lane in each direction. In addition, two mid-block crosswalks with pedestrian-actuated flashing beacons and a median pedestrian refuge island will be installed. The total project cost estimate including design, project management, construction management, inspection and construction is \$2,623,906.

COMPETITIVE SOLICITATION: Request for Bids Specification No. PW13-0693F was opened January 7, 2014. 10 submittals were received. The table below reflects the amount of the base bid.

<u>Respondent</u>	<u>Location</u>	<u>Submittal Amount</u> (Sales tax not applicable)
Rodarte Construction, Inc.	Auburn, WA	\$ 1,860,582.25
R. L. Alia Company	Renton, WA	\$ 1,991,054.50
Nova Contracting, Inc.	Olympia, WA	\$ 2,057,351.00
Northwest Cascade, Inc.	Puyallup, WA	\$ 2,135,121.50
ICON Materials dba of CPM Development Corporation	Pacific, WA	\$ 2,173,585.50
Stan Palmer Construction, Inc.	Bremerton, WA	\$ 2,250,126.00
MidMountain Contractors, Inc.	Kirkland, WA	\$ 2,399,628.00
Gary Merlino Construction Co., Inc.	Seattle, WA	\$ 2,428,802.00
Johansen Excavation, Inc.	Buckley, WA	\$ 2,515,821.95
Granite Construction Company	Everett, WA	\$ 2,799,738.80
Pre-bid estimate		\$ 2,232,294.50

The recommended award is 16.7 percent below the pre-bid estimate.

CONTRACT HISTORY: New contract.

FUNDING: This project is budgeted in the Transportation Capital Fund 1060 and ES Surface Water Fund 4301. Funding beyond the current biennium is subject to future availability of funds.

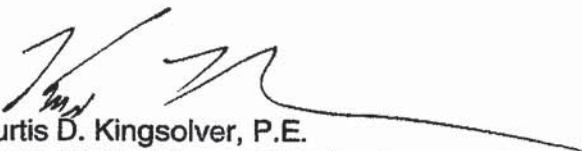
Funding sources for this construction contract are provided below:

• 3220-10D LTGO Bond Fund	\$ 805,558.57
• Federal Grant -FHWA	\$ 942,792.00
• <u>ES Surface Water Fund 4301</u>	<u>\$ 391,289.02</u>
Total	\$ 2,139,669.59

SUSTAINABILITY: This project will improve the safety and well-being of citizens by installing crosswalks with pedestrian-actuated flashing beacons and a median pedestrian refuge island, adding bicycle lanes, and providing ADA compliant ramps. In addition, the project will provide significant maintenance benefits and longer life by upgrading the road from an asphalt street to a concrete street. These improvements to infrastructure will support economic development and improve the livability of the City.

DISADVANTAGED BUSINESS ENTERPRISE (DBE): The recommended contract is in compliance with 49 Code of Federal Regulations Part 26, per memorandum dated January 15, 2014. The DBE goal for this project is 11 percent, and the DBE participation is 11.38 percent. The Washington State Department of Transportation has designated zero training hours for this project.

PROJECT ENGINEER/COORDINATOR: Chris E. Larson, P.E., Engineering Division Manager, 253-591-5538.



Kurtis D. Kingsolver, P.E.
Public Works Director/City Engineer

cc: Chuck Blankenship, Senior Buyer, Finance/Purchasing
Charles Wilson, SBE Coordinator
Peter Guzman, LEAP Coordinator

File: South Mildred Street - Concrete Roadway Improvements



RESOLUTION NO. 38837

1 A RESOLUTION relating to Sound Transit's Link Light Rail; recommending the
2 removal of alignments A3 and B2 as options; and moving the A1/B1
3 alignment into the environmental review phase of the Tacoma Link Light
4 Rail Expansion project.

5 WHEREAS, in August 2012, Sound Transit initiated a study to identify
6 preferred alternatives for expanding the Tacoma Link Light Rail, and

7 WHEREAS Sound Transit briefed the City Council on the Tacoma Link
8 Alternatives Analysis at the January 22, February 26, April 16, and April 23, 2013,
9 Study Sessions and, based on information provided during these meetings, the
10 City Council approved Resolution No. 38664 on April 30, 2013, supporting the
11 North Downtown Central Corridor (Hilltop via the Stadium District) as the preferred
12 corridor for the Tacoma Link Light Rail Expansion project, and

13 WHEREAS, subsequent to the selection of the North Downtown Central
14 corridor, Sound Transit began studying and obtaining public input on potential
15 route alignments within the North Downtown Central Corridor, and

16 WHEREAS Sound Transit conducted extensive public outreach from
17 November 2013 through January 2014 to present information and gather feedback
18 regarding specific route alignments, which included, but not limited to, two public
19 open houses; two Stakeholder Roundtable meetings; an online survey and
20 comment opportunities that garnered more than 250 public comments;
21 informational mailing to 11,000 addresses in and around the proposed corridor;
22 Listserv notifications; online and print ads in seven publications; distribution of
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100 posters to Hilltop businesses and Stadium District multi-family residences; and
13 community briefings, and

WHEREAS Sound Transit and City staff briefed the City Council on this phase of the project at the Infrastructure, Planning and Sustainability Committee on November 13, 2013, and at the Study Sessions held on December 10, 2013, and January 28, 2014, and

WHEREAS Sound Transit, Pierce Transit, and the City have been working together to identify one or more routes for the expansion of the Tacoma Link Light Rail to move forward into the environmental review phase of the project, and

WHEREAS Sound Transit recently completed public outreach to gauge public opinion on the different potential route alignments, and the results of this outreach, presented at the Study Session on January 28, 2014, indicate that the route with the most community support is the A1 (Stadium Way) and B1 (MLK double track) alignment, although there is also some support for the A2 (Broadway) alignment, and

WHEREAS two routes can be analyzed during the environmental review process, and

WHEREAS staff recommends removing alignments A3 and B2 as potential routes, and either (1) moving the A1/B1 route to the environmental review phase to minimize the time and expense of the process and to maximize grant opportunities, or (2) moving both the A1/B1 and A2/B1 routes to the environmental review phase to allow for additional analysis; Now, Therefore,



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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

Section 1. That the City Council hereby recommends the removal of
alignments A3 and B2 as options for the Tacoma Link Light Rail Expansion project.

Section 2. That the City Council hereby recommends moving alignment
A1/B1 into the environmental review phase of the Tacoma Link Light Rail
Expansion project.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



RESOLUTION NO. 38838

1 BY REQUEST OF MAYOR STRICKLAND, DEPUTY MAYOR WOODARDS,
2 AND COUNCIL MEMBERS CAMPBELL AND WALKER

3 A RESOLUTION expressing support for the passage of Proposition No. 1,
4 submitted by Tacoma School District No. 10 at the February 11, 2014,
5 Special Election, for replacement of an expiring levy for educational
6 programs and operations; and urging Tacoma voters to vote "Approved"
7 on Proposition No. 1 on the February 11, 2014, Special Election ballot.

8 WHEREAS the Board of Directors ("Board") and staff of Tacoma School
9 District No. 10, Pierce County, Washington ("District"), continue to plan for the
10 capital needs of the District to provide the District's students, teachers, and staff
11 with adequate, proper, and safe facilities that create opportunities for
12 educational excellence for every student, regardless of background, economic
13 circumstances, or neighborhood, and

14 WHEREAS, for the past four years, the District has had in effect a
15 maintenance and operations levy which is set to expire in 2014, and

16 WHEREAS, on October 10, 2013, the Board adopted Resolution No. 1943,
17 concerning a proposition to enable the District to fund necessary educational
18 programs and daily operations and maintenance of District facilities, and

19 WHEREAS, if approved, this proposition would fund day-to-day school
20 operations, including classroom teachers, librarians, and nurses; textbooks and
21 instructional materials; athletics, arts, and music programs; and technology
22 support; and maintenance related to roofs, heating, electrical, and plumbing
23 systems; playgrounds; playfields; and alarm, sprinkler, security, and emergency
24 preparedness systems; and would authorize the District to levy \$86 million
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annually, from 2015-2018, on all taxable property within the District as provided in

Resolution No. 1943, and

WHEREAS the success of Tacoma's schools is dependent upon its citizens; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

Section 1. That the City Council hereby expresses its support for the passage of Proposition No. 1 submitted by Tacoma School District No. 10 at the February 11, 2014, Special Election, for the purposes hereinabove enumerated.

Section 2. That the City Council urges Tacoma voters to vote "Approved" on Proposition No. 1 on the February 11, 2014, Special Election ballot, substantially in the form of the ballot title as follows:



SPECIAL ELECTION – PROPOSITION NO. 1
SUBMITTED BY TACOMA SCHOOL DISTRICT NO. 10
REPLACEMENT OF EXPIRING LEVY FOR EDUCATIONAL
PROGRAMS AND OPERATIONS

The Board of Directors of Tacoma School District No. 10 adopted Resolution No. 1943 authorizing an educational programs, operations and maintenance levy. If approved, Proposition No. 1 would fund day-to-day school operations, including classroom teachers, librarians, nurses, textbooks and instruction materials, athletics, arts and music programs, technology support and maintain roofs, heating, electrical and plumbing systems, playgrounds, playfields, alarm, sprinkler, security and emergency preparedness systems, and would authorize the District to levy the following excess taxes, to replace an expiring levy, on all taxable property within the District.

		Approximate Levy Rate Per \$1,000 of	
<u>Levy Year</u>	<u>Collection Year</u>	<u>Assessed Value</u>	<u>Levy Amount</u>
2014	2015	\$4.88	\$86,000,000
2015	2016	\$4.83	\$86,000,000
2016	2017	\$4.69	\$86,000,000
2017	2018	\$4.55	\$86,000,000

Should Proposition No. 1 be approved?

Yes

No

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



RESOLUTION NO. 38839

1 BY REQUEST OF MAYOR STRICKLAND, DEPUTY MAYOR WOODARDS,
2 AND COUNCIL MEMBERS CAMPBELL AND WALKER

3 A RESOLUTION expressing support for the passage of Proposition No. 2,
4 submitted by Tacoma School District No. 10 at the February 11, 2014,
5 Special Election, for replacement of an expiring levy for District-wide
6 technology improvements and upgrades; and urging Tacoma voters to
7 vote "Approved" on Proposition No. 2 on the February 11, 2014, Special
8 Election ballot.

9 WHEREAS the Board of Directors ("Board") and staff of Tacoma School
10 District No. 10, Pierce County, Washington ("District"), continue to plan for the
11 capital needs of the District to provide the District's students, teachers, and staff
12 with adequate, proper, and safe facilities that create opportunities for
13 educational excellence for every student, regardless of background, economic
14 circumstances, or neighborhood, and

15 WHEREAS the District's technology systems are in need of improvements
16 and upgrades to meet the current and future educational needs of its students,
17 and

18 WHEREAS, on April 25, 2013, pursuant to Resolution No. 1929, the
19 Board repealed the capital levies previously authorized to be made in 2014 (for
20 collection in 2015), and 2015 (for collection in 2016), and

21 WHEREAS, on October 10, 2013, the Board adopted Resolution No. 1944,
22 concerning a proposition to enable the District to fund necessary technology
23 improvements and upgrades District-wide, and

24 WHEREAS, if approved, this proposition would fund technical training,
25 support, and up-to-date tools for teaching and learning; replace outdated
26



1 classroom computers for teachers and students; improve the District's online
2 system for parents, students, and teachers to monitor academic progress,
3 homework and attendance; and authorize the District to levy \$10 million annually,
4 from 2015-2018, on all taxable property within the District as provided in
5 Resolution No. 1944, and

6 WHEREAS the success of Tacoma's schools is dependent upon its
7 citizens; Now, Therefore,

8 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

9 Section 1. That the City Council hereby expresses its support for the
10 passage of Proposition No. 2 submitted by Tacoma School District No. 10 at
11 the February 11, 2014, Special Election, for the purposes hereinabove
12 enumerated.
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14 Section 2. That the City Council urges Tacoma voters to vote
15 "Approved" on Proposition No. 2 on the February 11, 2014, Special Election
16 ballot, substantially in the form of the ballot title as follows:
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SPECIAL ELECTION – PROPOSITION NO. 2
SUBMITTED BY TACOMA SCHOOL DISTRICT NO. 10
REPLACEMENT OF EXPIRING LEVY FOR SCHOOL
TECHNOLOGY IMPROVEMENTS AND UPGRADES

The Board of Directors of Tacoma School District No. 10 adopted Resolution No. 1944 concerning district-wide technology improvements and upgrades. If approved, Proposition No. 2 would fund technical training, support and up-to-date tools for teaching and learning, replace outdated classroom computers for teachers and students, and improve the District's online system for parents, students and teachers to monitor academic progress, homework and attendance, and would authorize the District to levy the following excess taxes, to replace an expiring levy, on all taxable property within the District:

		Approximate Levy Rate Per \$1,000 of	
<u>Levy Year</u>	<u>Collection Year</u>	<u>Assessed Value</u>	<u>Levy Amount</u>
2014	2015	\$0.57	\$10,000,000
2015	2016	\$0.56	\$10,000,000
2016	2017	\$0.55	\$10,000,000
2017	2018	\$0.53	\$10,000,000

Should Proposition No. 2 be approved?

Yes _____

No _____

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



ORDINANCE NO. 28203

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of
2 the Tacoma Municipal Code ("TMC") to implement rates of pay and
3 compensation for non-represented employees, and to implement changes
4 to reflect the organizational structure; and amending TMC 1.12.197 to
5 provide for miscellaneous compensation.

6 WHEREAS, in 2009, the City of Tacoma's non-represented classifications
7 received a market-based wage adjustment based on a comprehensive
8 classification and compensation study conducted by Milliman, Inc., and, as a result
9 of the study, non-represented classifications were placed at the 70th percentile of
10 the market, and

11 WHEREAS, since 2009, the majority of the City's non-represented
12 classifications have received no further adjustments to pay, and

13 WHEREAS, based on a sampling of classifications and 2012 market data,
14 non-represented employees are currently estimated to be paid, on average, below
15 the 50th percentile, with some classifications as low as the 25th percentile of the
16 market, and

17 WHEREAS, in contrast, market-based pay adjustments were made to
18 many represented classifications in 2010, 2013, and 2014, and

19 WHEREAS the November 2013 Report of the City of Tacoma Fiscal
20 Sustainability Task Force recommended that "[t]he City should continue its policy
21 of seeking to cap growth in salaries from year-to-year at inflation, using a regional
22 Consumer Price Index," and

23 WHEREAS non-represented salary growth over the past five years is
24 estimated at 6.8 percent below the CPI-W, and, with the proposed 2014
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market-based adjustments, the per-year average for non-represented
1 classifications would be 3.8 percent below the CPI-W, and

2 WHEREAS the General Fund budget has realized savings from the most
3 recent healthcare negotiations, as well as from the diligent oversight and
4 management of expenditures from General Government departments, and the
5 City's financial revenue has improved enough to sustain the recommended pay
6 increases set forth herein, and

8 WHEREAS this ordinance addresses non-represented classification wages
9 for 2014, using an average of 3 percent increase per employee, and distributes
10 the equivalent total in the following manner: (1) employees in classifications
11 identified as being at or above market will receive a one-time lump sum payment
12 equivalent to 1 percent of their base wages for 2013; (2) employees in
13 classifications identified as below market will receive a market-based wage
14 adjustment to base salary up to a maximum of 3 percent, plus a one-time lump
15 sum payment equivalent to 1 percent of their base wages for 2013; and
16 (3) employees in classifications identified as having compression issues with
17 represented classifications will receive a special adjustment up to a cap of
18 4 percent, and employees in these classifications would not be eligible for a
19 one-time lump sum payment, and

22 WHEREAS this ordinance will add 17 new non-represented classifications
23 to the compensation plan, delete 12 non-represented classifications that are no
24 longer needed, and change titles to four non-represented classifications; Now,
25 Therefore,
26



1 BE IT ORDAINED BY THE CITY OF TACOMA:

2 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby
3 amended effective February 17, 2014, as set forth in Exhibit "A," attached hereto
4 and incorporated herein as though fully set forth.
5

6 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby
7 amended effective February 17, 2014, as set forth in Exhibit "B," attached hereto
8 and incorporated herein as though fully set forth.
9

10 Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby
11 amended effective February 17, 2014, as set forth in Exhibit "C," attached hereto
12 and incorporated herein as though fully set forth.

13 Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby
14 amended effective February 17, 2014, as set forth in Exhibit "D," attached hereto
15 and incorporated herein as though fully set forth.
16

17 Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby
18 amended effective February 17, 2014, as set forth in Exhibit "E," attached hereto
19 and incorporated herein as though fully set forth.

20 Section 6. That employees in non-represented and non-represented
21 executive classifications, except for those listed in Exhibit "B" above, will receive a
22 one-time lump sum payment equivalent to 1 percent of their base wages for 2013.
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1 Section 7. That Section 1.12.197 of the Tacoma Municipal Code is hereby
2 amended to read as follows:

3 **1.12.197 Miscellaneous compensation.**

4 A. The City Council may, upon the recommendation of the Human Resources Director to the
5 City Manager and/or Director of Utilities, authorize lump sum payments to employees in lieu of
6 cost-of-living increases, market increases, or other wage adjustments.

7 B. Employees shall also be entitled to additional compensation from merchants or businesses but
8 limited to discounts available to an individual as a member of an employee group, organization or
9 similar broad-based group.

10 Section 8. That the effective date for Sections 1, 2, 3, 4, 5, 6, and 7 will be
11 February 17, 2014.

12 Passed _____

13 _____
14 Mayor

15 Attest:

16 _____
17 City Clerk

18 Approved as to form:

19 _____
20 Deputy City Attorney

EXHIBIT “A”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1129	A	Benefits Manager	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	43.83	44.37	44.93	45.49	46.06	46.63	47.22
2094	A	Biologist, Senior Natural Resources Biologist III	37.34	37.81	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.34	43.88	44.43	44.99	45.55	46.12	46.70	47.28	47.87
0751	A	Budget Officer	53.62	54.29	54.97	55.66	56.36	57.06	57.77	58.50	59.23	59.97	60.72	61.48	62.24	63.02	63.81	64.61	65.41	66.23	67.06	67.90	68.75
0146	A	Business Development Manager	45.38	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.03	52.68	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18
1005	A	City Attorney, Chief Deputy	65.85	66.67	67.50	68.35	69.20	70.07	70.94	71.83	72.73	73.63	74.56	75.49	76.43	77.39	78.35	79.33	80.32	81.33	82.34	83.37	84.42
1004	A	City Attorney, Deputy	52.68	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.64	60.39	61.14	61.91	62.68	63.47	64.26	65.06	65.88	66.70	67.53
0700	A	City Clerk	31.78	32.18	32.58	32.99	33.40	33.82	34.24	34.67	35.11	35.54	35.99	36.44	36.89	37.36	37.82	38.30	38.77	39.26	39.75	40.25	40.75
0750	A	Community & Economic Development Director	58.04	58.76	59.50	60.24	60.99	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.37	68.21	69.06	69.92	70.80	71.68	72.58	73.49	74.41
2208	A	Community & Economic Development Director, Assistant	48.41	49.01	49.63	50.25	50.88	51.51	52.16	52.81	53.47	54.14	54.81	55.50	56.19	56.89	57.60	58.33	59.05	59.79	60.54	61.30	62.06
2210	A	Community & Economic Development Division Manager	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	54.49	55.17	55.86
1176	A	Community & Economic Development Supervisor	36.50	36.96	37.42	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80
0805	A	Community & Media Services Manager	44.09	44.64	45.20	45.76	46.34	46.91	47.50	48.10	48.70	49.30	49.92	50.55	51.18	51.82	52.46	53.12	53.78	54.46	55.14	55.83	56.52
0802	A	Community Relations Specialist	27.39	27.74	28.08	28.43	28.79	29.15	29.51	29.88	30.26	30.63	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12
0619	A	Conservation Manager	54.20	54.88	55.56	56.26	56.96	57.67	58.39	59.12	59.86	60.61	61.37	62.14	62.91	63.70	64.49	65.30	66.12	66.94	67.78	68.63	69.49
2326	A	Conservation Manager, Assistant	43.36	43.90	44.45	45.01	45.57	46.14	46.71	47.30	47.89	48.49	49.09	49.71	50.33	50.96	51.60	52.24	52.89	53.56	54.22	54.90	55.59

EXHIBIT “A”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0631		Conservation Program Associate	21.78	22.05	22.33	22.60	22.89	23.17	23.46	23.76	24.05	24.35	24.66	24.97	25.28	25.59	25.91	26.24	26.57	26.90	27.23	27.58	27.92
0632		Conservation Program Coordinator	25.62	25.94	26.27	26.59	26.93	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.25	31.65	32.04	32.44	32.85
0630	A	Conservation Program Manager	30.14	30.52	30.90	31.29	31.68	32.07	32.47	32.88	33.29	33.71	34.13	34.56	34.99	35.42	35.87	36.32	36.77	37.23	37.70	38.17	38.64
0620	A	Conservation Supervisor	34.69	35.12	35.56	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.28	39.77	40.26	40.77	41.28	41.79	42.32	42.84	43.38	43.92	44.47
1124	A	Contract & Program Auditor	25.12	25.43	25.75	26.07	26.40	26.73	27.06	27.40	27.75	28.09	28.44	28.80	29.16	29.52	29.89	30.27	30.64	31.03	31.42	31.81	32.21
0521	A	Controller	53.62	54.29	54.97	55.66	56.36	57.06	57.77	58.50	59.23	59.97	60.72	61.48	62.24	63.02	63.81	64.61	65.41	66.23	67.06	67.90	68.75
4311	A	Court Administrator	46.39	46.97	47.55	48.15	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.52	55.20	55.89	56.59	57.29	58.01	58.74	59.47
4308	A	Court Operations Supervisor	32.68	33.09	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89	39.38	39.87	40.37	40.87	41.39	41.90
4605		Department Aide	11.47	11.61	11.76	11.91	12.05	12.20	12.36	12.51	12.67	12.83	12.99	13.15	13.31	13.48	13.65	13.82	13.99	14.17	14.34	14.52	14.70
2347	A	Development Operations Supervisor	36.03	36.48	36.94	37.40	37.87	38.34	38.82	39.30	39.80	40.29	40.80	41.31	41.82	42.35	42.88	43.41	43.95	44.50	45.06	45.62	46.19
2070	A	Engineer	34.32	34.75	35.18	35.62	36.07	36.52	36.98	37.44	37.91	38.38	38.86	39.35	39.84	40.34	40.84	41.35	41.87	42.39	42.92	43.46	44.00
2068	A	Engineer, Associate	30.45	30.83	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55	39.03
2082	A	Engineer, Professional	38.20	38.67	39.16	39.65	40.14	40.64	41.15	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
2083	A	Engineer, Senior	38.20	38.67	39.16	39.65	40.14	40.64	41.15	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
2060	A	Engineer, Senior Principal	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	54.68	55.36	56.05	56.75	57.46	58.18	58.91
0758	A	Environmental Services Director	63.55	64.35	65.15	65.97	66.79	67.63	68.47	69.33	70.19	71.07	71.96	72.86	73.77	74.69	75.63	76.57	77.53	78.50	79.48	80.47	81.48
2056	A	Environmental Services Division Manager	48.62	49.23	49.84	50.46	51.10	51.73	52.38	53.04	53.70	54.37	55.05	55.74	56.43	57.14	57.85	58.58	59.31	60.05	60.80	61.56	62.33
2097		Environmental Technician	23.73	24.03	24.33	24.63	24.94	25.25	25.56	25.88	26.21	26.54	26.87	27.20	27.54	27.89	28.24	28.59	28.95	29.31	29.67	30.05	30.42

EXHIBIT “A”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2098		Environmental Technician, Senior	26.36	26.69	27.03	27.37	27.71	28.05	28.41	28.76	29.12	29.48	29.85	30.23	30.60	30.99	31.37	31.77	32.16	32.56	32.97	33.38	33.80
0820	A	Executive Assistant	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	36.51
0712	A	Finance Director	71.50	72.39	73.30	74.21	75.14	76.08	77.03	77.99	78.97	79.96	80.95	81.97	82.99	84.03	85.08	86.14	87.22	88.31	89.41	90.53	91.66
0520	A	Financial Manager	38.37	38.85	39.33	39.83	40.32	40.83	41.34	41.86	42.38	42.91	43.44	43.99	44.54	45.09	45.66	46.23	46.81	47.39	47.98	48.58	49.19
0522	A	Financial Manager, Sr	45.14	45.70	46.28	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71	54.39	55.07	55.75	56.45	57.16	57.87
4020		Fire & Life Safety Educator	28.03	28.38	28.74	29.10	29.46	29.83	30.20	30.58	30.96	31.35	31.74	32.14	32.54	32.95	33.36	33.78	34.20	34.63	35.06	35.50	35.94
2089	A	Fisheries Biologist Natural Resources Biologist II	33.94	34.37	34.80	35.23	35.67	36.12	36.57	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.89	41.41	41.92	42.45	42.98	43.52
4215	A	Forensics Manager	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17
0726	A	Government Relations Analyst	40.65	41.16	41.68	42.20	42.73	43.26	43.80	44.35	44.90	45.46	46.03	46.61	47.19	47.78	48.38	48.98	49.59	50.21	50.84	51.48	52.12
0724	A	Government Relations Officer	56.56	57.27	57.99	58.71	59.44	60.19	60.94	61.70	62.47	63.25	64.04	64.84	65.66	66.48	67.31	68.15	69.00	69.86	70.74	71.62	72.52
0717	A	Hearing Examiner	65.85	66.67	67.50	68.35	69.20	70.07	70.94	71.83	72.73	73.63	74.56	75.49	76.43	77.39	78.35	79.33	80.32	81.33	82.34	83.37	84.42
2336		Housing Rehabilitation Specialist	24.07	24.37	24.68	24.99	25.30	25.61	25.93	26.26	26.59	26.92	27.26	27.60	27.94	28.29	28.64	29.00	29.36	29.73	30.10	30.48	30.86
1115		Human Resources Analyst	28.04	28.39	28.74	29.10	29.46	29.83	30.20	30.58	30.96	31.35	31.74	32.14	32.54	32.95	33.36	33.78	34.20	34.63	35.06	35.50	35.94
0735	A	Human Resources Director	63.08	63.87	64.66	65.47	66.29	67.12	67.96	68.81	69.67	70.54	71.42	72.31	73.22	74.13	75.06	76.00	76.95	77.91	78.88	79.87	80.87
1125	A	Human Resources Director, Assistant	47.31	47.90	48.50	49.10	49.72	50.34	50.97	51.61	52.25	52.90	53.57	54.23	54.91	55.60	56.29	57.00	57.71	58.43	59.16	59.90	60.65

EXHIBIT “A”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0754	A	Human Rights/Human Services Manager Neighborhood & Community Services Manager	34.28	34.71	35.15	35.59	36.03	36.48	36.94	37.40	37.87	38.34	38.82	39.30	39.79	40.29	40.80	41.31	41.82	42.34	42.87	43.41	43.95
2533		Human Services Program Assistant	16.54	16.75	16.96	17.17	17.39	17.60	17.82	18.05	18.27	18.50	18.73	18.97	19.20	19.44	19.69	19.93	20.18	20.43	20.69	20.95	21.21
2534		Human Services Supervisor Neighborhood & Community Services Supervisor	27.35	27.70	28.04	28.39	28.75	29.11	29.47	29.84	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07
5151	A	Hydro Project Manager	50.11	50.74	51.37	52.01	52.66	53.32	53.99	54.66	55.35	56.04	56.74	57.45	58.17	58.89	59.63	60.37	61.13	61.89	62.67	63.45	64.24
5150	A	Hydro Project Manager, Assistant	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.81	50.43	51.06	51.70	52.35	53.00	53.67	54.34	55.02	55.70	56.40	57.11	57.82
0835	A	Information Technology Director	71.50	72.39	73.30	74.21	75.14	76.08	77.03	77.99	78.97	79.96	80.95	81.97	82.99	84.03	85.08	86.14	87.22	88.31	89.41	90.53	91.66
0837	A	Information Technology Director, Assistant	54.51	55.19	55.88	56.58	57.29	58.00	58.73	59.46	60.21	60.96	61.72	62.49	63.27	64.06	64.87	65.68	66.50	67.33	68.17	69.02	69.88
0140	A	Information Technology Manager	44.85	45.41	45.97	46.55	47.13	47.72	48.32	48.92	49.53	50.15	50.78	51.41	52.06	52.71	53.37	54.03	54.71	55.39	56.08	56.79	57.49
1118	A	Labor Negotiator	37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01	44.56	45.12	45.68	46.25	46.83	47.42	48.01	48.61
1132	A	Labor Relations Manager	44.88	45.44	46.01	46.59	47.17	47.76	48.36	48.96	49.57	50.19	50.82	51.46	52.10	52.75	53.41	54.08	54.75	55.44	56.13	56.83	57.54
1186	A	Management & Budget Internal Consultant	29.83	30.21	30.58	30.97	31.35	31.75	32.14	32.54	32.95	33.36	33.78	34.20	34.63	35.06	35.50	35.94	36.39	36.85	37.31	37.78	38.25
1109	A	Management Analyst I	22.92	23.21	23.50	23.79	24.09	24.39	24.70	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.96	28.31	28.67	29.03	29.39
1120	A	Management Analyst II	27.83	28.17	28.53	28.88	29.24	29.61	29.98	30.35	30.73	31.12	31.51	31.90	32.30	32.70	33.11	33.53	33.95	34.37	34.80	35.23	35.68

EXHIBIT “A”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1135	A	Management Analyst III	35.97	36.42	36.87	37.33	37.80	38.27	38.75	39.24	39.73	40.22	40.73	41.23	41.75	42.27	42.80	43.34	43.88	44.43	44.98	45.54	46.11
4607		Management Fellow	17.46	17.68	17.90	18.12	18.35	18.58	18.81	19.04	19.28	19.52	19.77	20.01	20.26	20.52	20.77	21.03	21.30	21.56	21.83	22.10	22.38
1151		Master Control Technician	17.70	17.92	18.14	18.37	18.60	18.83	19.07	19.30	19.55	19.79	20.04	20.29	20.54	20.80	21.06	21.32	21.59	21.86	22.13	22.41	22.69
2091	A	Natural Resources Manager	51.59	52.23	52.89	53.55	54.22	54.89	55.58	56.27	56.98	57.69	58.41	59.14	59.88	60.63	61.39	62.15	62.93	63.72	64.51	65.32	66.14
0759	A	Neighborhood & Community Services Director	58.04	58.76	59.50	60.24	60.99	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.37	68.21	69.06	69.92	70.80	71.68	72.58	73.49	74.41
2058	A	Neighborhood & Community Services Division Manager	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	54.49	55.17	55.86
0739	A	Office Manager	27.83	28.18	28.53	28.89	29.25	29.62	29.99	30.36	30.74	31.13	31.52	31.91	32.31	32.71	33.12	33.54	33.95	34.38	34.81	35.24	35.68
0533	A	Operations Manager	41.54	42.06	42.59	43.12	43.66	44.21	44.76	45.32	45.88	46.46	47.04	47.63	48.22	48.82	49.43	50.05	50.68	51.31	51.95	52.60	53.26
0730	A	PAF Director	58.04	58.76	59.50	60.24	60.99	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.37	68.21	69.06	69.92	70.80	71.68	72.58	73.49	74.41
0731	A	PAF Director Deputy	46.43	47.01	47.60	48.19	48.79	49.40	50.02	50.65	51.28	51.92	52.57	53.23	53.89	54.57	55.25	55.94	56.64	57.35	58.06	58.79	59.52
0732	A	PAF Division Manager	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.90	41.42	41.93	42.46	42.99	43.53	44.07	44.62	45.18
1164	A	PAF Event Services Coordinator	26.27	26.60	26.93	27.26	27.61	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.04	32.44	32.85	33.26	33.68
1168	A	PAF Event Services Manager	29.19	29.55	29.92	30.29	30.67	31.06	31.44	31.84	32.23	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50	36.95	37.42
0728	A	PAF Marketing Manager	33.00	33.41	33.83	34.26	34.68	35.12	35.56	36.00	36.45	36.91	37.37	37.83	38.31	38.79	39.27	39.76	40.26	40.76	41.27	41.79	42.31
0733	A	PAF Operations Manager	41.79	42.31	42.84	43.37	43.92	44.46	45.02	45.58	46.15	46.73	47.31	47.90	48.50	49.11	49.72	50.35	50.97	51.61	52.26	52.91	53.57
1156		PAF Technical Services Coordinator	20.43	20.69	20.94	21.21	21.47	21.74	22.01	22.29	22.56	22.85	23.13	23.42	23.71	24.01	24.31	24.61	24.92	25.23	25.55	25.87	26.19
1009	A	Paralegal	23.45	23.74	24.04	24.34	24.64	24.95	25.26	25.58	25.90	26.22	26.55	26.88	27.22	27.56	27.90	28.25	28.61	28.96	29.33	29.69	30.06
1010	A	Paralegal, Senior	28.82	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93
2085	A	Park Supervisor	26.79	27.13	27.47	27.81	28.16	28.51	28.87	29.23	29.59	29.96	30.34	30.72	31.10	31.49	31.88	32.28	32.68	33.09	33.51	33.93	34.35

EXHIBIT “A”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2086	A	Park Supervisor, Assistant	24.43	24.74	25.05	25.36	25.68	26.00	26.32	26.65	26.99	27.32	27.66	28.01	28.36	28.71	29.07	29.44	29.81	30.18	30.56	30.94	31.32
0075	A	Parking Manager	32.57	32.98	33.39	33.81	34.23	34.66	35.09	35.53	35.98	36.43	36.88	37.34	37.81	38.28	38.76	39.25	39.74	40.23	40.74	41.24	41.76
2105		Permit Supervisor	26.87	27.21	27.55	27.89	28.24	28.60	28.95	29.31	29.68	30.05	30.43	30.81	31.19	31.58	31.98	32.38	32.78	33.19	33.61	34.03	34.45
2209		Planner, Associate	26.45	26.78	27.11	27.45	27.79	28.14	28.49	28.85	29.21	29.58	29.95	30.32	30.70	31.08	31.47	31.86	32.26	32.66	33.07	33.48	33.90
2203		Planner, Senior	30.46	30.85	31.23	31.62	32.02	32.42	32.82	33.23	33.65	34.07	34.49	34.93	35.36	35.80	36.25	36.71	37.16	37.63	38.10	38.58	39.06
0719	A	Planning & Development Services Director	58.04	58.76	59.50	60.24	60.99	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.37	68.21	69.06	69.92	70.80	71.68	72.58	73.49	74.41
2036		Plans Examiner	26.41	26.74	27.07	27.41	27.75	28.10	28.45	28.81	29.17	29.53	29.90	30.27	30.65	31.04	31.42	31.82	32.21	32.62	33.02	33.44	33.85
2037	A	Plans Examiner, Senior	29.34	29.71	30.08	30.46	30.84	31.22	31.61	32.01	32.41	32.81	33.22	33.64	34.06	34.48	34.91	35.35	35.79	36.24	36.69	37.15	37.62
5123	A	Power Analyst	42.54	43.07	43.61	44.16	44.71	45.27	45.83	46.41	46.99	47.57	48.17	48.77	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.87	54.54
5128	A	Power Analyst, Senior	47.27	47.86	48.46	49.06	49.68	50.30	50.93	51.56	52.21	52.86	53.52	54.19	54.87	55.55	56.25	56.95	57.66	58.38	59.11	59.85	60.60
5251	A	Power Division Supervisor II	45.17	45.74	46.31	46.89	47.47	48.07	48.67	49.28	49.89	50.52	51.15	51.79	52.43	53.09	53.75	54.42	55.10	55.79	56.49	57.20	57.91
5248	A	Power Division Supervisor, Assistant I	33.88	34.30	34.73	35.16	35.60	36.04	36.49	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
5249	A	Power Division Supervisor, Senior II	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71	54.38	55.06	55.75	56.45	57.16	57.87	58.59	59.32	60.06	60.81
0720	A	Project Manager	40.26	40.76	41.27	41.79	42.31	42.84	43.38	43.92	44.47	45.02	45.59	46.16	46.73	47.32	47.91	48.51	49.11	49.73	50.35	50.98	51.62
0721	A	Project Manager, Senior	50.33	50.95	51.59	52.24	52.89	53.55	54.22	54.90	55.58	56.28	56.98	57.69	58.42	59.15	59.88	60.63	61.39	62.16	62.94	63.72	64.52
2502		Project Specialist	20.98	21.24	21.51	21.78	22.05	22.33	22.61	22.89	23.17	23.46	23.76	24.05	24.35	24.66	24.97	25.28	25.60	25.92	26.24	26.57	26.90
0757	A	Public Works Director	63.55	64.35	65.15	65.97	66.79	67.63	68.47	69.33	70.19	71.07	71.96	72.86	73.77	74.69	75.63	76.57	77.53	78.50	79.48	80.47	81.48
0755	A	Public Works Director, Assistant-City Engineer	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.66	60.41	61.17	61.93	62.70	63.49	64.28	65.09	65.90	66.72	67.56	68.40	69.26

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2059	A	Public Works Director, Assistant Utility Services Environmental Services Director, Assistant	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.66	60.41	61.17	61.93	62.70	63.49	64.28	65.09	65.90	66.72	67.56	68.40	69.26
2054	A	Public Works Division Manager	48.62	49.23	49.84	50.46	51.10	51.73	52.38	53.04	53.70	54.37	55.05	55.74	56.43	57.14	57.85	58.58	59.31	60.05	60.80	61.56	62.33
7152	A	Rail Superintendent, Assistant	54.84	55.53	56.22	56.92	57.63	58.35	59.08	59.82	60.57	61.33	62.10	62.88	63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35
7127	A	Rail Supervisor of Operations	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	44.14	44.69
7126	A	Railway Roadmaster	44.31	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.54	50.16	50.79	51.42	52.06	52.71	53.37	54.04	54.72	55.40	56.09	56.79
0740	A	Records Management Supervisor	25.02	25.33	25.65	25.97	26.30	26.63	26.96	27.30	27.64	27.98	28.33	28.69	29.04	29.41	29.77	30.15	30.52	30.91	31.29	31.68	32.08
0559	A	Retirement Chief Investment Officer	47.32	47.91	48.51	49.11	49.73	50.35	50.98	51.61	52.26	52.91	53.57	54.24	54.92	55.61	56.30	57.01	57.72	58.44	59.17	59.91	60.66
0560	A	Retirement System Director	55.65	56.35	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.80	64.60	65.41	66.23	67.06	67.90	68.75	69.61	70.48	71.36
0703	A	Risk Manager	43.33	43.87	44.42	44.98	45.54	46.11	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56
1204	A	Safety Manager	35.43	35.88	36.32	36.78	37.24	37.70	38.17	38.65	39.14	39.62	40.12	40.62	41.13	41.64	42.16	42.69	43.22	43.76	44.31	44.87	45.43
1122		Safety Officer	29.63	30.00	30.37	30.75	31.14	31.53	31.92	32.32	32.72	33.13	33.55	33.97	34.39	34.82	35.26	35.70	36.14	36.59	37.05	37.52	37.98
2530		Senior Center Cook	11.55	11.70	11.84	11.99	12.14	12.29	12.45	12.60	12.76	12.92	13.08	13.25	13.41	13.58	13.75	13.92	14.09	14.27	14.45	14.63	14.81
0138	A	T&D Work Practices Specialist	31.62	32.02	32.42	32.82	33.23	33.65	34.07	34.49	34.92	35.36	35.80	36.25	36.70	37.16	37.63	38.10	38.57	39.06	39.54	40.04	40.54
5526	A	Telecommunications Broadband Services Manager	42.01	42.54	43.07	43.61	44.15	44.70	45.26	45.83	46.40	46.98	47.57	48.16	48.76	49.37	49.99	50.62	51.25	51.89	52.54	53.19	53.86
5531	A	Telecommunications Customer Care & Marketing Manager	33.19	33.60	34.02	34.45	34.88	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

EXHIBIT “A”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5532	A	Telecommunications Customer Care Supervisor	26.55	26.88	27.22	27.56	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.20	31.59	31.99	32.39	32.79	33.20	33.62	34.04
5535	A	Telecommunications Engineer	36.44	36.90	37.36	37.83	38.30	38.78	39.26	39.75	40.25	40.75	41.26	41.78	42.30	42.83	43.36	43.91	44.45	45.01	45.57	46.14	46.72
5530	A	Telecommunications Franchise Contract Specialist	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.86	37.32	37.78	38.26	38.73	39.22	39.71	40.21	40.71	41.22
5500	A	Telecommunications Manager	66.41	67.24	68.08	68.93	69.80	70.67	71.55	72.45	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.05	84.09	85.14
5515	A	Telecommunications Manager, Assistant	49.81	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.10	57.82	58.54	59.27	60.01	60.76	61.52	62.29	63.07	63.86
5562	A	Telecommunications Technical Services Supervisor	32.32	32.72	33.13	33.54	33.96	34.39	34.82	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.46	38.94	39.42	39.92	40.41	40.92	41.43
2072	A	Term Energy Trader	54.36	55.04	55.73	56.42	57.13	57.84	58.57	59.30	60.64	60.79	61.55	62.32	63.10	63.89	64.68	65.49	66.31	67.14	67.98	68.83	69.69
0822	A	Utilities Director	116.18	117.63	119.10	120.59	122.10	123.62	125.17	126.73	128.32	129.92	131.54	133.19	134.85	136.54	138.25	139.97	141.72	143.49	145.29	147.10	148.94
0819	A	Utilities Director, Deputy	65.08	65.90	66.72	67.55	68.40	69.25	70.12	70.99	71.88	72.78	73.69	74.61	75.54	76.49	77.44	78.41	79.39	80.39	81.39	82.41	83.44
0825	A	Utilities Director, Deputy Power Superintendent	90.07	91.20	92.34	93.49	94.66	95.84	97.04	98.25	99.48	100.73	101.99	103.26	104.55	105.86	107.18	108.52	109.88	111.25	112.64	114.05	115.48
0830	A	Utilities Director, Deputy Rail Superintendent	64.55	65.36	66.18	67.01	67.85	68.70	69.56	70.43	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77
0823	A	Utilities Director, Deputy Water Superintendent	69.36	70.22	71.10	71.99	72.89	73.80	74.72	75.66	76.60	77.56	78.53	79.51	80.51	81.51	82.53	83.56	84.61	85.66	86.73	87.82	88.92
0580	A	Utilities Economist	32.49	32.90	33.31	33.73	34.15	34.57	35.01	35.44	35.89	36.34	36.79	37.25	37.71	38.19	38.66	39.15	39.64	40.13	40.63	41.14	41.66
0581	A	Utilities Economist, Associate	22.87	23.16	23.45	23.74	24.04	24.34	24.64	24.95	25.26	25.58	25.90	26.22	26.55	26.88	27.22	27.56	27.90	28.25	28.60	28.96	29.32
0582	A	Utilities Economist, Senior	40.61	41.12	41.64	42.16	42.68	43.22	43.76	44.30	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.55	50.16	50.79	51.43	52.07

EXHIBIT “A”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1153		Video Production Assistant	17.70	17.92	18.14	18.37	18.60	18.83	19.07	19.31	19.55	19.79	20.04	20.29	20.54	20.80	21.06	21.32	21.59	21.86	22.13	22.41	22.69
1152		Video Specialist	24.88	25.19	25.51	25.83	26.15	26.47	26.81	27.14	27.48	27.82	28.17	28.52	28.88	29.24	29.61	29.98	30.35	30.73	31.11	31.50	31.90
2066	A	Water Division Manager	50.08	50.70	51.34	51.98	52.63	53.29	53.95	54.63	55.31	56.00	56.70	57.41	58.13	58.85	59.59	60.33	61.09	61.85	62.63	63.41	64.20
2061	A	Water Division Manager, Assistant	45.52	46.09	46.67	47.25	47.84	48.44	49.04	49.66	50.28	50.91	51.54	52.19	52.84	53.50	54.17	54.85	55.53	56.23	56.93	57.64	58.36
2064	A	Water Division Superintendent, Deputy	58.91	59.65	60.40	61.15	61.92	62.69	63.47	64.27	65.07	65.88	66.71	67.54	68.38	69.24	70.11	70.98	71.87	72.77	73.68	74.60	75.53
5068		Water Supply Supervisor	32.28	32.68	33.09	33.50	33.92	34.34	34.77	35.21	35.65	36.09	36.55	37.00	37.47	37.93	38.41	38.89	39.37	39.87	40.36	40.87	41.38
2154		Watershed Forester	33.94	34.37	34.80	35.23	35.67	36.12	36.57	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.89	41.41	41.92	42.45	42.98	43.52
2084	A	Wildlife & Recreation Coordinator	33.94	34.37	34.80	35.23	35.67	36.12	36.57	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.89	41.41	41.92	42.45	42.98	43.52

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1129	A	Benefits Manager	36.90	37.36	37.83	38.30	38.78	39.27	39.76	40.25	40.76	41.27	41.78	42.31	42.83	43.37	43.91	44.46	45.02	45.58	46.15	46.73	47.31
2094	A	Biologist, Senior Natural Resources Biologist III	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.65	45.20	45.77	46.34	46.92	47.51	48.10	48.70	49.31
0751	A	Budget Officer	55.23	55.92	56.62	57.33	58.05	58.77	59.51	60.25	61.00	61.77	62.54	63.32	64.11	64.91	65.72	66.55	67.38	68.22	69.07	69.94	70.81
0146	A	Business Development Manager	46.75	47.33	47.92	48.52	49.13	49.74	50.36	50.99	51.63	52.28	52.93	53.59	54.26	54.94	55.63	56.32	57.02	57.74	58.46	59.19	59.93
1005	A	City Attorney, Chief Deputy	67.72	68.57	69.42	70.29	71.17	72.06	72.96	73.87	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64	84.69	85.75	86.82
1004	A	City Attorney, Deputy	54.18	54.86	55.54	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.11	62.89	63.68	64.47	65.28	66.09	66.92	67.76	68.60	69.46
0700	A	City Clerk	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	38.47	38.96	39.44	39.94	40.43	40.94	41.45	41.97
0750	A	Community & Economic Development Director	59.78	60.53	61.28	62.05	62.83	63.61	64.41	65.21	66.03	66.85	67.69	68.53	69.39	70.26	71.14	72.02	72.92	73.84	74.76	75.69	76.64
2208	A	Community & Economic Development Director, Assistant	49.86	50.48	51.11	51.75	52.40	53.05	53.72	54.39	55.07	55.76	56.45	57.16	57.87	58.60	59.33	60.07	60.82	61.58	62.35	63.13	63.92
2210	A	Community & Economic Development Division Manager	44.88	45.44	46.01	46.59	47.17	47.76	48.35	48.96	49.57	50.19	50.82	51.45	52.10	52.75	53.41	54.07	54.75	55.44	56.13	56.83	57.54
1176	A	Community & Economic Development Supervisor	37.60	38.07	38.54	39.02	39.51	40.01	40.51	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.86	46.44	47.02	47.60	48.20
0805	A	Community & Media Services Manager	45.41	45.98	46.55	47.14	47.73	48.32	48.93	49.54	50.16	50.78	51.42	52.06	52.71	53.37	54.04	54.71	55.40	56.09	56.79	57.50	58.22
0802	A	Community Relations Specialist	27.72	28.07	28.42	28.77	29.13	29.50	29.87	30.24	30.62	31.00	31.39	31.78	32.18	32.58	32.99	33.40	33.82	34.24	34.67	35.10	35.54
0619	A	Conservation Manager	50.21	50.84	51.47	52.12	52.77	53.43	54.09	54.77	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.49	61.25	62.02	62.79	63.58	64.37
2326	A	Conservation Manager, Assistant	43.66	44.21	44.76	45.32	45.89	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.68	51.32	51.96	52.61	53.27	53.93	54.61	55.29	55.98

EXHIBIT “A”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0631		Conservation Program Associate	22.43	22.71	23.00	23.28	23.58	23.87	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.36	26.69	27.03	27.37	27.71	28.05	28.40	28.76
0632		Conservation Program Coordinator	26.16	26.49	26.82	27.15	27.49	27.84	28.19	28.54	28.89	29.26	29.62	29.99	30.37	30.75	31.13	31.52	31.91	32.31	32.72	33.13	33.54
0630	A	Conservation Program Manager	31.04	31.43	31.83	32.22	32.63	33.03	33.45	33.86	34.29	34.72	35.15	35.59	36.03	36.49	36.94	37.40	37.87	38.34	38.82	39.31	39.80
0620	A	Conservation Supervisor	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	44.68	45.23	45.80
1124	A	Contract & Program Auditor	25.26	25.58	25.90	26.22	26.55	26.88	27.22	27.56	27.90	28.25	28.61	28.96	29.33	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39
0521	A	Controller	55.23	55.92	56.62	57.33	58.05	58.77	59.51	60.25	61.00	61.77	62.54	63.32	64.11	64.91	65.72	66.55	67.38	68.22	69.07	69.94	70.81
4311	A	Court Administrator	46.61	47.20	47.79	48.38	48.99	49.60	50.22	50.85	51.48	52.13	52.78	53.44	54.11	54.78	55.47	56.16	56.86	57.57	58.29	59.02	59.76
4308	A	Court Operations Supervisor	33.67	34.09	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.65	38.12	38.59	39.08	39.57	40.06	40.56	41.07	41.58	42.10	42.63	43.16
4605		Department Aide	11.58	11.73	11.87	12.02	12.17	12.33	12.48	12.64	12.79	12.95	13.12	13.28	13.45	13.61	13.78	13.96	14.13	14.31	14.49	14.67	14.85
2347	A	Development Operations Supervisor	37.11	37.58	38.05	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.16	44.71	45.27	45.84	46.41	46.99	47.58
2070	A	Engineer	35.35	35.79	36.24	36.69	37.15	37.62	38.09	38.56	39.04	39.53	40.03	40.53	41.03	41.55	42.06	42.59	43.12	43.66	44.21	44.76	45.32
2068	A	Engineer, Associate	30.86	31.24	31.63	32.03	32.43	32.83	33.24	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.64	38.11	38.59	39.07	39.56
2082	A	Engineer, Professional	39.34	39.84	40.33	40.84	41.35	41.86	42.39	42.92	43.45	44.00	44.55	45.10	45.67	46.24	46.82	47.40	47.99	48.59	49.20	49.82	50.44
2083	A	Engineer, Senior	39.34	39.84	40.33	40.84	41.35	41.86	42.39	42.92	43.45	44.00	44.55	45.10	45.67	46.24	46.82	47.40	47.99	48.59	49.20	49.82	50.44
2060	A	Engineer, Senior Principal	47.33	47.92	48.52	49.13	49.74	50.36	50.99	51.63	52.28	52.93	53.59	54.26	54.94	55.63	56.32	57.03	57.74	58.46	59.19	59.93	60.68
0758	A	Environmental Services Director	65.46	66.28	67.11	67.94	68.79	69.65	70.52	71.41	72.30	73.20	74.12	75.04	75.98	76.93	77.89	78.87	79.85	80.85	81.86	82.88	83.92
2056	A	Environmental Services Division Manager	50.08	50.70	51.34	51.98	52.63	53.29	53.95	54.63	55.31	56.00	56.70	57.41	58.13	58.85	59.59	60.33	61.09	61.85	62.62	63.41	64.20
2097		Environmental Technician	24.14	24.44	24.75	25.06	25.37	25.69	26.01	26.33	26.66	27.00	27.33	27.68	28.02	28.37	28.73	29.09	29.45	29.82	30.19	30.57	30.95
2098		Environmental Technician, Senior	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	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0820	A	Executive Assistant	29.34	29.70	30.07	30.45	30.83	31.22	31.61	32.00	32.40	32.81	33.22	33.63	34.05	34.48	34.91	35.35	35.79	36.23	36.69	37.15	37.61
0712	A	Finance Director	73.64	74.56	75.49	76.44	77.39	78.36	79.34	80.33	81.34	82.35	83.38	84.42	85.48	86.55	87.63	88.72	89.83	90.96	92.09	93.24	94.41
0520	A	Financial Manager	39.52	40.02	40.52	41.02	41.54	42.06	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62	48.21	48.82	49.43	50.04	50.67
0522	A	Financial Manager, Sr	46.50	47.08	47.67	48.26	48.87	49.48	50.09	50.72	51.35	52.00	52.65	53.30	53.97	54.65	55.33	56.02	56.72	57.43	58.15	58.87	59.61
4020		Fire & Life Safety Educator	28.24	28.60	28.95	29.32	29.68	30.05	30.43	30.81	31.20	31.59	31.98	32.38	32.78	33.19	33.61	34.03	34.45	34.89	35.32	35.76	36.21
2089	A	Fisheries Biologist Natural Resources Biologist II	34.29	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96
4215	A	Forensics Manager	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	47.38	47.97	48.57	49.17	49.79	50.41	51.04	51.68
0726	A	Government Relations Analyst	41.87	42.39	42.92	43.46	44.00	44.55	45.11	45.67	46.25	46.82	47.41	48.00	48.60	49.21	49.82	50.45	51.08	51.72	52.36	53.02	53.68
0724	A	Government Relations Officer	56.60	57.30	58.02	58.75	59.48	60.22	60.98	61.74	62.51	63.29	64.08	64.88	65.70	66.52	67.35	68.19	69.04	69.91	70.78	71.66	72.56
0717	A	Hearing Examiner	67.72	68.57	69.42	70.29	71.17	72.06	72.96	73.87	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64	84.69	85.75	86.82
2336		Housing Rehabilitation Specialist	24.80	25.11	25.42	25.74	26.06	26.39	26.72	27.05	27.39	27.73	28.08	28.43	28.78	29.14	29.51	29.88	30.25	30.63	31.01	31.40	31.79
1115		Human Resources Analyst	28.24	28.60	28.95	29.32	29.68	30.05	30.43	30.81	31.20	31.59	31.98	32.38	32.78	33.19	33.61	34.03	34.45	34.89	35.32	35.76	36.21
0735	A	Human Resources Director	64.97	65.79	66.61	67.44	68.28	69.14	70.00	70.88	71.76	72.66	73.57	74.49	75.42	76.36	77.32	78.28	79.26	80.25	81.26	82.27	83.30
1125	A	Human Resources Director, Assistant	48.73	49.34	49.95	50.58	51.21	51.85	52.50	53.15	53.82	54.49	55.17	55.86	56.56	57.27	57.98	58.71	59.44	60.18	60.94	61.70	62.47
0754	A	Human Rights/Human Services Manager Neighborhood & Community Services Manager	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.83	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96	44.51

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2533		Human Services Program Assistant	17.04	17.26	17.47	17.69	17.91	18.14	18.36	18.59	18.82	19.06	19.30	19.54	19.78	20.03	20.28	20.53	20.79	21.05	21.31	21.58	21.85
2534		Human Services Supervisor Neighborhood & Community Services Supervisor	27.75	28.10	28.45	28.81	29.17	29.53	29.90	30.27	30.65	31.04	31.42	31.82	32.21	32.62	33.02	33.44	33.86	34.28	34.71	35.14	35.58
5151	A	Hydro Project Manager	51.61	52.26	52.91	53.57	54.24	54.92	55.61	56.30	57.01	57.72	58.44	59.17	59.91	60.66	61.42	62.19	62.96	63.75	64.55	65.35	66.17
5150	A	Hydro Project Manager, Assistant	46.45	47.03	47.62	48.21	48.82	49.43	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	58.81	59.55
0835	A	Information Technology Director	73.64	74.56	75.49	76.44	77.39	78.36	79.34	80.33	81.34	82.35	83.38	84.42	85.48	86.55	87.63	88.72	89.83	90.96	92.09	93.24	94.41
0837	A	Information Technology Director, Assistant	54.62	55.30	55.99	56.69	57.40	58.12	58.84	59.58	60.32	61.08	61.84	62.61	63.40	64.19	64.99	65.80	66.63	67.46	68.30	69.16	70.02
0140	A	Information Technology Manager	46.18	46.76	47.35	47.94	48.54	49.14	49.76	50.38	51.01	51.65	52.29	52.95	53.61	54.28	54.96	55.64	56.34	57.04	57.76	58.48	59.21
1118	A	Labor Negotiator	39.06	39.54	40.04	40.54	41.04	41.56	42.08	42.60	43.14	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.24	48.84	49.45	50.07
1132	A	Labor Relations Manager	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	57.21	57.93
1186	A	Management & Budget Internal Consultant	30.66	31.05	31.43	31.83	32.22	32.63	33.03	33.45	33.87	34.29	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.82	39.31
1109	A	Management Analyst I	23.61	23.91	24.20	24.51	24.81	25.12	25.44	25.76	26.08	26.40	26.73	27.07	27.41	27.75	28.10	28.45	28.80	29.16	29.53	29.90	30.27
1120	A	Management Analyst II	28.17	28.53	28.88	29.24	29.61	29.98	30.35	30.73	31.12	31.51	31.90	32.30	32.70	33.11	33.53	33.94	34.37	34.80	35.23	35.67	36.12
1135	A	Management Analyst III	37.04	37.51	37.97	38.45	38.93	39.42	39.91	40.41	40.91	41.42	41.94	42.47	43.00	43.53	44.08	44.63	45.19	45.75	46.32	46.90	47.49
4607		Management Fellow	17.98	18.20	18.43	18.66	18.90	19.13	19.37	19.61	19.86	20.11	20.36	20.61	20.87	21.13	21.39	21.66	21.93	22.21	22.48	22.77	23.05
1151		Master Control Technician	18.23	18.46	18.69	18.92	19.16	19.40	19.64	19.88	20.13	20.39	20.64	20.90	21.16	21.42	21.69	21.96	22.24	22.52	22.80	23.08	23.37
2091	A	Natural Resources Manager	53.13	53.80	54.47	55.15	55.84	56.54	57.25	57.96	58.69	59.42	60.16	60.91	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0759	A	Neighborhood & Community Services Director	59.78	60.53	61.28	62.05	62.83	63.61	64.41	65.21	66.03	66.85	67.69	68.53	69.39	70.26	71.14	72.02	72.92	73.84	74.76	75.69	76.64
2058	A	Neighborhood & Community Services Division Manager	44.88	45.44	46.01	46.59	47.17	47.76	48.35	48.96	49.57	50.19	50.82	51.45	52.10	52.75	53.41	54.07	54.75	55.44	56.13	56.83	57.54
0739	A	Office Manager	28.67	29.02	29.39	29.75	30.13	30.50	30.88	31.27	31.66	32.06	32.46	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75
0533	A	Operations Manager	42.79	43.33	43.87	44.42	44.97	45.53	46.10	46.68	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86
0730	A	PAF Director	59.78	60.53	61.28	62.05	62.83	63.61	64.41	65.21	66.03	66.85	67.69	68.53	69.39	70.26	71.14	72.02	72.92	73.84	74.76	75.69	76.64
0731	A	PAF Director Deputy	47.82	48.42	49.03	49.64	50.26	50.89	51.52	52.17	52.82	53.48	54.15	54.82	55.51	56.20	56.91	57.62	58.34	59.07	59.81	60.55	61.31
0732	A	PAF Division Manager	36.30	36.76	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.60	41.10	41.62	42.14	42.66	43.20	43.74	44.28	44.84	45.40	45.97	46.54
1164	A	PAF Event Services Coordinator	27.06	27.40	27.74	28.09	28.44	28.79	29.15	29.52	29.89	30.26	30.64	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69
1168	A	PAF Event Services Manager	30.06	30.44	30.82	31.20	31.59	31.99	32.39	32.79	33.20	33.62	34.04	34.46	34.89	35.33	35.77	36.22	36.67	37.13	37.59	38.06	38.54
0728	A	PAF Marketing Manager	33.99	34.42	34.85	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
0733	A	PAF Operations Manager	43.04	43.58	44.12	44.68	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.22	51.86	52.51	53.16	53.83	54.50	55.18
1156		PAF Technical Services Coordinator	21.04	21.31	21.57	21.84	22.12	22.39	22.67	22.96	23.24	23.53	23.83	24.13	24.43	24.73	25.04	25.36	25.67	25.99	26.32	26.65	26.98
1009	A	Paralegal	24.15	24.45	24.76	25.07	25.38	25.70	26.02	26.34	26.67	27.01	27.34	27.69	28.03	28.38	28.74	29.10	29.46	29.83	30.20	30.58	30.96
1010	A	Paralegal, Senior	29.35	29.72	30.09	30.47	30.85	31.23	31.62	32.02	32.42	32.82	33.23	33.65	34.07	34.50	34.93	35.36	35.81	36.25	36.71	37.17	37.63
2085	A	Park Supervisor	27.60	27.94	28.29	28.64	29.00	29.37	29.73	30.10	30.48	30.86	31.25	31.64	32.03	32.43	32.84	33.25	33.66	34.09	34.51	34.94	35.38
2086	A	Park Supervisor, Assistant	25.16	25.48	25.80	26.12	26.45	26.78	27.11	27.45	27.79	28.14	28.49	28.85	29.21	29.57	29.94	30.32	30.70	31.08	31.47	31.86	32.26
0075	A	Parking Manager	33.55	33.97	34.39	34.82	35.26	35.70	36.14	36.60	37.05	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.95	42.48	43.01
2105		Permit Supervisor	27.67	28.02	28.37	28.73	29.08	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.12	32.53	32.93	33.34	33.76	34.18	34.61	35.04	35.48
2209		Planner, Associate	26.72	27.05	27.39	27.73	28.08	28.43	28.78	29.14	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25
2203		Planner, Senior	31.38	31.77	32.17	32.57	32.98	33.39	33.81	34.23	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.81	38.28	38.76	39.24	39.73	40.23

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0719	A	Planning & Development Services Director	59.78	60.53	61.28	62.05	62.83	63.61	64.41	65.21	66.03	66.85	67.69	68.53	69.39	70.26	71.14	72.02	72.92	73.84	74.76	75.69	76.64
2036		Plans Examiner	27.20	27.54	27.88	28.23	28.58	28.94	29.30	29.67	30.04	30.42	30.80	31.18	31.57	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87
2037	A	Plans Examiner, Senior	30.23	30.60	30.99	31.37	31.77	32.16	32.56	32.97	33.38	33.80	34.22	34.65	35.08	35.52	35.97	36.42	36.87	37.33	37.80	38.27	38.75
5123	A	Power Analyst	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40	49.00	49.62	50.24	50.87	51.50	52.14	52.80	53.46	54.12	54.80	55.49	56.18
5128	A	Power Analyst, Senior	48.69	49.30	49.91	50.54	51.17	51.81	52.46	53.11	53.78	54.45	55.13	55.82	56.51	57.22	57.94	58.66	59.39	60.14	60.89	61.65	62.42
5251	A	Power Division Supervisor II	43.42	43.96	44.51	45.06	45.63	46.20	46.77	47.36	47.95	48.55	49.16	49.77	50.39	51.02	51.66	52.31	52.96	53.62	54.29	54.97	55.66
5248	A	Power Division Supervisor, Assistant I	34.73	35.17	35.61	36.05	36.50	36.96	37.42	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53
5249	A	Power Division Supervisor, Senior II	48.85	49.46	50.08	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.01	56.71	57.41	58.13	58.86	59.59	60.34	61.09	61.86	62.63
0720	A	Project Manager	41.47	41.99	42.52	43.05	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14	48.74	49.35	49.97	50.59	51.22	51.87	52.51	53.17
0721	A	Project Manager, Senior	51.84	52.49	53.14	53.81	54.48	55.16	55.85	56.55	57.26	57.97	58.70	59.43	60.17	60.92	61.69	62.46	63.24	64.03	64.83	65.64	66.46
2502		Project Specialist	21.61	21.88	22.16	22.43	22.72	23.00	23.29	23.58	23.87	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.37	26.70	27.03	27.37	27.71
0757	A	Public Works Director	65.46	66.28	67.11	67.94	68.79	69.65	70.52	71.41	72.30	73.20	74.12	75.04	75.98	76.93	77.89	78.87	79.85	80.85	81.86	82.88	83.92
0755	A	Public Works Director, Assistant-City Engineer	55.65	56.34	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.79	64.59	65.40	66.22	67.04	67.88	68.73	69.59	70.46	71.34
2059	A	Public Works Director, Assistant-Utility Services Environmental Services Director, Assistant	55.65	56.34	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.79	64.59	65.40	66.22	67.04	67.88	68.73	69.59	70.46	71.34
2054	A	Public Works Division Manager	50.08	50.70	51.34	51.98	52.63	53.29	53.95	54.63	55.31	56.00	56.70	57.41	58.13	58.85	59.59	60.33	61.09	61.85	62.62	63.41	64.20
7152	A	Rail Superintendent, Assistant	56.52	57.23	57.94	58.67	59.40	60.14	60.89	61.65	62.42	63.21	64.00	64.80	65.61	66.43	67.26	68.10	68.95	69.81	70.68	71.57	72.46
7127	A	Rail Supervisor of Operations	35.90	36.35	36.81	37.27	37.73	38.20	38.68	39.17	39.66	40.15	40.65	41.16	41.68	42.20	42.72	43.26	43.80	44.35	44.90	45.46	46.03

EXHIBIT "A"

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7126	A	Railway Roadmaster	45.62	46.19	46.77	47.36	47.95	48.55	49.15	49.77	50.39	51.02	51.66	52.30	52.96	53.62	54.29	54.97	55.65	56.35	57.05	57.77	58.49
0740	A	Records Management Supervisor	25.77	26.09	26.42	26.75	27.08	27.42	27.77	28.11	28.46	28.82	29.18	29.55	29.91	30.29	30.67	31.05	31.44	31.83	32.23	32.63	33.04
0559	A	Retirement Chief Investment Officer	48.73	49.34	49.96	50.59	51.22	51.86	52.51	53.16	53.83	54.50	55.18	55.87	56.57	57.28	57.99	58.72	59.45	60.19	60.95	61.71	62.48
0560	A	Retirement System Director	57.33	58.05	58.77	59.51	60.25	61.00	61.77	62.54	63.32	64.11	64.91	65.73	66.55	67.38	68.22	69.07	69.94	70.81	71.70	72.59	73.50
0703	A	Risk Manager	43.61	44.16	44.71	45.27	45.83	46.40	46.98	47.57	48.17	48.77	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.86	54.54	55.22	55.91
1204	A	Safety Manager	36.50	36.95	37.41	37.88	38.36	38.84	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
1122		Safety Officer	30.51	30.90	31.28	31.67	32.07	32.47	32.88	33.29	33.70	34.12	34.55	34.98	35.42	35.86	36.31	36.76	37.22	37.69	38.16	38.64	39.12
2530		Senior Center Cook	11.68	11.83	11.98	12.13	12.28	12.43	12.59	12.75	12.91	13.07	13.23	13.40	13.56	13.73	13.90	14.08	14.25	14.43	14.61	14.80	14.98
0138	A	T&D Work Practices Specialist	32.57	32.98	33.39	33.81	34.23	34.66	35.09	35.53	35.98	36.43	36.88	37.34	37.81	38.28	38.76	39.25	39.74	40.23	40.74	41.24	41.76
5526	A	Telecommunications Broadband Services Manager	43.27	43.82	44.36	44.92	45.48	46.05	46.62	47.21	47.80	48.39	49.00	49.61	50.23	50.86	51.50	52.14	52.79	53.45	54.12	54.80	55.48
5531	A	Telecommunications Customer Care & Marketing Manager	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.71	42.23	42.75	43.29	43.83
5532	A	Telecommunications Customer Care Supervisor	27.35	27.69	28.04	28.39	28.74	29.10	29.46	29.83	30.20	30.58	30.96	31.35	31.74	32.14	32.54	32.95	33.36	33.78	34.20	34.63	35.06
5535	A	Telecommunications Engineer	37.53	38.00	38.48	38.96	39.45	39.94	40.44	40.94	41.46	41.97	42.50	43.03	43.57	44.11	44.66	45.22	45.79	46.36	46.94	47.53	48.12
5530	A	Telecommunications Franchise Contract Specialist	33.07	33.49	33.90	34.33	34.76	35.19	35.63	36.08	36.53	36.98	37.45	37.91	38.39	38.87	39.35	39.85	40.34	40.85	41.36	41.88	42.40
5500	A	Telecommunications Manager	68.40	69.25	70.12	71.00	71.88	72.78	73.69	74.61	75.55	76.49	77.45	78.41	79.39	80.39	81.39	82.41	83.44	84.48	85.54	86.61	87.69
5515	A	Telecommunications Manager, Assistant	51.31	51.95	52.60	53.26	53.92	54.60	55.28	55.97	56.67	57.38	58.10	58.82	59.56	60.30	61.06	61.82	62.59	63.37	64.17	64.97	65.78
5562	A	Telecommunications Technical Services Supervisor	33.28	33.70	34.12	34.55	34.98	35.42	35.86	36.31	36.76	37.22	37.69	38.16	38.63	39.12	39.61	40.10	40.60	41.11	41.62	42.14	42.67

EXHIBIT “A”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2072	A	Term Energy Trader	55.99	56.69	57.40	58.11	58.84	59.58	60.32	61.08	61.84	62.61	63.39	64.19	64.99	65.80	66.62	67.46	68.30	69.15	70.02	70.89	71.78
0822	A	Utilities Director	119.66	121.16	122.67	124.20	125.76	127.33	128.92	130.53	132.16	133.82	135.49	137.18	138.90	140.63	142.39	144.17	145.97	147.80	149.65	151.52	153.41
0819	A	Utilities Director, Deputy	67.03	67.87	68.72	69.58	70.45	71.33	72.22	73.12	74.04	74.96	75.90	76.85	77.81	78.78	79.77	80.76	81.77	82.80	83.83	84.88	85.94
0825	A	Utilities Director, Deputy Power Superintendent	92.77	93.93	95.11	96.30	97.50	98.72	99.95	101.20	102.47	103.75	105.05	106.36	107.69	109.03	110.40	111.78	113.17	114.59	116.02	117.47	118.94
0830	A	Utilities Director, Deputy Rail Superintendent	66.50	67.33	68.17	69.02	69.88	70.76	71.64	72.54	73.44	74.36	75.29	76.23	77.19	78.15	79.13	80.12	81.12	82.13	83.16	84.20	85.25
0823	A	Utilities Director, Deputy Water Superintendent	71.44	72.33	73.24	74.15	75.08	76.02	76.97	77.93	78.91	79.89	80.89	81.90	82.93	83.96	85.01	86.07	87.15	88.24	89.34	90.46	91.59
0580	A	Utilities Economist	33.47	33.89	34.31	34.74	35.18	35.62	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.33	40.83	41.34	41.86	42.38	42.91
0581	A	Utilities Economist, Associate	23.56	23.85	24.15	24.45	24.76	25.07	25.38	25.70	26.02	26.34	26.67	27.01	27.34	27.68	28.03	28.38	28.74	29.10	29.46	29.83	30.20
0582	A	Utilities Economist, Senior	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.96	48.56	49.16	49.78	50.40	51.03	51.67	52.31	52.97	53.63
1153		Video Production Assistant	18.23	18.46	18.69	18.92	19.16	19.40	19.64	19.88	20.13	20.39	20.64	20.90	21.16	21.42	21.69	21.96	22.24	22.52	22.80	23.08	23.37
1152		Video Specialist	25.48	25.80	26.12	26.45	26.78	27.12	27.45	27.80	28.15	28.50	28.85	29.21	29.58	29.95	30.32	30.70	31.09	31.47	31.87	32.27	32.67
2066	A	Water Division Manager	51.58	52.23	52.88	53.54	54.21	54.89	55.57	56.27	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.92	63.71	64.51	65.31	66.13
2061	A	Water Division Manager, Assistant	46.89	47.47	48.07	48.67	49.27	49.89	50.51	51.15	51.79	52.43	53.09	53.75	54.42	55.10	55.79	56.49	57.20	57.91	58.63	59.37	60.11
2064	A	Water Division Superintendent, Deputy	60.68	61.44	62.21	62.99	63.78	64.57	65.38	66.20	67.03	67.86	68.71	69.57	70.44	71.32	72.21	73.11	74.03	74.95	75.89	76.84	77.80
5068		Water Supply Supervisor	32.66	33.07	33.48	33.90	34.32	34.75	35.19	35.63	36.07	36.52	36.98	37.44	37.91	38.38	38.86	39.35	39.84	40.34	40.84	41.35	41.87
2154		Watershed Forester	34.29	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96
2084	A	Wildlife & Recreation Coordinator	34.29	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96

EXHIBIT “B”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0609	A	Customer Services Supervisor	29.49	29.86	30.24	30.61	31.00	31.38	31.78	32.17	32.58	32.98	33.39	33.81	34.23	34.66	35.10	35.53	35.98	36.43	36.88	37.35	37.81
2073	A	Engineer, Principal	42.07	42.60	43.13	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.23	48.84	49.45	50.07	50.69	51.33	51.97	52.62	53.27	53.94
2057	A	Environmental Services Division Manager, Assistant	43.76	44.30	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.54	50.16	50.79	51.43	52.07	52.72	53.38	54.05	54.72	55.41	56.10
0767	A	Fire Chief	72.98	73.89	74.81	75.75	76.70	77.65	78.62	79.61	80.60	81.61	82.63	83.66	84.71	85.77	86.84	87.93	89.02	90.14	91.26	92.40	93.56
0738	A	Office Administrator	23.66	23.95	24.25	24.56	24.86	25.18	25.49	25.81	26.13	26.46	26.79	27.12	27.46	27.81	28.15	28.51	28.86	29.22	29.59	29.96	30.33
0772	A	Police Chief	72.98	73.89	74.81	75.75	76.70	77.65	78.62	79.61	80.60	81.61	82.63	83.66	84.71	85.77	86.84	87.93	89.02	90.14	91.26	92.40	93.56
0816	A	Power Section Manager	78.30	79.28	80.27	81.27	82.29	83.31	84.36	85.41	86.48	87.56	88.65	89.76	90.88	92.02	93.17	94.33	95.51	96.71	97.92	99.14	100.38
0817	A	Power Section Manager, Assistant Manager II	62.64	63.42	64.21	65.02	65.83	66.65	67.49	68.33	69.18	70.05	70.92	71.81	72.71	73.62	74.54	75.47	76.41	77.37	78.33	79.31	80.30
2055	A	Public Works Division Manager, Assistant	43.76	44.30	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.54	50.16	50.79	51.43	52.07	52.72	53.38	54.05	54.72	55.41	56.10
2069	A	Real-Time Energy Trader	42.54	43.07	43.61	44.16	44.71	45.27	45.83	46.41	46.99	47.57	48.17	48.77	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.87	54.54
5512		Sales & Service Representative, Lead	19.43	19.67	19.92	20.17	20.42	20.68	20.94	21.20	21.46	21.73	22.00	22.28	22.56	22.84	23.13	23.42	23.71	24.01	24.31	24.61	24.92
0609	A	Customer Services Supervisor	29.49	29.86	30.24	30.61	31.00	31.38	31.78	32.17	32.58	32.98	33.39	33.81	34.23	34.66	35.10	35.53	35.98	36.43	36.88	37.35	37.81

EXHIBIT “B”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0609	A	Customer Services Supervisor	30.67	31.05	31.44	31.83	32.23	32.64	33.04	33.46	33.87	34.30	34.73	35.16	35.60	36.05	36.50	36.95	37.41	37.88	38.36	38.83	39.32
2073	A	Engineer, Principal	43.76	44.31	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.55	50.17	50.79	51.43	52.07	52.72	53.38	54.05	54.72	55.41	56.10
2057	A	Environmental Services Division Manager, Assistant	45.51	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.52	52.17	52.82	53.48	54.15	54.83	55.51	56.21	56.91	57.62	58.34
0767	A	Fire Chief	75.89	76.84	77.80	78.78	79.76	80.76	81.77	82.79	83.82	84.87	85.93	87.01	88.10	89.20	90.31	91.44	92.58	93.74	94.91	96.10	97.30
0738	A	Office Administrator	24.60	24.91	25.22	25.54	25.85	26.18	26.51	26.84	27.17	27.51	27.86	28.20	28.56	28.91	29.27	29.64	30.01	30.39	30.77	31.15	31.54
0772	A	Police Chief	75.89	76.84	77.80	78.78	79.76	80.76	81.77	82.79	83.82	84.87	85.93	87.01	88.10	89.20	90.31	91.44	92.58	93.74	94.91	96.10	97.30
0816	A	Power Section Manager	81.43	82.45	83.48	84.52	85.58	86.65	87.73	88.83	89.94	91.07	92.20	93.36	94.52	95.71	96.90	98.11	99.34	100.58	101.84	103.11	104.40
0817	A	Power Section Manager, Assistant Manager II	65.14	65.95	66.78	67.61	68.46	69.31	70.18	71.06	71.94	72.84	73.75	74.68	75.61	76.55	77.51	78.48	79.46	80.46	81.46	82.48	83.51
2055	A	Public Works Division Manager, Assistant	45.51	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.52	52.17	52.82	53.48	54.15	54.83	55.51	56.21	56.91	57.62	58.34
2069	A	Real-Time Energy Trader	44.24	44.80	45.36	45.92	46.50	47.08	47.67	48.26	48.86	49.48	50.09	50.72	51.35	52.00	52.65	53.30	53.97	54.65	55.33	56.02	56.72
5512		Sales & Service Representative, Lead	20.22	20.47	20.73	20.99	21.25	21.51	21.78	22.05	22.33	22.61	22.89	23.18	23.47	23.76	24.06	24.36	24.66	24.97	25.28	25.60	25.92

EXHIBIT “C”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0618	A	Account Executive, Senior	38.87	39.35	39.85	40.34	40.85	41.36	41.88	42.40	42.93	43.47	44.01	44.56	45.12	45.68	46.25	46.83	47.41	48.01	48.61	49.21	49.83
0815	A	Power Section Assistant Manager I	56.95	57.66	58.38	59.11	59.85	60.60	61.36	62.12	62.90	63.68	64.48	65.29	66.10	66.93	67.77	68.61	69.47	70.34	71.22	72.11	73.01
2349	A	Development Specialist	26.12	26.45	26.78	27.11	27.45	27.80	28.14	28.50	28.85	29.21	29.58	29.95	30.32	30.70	31.08	31.47	31.87	32.26	32.67	33.08	33.49
0727	A	Customer Services Assistant Manager	46.66	47.24	47.83	48.43	49.04	49.65	50.27	50.90	51.54	52.18	52.83	53.49	54.16	54.84	55.52	56.22	56.92	57.63	58.35	59.08	59.82
2309	A	Historic Preservation Officer	31.38	31.77	32.17	32.57	32.98	33.39	33.81	34.23	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.81	38.28	38.76	39.24	39.73	40.23
2310	A	Historic Preservation Coordinator	25.62	25.94	26.27	26.60	26.93	27.27	27.61	27.95	28.30	28.65	29.01	29.38	29.74	30.11	30.49	30.87	31.26	31.65	32.04	32.44	32.85
0841	A	Market Develop Program Manager	45.38	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.03	52.68	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18
0842	A	Market Develop Research Analyst	40.62	41.12	41.64	42.16	42.68	43.22	43.76	44.30	44.86	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.55	50.17	50.79	51.43	52.07
0840	A	Marketing & Development Manager	52.87	53.53	54.20	54.88	55.56	56.26	56.96	57.67	58.39	59.12	59.86	60.61	61.37	62.14	62.91	63.70	64.49	65.30	66.12	66.94	67.78
2106	A	Natural Resources Biologist I	30.12	30.49	30.87	31.26	31.65	32.05	32.45	32.85	33.26	33.68	34.10	34.53	34.96	35.39	35.84	36.28	36.74	37.20	37.66	38.13	38.61
2107		Natural Resources Technician I	18.53	18.76	19.00	19.24	19.48	19.72	19.97	20.22	20.47	20.73	20.98	21.25	21.51	21.78	22.05	22.33	22.61	22.89	23.18	23.47	23.76
7128	A	Rail Chief Administrative Officer	46.50	47.09	47.67	48.27	48.87	49.48	50.10	50.73	51.36	52.01	52.66	53.31	53.98	54.65	55.34	56.03	56.73	57.44	58.16	58.88	59.62
7129	A	Rail Chief Information/Financial Officer	46.50	47.09	47.67	48.27	48.87	49.48	50.10	50.73	51.36	52.01	52.66	53.31	53.98	54.65	55.34	56.03	56.73	57.44	58.16	58.88	59.62
7130	A	Rail Chief Mechanical Officer	50.97	51.61	52.26	52.91	53.57	54.24	54.92	55.60	56.30	57.00	57.72	58.44	59.17	59.91	60.66	61.41	62.18	62.96	63.75	64.54	65.35

EXHIBIT “C”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0845	A	Relicensing Coordinator	42.00	42.53	43.06	43.60	44.14	44.70	45.25	45.82	46.39	46.97	47.56	48.15	48.76	49.37	49.98	50.61	51.24	51.88	52.53	53.19	53.85
1137	A	Risk Analyst, Senior	29.48	29.85	30.23	30.60	30.99	31.37	31.77	32.16	32.57	32.97	33.38	33.80	34.22	34.65	35.09	35.52	35.97	36.42	36.87	37.33	37.80
2100	A	Water Program Specialist	28.47	28.83	29.19	29.55	29.92	30.29	30.67	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

EXHIBIT “D”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2090	A	Fisheries Technician Natural Resources Technician II	26.37	26.69	27.03	27.37	27.71	28.05	28.41	28.76	29.12	29.48	29.85	30.23	30.60	30.99	31.37	31.77	32.16	32.56	32.97	33.38	33.80
2532		Human Rights/Human Services Neighborhood & Community Services Specialist	24.55	24.86	25.17	25.48	25.80	26.12	26.45	26.78	27.12	27.45	27.80	28.15	28.50	28.85	29.21	29.58	29.95	30.32	30.70	31.09	31.47
5508	A	Marketing Manager-Media Specialist	33.00	33.41	33.83	34.26	34.68	35.12	35.56	36.00	36.45	36.91	37.37	37.83	38.31	38.79	39.27	39.76	40.26	40.76	41.27	41.79	42.31
5033		Resource Recovery Recycling Supervisor	29.11	29.47	29.84	30.22	30.59	30.98	31.36	31.76	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.96	36.41	36.86	37.32

EXHIBIT “E”

Code		Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0230		Graphic Services Supervisor	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.76	29.12	29.49	29.86	30.23	30.61	30.99	31.38	31.77	32.17	32.57	32.98	33.39
0752	A	Human Rights/Human Services Director	58.04	58.76	59.50	60.24	60.99	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.37	68.21	69.06	69.92	70.80	71.68	72.58	73.49	74.41
2535	A	Human Rights/Human Services Director, Assistant	37.34	37.81	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.34	43.89	44.43	44.99	45.55	46.12	46.70	47.28	47.87
0515	A	Internal Auditor	48.41	49.01	49.62	50.24	50.87	51.51	52.15	52.80	53.46	54.13	54.81	55.49	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.29	62.06
2062	A	Pipeline Construction Coordinator	28.14	28.49	28.85	29.21	29.58	29.95	30.32	30.70	31.08	31.47	31.87	32.26	32.67	33.08	33.49	33.91	34.33	34.76	35.20	35.64	36.08
2077	A	Resource Planning Coordinator	34.34	34.77	35.21	35.65	36.09	36.54	37.00	37.46	37.93	38.41	38.89	39.37	39.86	40.36	40.87	41.38	41.90	42.42	42.95	43.49	44.03
4230		Victim Advocate	22.88	23.16	23.45	23.75	24.04	24.34	24.65	24.96	25.27	25.58	25.90	26.23	26.55	26.89	27.22	27.56	27.91	28.26	28.61	28.97	29.33
2096		Water Conservation Program Specialist	28.25	28.60	28.96	29.32	29.69	30.06	30.43	30.81	31.20	31.59	31.98	32.38	32.79	33.20	33.61	34.03	34.46	34.89	35.33	35.77	36.22
2099	A	Water Conservation Supervisor	33.23	33.65	34.07	34.50	34.93	35.36	35.80	36.25	36.71	37.16	37.63	38.10	38.58	39.06	39.55	40.04	40.54	41.05	41.56	42.08	42.61
5078		Water Distribution Supervisor	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.86	37.32	37.78	38.26	38.73	39.22	39.71	40.20	40.71	41.22	41.73
2028		Water Resource Planning Coordinator	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07	43.61	44.15	44.70	45.26	45.83	46.40	46.98	47.57	48.16	48.76	49.37	49.99	50.61
2029		Water Resource Planning Coordinator, Assistant	33.56	33.98	34.40	34.83	35.27	35.71	36.15	36.61	37.06	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02