



## **Legislation Passed December 8, 2015**

The Tacoma City Council, at its regular City Council meeting of December 8, 2015, 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.

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### **Resolution No. 39337**

A resolution reappointing individuals to the Landmarks Preservation Commission.  
[Doris Sorum, City Clerk; Elizabeth Pauli, City Attorney]

### **Resolution No. 39338**

A resolution adopting the priority issues for the 2016 sessions of the United States Congress and Washington State Legislature.  
[Randall Lewis, Government Relations Officer; T.C. Broadnax, City Manager]

### **Resolution No. 39339**

A resolution designating the Epworth LeSourd United Methodist Church, located at 710 South Anderson Street, as a City Landmark and placing said property on the Tacoma Register of Historic Places.  
[Reuben McKnight, Historic Preservation Officer; Peter Huffman, Director, Planning and Development Services]

### **Ordinance No. 28337**

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement changes in rates of pay and compensation for represented and non-represented classifications, and changes in classifications to reflect the organizational structure.  
[Joy St. Germain, Director, Human Resources]

### **Ordinance No. 28338**

An ordinance modifying the 2015-2016 Biennial Budget to appropriate funds for additional contract obligations, transfers and other budget adjustments; authorizing interfund transfers and contributions; and authorizing the acceptance, deposit, and appropriation of miscellaneous donations, contributions, and fees.  
[Tadd Wille, Director, Office of Management and Budget]

### **Ordinance No. 28339**

An ordinance amending various chapters of Title 6 of the Municipal Code, entitled "Tax and License Code", to authorize an additional 1.5% earning tax on natural gas, electric and phone companies, as passed by Proposition 3 in the November 2015 general election.  
[Andy Cherullo, Director, Finance]



## RESOLUTION NO. 39337

1 BY REQUEST OF DEPUTY MAYOR BOE AND COUNCIL MEMBERS IBSEN,  
2 LONERGAN, AND WALKER

3 A RESOLUTION relating to committees, boards, and commissions; reappointing  
4 individuals to the Landmarks Preservation Commission.

5 WHEREAS vacancies exist on the Landmarks Preservation Commission, and

6 WHEREAS, at its meeting of November 16, 2015, the Neighborhoods and  
7 Housing Committee conducted interviews and recommended the reappointment of  
8 individuals to said commission, and

9 WHEREAS, pursuant to the City Charter Section 2.4 and the Rules,  
10 Regulations, and Procedures of the City Council, the persons named on Exhibit "A"  
11 have been nominated to serve on the Landmarks Preservation Commission; Now,  
12 Therefore,

13  
14 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

15 That those nominees to the Landmarks Preservation Commission, listed on  
16 Exhibit "A" are hereby confirmed and reappointed as members of such commission  
17 for such terms as are set forth on Exhibit "A."

18 Adopted \_\_\_\_\_  
19

20 \_\_\_\_\_  
21 Mayor

22 Attest:  
23

24 \_\_\_\_\_  
25 City Clerk

26 Approved as to form:  
\_\_\_\_\_  
City Attorney



## EXHIBIT "A"

### LANDMARKS PRESERVATION COMMISSION

Reappointing **Katie Chase** to the Professional No. 3 position to serve a three-year term to expire December 31, 2018.

Reappointing **Christopher Granfield** to the At-Large No. 3 position to serve a three-year term to expire December 31, 2018.

Reappointing **James Steel** to the Architect No. 3 position to serve a three-year term to expire December 31, 2018.

Reappointing **Eugene Thorne** to the At-Large No. 2 position to serve a three-year term to expire December 31, 2018.

Reappointing **Marshall McClintock** to the North Slope Ex Officio position to serve a four-year term to expire December 31, 2019.



## RESOLUTION NO. 39338

1 A RESOLUTION relating to government relations; authorizing the adoption of  
2 priority issues for the 2016 sessions of the United States Congress and  
Washington State Legislature.

3 WHEREAS, in order to increase efficiency and make the most effective  
4 use of resources, it is necessary for the City Council to establish priority issues  
5 before each annual session of the United States Congress ("Congress") and  
6 the Washington State Legislature ("Legislature"), and  
7

8 WHEREAS this action allows members of Congress and the Legislature  
9 to know which issues the City Council considers to be the most significant in a  
10 given year and allows staff to prioritize its legislative activities, and  
11

12 WHEREAS the City Council has identified priority issues for the City for  
13 the 2016 Session of the United States Congress and Washington State  
14 Legislature; Now, Therefore,

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

16 That the Council of the City of Tacoma does hereby adopt the "2016 City of  
17 Tacoma State Legislative Agenda" and the "2016 City of Tacoma Federal Policy  
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Agenda” and necessary amendments of the City’s Legislative Policy Manual, said documents to be substantially in the form of the copies on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
City Attorney



## RESOLUTION NO. 39339

1 A RESOLUTION relating to historic preservation; adding the proposed landmark to  
2 the Tacoma Register of Historic Places and imposing controls for the  
3 following property: Epworth LeSourd United Methodist Church, located at  
4 710 South Anderson Street; said landmark designated by the Landmarks  
5 Preservation Commission under Chapter 13.07 of the Tacoma Municipal  
6 Code.

7 WHEREAS the Tacoma Landmarks and Historic Districts Code,  
8 Chapter 13.07 of the Tacoma Municipal Code ("TMC"), establishes a procedure for  
9 the designation and preservation of structures and areas having historical, cultural,  
10 architectural, archaeological, engineering, or geographic importance, and

11 WHEREAS, pursuant to TMC 13.07.050, the nomination of the Epworth  
12 LeSourd United Methodist Church, located at 710 South Anderson Street  
13 ("Property"), currently owned and operated by Tacoma Musical Playhouse, was  
14 submitted by the owner for inclusion on the Tacoma Register of Historic Places,  
15 along with the requisite application materials, and

16 WHEREAS the Landmarks Preservation Commission ("Commission")  
17 reviewed the request on October 14, 2015, and held a public hearing on  
18 November 18, 2015, to receive public comment on the historic significance of the  
19 Property, and

20 WHEREAS, according to TMC 13.07.040, the Commission found that the  
21 Property meets the eligibility requirements for listing on the Tacoma Register of  
22 Historic Places, and

23 WHEREAS, based upon said findings, the City Council has determined that  
24 it would be in the best interest of the City to designate the Property described below  
25  
26



as a historic landmark and place it on the Tacoma Register of Historic Places; Now,

Therefore,

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

Section 1. Designation. That, pursuant to the provisions of Chapter 13.07 of the Tacoma Municipal Code ("TMC"), the City Council of Tacoma approves the designation of the following Property as a historic landmark and places said property on the Tacoma Register of Historic Places:

**(1) Epworth LeSourd United Methodist Church**

More particularly described as: 710 South Anderson Street, Tacoma, WA 98405

Parcel: 4945000120

That portion of the Northwest quarter of the Northeast quarter of Section 6, Township 20 North, Range 03 East, W.M. more particularly described as follows:

Lots 1 through 6, inclusive, in Block 4, Kennedy's Addition to Tacoma, Washington, according to the plat thereof recorded in Volume 5 of Plats at Page 13, records of Pierce County, Washington.

Situate in the City of Tacoma, County of Pierce, State of Washington;

based upon satisfaction of the following standards of TMC 13.07.040:

- A. Is associated with events that have made a significant contribution to the broad patterns of our history;
- C. Embodies the distinctive characteristics of a type, period, or method of construction, or represents the work of a master, or possesses high artistic values, or represents a significant and distinguishable entity whose components may lack individual distinction; and



F. Owing to its unique location or singular physical characteristics, represents an established and familiar visual feature of the neighborhood or City.

Section 2. Controls. A Certificate of Approval must be obtained from the Landmarks Preservation Commission, pursuant to TMC 13.05.047 et seq., or the time for denying an application for a Certificate of Approval must have expired before the owner may make alterations or changes to the following property:

- 1. Epworth LeSourd United Methodist Church:** Changes to exterior of the principle structure, but excluding any changes to the surrounding landscaping or site.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

Legal Description Approved:

\_\_\_\_\_  
Deputy City Attorney

\_\_\_\_\_  
Chief Surveyor  
Public Works Department





## ORDINANCE NO. 28337

AN ORDINANCE relating to the Compensation Plan; amending Chapter 1.12 of the Tacoma Municipal Code to implement rates of pay and compensation for certain represented and unrepresented employees and changes in classification to reflect the organizational structure; and declaring the effective dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Chapter 1.12 of the Tacoma Municipal Code is hereby amended by amending Section 1.12.640 thereto, effective as provided by law, as set forth on the attached Exhibit "A."

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as follows:

Code	A	Job Title	1	2	3	4	5
5320		Auto Body Repairer	25.15				
5331		Auto Mechanic Apprentice	23.90				
5333		Equipment Mechanic	24.42				
5332		Equipment Mechanic, Heavy	31.96				
5310		Fabrication Welder	31.92	33.51			
5335		Fire & Marine Diesel Mechanic	34.86				
5336		Fire & Marine Shop Supervisor	43.55				
5312		Machinist	32.53				
5339		Service Writer	25.15				
5338		Solid Waste Mechanic	29.42				
5346		Vehicle & Equipment Communications Technician	25.99	27.29	28.66	30.09	31.59
5330		Vehicle & Equipment Shop Attendant	23.06	24.20	25.42	26.68	28.02
5334		Vehicle & Equipment Shop Supervisor	39.50	41.47			
5099		WWTP Assistant	24.63	25.87	27.16	28.51	29.94
5105		WWTP Maintenance Machinist	32.33	33.94	35.65	37.43	
5106		WWTP Maintenance Machinist, Senior	39.20	41.17			



Code	A	Job Title	1	2	3	4	5
5332		Equipment Mechanic, Heavy	<u>32.60</u>				
5310		Fabrication Welder	<u>32.56</u>	<u>34.18</u>			
5335		Fire & Marine Diesel Mechanic	<u>35.56</u>				
5336		Fire & Marine Shop Supervisor	<u>44.42</u>				
5312		Machinist	<u>33.18</u>				
5338		Solid Waste Mechanic	<u>30.01</u>				
5346		Vehicle & Equipment Communications Technician	<u>26.51</u>	<u>27.84</u>	<u>29.23</u>	<u>30.69</u>	<u>32.22</u>
5330		Vehicle & Equipment Shop Attendant	<u>23.52</u>	<u>24.68</u>	<u>25.93</u>	<u>27.21</u>	<u>28.58</u>
5334		Vehicle & Equipment Shop Supervisor	<u>40.29</u>	<u>42.30</u>			
5099		WWTP Assistant	<u>25.12</u>	<u>26.39</u>	<u>27.70</u>	<u>29.08</u>	<u>30.54</u>
5105		WWTP Maintenance Machinist	<u>32.98</u>	<u>34.62</u>	<u>36.36</u>	<u>38.18</u>	
5106		WWTP Maintenance Machinist, Senior	<u>39.98</u>	<u>41.99</u>			

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as follows:

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	<u>41.84</u>	<u>43.86</u>	<u>45.97</u>	<u>48.20</u>	<u>50.52</u>

Code	A	Job Title	1	2	3	4	5
5102		WWTP Maintenance Supervisor	<u>42.68</u>	<u>44.74</u>	<u>46.89</u>	<u>49.16</u>	<u>51.53</u>

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as follows:

Code	A	Job Title	1	2
7101		Railway Yard Clerk	<u>23.26</u>	<u>31.05</u>

Code	A	Job Title	1	2
7101		Railway Yard Clerk	<u>23.75</u>	<u>31.67</u>

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2016, as follows:

Code	A	Job Title	1	2
7101		Railway Yard Clerk	<u>23.73</u>	<u>31.67</u>

Code	A	Job Title	1	2
7101		Railway Yard Clerk	<u>23.64</u>	<u>31.56</u>

Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as follows:



Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic	<u>27.74</u>	<u>29.43</u>	<u>31.13</u>	<u>32.83</u>	<u>34.52</u>
7141		Locomotive Mechanic, Senior	<u>37.60</u>				
7142		Railway Shop Worker	<u>21.38</u>	<u>22.43</u>	<u>23.53</u>	<u>24.67</u>	<u>25.98</u>

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic	<u>28.29</u>	<u>30.02</u>	<u>31.75</u>	<u>33.49</u>	<u>35.21</u>
7141		Locomotive Mechanic, Senior	<u>38.35</u>				
7142		Railway Shop Worker	<u>21.81</u>	<u>22.88</u>	<u>24.00</u>	<u>25.16</u>	<u>26.50</u>

Section 7. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as follows:

Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	<u>27.14</u>	<u>28.80</u>	<u>30.47</u>	<u>32.14</u>	<u>33.79</u>	
7119		Railway Track Inspector	<u>22.84</u>	<u>24.36</u>	<u>25.89</u>	<u>27.41</u>	<u>28.93</u>	<u>30.46</u>
7119 A		With 5+ years of experience	<u>22.84</u>	<u>24.36</u>	<u>27.41</u>	<u>30.46</u>		
7121		Railway Track Maintenance Supervisor	<u>24.52</u>	<u>26.16</u>	<u>27.79</u>	<u>29.42</u>	<u>31.06</u>	<u>32.69</u>
7121 A		With 5+ years of experience	<u>24.52</u>	<u>26.16</u>	<u>29.42</u>	<u>32.69</u>		
7120		Railway Track Maintenance Worker	<u>21.78</u>	<u>23.23</u>	<u>24.68</u>	<u>26.13</u>	<u>27.58</u>	<u>29.04</u>
7120 A		With 5+ years of experience	<u>21.78</u>	<u>23.23</u>	<u>26.13</u>	<u>29.04</u>		

Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	<u>27.14</u>	<u>28.80</u>	<u>30.47</u>	<u>32.14</u>	<u>33.79</u>	
7119		Railway Track Inspector	<u>22.84</u>	<u>24.36</u>	<u>25.89</u>	<u>27.41</u>	<u>28.93</u>	<u>30.46</u>
7119A		With 5+ years of experience	<u>22.84</u>	<u>24.36</u>	<u>27.41</u>	<u>30.46</u>		
7121		Railway Track Maintenance Supervisor	<u>24.52</u>	<u>26.16</u>	<u>27.79</u>	<u>29.42</u>	<u>31.06</u>	<u>32.69</u>
7121A		With 5+ years of experience	<u>24.52</u>	<u>26.16</u>	<u>29.42</u>	<u>32.69</u>		
7120		Railway Track Maintenance Worker	<u>21.78</u>	<u>23.23</u>	<u>24.68</u>	<u>26.13</u>	<u>27.58</u>	<u>29.04</u>
7120A		With 5+ years of experience	<u>21.78</u>	<u>23.23</u>	<u>26.13</u>	<u>29.04</u>		



Section 8. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2016, as follows:

Code	A	Job Title	1
7111		Locomotive Engineer	<u>37.04</u>

Code	A	Job Title	1
7111		Locomotive Engineer	<u>38.14</u>

Section 9. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2016, as follows:

Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>35.54</u>	<u>44.07</u>

Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>36.26</u>	<u>45.32</u>

Section 10. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as follows:

Code	A	Job Title	1	2	3	4	5	6
5010		Sewer Worker	<u>24.82</u>	<u>22.92</u>	<u>24.06</u>	<u>25.26</u>	<u>26.53</u>	<u>27.85</u>
5011		Sewer Worker, Senior	<u>30.57</u>	<u>32.10</u>	<u>33.74</u>	<u>35.39</u>		
5012		Sewer Equipment Operator	<u>27.73</u>	<u>29.12</u>	<u>30.57</u>			
5013		Sewer Heavy Equipment Operator	<u>34.12</u>	<u>32.67</u>				
5019		Biosolids Distribution Operator	<u>25.15</u>	<u>26.41</u>	<u>27.73</u>	<u>29.12</u>	<u>30.57</u>	
5035		Solid Waste Collector/Driver	<u>27.73</u>	<u>29.12</u>	<u>30.57</u>			

Code	A	Job Title	1	2	3	4	5	6
5010		Sewer Worker	<u>22.26</u>	<u>23.38</u>	<u>24.54</u>	<u>25.77</u>	<u>27.06</u>	<u>28.41</u>
5011		Sewer Worker, Senior	<u>31.18</u>	<u>32.74</u>	<u>34.38</u>	<u>36.10</u>		
5012		Sewer Equipment Operator	<u>28.28</u>	<u>29.70</u>	<u>31.18</u>			
5013		Sewer Heavy Equipment Operator	<u>31.74</u>	<u>33.32</u>				
5019		Biosolids Distribution Operator	<u>25.65</u>	<u>26.94</u>	<u>28.28</u>	<u>29.70</u>	<u>31.18</u>	
5035		Solid Waste Collector/Driver	<u>28.28</u>	<u>29.70</u>	<u>31.18</u>			

Section 11. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as follows:

Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	<u>34.37</u>	<u>32.94</u>	<u>34.59</u>	<u>36.32</u>	<u>38.13</u>
0629		Environmental Systems Technician	<u>26.45</u>	<u>27.77</u>	<u>29.16</u>	<u>30.62</u>	<u>32.15</u>
5036		Landfill Gas Systems Operator	<u>30.44</u>	<u>31.93</u>	<u>33.53</u>	<u>35.21</u>	<u>36.97</u>



5096		WWTP Electrician/Instrumentation Technician	<u>32.39</u>	<u>34.01</u>	<u>35.71</u>	<u>37.49</u>	<u>39.37</u>
5101		WWTP Operator	<u>29.01</u>	<u>30.46</u>	<u>31.98</u>	<u>33.58</u>	
5103		WWTP Operator, Senior	<u>35.19</u>	<u>36.95</u>			
5094		WWTP Operator-in-Training	<u>24.66</u>	<u>26.11</u>	<u>27.56</u>		

Code	A	Job Title	1	2	3	4	5
5100		Biosolids Coordinator	<u>32.00</u>	<u>33.60</u>	<u>35.28</u>	<u>37.05</u>	<u>38.89</u>
0629		Environmental Systems Technician	<u>26.98</u>	<u>28.33</u>	<u>29.74</u>	<u>31.23</u>	<u>32.79</u>
5036		Landfill Gas Systems Operator	<u>31.02</u>	<u>32.57</u>	<u>34.20</u>	<u>35.91</u>	<u>37.71</u>
5096		WWTP Electrician/Instrumentation Technician	<u>33.04</u>	<u>34.69</u>	<u>36.42</u>	<u>38.24</u>	<u>40.16</u>
5101		WWTP Operator	<u>29.59</u>	<u>31.07</u>	<u>32.62</u>	<u>34.25</u>	
5103		WWTP Operator, Senior	<u>35.89</u>	<u>37.69</u>			
5094		WWTP Operator-in-Training	<u>25.15</u>	<u>26.63</u>	<u>28.11</u>		

Section 12. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective as provided by law, as follows:

Code	A	Job Title	1	2	3	4	5
<u>4122</u>		<u>Communications System Technician I</u>	<u>30.92</u>	<u>32.47</u>	<u>34.09</u>	<u>35.79</u>	<u>37.58</u>

Section 13. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective April 1, 2016, as follows:

Code	A	Job Title	1	2	3	4	5	6	7
<u>4122</u>		<u>Communications System Technician I</u>	<u>30.92</u>	<u>32.47</u>	<u>34.09</u>	<u>35.79</u>	<u>37.58</u>		
4120		Communications System Technician <u>II</u>	<u>45.10</u>						
4121		Communications System Technician, <u>Senior III</u>	<u>47.90</u>						
4119		Communications Systems Technician, Apprentice	<u>31.19</u>	<u>32.00</u>	<u>33.00</u>	<u>33.98</u>	<u>34.98</u>	<u>35.97</u>	<u>36.89</u>
5004		Craft Helper	<u>19.50</u>	<u>20.48</u>	<u>21.50</u>	<u>22.58</u>	<u>23.71</u>		
2125		Electrical Inspector	<u>37.37</u>	<u>39.24</u>	<u>41.20</u>				
5230		Electrical Meter & Relay Technician	<u>43.13</u>						
5242A		Electrical Meter & Relay Technician, Apprentice	<u>32.27</u>	<u>33.09</u>	<u>34.13</u>	<u>35.16</u>	<u>36.19</u>	<u>37.23</u>	<u>38.26</u>
5239		Electrical Trainee	<u>23.08</u>	<u>26.23</u>					
5240		Electrical Worker	<u>26.16</u>	<u>27.47</u>	<u>28.84</u>	<u>30.28</u>			
5236		Electrician	<u>36.77</u>						
0623		Energy Services Representative	<u>28.75</u>	<u>30.18</u>	<u>31.69</u>	<u>33.28</u>	<u>34.94</u>		
6008		Facilities Maintenance Mechanic	<u>30.79</u>	<u>32.33</u>	<u>33.94</u>				
6009		Facilities Maintenance Mechanic, Lead	<u>33.86</u>	<u>35.56</u>	<u>37.34</u>				
5270		Fire Maintenance Electrician	<u>41.40</u>						



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5244	Fire Maintenance Electrician, Apprentice	32.29	33.12	34.15	35.19	36.22	37.26	38.29
5145	Heating/AC Maintenance Mechanic Supervisor	35.79	37.58	39.46	41.43	43.50		
5132	Hydro Project Electrician	43.85						
5301	Hydro Project Mechanic	43.85						
5056	Hydro Utility Worker	28.43	29.85	31.34	32.91			
5057	Hydro Utility Worker, Senior	37.85						
5253	Line Clearance Tree Trimmer	38.33						
5254	Line Clearance Tree Trimmer, Senior	41.75						
5255	Line Electrician	44.59						
5241A	Line Electrician, Apprentice	31.84	32.65	33.66	34.67	35.68	36.69	37.71
5257	Line Electrician, Senior	49.93						
5256	Line Equipment Operator	36.93						
5275	Signal & Lighting Electrician	38.39						
5273	Signal & Lighting Electrician, Apprentice	30.00	30.76	31.72	32.67	33.63	34.58	35.53
5274	Signal & Lighting Electrician, Senior	43.01						
5116	Substation Operator, Senior	41.84	43.93					
5119	Systems Power Dispatcher Candidate	38.37	40.29	42.30	44.42	46.64		
5120	Systems Power Dispatcher Generation	54.21						
5238	Tool & Equipment Room Coordinator	32.11	33.71					
5252	Transmission & Distribution Arborist	44.98						
5003	Transmission & Distribution Flagger	19.03	20.08	21.14				
0617	Utility Service Specialist	35.04	36.79	38.63	40.56	42.59	44.72	46.96
5245	Wire Electrician	43.87						
5243A	Wire Electrician, Apprentice	31.55	32.02	33.03	34.04	35.09	36.06	37.07
5246	Wire Electrician, Senior	49.03						
5302	Wynoochee Project Maintenance Technician	34.06	34.86	35.68	36.53			

Code	A	Job Title	1	2	3	4	5	6	7
4122		Communications System Technician I	31.54	33.12	34.77	36.51	38.33		
4120		Communications System Technician II	46.00						
4121		Communications System Technician, Senior III	48.86						
4119		Communications Systems Technician, Apprentice	31.81	32.65	33.66	34.67	35.68	36.69	37.63
5004		Craft Helper	19.89	20.89	21.93	23.03	24.18		
2125		Electrical Inspector	38.12	40.02	42.02				
5230		Electrical Meter & Relay Technician	43.99						
5242A		Electrical Meter & Relay Technician, Apprentice	32.92	33.75	34.81	35.86	36.91	37.97	39.03
5239		Electrical Trainee	23.54	26.75					



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5240	Electrical Worker	<a href="#">26.68</a>	<a href="#">28.02</a>	<a href="#">29.42</a>	<a href="#">30.89</a>			
5236	Electrician	<a href="#">37.51</a>						
0623	Energy Services Representative	<a href="#">29.33</a>	<a href="#">30.78</a>	<a href="#">32.32</a>	<a href="#">33.95</a>	<a href="#">35.64</a>		
6008	Facilities Maintenance Mechanic	<a href="#">31.41</a>	<a href="#">32.98</a>	<a href="#">34.62</a>				
6009	Facilities Maintenance Mechanic, Lead	<a href="#">34.54</a>	<a href="#">36.27</a>	<a href="#">38.09</a>				
5270	Fire Maintenance Electrician	<a href="#">42.23</a>						
5244	Fire Maintenance Electrician, Apprentice	<a href="#">32.94</a>	<a href="#">33.78</a>	<a href="#">34.83</a>	<a href="#">35.89</a>	<a href="#">36.94</a>	<a href="#">38.01</a>	<a href="#">39.06</a>
5145	Heating/AC Maintenance Mechanic Supervisor	<a href="#">36.51</a>	<a href="#">38.33</a>	<a href="#">40.25</a>	<a href="#">42.26</a>	<a href="#">44.37</a>		
5132	Hydro Project Electrician	<a href="#">44.73</a>						
5301	Hydro Project Mechanic	<a href="#">44.73</a>						
5056	Hydro Utility Worker	<a href="#">29.00</a>	<a href="#">30.45</a>	<a href="#">31.97</a>	<a href="#">33.57</a>			
5057	Hydro Utility Worker, Senior	<a href="#">38.61</a>						
5253	Line Clearance Tree Trimmer	<a href="#">39.10</a>						
5254	Line Clearance Tree Trimmer, Senior	<a href="#">42.59</a>						
5255	Line Electrician	<a href="#">45.48</a>						
5241A	Line Electrician, Apprentice	<a href="#">32.48</a>	<a href="#">33.30</a>	<a href="#">34.33</a>	<a href="#">35.36</a>	<a href="#">36.39</a>	<a href="#">37.42</a>	<a href="#">38.46</a>
5257	Line Electrician, Senior	<a href="#">50.93</a>						
5256	Line Equipment Operator	<a href="#">37.67</a>						
5275	Signal & Lighting Electrician	<a href="#">39.16</a>						
5273	Signal & Lighting Electrician, Apprentice	<a href="#">30.60</a>	<a href="#">31.38</a>	<a href="#">32.35</a>	<a href="#">33.32</a>	<a href="#">34.30</a>	<a href="#">35.27</a>	<a href="#">36.24</a>
5274	Signal & Lighting Electrician, Senior	<a href="#">43.87</a>						
5116	Substation Operator, Senior	<a href="#">42.68</a>	<a href="#">44.81</a>					
5119	Systems Power Dispatcher Candidate	<a href="#">39.14</a>	<a href="#">41.10</a>	<a href="#">43.15</a>	<a href="#">45.31</a>	<a href="#">47.57</a>		
5120	Systems Power Dispatcher Generation	<a href="#">55.29</a>						
5238	Tool & Equipment Room Coordinator	<a href="#">32.75</a>	<a href="#">34.38</a>					
5252	Transmission & Distribution Arborist	<a href="#">45.88</a>						
5003	Transmission & Distribution Flagger	<a href="#">19.41</a>	<a href="#">20.48</a>	<a href="#">21.56</a>				
0617	Utility Service Specialist	<a href="#">35.74</a>	<a href="#">37.53</a>	<a href="#">39.40</a>	<a href="#">41.37</a>	<a href="#">43.44</a>	<a href="#">45.61</a>	<a href="#">47.90</a>
5245	Wire Electrician	<a href="#">44.75</a>						
5243A	Wire Electrician, Apprentice	<a href="#">32.18</a>	<a href="#">32.66</a>	<a href="#">33.69</a>	<a href="#">34.72</a>	<a href="#">35.79</a>	<a href="#">36.78</a>	<a href="#">37.81</a>
5246	Wire Electrician, Senior	<a href="#">50.01</a>						
5302	Wynoochee Project Maintenance Technician	<a href="#">34.74</a>	<a href="#">35.56</a>	<a href="#">36.39</a>	<a href="#">37.26</a>			



Section 14. That Section 1.12.355 of the Tacoma Municipal Code is hereby

amended, effective January 1, 2016, as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	29.26	30.72	32.26	33.87	35.56	37.34	39.21	41.17		
5524		Broadband Services Technician, Lead	32.50	34.13	35.84	37.63	39.51	41.49	43.56	45.74		
0141		Business Analyst I	22.11	23.22	24.38	25.60	26.88	28.22				
0142		Business Analyst II	29.12	30.58	32.11	33.72	35.41	37.18				
0143		Business Analyst III	35.13	36.89	38.73	40.67	42.70	44.83				
0304		Buyer	26.35	27.67	29.05	30.50	32.03					
0307		Buyer, Senior	26.85	28.19	29.60	31.08	32.63	34.26	35.97			
1225		Communications Service Technician	26.29	27.61	28.99	30.44	31.96	33.56				
0124		Computer Support Technician	22.59	23.72	24.91	26.16	27.47	28.84	30.28			
5538		Converter Inventory Technician	47.24	48.10	49.00	49.95	50.95					
0334		Fleet Services Parts Technician	28.39	29.81	31.30							
0220		Graphic Arts Specialist	23.36	24.53	25.76	27.05	28.40					
0222		Graphic Arts Specialist, Lead	25.70	26.98	28.33	29.75	31.24					
0150		Information Technology Analyst	27.66	29.04	30.49	32.01	33.61	35.29	37.05	38.90	40.84	42.88
0153		Information Technology Analyst, Principal Technical	33.83	35.62	37.30	39.16	41.12	43.18	45.34	47.61	49.99	52.49
0151		Information Technology Analyst, Senior	30.39	31.94	33.51	35.19	36.95	38.80	40.74	42.78	44.92	47.17
0152		Information Technology Analyst, Senior Technical	32.60	34.23	35.94	37.74	39.63	41.61	43.69	45.87	48.16	50.57
0118		Information Technology Helpdesk Specialist	21.74	22.83	23.97	25.17	26.43					
4608		Information Technology Programming Intern	22.13	23.51								
0203		Reprographic Equipment Operator	17.01	17.86	18.75	19.69	20.67	21.70	22.79	23.93		
0299		Vehicle Parts Assistant	25.81	27.10	28.45							
0301		Warehouse Technician	25.81	27.10	28.45							
0302		Warehouse Technician, Senior	28.39	29.81	31.30							





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Code	A	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	<a href="#">29.84</a>	<a href="#">31.33</a>	<a href="#">32.90</a>	<a href="#">34.55</a>	<a href="#">36.28</a>	<a href="#">38.09</a>	<a href="#">39.99</a>	<a href="#">41.99</a>		
5524		Broadband Services Technician, Lead	<a href="#">33.15</a>	<a href="#">34.81</a>	<a href="#">36.55</a>	<a href="#">38.38</a>	<a href="#">40.30</a>	<a href="#">42.31</a>	<a href="#">44.43</a>	<a href="#">46.65</a>		
0141		Business Analyst I	<a href="#">22.55</a>	<a href="#">23.68</a>	<a href="#">24.86</a>	<a href="#">26.10</a>	<a href="#">27.41</a>	<a href="#">28.78</a>				
0142		Business Analyst II	<a href="#">29.70</a>	<a href="#">31.19</a>	<a href="#">32.75</a>	<a href="#">34.39</a>	<a href="#">36.11</a>	<a href="#">37.92</a>				
0143		Business Analyst III	<a href="#">35.83</a>	<a href="#">37.62</a>	<a href="#">39.50</a>	<a href="#">41.48</a>	<a href="#">43.55</a>	<a href="#">45.73</a>				
0304		Buyer	<a href="#">26.88</a>	<a href="#">28.22</a>	<a href="#">29.63</a>	<a href="#">31.11</a>	<a href="#">32.67</a>					
0307		Buyer, Senior	<a href="#">32.67</a>	<a href="#">34.30</a>	<a href="#">35.93</a>	<a href="#">37.57</a>						
1225		Communications Service Technician	<a href="#">26.82</a>	<a href="#">28.16</a>	<a href="#">29.57</a>	<a href="#">31.05</a>	<a href="#">32.60</a>	<a href="#">34.23</a>				
0124		Computer Support Technician	<a href="#">23.06</a>	<a href="#">24.21</a>	<a href="#">25.42</a>	<a href="#">26.69</a>	<a href="#">28.02</a>	<a href="#">29.42</a>	<a href="#">30.89</a>			
5538		Converter Inventory Technician	<a href="#">17.58</a>	<a href="#">18.46</a>	<a href="#">19.38</a>	<a href="#">20.35</a>	<a href="#">21.37</a>					
0334		Fleet Services Parts Technician	<a href="#">28.96</a>	<a href="#">30.41</a>	<a href="#">31.93</a>							
0220		Graphic Arts Specialist	<a href="#">23.84</a>	<a href="#">25.03</a>	<a href="#">26.28</a>	<a href="#">27.59</a>	<a href="#">28.97</a>					
0222		Graphic Arts Specialist, Lead	<a href="#">26.21</a>	<a href="#">27.52</a>	<a href="#">28.90</a>	<a href="#">30.34</a>	<a href="#">31.86</a>					
0150		Information Technology Analyst	<a href="#">28.21</a>	<a href="#">29.62</a>	<a href="#">31.10</a>	<a href="#">32.65</a>	<a href="#">34.28</a>	<a href="#">35.99</a>	<a href="#">37.79</a>	<a href="#">39.68</a>	<a href="#">41.66</a>	<a href="#">43.74</a>
0153		Information Technology Analyst, Principal Technical	<a href="#">34.51</a>	<a href="#">36.24</a>	<a href="#">38.05</a>	<a href="#">39.95</a>	<a href="#">41.95</a>	<a href="#">44.05</a>	<a href="#">46.25</a>	<a href="#">48.56</a>	<a href="#">50.99</a>	<a href="#">53.54</a>
0151		Information Technology Analyst, Senior	<a href="#">31.01</a>	<a href="#">32.56</a>	<a href="#">34.19</a>	<a href="#">35.90</a>	<a href="#">37.70</a>	<a href="#">39.58</a>	<a href="#">41.56</a>	<a href="#">43.64</a>	<a href="#">45.82</a>	<a href="#">48.11</a>
0152		Information Technology Analyst, Senior Technical	<a href="#">33.25</a>	<a href="#">34.91</a>	<a href="#">36.66</a>	<a href="#">38.49</a>	<a href="#">40.41</a>	<a href="#">42.43</a>	<a href="#">44.55</a>	<a href="#">46.78</a>	<a href="#">49.12</a>	<a href="#">51.58</a>
0118		Information Technology Helpdesk Specialist	<a href="#">22.19</a>	<a href="#">23.30</a>	<a href="#">24.46</a>	<a href="#">25.68</a>	<a href="#">26.96</a>					
4608		Information Technology Programming Intern	<a href="#">22.57</a>	<a href="#">23.98</a>								
0203		Reprographic Equipment Operator	<a href="#">17.35</a>	<a href="#">18.22</a>	<a href="#">19.13</a>	<a href="#">20.09</a>	<a href="#">21.09</a>	<a href="#">22.14</a>	<a href="#">23.25</a>	<a href="#">24.41</a>		
0299		Vehicle Parts Assistant	<a href="#">26.32</a>	<a href="#">27.64</a>	<a href="#">29.02</a>							



0301		Warehouse Technician	<a href="#">26.32</a>	<a href="#">27.64</a>	<a href="#">29.02</a>						
0302		Warehouse Technician, Senior	<a href="#">28.96</a>	<a href="#">30.41</a>	<a href="#">31.93</a>						

Section 15. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as follows:

Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<a href="#">22.38</a>	<a href="#">23.50</a>	<a href="#">24.67</a>	<a href="#">25.91</a>	<a href="#">27.20</a>
0608		Customer Service Representative, Lead	<a href="#">31.24</a>	<a href="#">32.77</a>	<a href="#">34.41</a>		
0612		Customer Service Representative, Technical	<a href="#">28.38</a>	<a href="#">29.79</a>	<a href="#">31.28</a>		
0012		Mail & Stock Processor, Senior	<a href="#">22.66</a>	<a href="#">23.80</a>	<a href="#">24.99</a>		
0018		Mail & Stock Processor	<a href="#">18.50</a>	<a href="#">19.43</a>	<a href="#">20.40</a>	<a href="#">21.42</a>	<a href="#">22.49</a>
0601		Meter Reader	<a href="#">21.29</a>	<a href="#">22.36</a>	<a href="#">23.47</a>	<a href="#">24.64</a>	<a href="#">25.88</a>
0602		Utilities Field Investigator	<a href="#">29.76</a>				
0305		Warehouse Supervisor, Utilities	<a href="#">29.52</a>	<a href="#">31.00</a>	<a href="#">32.55</a>	<a href="#">34.18</a>	<a href="#">35.89</a>

Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<a href="#">22.66</a>	<a href="#">23.79</a>	<a href="#">24.98</a>	<a href="#">26.23</a>	<a href="#">27.54</a>
0608		Customer Service Representative, Lead	<a href="#">31.60</a>	<a href="#">33.18</a>	<a href="#">34.84</a>		
0612		Customer Service Representative, Technical	<a href="#">28.73</a>	<a href="#">30.16</a>	<a href="#">31.67</a>		
0012		Mail & Stock Processor, Senior	<a href="#">22.94</a>	<a href="#">24.10</a>	<a href="#">25.30</a>		
0018		Mail & Stock Processor	<a href="#">18.73</a>	<a href="#">19.67</a>	<a href="#">20.66</a>	<a href="#">21.69</a>	<a href="#">22.77</a>
0601		Meter Reader	<a href="#">21.56</a>	<a href="#">22.64</a>	<a href="#">23.76</a>	<a href="#">24.95</a>	<a href="#">26.20</a>
0602		Utilities Field Investigator	<a href="#">30.13</a>				
0305		Warehouse Supervisor, Utilities	<a href="#">29.89</a>	<a href="#">31.39</a>	<a href="#">32.96</a>	<a href="#">34.61</a>	<a href="#">36.34</a>

Section 16. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as follows:

Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<a href="#">22.66</a>	<a href="#">23.79</a>	<a href="#">24.98</a>	<a href="#">26.23</a>	<a href="#">27.54</a>
0608		Customer Service Representative, Lead	<a href="#">31.60</a>	<a href="#">33.18</a>	<a href="#">34.84</a>		
0612		Customer Service Representative, Technical	<a href="#">28.73</a>	<a href="#">30.16</a>	<a href="#">31.67</a>		
0012		Mail & Stock Processor, Senior	<a href="#">22.94</a>	<a href="#">24.10</a>	<a href="#">25.30</a>		
0018		Mail & Stock Processor	<a href="#">18.73</a>	<a href="#">19.67</a>	<a href="#">20.66</a>	<a href="#">21.69</a>	<a href="#">22.77</a>
0601		Meter Reader	<a href="#">21.56</a>	<a href="#">22.64</a>	<a href="#">23.76</a>	<a href="#">24.95</a>	<a href="#">26.20</a>
0602		Utilities Field Investigator	<a href="#">30.13</a>				
0305		Warehouse Supervisor, Utilities	<a href="#">29.89</a>	<a href="#">31.39</a>	<a href="#">32.96</a>	<a href="#">34.61</a>	<a href="#">36.34</a>



Code	A	Job Title	1	2	3	4	5
0611		Customer Service Representative	<a href="#">22.91</a>	<a href="#">24.05</a>	<a href="#">25.25</a>	<a href="#">26.52</a>	<a href="#">27.84</a>
0608		Customer Service Representative, Lead	<a href="#">31.95</a>	<a href="#">33.54</a>	<a href="#">35.22</a>		
0612		Customer Service Representative, Technical	<a href="#">29.05</a>	<a href="#">30.49</a>	<a href="#">32.02</a>		
0018		Mail & Stock Processor	<a href="#">18.94</a>	<a href="#">19.89</a>	<a href="#">20.89</a>	<a href="#">21.93</a>	<a href="#">23.02</a>
0012		Mail & Stock Processor, Senior	<a href="#">23.19</a>	<a href="#">24.37</a>	<a href="#">25.58</a>		
0601		Meter Reader	<a href="#">21.80</a>	<a href="#">22.89</a>	<a href="#">24.02</a>	<a href="#">25.22</a>	<a href="#">26.49</a>
0602		Utilities Field Investigator	<a href="#">30.46</a>				
0305		Warehouse Supervisor, Utilities	<a href="#">30.22</a>	<a href="#">31.74</a>	<a href="#">33.32</a>	<a href="#">34.99</a>	<a href="#">36.74</a>

Section 17. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2016, as set forth on the attached Exhibit "B."

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney



## EXHIBIT "A"

### 1.12.640 Application of additional rates.

\* \* \*

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

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

5251 See 5249, 5251, 5271, 5276.

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

5251, 5271, 5276 Employees in the classifications of Power Division Supervisor (CSC 5251), Fire Electrical Maintenance Supervisor (CSC 5271), and Traffic Field Operations Supervisor (CSC 5276), assigned to work in emergency situations outside the normal work hours shall be compensated at time and one-half of his/her regular rate of pay for all hours worked when responding to the work site or headquarters. An employee will receive a minimum of one hour or actual time worked if it exceeds one hour at his/her regular rate of pay for emergency calls received at his/her residence which do not require the employee to respond.

\* \* \*

L31 An active employee represented by Tacoma Firefighters Union, Local 31, will receive a flat rate, one-time lump sum payment of unused VEBA funds, in the first full pay period following City Council approval of the 2015-2018 collective bargaining agreement, per the terms of the Letter of Agreement revised July 2015.

\* \* \*

L483 CFS An employee in a classification represented by the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit, active as of the date of ratification of the 2015 – 2018 collective bargaining agreement will receive a one-time lump sum payment of \$500.00. An employee in the bargaining unit who is active on January 1, 2016, will receive a one-time lump sum payment of \$750.00 in addition to the negotiated wage increase.

# Exhibit “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	3540	3584	3629	3674	3720	3766	3813	3861	3909	3958	4008	4058	4109	4160	4212	4265	4318	4372	4426	4482	4538
0618	A	Account Executive, Senior	3887	3935	3985	4034	4085	4136	4188	4240	4293	4347	4401	4456	4512	4568	4625	4683	4741	4801	4861	4921	4983
1129	A	Benefits Manager	3774	3822	3869	3918	3967	4016	4066	4117	4169	4221	4274	4327	4381	4436	4491	4547	4604	4662	4720	4779	4839
0751	A	Budget Director	6154	6231	6309	6388	6467	6548	6630	6713	6797	6882	6968	7055	7143	7232	7323	7414	7507	7601	7696	7792	7890
0146	A	Business Development Manager	4686	4744	4804	4864	4925	4986	5048	5112	5175	5240	5306	5372	5439	5507	5576	5646	5716	5788	5860	5933	6007
0715	A	City Attorney	8303	8407	8512	8619	8726	8835	8946	9058	9171	9286	9402	9519	9638	9759	9881	10004	10129	10256	10384	10514	10645
1002	A	City Attorney, Assistant	4237	4290	4343	4398	4453	4508	4565	4622	4680	4738	4797	4857	4918	4979	5042	5105	5169	5233	5299	5365	5432
1005	A	City Attorney, Chief Deputy	6772	6857	6942	7029	7117	7206	7296	7387	7480	7573	7668	7764	7861	7959	8058	8159	8261	8364	8469	8575	8682
1004	A	City Attorney, Deputy	5418	5486	5554	5624	5694	5765	5837	5910	5984	6059	6135	6211	6289	6368	6447	6528	6609	6692	6776	6860	6946
1001	A	City Attorney, Prosecuting	3390	3432	3475	3518	3562	3607	3652	3698	3744	3791	3838	3886	3935	3984	4034	4084	4135	4187	4239	4292	4346
0700	A	City Clerk	3274	3315	3356	3398	3440	3483	3527	3571	3616	3661	3707	3753	3800	3847	3896	3944	3994	4043	4094	4145	4197
0747	A	City Manager	9709	9831	9953	10078	10204	10331	10461	10591	10724	10858	10993	11131	11270	11411	11554	11698	11844	11992	12142	12294	12448
0746	A	City Manager, Assistant	6721	6805	6890	6976	7063	7151	7241	7331	7423	7516	7609	7705	7801	7898	7997	8097	8198	8301	8405	8510	8616
0744	A	City Manager, Assistant to the	5106	5170	5235	5300	5366	5433	5501	5570	5640	5710	5782	5854	5927	6001	6076	6152	6229	6307	6386	6466	6546
0745	A	City Manager, Deputy	8303	8407	8512	8619	8726	8836	8946	9058	9171	9286	9402	9519	9638	9759	9881	10004	10129	10256	10384	10514	10645
0710	A	City Treasurer	5044	5107	5171	5235	5301	5367	5434	5502	5571	5640	5711	5782	5855	5928	6002	6077	6153	6230	6308	6386	6466
0750	A	Community & Economic Development Director	6209	6287	6366	6445	6526	6607	6690	6773	6858	6944	7031	7119	7208	7298	7389	7481	7575	7669	7765	7862	7961
2208	A	Community & Economic Development Director, Assistant	5174	5239	5304	5371	5438	5506	5575	5644	5715	5786	5859	5932	6006	6081	6157	6234	6312	6391	6471	6552	6634
2210	A	Community & Economic Development Division Manager	4499	4556	4613	4670	4729	4788	4848	4908	4970	5032	5095	5158	5223	5288	5354	5421	5489	5557	5627	5697	5768
1176	A	Community & Economic Development Supervisor	3760	3807	3854	3902	3951	4001	4051	4101	4152	4204	4257	4310	4364	4419	4474	4530	4586	4644	4702	4760	4820
0805	A	Community & Media Services Manager	5102	5166	5231	5296	5362	5429	5497	5566	5635	5706	5777	5849	5922	5996	6071	6147	6224	6302	6381	6461	6541
1211	A	Community Relations Officer	3456	3499	3543	3587	3632	3677	3723	3770	3817	3864	3913	3962	4011	4061	4112	4163	4215	4268	4322	4376	4430

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Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0802	A	Community Relations Specialist	3115	3154	3193	3233	3273	3314	3356	3398	3440	3483	3527	3571	3615	3660	3706	3753	3799	3847	3895	3944	3993
0619	A	Conservation Manager	5119	5183	5248	5313	5380	5447	5515	5584	5654	5724	5796	5868	5942	6016	6091	6167	6244	6322	6401	6482	6563
2326	A	Conservation Manager, Assistant	4451	4507	4563	4620	4678	4736	4796	4856	4916	4978	5040	5103	5167	5231	5297	5363	5430	5498	5567	5636	5707
0631		Conservation Program Associate	2243	2271	2300	2328	2358	2387	2417	2447	2478	2509	2540	2572	2604	2636	2669	2703	2737	2771	2805	2840	2876
0632		Conservation Program Coordinator	2616	2649	2682	2715	2749	2784	2819	2854	2889	2926	2962	2999	3037	3075	3113	3152	3191	3231	3272	3313	3354
0630	A	Conservation Program Manager	3448	3491	3534	3578	3623	3668	3714	3761	3808	3855	3904	3952	4002	4052	4102	4154	4206	4258	4311	4365	4420
0620	A	Conservation Supervisor	3965	4014	4064	4115	4167	4219	4271	4325	4379	4434	4489	4545	4602	4659	4718	4777	4836	4897	4958	5020	5083
1124	A	Contract & Program Auditor	2684	2717	2751	2786	2820	2856	2891	2927	2964	3001	3039	3077	3115	3154	3193	3233	3274	3315	3356	3398	3441
0521	A	Controller	6154	6231	6309	6388	6467	6548	6630	6713	6797	6882	6968	7055	7143	7232	7323	7414	7507	7601	7696	7792	7890
4311	A	Court Administrator	4776	4836	4897	4958	5020	5083	5146	5210	5276	5341	5408	5476	5544	5614	5684	5755	5827	5900	5973	6048	6124
4308	A	Court Operations Supervisor	3538	3582	3627	3673	3718	3765	3812	3860	3908	3957	4006	4056	4107	4158	4210	4263	4316	4370	4425	4480	4536
0609	A	Customer Service Supervisor I	3218	3258	3298	3340	3381	3424	3467	3510	3554	3598	3643	3689	3735	3781	3829	3877	3925	3974	4024	4074	4125
0610	A	Customer Service Supervisor II	3540	3584	3629	3674	3720	3767	3814	3861	3910	3958	4008	4058	4109	4160	4212	4265	4318	4372	4427	4482	4538
0727	A	Customer Services Assistant Manager	4788	4848	4909	4970	5032	5095	5159	5223	5289	5355	5422	5489	5558	5627	5698	5769	5841	5914	5988	6063	6139
0616	A	Customer Services Manager	6718	6802	6887	6974	7061	7149	7238	7329	7420	7513	7607	7702	7798	7896	7995	8095	8196	8298	8402	8507	8613
4605		Department Aide	1158	1173	1187	1202	1217	1233	1248	1264	1279	1295	1312	1328	1345	1361	1378	1396	1413	1431	1449	1467	1485
2349	A	Development Specialist	2672	2705	2739	2773	2808	2843	2879	2915	2951	2988	3025	3063	3101	3140	3179	3219	3259	3300	3341	3383	3425
2070	A	Engineer	3578	3622	3668	3714	3760	3807	3855	3903	3952	4001	4051	4102	4153	4205	4257	4311	4364	4419	4474	4530	4587
8028		Engineer in Training	2476	2507	2538	2570	2602	2635	2668	2701	2735	2769	2804	2839	2874	2910	2946	2983	3021	3058	3097	3135	3174
2068	A	Engineer, Associate	3145	3184	3224	3264	3305	3346	3388	3430	3473	3517	3561	3605	3650	3696	3742	3789	3836	3884	3933	3982	4032
2073	A	Engineer, Principal	4444	4500	4556	4613	4671	4729	4788	4848	4908	4970	5032	5095	5159	5223	5288	5354	5421	5489	5558	5627	5698
2082	A	Engineer, Professional	4011	4061	4112	4163	4215	4268	4321	4375	4430	4486	4542	4598	4656	4714	4773	4833	4893	4954	5016	5079	5142
2083	A	Engineer, Senior	4011	4061	4112	4163	4215	4268	4321	4375	4430	4486	4542	4598	4656	4714	4773	4833	4893	4954	5016	5079	5142
2060	A	Engineer, Senior Principal	4877	4938	5000	5063	5126	5190	5255	5321	5387	5454	5523	5592	5662	5732	5804	5876	5950	6024	6100	6176	6253
0758	A	Environmental Services Director	6942	7029	7117	7206	7296	7387	7479	7573	7667	7763	7860	7959	8058	8159	8261	8364	8469	8574	8682	8790	8900
2059	A	Environmental Services Director, Assistant	5982	6057	6132	6209	6287	6366	6445	6525	6607	6690	6773	6858	6944	7030	7118	7207	7297	7389	7481	7574	7669

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Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2056	A	Environmental Services Division Manager	5621	5691	5762	5834	5907	5981	6056	6131	6208	6286	6364	6444	6524	6606	6688	6772	6857	6942	7029	7117	7206
2057	A	Environmental Services Division Manager, Assistant	5109	5173	5237	5303	5369	5436	5504	5573	5643	5713	5785	5857	5930	6004	6079	6155	6232	6310	6389	6469	6550
2092		Environmental Specialist	2963	3009	3038	3076	3114	3153	3192	3232	3273	3314	3355	3397	3439	3482	3526	3570	3615	3660	3706	3752	3799
2093		Environmental Specialist, Senior	3445	3488	3532	3576	3621	3666	3712	3758	3805	3853	3901	3950	3999	4049	4100	4151	4203	4256	4309	4363	4418
2097		Environmental Technician	2449	2489	2510	2542	2574	2606	2638	2671	2705	2739	2773	2807	2843	2878	2914	2950	2987	3025	3063	3101	3140
2098		Environmental Technician, Senior	2694	2728	2762	2796	2831	2867	2902	2939	2975	3013	3050	3088	3127	3166	3206	3246	3286	3327	3369	3411	3454
0753	A	Equity & Human Rights Director	6209	6287	6366	6445	6526	6607	6690	6773	6858	6944	7031	7119	7208	7298	7389	7481	7575	7669	7765	7862	7961
0820	A	Executive Assistant	3296	3338	3379	3422	3464	3508	3552	3596	3641	3686	3733	3779	3826	3874	3923	3972	4021	4072	4123	4174	4226
0712	A	Finance Director	7364	7456	7549	7644	7739	7836	7934	8033	8134	8235	8338	8442	8548	8655	8763	8872	8983	9096	9209	9324	9441
0520	A	Financial Manager	3952	4002	4052	4102	4154	4206	4258	4311	4365	4420	4475	4531	4588	4645	4703	4762	4821	4882	4943	5004	5067
0522	A	Financial Manager, Sr	4650	4708	4767	4826	4887	4948	5009	5072	5135	5200	5265	5330	5397	5465	5533	5602	5672	5743	5815	5887	5961
0524	A	Financial Supervisor	3344	3386	3428	3471	3514	3558	3603	3648	3693	3739	3786	3834	3881	3930	3979	4029	4079	4130	4182	4234	4287
4020		Fire & Life Safety Educator	2824	2860	2895	2932	2968	3005	3043	3081	3120	3159	3198	3238	3278	3319	3361	3403	3445	3489	3532	3576	3621
0767	A	Fire Chief	8045	8145	8247	8350	8455	8560	8667	8776	8885	8996	9109	9223	9338	9455	9573	9693	9814	9937	10061	10186	10314
0518	A	Fire Department Manager	4663	4722	4781	4840	4901	4962	5024	5087	5151	5215	5280	5346	5413	5481	5549	5619	5689	5760	5832	5905	5979
4215	A	Forensics Manager	4146	4197	4250	4303	4357	4411	4466	4522	4579	4636	4694	4753	4812	4872	4933	4995	5057	5120	5184	5249	5315
0726	A	Government Relations Analyst	4705	4763	4823	4883	4944	5006	5069	5132	5196	5261	5327	5393	5461	5529	5598	5668	5739	5811	5883	5957	6031
0724	A	Government Relations Officer	5660	5730	5802	5875	5948	6022	6098	6174	6251	6329	6408	6488	6570	6652	6735	6819	6904	6991	7078	7166	7256
0717	A	Hearing Examiner	6772	6857	6942	7029	7117	7206	7296	7387	7480	7573	7668	7764	7861	7959	8058	8159	8261	8364	8469	8575	8682
2310	A	Historic Preservation Coordinator	2698	2732	2766	2800	2835	2871	2907	2943	2980	3017	3055	3093	3132	3171	3210	3250	3291	3332	3374	3416	3459
2309	A	Historic Preservation Officer	3526	3570	3614	3659	3705	3751	3798	3846	3894	3943	3992	4042	4092	4143	4195	4248	4301	4354	4409	4464	4520
2336		Housing Rehabilitation Specialist	2746	2789	2815	2850	2886	2922	2959	2996	3033	3071	3109	3148	3188	3227	3268	3309	3350	3392	3434	3477	3521
1115		Human Resources Analyst	2945	2981	3019	3056	3095	3133	3172	3212	3252	3293	3334	3376	3418	3461	3504	3548	3592	3637	3682	3728	3775
1131	A	Human Resources Analyst, Sr	3471	3514	3558	3603	3648	3693	3740	3786	3834	3882	3930	3979	4029	4079	4130	4182	4234	4287	4341	4395	4450
1106		Human Resources Assistant	1841	1864	1887	1911	1935	1959	1983	2008	2033	2059	2084	2110	2137	2163	2191	2218	2246	2274	2302	2331	2360

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Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0735	A	Human Resources Director	6584	6666	6750	6834	6919	7006	7093	7182	7272	7363	7455	7548	7642	7738	7835	7932	8032	8132	8234	8337	8441
1125	A	Human Resources Director, Assistant	5475	5544	5613	5683	5754	5826	5899	5973	6047	6123	6199	6277	6355	6435	6515	6597	6679	6763	6847	6933	7019
1136	A	Human Resources Manager	3949	3999	4049	4099	4150	4202	4255	4308	4362	4416	4472	4527	4584	4641	4699	4758	4818	4878	4939	5000	5063
1114		Human Resources Specialist	2508	2534	2566	2598	2630	2663	2696	2730	2764	2799	2834	2869	2905	2941	2978	3015	3053	3091	3130	3169	3209
2533		Human Services Program Assistant	1794	1816	1839	1862	1885	1909	1933	1957	1981	2006	2031	2057	2082	2108	2135	2161	2188	2216	2243	2272	2300
5151	A	Hydro Project Manager	5627	5697	5768	5841	5914	5987	6062	6138	6215	6293	6371	6451	6531	6613	6696	6779	6864	6950	7037	7125	7214
5150	A	Hydro Project Manager, Assistant	5064	5128	5192	5257	5322	5389	5456	5524	5593	5663	5734	5806	5878	5952	6026	6102	6178	6255	6333	6412	6493
0835	A	Information Technology Director	7364	7456	7549	7644	7739	7836	7934	8033	8134	8235	8338	8442	8548	8655	8763	8872	8983	9096	9209	9324	9441
0837	A	Information Technology Director, Assistant	5973	6048	6124	6200	6278	6356	6436	6516	6597	6680	6763	6848	6934	7020	7108	7197	7287	7378	7470	7563	7658
0140	A	Information Technology Manager	4838	4898	4960	5022	5084	5148	5212	5277	5343	5410	5478	5546	5616	5686	5757	5829	5902	5975	6050	6126	6202
0136	A	Information Technology Supervisor	4404	4459	4515	4572	4629	4687	4745	4805	4865	4925	4987	5049	5112	5176	5241	5307	5373	5440	5508	5577	5647
1118	A	Labor Negotiator	4261	4314	4368	4423	4478	4534	4591	4648	4706	4765	4824	4885	4946	5008	5070	5134	5198	5263	5328	5395	5462
1132	A	Labor Relations Manager	4817	4877	4938	5000	5062	5126	5190	5254	5320	5387	5454	5522	5591	5661	5732	5803	5876	5949	6024	6099	6175
2207	A	Land Use Administrator	4656	4714	4773	4832	4893	4954	5016	5079	5142	5206	5272	5337	5404	5472	5540	5609	5679	5750	5822	5895	5969
0031		Legal Assistant	2153	2189	2227	2264	2301	2339	2378	2417	2457	2497	2537	2578	2619	2660	2701	2742	2783	2824	2865	2906	2947
0032		Legal Assistant, Senior	2392	2422	2452	2483	2514	2545	2577	2609	2642	2675	2708	2742	2776	2811	2846	2882	2918	2954	2991	3029	3066
1007	A	Legal Intern	1477	1496	1515	1533	1553	1572	1592	1612	1632	1652	1673	1694	1715	1736	1758	1780	1802	1825	1848	1871	1894
1186	A	Management & Budget Internal Consultant	3066	3105	3143	3183	3222	3263	3303	3345	3387	3429	3472	3515	3559	3604	3649	3694	3740	3787	3835	3882	3931
1184	A	Management & Budget Specialist	2274	2302	2331	2360	2390	2419	2450	2480	2511	2543	2574	2607	2639	2672	2706	2739	2774	2808	2843	2879	2915
1109	A	Management Analyst I	2479	2510	2541	2573	2605	2638	2670	2704	2738	2772	2807	2842	2877	2913	2950	2986	3024	3061	3100	3139	3178
1120	A	Management Analyst II	3037	3075	3113	3152	3192	3231	3272	3313	3354	3396	3439	3482	3525	3569	3614	3659	3705	3751	3798	3845	3893
1135	A	Management Analyst III	3863	3911	3960	4010	4060	4111	4162	4214	4267	4320	4374	4429	4484	4540	4597	4654	4713	4772	4831	4892	4953
4607		Management Fellow	1875	1898	1922	1946	1971	1995	2020	2045	2071	2097	2123	2150	2176	2204	2231	2259	2287	2316	2345	2374	2404
0841	A	Market Development Program Manager	4757	4816	4876	4937	4999	5062	5125	5189	5254	5320	5386	5453	5522	5591	5660	5731	5803	5875	5949	6023	6098



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Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0842	A	Market Development Research Analyst	4257	4310	4364	4419	4474	4530	4587	4644	4702	4761	4820	4881	4942	5003	5066	5129	5193	5258	5324	5391	5458
0840	A	Marketing & Development Manager	5542	5611	5681	5752	5824	5897	5971	6045	6121	6197	6275	6353	6433	6513	6594	6677	6760	6845	6930	7017	7105
1165	A	Marketing Assistant	1727	1748	1770	1792	1815	1837	1860	1884	1907	1931	1955	1980	2004	2029	2055	2080	2106	2133	2159	2186	2214
5506	A	Marketing Coordinator	2546	2578	2610	2643	2676	2709	2743	2777	2812	2847	2883	2919	2955	2992	3029	3067	3106	3145	3184	3224	3264
1151		Master Control Technician	1854	1878	1901	1925	1949	1973	1998	2023	2048	2074	2100	2126	2153	2179	2207	2234	2262	2290	2319	2348	2377
0804	A	Media & Communications Director	5102	5166	5231	5296	5362	5429	5497	5566	5635	5706	5777	5849	5922	5996	6071	6147	6224	6302	6381	6461	6541
5508	A	Media Specialist	3300	3341	3383	3426	3468	3512	3556	3600	3645	3691	3737	3783	3831	3879	3927	3976	4026	4076	4127	4179	4231
2106	A	Natural Resources Biologist I	3086	3124	3163	3203	3243	3283	3324	3366	3408	3451	3494	3538	3582	3627	3672	3718	3764	3811	3859	3907	3956
2089	A	Natural Resources Biologist II	3535	3579	3624	3669	3715	3762	3809	3856	3905	3953	4003	4053	4104	4155	4207	4259	4313	4366	4421	4476	4532
2094	A	Natural Resources Biologist III	4065	4116	4168	4220	4273	4326	4380	4435	4490	4546	4603	4661	4719	4778	4838	4898	4959	5021	5084	5148	5212
2091	A	Natural Resources Manager	5641	5712	5783	5856	5929	6003	6078	6154	6231	6309	6388	6467	6548	6630	6713	6797	6882	6968	7055	7143	7233
2107		Natural Resources Technician I	1853	1876	1900	1924	1948	1972	1997	2022	2047	2073	2098	2125	2151	2178	2205	2233	2261	2289	2318	2347	2376
2090	A	Natural Resources Technician II	2637	2669	2703	2737	2771	2805	2841	2876	2912	2948	2985	3023	3060	3099	3137	3177	3216	3256	3297	3338	3380
0759	A	Neighborhood & Community Services Director	6209	6287	6366	6445	6526	6607	6690	6773	6858	6944	7031	7119	7208	7298	7389	7481	7575	7669	7765	7862	7961
2058	A	Neighborhood & Community Services Division Manager	4499	4556	4613	4670	4729	4788	4848	4908	4970	5032	5095	5158	5223	5288	5354	5421	5489	5557	5627	5697	5768
0754	A	Neighborhood & Community Services Manager	3569	3614	3659	3705	3751	3798	3846	3894	3942	3992	4042	4092	4143	4195	4247	4300	4354	4409	4464	4520	4576
2532		Neighborhood & Community Services Specialist	2564	2596	2629	2662	2695	2728	2763	2797	2832	2867	2903	2940	2976	3014	3051	3089	3128	3167	3207	3247	3287
2534		Neighborhood & Community Services Supervisor	3021	3059	3097	3136	3175	3215	3255	3296	3337	3378	3421	3463	3507	3551	3595	3640	3685	3732	3778	3825	3873
4602		Occupational Intern, Skilled	1147	1161	1176	1191	1205	1220	1236	1251	1267	1283	1299	1315	1331	1348	1365	1382	1399	1417	1434	1452	1470
0738	A	Office Administrator	2645	2678	2711	2745	2780	2814	2850	2885	2921	2958	2995	3032	3070	3108	3147	3187	3226	3267	3308	3349	3391
0739	A	Office Manager	3042	3080	3119	3158	3197	3237	3278	3319	3360	3402	3445	3488	3531	3575	3620	3665	3711	3758	3805	3852	3900
0533	A	Operations Manager	4473	4529	4586	4643	4701	4760	4820	4880	4941	5003	5066	5128	5193	5257	5323	5390	5457	5525	5594	5664	5735
0730	A	PAF Director	6266	6344	6423	6503	6585	6667	6750	6835	6920	7007	7094	7183	7273	7364	7456	7549	7643	7739	7836	7933	8033

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Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0731	A	PAF Director Deputy	4782	4842	4903	4964	5026	5089	5152	5217	5282	5348	5415	5482	5551	5620	5691	5762	5834	5907	5981	6055	6131
0732	A	PAF Division Manager	3639	3676	3721	3768	3815	3863	3911	3960	4009	4060	4110	4162	4214	4266	4320	4374	4428	4484	4540	4597	4654
1164	A	PAF Event Services Coordinator	2706	2740	2774	2809	2844	2879	2915	2952	2989	3026	3064	3102	3141	3180	3220	3260	3301	3342	3384	3426	3469
1168	A	PAF Event Services Manager	3006	3044	3082	3120	3159	3199	3239	3279	3320	3362	3404	3446	3489	3533	3577	3622	3667	3713	3759	3806	3854
0728	A	PAF Marketing Manager	3399	3442	3485	3528	3572	3617	3662	3708	3754	3801	3849	3897	3946	3995	4045	4096	4147	4199	4251	4304	4358
0733	A	PAF Operations Manager	4304	4358	4412	4468	4523	4580	4637	4695	4754	4813	4873	4934	4996	5058	5122	5186	5251	5316	5383	5450	5518
1215	A	PAF Sales Coordinator	2291	2320	2349	2378	2408	2438	2469	2499	2531	2562	2594	2627	2660	2693	2727	2761	2795	2830	2865	2901	2938
1156		PAF Technical Services Coordinator	2104	2131	2157	2184	2212	2239	2267	2296	2324	2353	2383	2413	2443	2473	2504	2536	2567	2599	2632	2665	2698
1009	A	Paralegal	2601	2633	2666	2699	2733	2767	2802	2837	2872	2908	2945	2981	3019	3056	3095	3133	3173	3212	3252	3293	3334
1010	A	Paralegal, Senior	3118	3157	3197	3237	3277	3318	3360	3402	3444	3487	3531	3575	3620	3665	3711	3757	3804	3852	3900	3948	3998
2085	A	Park Supervisor	3036	3074	3113	3152	3191	3231	3271	3312	3354	3396	3438	3481	3525	3569	3613	3658	3704	3750	3797	3845	3893
2086	A	Park Supervisor, Assistant	2760	2795	2830	2865	2901	2937	2974	3011	3049	3087	3126	3165	3204	3244	3285	3326	3367	3410	3452	3495	3539
2105		Permit Supervisor	3110	3148	3188	3228	3268	3309	3350	3392	3435	3477	3521	3565	3610	3655	3700	3747	3793	3841	3889	3937	3987
2209		Planner, Associate	2672	2705	2739	2773	2808	2843	2878	2914	2951	2988	3025	3063	3101	3140	3179	3219	3259	3300	3341	3383	3425
2221		Planner, Principal	3712	3759	3806	3853	3901	3950	4000	4050	4100	4151	4203	4256	4309	4363	4418	4473	4529	4585	4643	4701	4759
2203		Planner, Senior	3268	3308	3350	3392	3434	3477	3520	3564	3609	3654	3700	3746	3793	3840	3888	3937	3986	4036	4086	4137	4189
2219	A	Planning & Development Division Manager	4499	4556	4613	4670	4729	4788	4848	4908	4970	5032	5095	5158	5223	5288	5354	5421	5489	5557	5627	5697	5768
0719	A	Planning & Development Services Director	6209	6287	6366	6445	6526	6607	6690	6773	6858	6944	7031	7119	7208	7298	7389	7481	7575	7669	7765	7862	7961
2222	A	Planning Manager	4600	4658	4716	4775	4835	4895	4956	5018	5081	5145	5209	5274	5340	5407	5475	5543	5612	5682	5753	5825	5898
2036		Plans Examiner	2764	2799	2834	2869	2905	2941	2978	3015	3053	3091	3130	3169	3209	3249	3289	3330	3372	3414	3457	3500	3544
2037	A	Plans Examiner, Senior	3071	3110	3149	3188	3228	3268	3309	3351	3392	3435	3478	3521	3565	3610	3655	3701	3747	3794	3841	3889	3938
0772	A	Police Chief	8045	8145	8247	8350	8455	8560	8667	8776	8885	8996	9109	9223	9338	9455	9573	9693	9814	9937	10061	10186	10314
5123	A	Power Analyst	4404	4459	4514	4571	4628	4686	4744	4804	4864	4924	4986	5048	5111	5175	5240	5306	5372	5439	5507	5576	5646
5128	A	Power Analyst, Senior	4893	4954	5016	5078	5142	5206	5271	5337	5404	5471	5540	5609	5679	5750	5822	5895	5969	6043	6119	6195	6273
0815	A	Power Section Assistant Manager I	5802	5875	5948	6023	6098	6174	6251	6330	6409	6489	6570	6652	6735	6819	6905	6991	7078	7167	7256	7347	7439
0817	A	Power Section Assistant Manager II	6637	6720	6804	6889	6975	7062	7151	7240	7330	7422	7515	7609	7704	7800	7898	7996	8096	8198	8300	8404	8509

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Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0816	A	Power Section Manager	8628	8736	8845	8955	9067	9181	9295	9412	9529	9648	9769	9891	10015	10140	10267	10395	10525	10657	10790	10925	11061
5248	A	Power Supervisor I	3541	3585	3630	3676	3722	3768	3815	3863	3911	3960	4009	4060	4110	4162	4214	4266	4320	4374	4428	4484	4540
5251	A	Power Supervisor II	4426	4482	4538	4594	4652	4710	4769	4828	4889	4950	5012	5074	5138	5202	5267	5333	5399	5467	5535	5604	5675
5249	A	Power Supervisor III	4980	5043	5106	5170	5234	5300	5366	5433	5501	5570	5639	5710	5781	5853	5927	6001	6076	6152	6228	6306	6385
2322		Program Development Specialist	2698	2732	2766	2800	2835	2871	2907	2943	2980	3017	3055	3093	3132	3171	3210	3250	3291	3332	3374	3416	3459
2321		Program Development Specialist, Lead	2998	3035	3073	3111	3150	3190	3230	3270	3311	3352	3394	3437	3480	3523	3567	3612	3657	3702	3749	3796	3843
1100		Program Technician	2244	2272	2300	2329	2358	2388	2418	2448	2478	2509	2541	2573	2605	2637	2670	2704	2737	2772	2806	2841	2877
0720	A	Project Manager	4147	4199	4252	4305	4359	4413	4468	4524	4581	4638	4696	4755	4814	4874	4935	4997	5059	5122	5187	5251	5317
0721	A	Project Manager, Senior	5184	5249	5314	5381	5448	5516	5585	5655	5726	5797	5870	5943	6017	6092	6169	6246	6324	6403	6483	6564	6646
2502		Project Specialist	2276	2304	2333	2362	2392	2422	2452	2482	2514	2545	2577	2609	2642	2675	2708	2742	2776	2811	2846	2882	2918
0757	A	Public Works Director	6873	6959	7046	7134	7223	7314	7405	7498	7591	7686	7782	7880	7978	8078	8179	8281	8384	8489	8595	8703	8812
0755	A	Public Works Director, Assistant	5982	6057	6132	6207	6287	6365	6445	6525	6607	6690	6773	6858	6944	7030	7118	7207	7297	7389	7481	7574	7669
2054	A	Public Works Division Manager	5508	5577	5647	5718	5789	5861	5935	6009	6084	6160	6237	6315	6394	6474	6555	6637	6720	6804	6889	6975	7062
2055	A	Public Works Division Manager, Assistant	5006	5068	5132	5196	5261	5326	5393	5460	5529	5598	5668	5739	5810	5883	5956	6031	6106	6183	6260	6338	6417
7128	A	Rail Chief Administrative Officer	4831	4892	4953	5015	5077	5141	5205	5270	5336	5403	5470	5539	5608	5678	5749	5821	5894	5967	6042	6117	6194
7129	A	Rail Chief Information/Financial Officer	4831	4892	4953	5015	5077	5141	5205	5270	5336	5403	5470	5539	5608	5678	5749	5821	5894	5967	6042	6117	6194
7130	A	Rail Chief Mechanical Officer	5425	5493	5561	5631	5701	5772	5845	5918	5992	6066	6142	6219	6297	6375	6455	6536	6618	6700	6784	6869	6955
7152	A	Rail Superintendent, Assistant	6042	6118	6194	6272	6350	6429	6510	6591	6673	6757	6841	6927	7013	7101	7190	7280	7371	7463	7556	7651	7746
7127	A	Rail Supervisor of Operations	3868	3917	3966	4015	4066	4116	4168	4220	4273	4326	4380	4435	4490	4546	4603	4661	4719	4778	4838	4898	4960
7126	A	Railway Roadmaster	4831	4892	4953	5015	5078	5141	5205	5270	5336	5403	5471	5539	5608	5678	5749	5821	5894	5968	6042	6118	6194
2343		Real Estate Officer	3424	3477	3529	3584	3639	3694	3750	3806	3863	3920	3978	4036	4096	4156	4217	4278	4340	4403	4466	4530	4594
2344	A	Real Estate Officer, Sr	3775	3822	3870	3918	3967	4017	4067	4118	4169	4221	4274	4328	4382	4437	4492	4548	4605	4663	4721	4780	4840
2069	A	Real-Time Energy Trader	4690	4748	4808	4868	4929	4990	5053	5116	5180	5244	5310	5376	5444	5512	5580	5650	5721	5792	5865	5938	6012
0740	A	Records Management Supervisor	2700	2734	2768	2803	2838	2873	2909	2946	2983	3020	3058	3096	3134	3174	3213	3254	3294	3335	3377	3419	3462

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Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5033		Recycling Supervisor	2911	2947	2984	3022	3059	3098	3136	3176	3215	3255	3296	3337	3379	3421	3464	3507	3551	3596	3641	3686	3732
0845	A	Relicensing Coordinator	4318	4372	4427	4482	4538	4595	4652	4710	4769	4829	4889	4950	5012	5075	5138	5202	5267	5333	5400	5467	5536
5052		Resource Conservation Specialist	2564	2596	2629	2662	2695	2728	2763	2797	2832	2867	2903	2940	2976	3014	3051	3089	3128	3167	3207	3247	3287
0559	A	Retirement Director, Assistant	4862	4923	4984	5046	5109	5173	5238	5303	5370	5437	5505	5574	5643	5714	5785	5858	5931	6005	6080	6156	6233
0560	A	Retirement System Director	6330	6409	6489	6570	6652	6735	6820	6905	6991	7079	7167	7257	7347	7439	7532	7626	7722	7818	7916	8015	8115
1110		Risk Analyst	2618	2650	2684	2717	2751	2785	2820	2856	2891	2927	2964	3001	3039	3077	3115	3154	3193	3233	3274	3315	3356
1137	A	Risk Analyst, Senior	3024	3062	3100	3139	3178	3218	3258	3299	3340	3382	3424	3467	3510	3554	3598	3643	3689	3735	3782	3829	3877
0703	A	Risk Manager	4504	4560	4617	4675	4733	4792	4852	4913	4974	5036	5099	5163	5228	5293	5359	5426	5494	5563	5632	5703	5774
1204	A	Safety Manager	3788	3835	3883	3931	3981	4030	4081	4132	4183	4236	4289	4342	4396	4451	4507	4563	4620	4678	4737	4796	4856
1122		Safety Officer	3252	3293	3334	3376	3418	3461	3504	3548	3592	3637	3683	3729	3775	3823	3870	3919	3968	4017	4067	4118	4170
5512		Sales & Service Representative, Lead	2272	2300	2329	2358	2388	2418	2448	2478	2509	2541	2573	2605	2637	2670	2704	2737	2772	2806	2841	2877	2913
2530		Senior Center Cook	1188	1203	1218	1233	1249	1264	1280	1296	1312	1329	1345	1362	1379	1396	1414	1431	1449	1467	1486	1504	1523
2529		Senior Center Van Driver	1263	1279	1295	1311	1328	1344	1361	1378	1395	1413	1431	1448	1467	1485	1503	1522	1541	1561	1580	1600	1620
2556		Seniors Center Supervisor	2263	2291	2320	2349	2378	2408	2438	2468	2499	2530	2562	2594	2626	2659	2693	2726	2760	2795	2830	2865	2901
0138	A	T&D Work Practices Specialist	3405	3447	3490	3534	3578	3623	3668	3714	3760	3807	3855	3903	3952	4001	4051	4102	4153	4205	4258	4311	4365
1170	A	Tacoma Arts Commission Administrator	3873	3921	3970	4020	4070	4121	4173	4225	4278	4331	4385	4440	4496	4552	4609	4666	4725	4784	4844	4904	4965
5526	A	Telecommunications Broadband Services Manager	4440	4495	4551	4608	4666	4724	4783	4843	4903	4965	5027	5090	5153	5218	5283	5349	5416	5483	5552	5621	5692
5531	A	Telecommunications Customer Care & Marketing Manager	3841	3889	3938	3987	4037	4088	4139	4190	4243	4296	4349	4404	4459	4515	4571	4628	4686	4745	4804	4864	4925
5532	A	Telecommunications Customer Care Supervisor	2974	3012	3049	3087	3126	3165	3205	3245	3285	3326	3368	3410	3453	3496	3539	3584	3629	3674	3720	3766	3813
5535	A	Telecommunications Engineer	4002	4052	4103	4154	4206	4258	4312	4365	4420	4475	4531	4588	4645	4703	4762	4822	4882	4943	5005	5067	5131
5530	A	Telecommunications Franchise Contract Specialist	3594	3639	3684	3731	3777	3824	3872	3921	3970	4019	4069	4120	4172	4224	4277	4330	4384	4439	4495	4551	4608
5500	A	Telecommunications Manager	7518	7612	7707	7803	7901	7999	8099	8201	8303	8407	8512	8618	8726	8835	8946	9058	9171	9285	9401	9519	9638
5515	A	Telecommunications Manager, Assistant	5765	5837	5910	5984	6059	6135	6211	6289	6368	6447	6528	6610	6692	6776	6860	6946	7033	7121	7210	7300	7391

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Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5539		Telecommunications Planning & Design Technician	2728	2762	2797	2832	2867	2903	2939	2976	3013	3051	3089	3128	3167	3206	3246	3287	3328	3370	3412	3454	3497
5560	A	Telecommunications Sales Coordinator	2691	2725	2759	2793	2828	2864	2899	2936	2972	3009	3047	3085	3124	3163	3202	3242	3283	3324	3365	3408	3450
5523	A	Telecommunications Technical Administrator	3031	3069	3107	3146	3186	3225	3266	3307	3348	3390	3432	3475	3518	3562	3607	3652	3698	3744	3791	3838	3886
5562	A	Telecommunications Technical Services Supervisor	3421	3474	3517	3561	3606	3651	3697	3743	3790	3837	3885	3934	3983	4032	4083	4134	4186	4238	4291	4345	4399
1154		Television Production Coordinator	3185	3225	3265	3306	3347	3389	3431	3474	3517	3561	3606	3651	3697	3743	3790	3837	3885	3934	3983	4033	4083
2072	A	Term Energy Trader	5867	5940	6014	6089	6165	6242	6320	6400	6479	6560	6642	6726	6810	6895	6981	7068	7157	7246	7337	7428	7521
1121	A	Training & Development Manager	3794	3842	3890	3939	3988	4038	4088	4139	4191	4243	4296	4350	4404	4459	4515	4572	4629	4687	4745	4805	4865
0822	A	Utilities Director	13445	13613	13783	13955	14130	14306	14485	14666	14850	15035	15223	15413	15606	15801	15999	16199	16401	16606	16814	17024	17237
0819	A	Utilities Director, Deputy	7284	7375	7467	7560	7655	7750	7847	7945	8045	8145	8247	8350	8454	8560	8667	8775	8885	8996	9109	9222	9338
0825	A	Utilities Director, Deputy Power Superintendent	9928	10052	10178	10305	10434	10564	10696	10830	10965	11102	11241	11381	11524	11668	11814	11961	12111	12262	12415	12571	12728
0830	A	Utilities Director, Deputy Rail Superintendent	7404	7497	7590	7685	7781	7879	7977	8077	8178	8280	8384	8488	8594	8702	8811	8921	9032	9145	9260	9375	9492
0823	A	Utilities Director, Deputy Water Superintendent	7775	7872	7970	8070	8171	8273	8376	8481	8587	8694	8803	8913	9024	9137	9251	9367	9484	9603	9723	9844	9967
0580	A	Utilities Economist	3760	3807	3855	3903	3952	4001	4051	4102	4153	4205	4258	4311	4365	4419	4475	4531	4587	4645	4703	4761	4821
0581	A	Utilities Economist, Associate	2479	2510	2541	2573	2605	2637	2670	2704	2738	2772	2806	2842	2877	2913	2949	2986	3024	3061	3100	3138	3178
0582	A	Utilities Economist, Senior	4700	4759	4819	4879	4940	5002	5064	5127	5192	5256	5322	5389	5456	5524	5593	5663	5734	5806	5878	5952	6026
1153		Video Production Assistant	1854	1878	1901	1925	1949	1973	1998	2023	2048	2074	2100	2126	2153	2179	2207	2234	2262	2290	2319	2348	2377
1152		Video Specialist	2654	2687	2721	2755	2789	2824	2859	2895	2931	2968	3005	3043	3081	3119	3158	3198	3238	3278	3319	3361	3403
2066	A	Water Division Manager	5622	5692	5763	5836	5908	5982	6057	6133	6209	6287	6366	6445	6526	6607	6690	6774	6858	6944	7031	7119	7208
2061	A	Water Division Manager, Assistant	5111	5175	5240	5305	5372	5439	5507	5576	5645	5716	5787	5860	5933	6007	6082	6158	6235	6313	6392	6472	6553
2064	A	Water Division Superintendent, Deputy	6471	6552	6634	6717	6801	6886	6972	7059	7147	7237	7327	7419	7512	7606	7701	7797	7894	7993	8093	8194	8296
2100	A	Water Program Specialist	2998	3035	3073	3111	3150	3190	3230	3270	3311	3352	3394	3437	3480	3523	3567	3612	3657	3702	3749	3796	3843
5068		Water Supply Supervisor	3466	3508	3552	3596	3641	3687	3733	3780	3827	3875	3923	3972	4022	4072	4123	4174	4227	4280	4333	4387	4442

## Exhibit “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2154		<del>Watershed Forester</del>	<del>3535</del>	<del>3579</del>	<del>3624</del>	<del>3669</del>	<del>3715</del>	<del>3762</del>	<del>3809</del>	<del>3856</del>	<del>3905</del>	<del>3953</del>	<del>4003</del>	<del>4053</del>	<del>4104</del>	<del>4155</del>	<del>4207</del>	<del>4259</del>	<del>4313</del>	<del>4366</del>	<del>4421</del>	<del>4476</del>	<del>4532</del>
2084	A	Wildlife & Recreation Coordinator	<del>3535</del>	<del>3579</del>	<del>3624</del>	<del>3669</del>	<del>3715</del>	<del>3762</del>	<del>3809</del>	<del>3856</del>	<del>3905</del>	<del>3953</del>	<del>4003</del>	<del>4053</del>	<del>4104</del>	<del>4155</del>	<del>4207</del>	<del>4259</del>	<del>4313</del>	<del>4366</del>	<del>4421</del>	<del>4476</del>	<del>4532</del>

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	<a href="#">3611</a>	<a href="#">3656</a>	<a href="#">3701</a>	<a href="#">3748</a>	<a href="#">3795</a>	<a href="#">3842</a>	<a href="#">3890</a>	<a href="#">3939</a>	<a href="#">3988</a>	<a href="#">4038</a>	<a href="#">4088</a>	<a href="#">4139</a>	<a href="#">4191</a>	<a href="#">4243</a>	<a href="#">4297</a>	<a href="#">4350</a>	<a href="#">4405</a>	<a href="#">4460</a>	<a href="#">4515</a>	<a href="#">4572</a>	<a href="#">4629</a>
0618	A	Account Executive, Senior	<a href="#">3965</a>	<a href="#">4014</a>	<a href="#">4065</a>	<a href="#">4115</a>	<a href="#">4167</a>	<a href="#">4219</a>	<a href="#">4272</a>	<a href="#">4325</a>	<a href="#">4379</a>	<a href="#">4434</a>	<a href="#">4489</a>	<a href="#">4545</a>	<a href="#">4602</a>	<a href="#">4660</a>	<a href="#">4718</a>	<a href="#">4777</a>	<a href="#">4837</a>	<a href="#">4897</a>	<a href="#">4958</a>	<a href="#">5020</a>	<a href="#">5083</a>
1129	A	Benefits Manager	<a href="#">3850</a>	<a href="#">3898</a>	<a href="#">3947</a>	<a href="#">3996</a>	<a href="#">4046</a>	<a href="#">4097</a>	<a href="#">4148</a>	<a href="#">4200</a>	<a href="#">4252</a>	<a href="#">4306</a>	<a href="#">4359</a>	<a href="#">4414</a>	<a href="#">4469</a>	<a href="#">4525</a>	<a href="#">4581</a>	<a href="#">4639</a>	<a href="#">4697</a>	<a href="#">4755</a>	<a href="#">4815</a>	<a href="#">4875</a>	<a href="#">4936</a>
0751	A	Budget Director	<a href="#">6278</a>	<a href="#">6356</a>	<a href="#">6435</a>	<a href="#">6516</a>	<a href="#">6597</a>	<a href="#">6680</a>	<a href="#">6763</a>	<a href="#">6848</a>	<a href="#">6933</a>	<a href="#">7020</a>	<a href="#">7108</a>	<a href="#">7197</a>	<a href="#">7287</a>	<a href="#">7378</a>	<a href="#">7470</a>	<a href="#">7563</a>	<a href="#">7658</a>	<a href="#">7754</a>	<a href="#">7851</a>	<a href="#">7949</a>	<a href="#">8048</a>
0146	A	Business Development Manager	<a href="#">4779</a>	<a href="#">4839</a>	<a href="#">4899</a>	<a href="#">4961</a>	<a href="#">5023</a>	<a href="#">5085</a>	<a href="#">5149</a>	<a href="#">5213</a>	<a href="#">5278</a>	<a href="#">5344</a>	<a href="#">5411</a>	<a href="#">5479</a>	<a href="#">5547</a>	<a href="#">5617</a>	<a href="#">5687</a>	<a href="#">5758</a>	<a href="#">5830</a>	<a href="#">5903</a>	<a href="#">5977</a>	<a href="#">6051</a>	<a href="#">6127</a>
0715	A	City Attorney	<a href="#">8469</a>	<a href="#">8575</a>	<a href="#">8682</a>	<a href="#">8791</a>	<a href="#">8901</a>	<a href="#">9012</a>	<a href="#">9125</a>	<a href="#">9239</a>	<a href="#">9354</a>	<a href="#">9471</a>	<a href="#">9590</a>	<a href="#">9709</a>	<a href="#">9831</a>	<a href="#">9954</a>	<a href="#">10078</a>	<a href="#">10204</a>	<a href="#">10332</a>	<a href="#">10461</a>	<a href="#">10592</a>	<a href="#">10724</a>	<a href="#">10858</a>
1002	A	City Attorney, Assistant	<a href="#">4322</a>	<a href="#">4376</a>	<a href="#">4431</a>	<a href="#">4486</a>	<a href="#">4542</a>	<a href="#">4599</a>	<a href="#">4656</a>	<a href="#">4715</a>	<a href="#">4774</a>	<a href="#">4833</a>	<a href="#">4894</a>	<a href="#">4955</a>	<a href="#">5017</a>	<a href="#">5080</a>	<a href="#">5143</a>	<a href="#">5207</a>	<a href="#">5272</a>	<a href="#">5338</a>	<a href="#">5405</a>	<a href="#">5473</a>	<a href="#">5541</a>
1005	A	City Attorney, Chief Deputy	<a href="#">6908</a>	<a href="#">6994</a>	<a href="#">7082</a>	<a href="#">7170</a>	<a href="#">7260</a>	<a href="#">7350</a>	<a href="#">7442</a>	<a href="#">7535</a>	<a href="#">7630</a>	<a href="#">7725</a>	<a href="#">7821</a>	<a href="#">7919</a>	<a href="#">8018</a>	<a href="#">8118</a>	<a href="#">8220</a>	<a href="#">8323</a>	<a href="#">8427</a>	<a href="#">8532</a>	<a href="#">8639</a>	<a href="#">8747</a>	<a href="#">8856</a>
1004	A	City Attorney, Deputy	<a href="#">5526</a>	<a href="#">5595</a>	<a href="#">5665</a>	<a href="#">5736</a>	<a href="#">5808</a>	<a href="#">5881</a>	<a href="#">5954</a>	<a href="#">6028</a>	<a href="#">6104</a>	<a href="#">6180</a>	<a href="#">6257</a>	<a href="#">6336</a>	<a href="#">6415</a>	<a href="#">6495</a>	<a href="#">6576</a>	<a href="#">6658</a>	<a href="#">6742</a>	<a href="#">6826</a>	<a href="#">6911</a>	<a href="#">6998</a>	<a href="#">7085</a>
1001	A	City Attorney, Prosecuting	<a href="#">3458</a>	<a href="#">3501</a>	<a href="#">3545</a>	<a href="#">3589</a>	<a href="#">3634</a>	<a href="#">3679</a>	<a href="#">3725</a>	<a href="#">3772</a>	<a href="#">3819</a>	<a href="#">3867</a>	<a href="#">3915</a>	<a href="#">3964</a>	<a href="#">4014</a>	<a href="#">4064</a>	<a href="#">4115</a>	<a href="#">4166</a>	<a href="#">4218</a>	<a href="#">4271</a>	<a href="#">4324</a>	<a href="#">4378</a>	<a href="#">4433</a>
0700	A	City Clerk	<a href="#">3339</a>	<a href="#">3381</a>	<a href="#">3423</a>	<a href="#">3466</a>	<a href="#">3509</a>	<a href="#">3553</a>	<a href="#">3598</a>	<a href="#">3643</a>	<a href="#">3688</a>	<a href="#">3734</a>	<a href="#">3781</a>	<a href="#">3828</a>	<a href="#">3876</a>	<a href="#">3924</a>	<a href="#">3974</a>	<a href="#">4023</a>	<a href="#">4073</a>	<a href="#">4124</a>	<a href="#">4176</a>	<a href="#">4228</a>	<a href="#">4281</a>
0747	A	City Manager																					
0746	A	City Manager, Assistant	<a href="#">6855</a>	<a href="#">6940</a>	<a href="#">7027</a>	<a href="#">7115</a>	<a href="#">7204</a>	<a href="#">7294</a>	<a href="#">7385</a>	<a href="#">7477</a>	<a href="#">7571</a>	<a href="#">7666</a>	<a href="#">7761</a>	<a href="#">7858</a>	<a href="#">7957</a>	<a href="#">8056</a>	<a href="#">8157</a>	<a href="#">8259</a>	<a href="#">8362</a>	<a href="#">8467</a>	<a href="#">8572</a>	<a href="#">8680</a>	<a href="#">8788</a>
0744	A	City Manager, Assistant to the	<a href="#">5208</a>	<a href="#">5273</a>	<a href="#">5339</a>	<a href="#">5406</a>	<a href="#">5473</a>	<a href="#">5542</a>	<a href="#">5611</a>	<a href="#">5681</a>	<a href="#">5752</a>	<a href="#">5824</a>	<a href="#">5897</a>	<a href="#">5971</a>	<a href="#">6045</a>	<a href="#">6121</a>	<a href="#">6197</a>	<a href="#">6275</a>	<a href="#">6353</a>	<a href="#">6433</a>	<a href="#">6513</a>	<a href="#">6595</a>	<a href="#">6677</a>
0745	A	City Manager, Deputy	<a href="#">8469</a>	<a href="#">8575</a>	<a href="#">8682</a>	<a href="#">8791</a>	<a href="#">8901</a>	<a href="#">9012</a>	<a href="#">9125</a>	<a href="#">9239</a>	<a href="#">9354</a>	<a href="#">9471</a>	<a href="#">9590</a>	<a href="#">9709</a>	<a href="#">9831</a>	<a href="#">9954</a>	<a href="#">10078</a>	<a href="#">10204</a>	<a href="#">10332</a>	<a href="#">10461</a>	<a href="#">10592</a>	<a href="#">10724</a>	<a href="#">10858</a>
0710	A	City Treasurer	<a href="#">5144</a>	<a href="#">5208</a>	<a href="#">5274</a>	<a href="#">5339</a>	<a href="#">5406</a>	<a href="#">5474</a>	<a href="#">5542</a>	<a href="#">5612</a>	<a href="#">5682</a>	<a href="#">5753</a>	<a href="#">5825</a>	<a href="#">5897</a>	<a href="#">5971</a>	<a href="#">6046</a>	<a href="#">6121</a>	<a href="#">6198</a>	<a href="#">6275</a>	<a href="#">6354</a>	<a href="#">6433</a>	<a href="#">6514</a>	<a href="#">6595</a>
0750	A	Community & Economic Development Director	<a href="#">6334</a>	<a href="#">6413</a>	<a href="#">6493</a>	<a href="#">6574</a>	<a href="#">6656</a>	<a href="#">6740</a>	<a href="#">6824</a>	<a href="#">6909</a>	<a href="#">6995</a>	<a href="#">7083</a>	<a href="#">7171</a>	<a href="#">7261</a>	<a href="#">7352</a>	<a href="#">7444</a>	<a href="#">7537</a>	<a href="#">7631</a>	<a href="#">7726</a>	<a href="#">7823</a>	<a href="#">7921</a>	<a href="#">8020</a>	<a href="#">8120</a>

# Exhibit "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2208	A	Community & Economic Development Director, Assistant	<a href="#">5278</a>	<a href="#">5344</a>	<a href="#">5411</a>	<a href="#">5479</a>	<a href="#">5547</a>	<a href="#">5617</a>	<a href="#">5687</a>	<a href="#">5758</a>	<a href="#">5830</a>	<a href="#">5903</a>	<a href="#">5976</a>	<a href="#">6051</a>	<a href="#">6127</a>	<a href="#">6203</a>	<a href="#">6281</a>	<a href="#">6359</a>	<a href="#">6439</a>	<a href="#">6519</a>	<a href="#">6601</a>	<a href="#">6683</a>	<a href="#">6767</a>
2210	A	Community & Economic Development Division Manager	<a href="#">4589</a>	<a href="#">4646</a>	<a href="#">4704</a>	<a href="#">4763</a>	<a href="#">4823</a>	<a href="#">4883</a>	<a href="#">4944</a>	<a href="#">5006</a>	<a href="#">5068</a>	<a href="#">5132</a>	<a href="#">5196</a>	<a href="#">5261</a>	<a href="#">5326</a>	<a href="#">5393</a>	<a href="#">5460</a>	<a href="#">5529</a>	<a href="#">5598</a>	<a href="#">5668</a>	<a href="#">5739</a>	<a href="#">5810</a>	<a href="#">5883</a>
1176	A	Community & Economic Development Supervisor	<a href="#">3835</a>	<a href="#">3882</a>	<a href="#">3931</a>	<a href="#">3980</a>	<a href="#">4030</a>	<a href="#">4080</a>	<a href="#">4131</a>	<a href="#">4183</a>	<a href="#">4235</a>	<a href="#">4288</a>	<a href="#">4342</a>	<a href="#">4396</a>	<a href="#">4451</a>	<a href="#">4507</a>	<a href="#">4563</a>	<a href="#">4620</a>	<a href="#">4678</a>	<a href="#">4736</a>	<a href="#">4795</a>	<a href="#">4855</a>	<a href="#">4916</a>
0805	A	Community & Media Services Manager	<a href="#">5204</a>	<a href="#">5269</a>	<a href="#">5335</a>	<a href="#">5402</a>	<a href="#">5469</a>	<a href="#">5538</a>	<a href="#">5607</a>	<a href="#">5677</a>	<a href="#">5748</a>	<a href="#">5820</a>	<a href="#">5893</a>	<a href="#">5966</a>	<a href="#">6041</a>	<a href="#">6116</a>	<a href="#">6193</a>	<a href="#">6270</a>	<a href="#">6349</a>	<a href="#">6428</a>	<a href="#">6508</a>	<a href="#">6590</a>	<a href="#">6672</a>
1211	A	Community Relations Officer	<a href="#">3525</a>	<a href="#">3569</a>	<a href="#">3614</a>	<a href="#">3659</a>	<a href="#">3704</a>	<a href="#">3751</a>	<a href="#">3798</a>	<a href="#">3845</a>	<a href="#">3893</a>	<a href="#">3942</a>	<a href="#">3991</a>	<a href="#">4041</a>	<a href="#">4091</a>	<a href="#">4143</a>	<a href="#">4194</a>	<a href="#">4247</a>	<a href="#">4300</a>	<a href="#">4354</a>	<a href="#">4408</a>	<a href="#">4463</a>	<a href="#">4519</a>
0802	A	Community Relations Specialist	<a href="#">3177</a>	<a href="#">3217</a>	<a href="#">3257</a>	<a href="#">3298</a>	<a href="#">3339</a>	<a href="#">3381</a>	<a href="#">3423</a>	<a href="#">3466</a>	<a href="#">3509</a>	<a href="#">3553</a>	<a href="#">3597</a>	<a href="#">3642</a>	<a href="#">3688</a>	<a href="#">3734</a>	<a href="#">3780</a>	<a href="#">3828</a>	<a href="#">3876</a>	<a href="#">3924</a>	<a href="#">3973</a>	<a href="#">4023</a>	<a href="#">4073</a>
0619	A	Conservation Manager	<a href="#">5221</a>	<a href="#">5287</a>	<a href="#">5353</a>	<a href="#">5420</a>	<a href="#">5487</a>	<a href="#">5556</a>	<a href="#">5625</a>	<a href="#">5696</a>	<a href="#">5767</a>	<a href="#">5839</a>	<a href="#">5912</a>	<a href="#">5986</a>	<a href="#">6061</a>	<a href="#">6136</a>	<a href="#">6213</a>	<a href="#">6291</a>	<a href="#">6370</a>	<a href="#">6449</a>	<a href="#">6530</a>	<a href="#">6611</a>	<a href="#">6694</a>
2326	A	Conservation Manager, Assistant	<a href="#">4540</a>	<a href="#">4597</a>	<a href="#">4655</a>	<a href="#">4713</a>	<a href="#">4772</a>	<a href="#">4831</a>	<a href="#">4892</a>	<a href="#">4953</a>	<a href="#">5015</a>	<a href="#">5078</a>	<a href="#">5141</a>	<a href="#">5205</a>	<a href="#">5270</a>	<a href="#">5336</a>	<a href="#">5403</a>	<a href="#">5470</a>	<a href="#">5539</a>	<a href="#">5608</a>	<a href="#">5678</a>	<a href="#">5749</a>	<a href="#">5821</a>
0631		Conservation Program Associate	<a href="#">2289</a>	<a href="#">2317</a>	<a href="#">2346</a>	<a href="#">2375</a>	<a href="#">2405</a>	<a href="#">2435</a>	<a href="#">2466</a>	<a href="#">2496</a>	<a href="#">2528</a>	<a href="#">2559</a>	<a href="#">2591</a>	<a href="#">2624</a>	<a href="#">2656</a>	<a href="#">2690</a>	<a href="#">2723</a>	<a href="#">2757</a>	<a href="#">2792</a>	<a href="#">2827</a>	<a href="#">2862</a>	<a href="#">2898</a>	<a href="#">2934</a>
0632		Conservation Program Coordinator	<a href="#">2668</a>	<a href="#">2702</a>	<a href="#">2736</a>	<a href="#">2770</a>	<a href="#">2804</a>	<a href="#">2839</a>	<a href="#">2875</a>	<a href="#">2911</a>	<a href="#">2947</a>	<a href="#">2984</a>	<a href="#">3021</a>	<a href="#">3059</a>	<a href="#">3097</a>	<a href="#">3136</a>	<a href="#">3175</a>	<a href="#">3215</a>	<a href="#">3255</a>	<a href="#">3296</a>	<a href="#">3337</a>	<a href="#">3379</a>	<a href="#">3421</a>
0630	A	Conservation Program Manager	<a href="#">3516</a>	<a href="#">3560</a>	<a href="#">3605</a>	<a href="#">3650</a>	<a href="#">3695</a>	<a href="#">3742</a>	<a href="#">3788</a>	<a href="#">3836</a>	<a href="#">3884</a>	<a href="#">3932</a>	<a href="#">3981</a>	<a href="#">4031</a>	<a href="#">4082</a>	<a href="#">4133</a>	<a href="#">4184</a>	<a href="#">4237</a>	<a href="#">4289</a>	<a href="#">4343</a>	<a href="#">4397</a>	<a href="#">4452</a>	<a href="#">4508</a>
0620	A	Conservation Supervisor	<a href="#">4044</a>	<a href="#">4095</a>	<a href="#">4146</a>	<a href="#">4198</a>	<a href="#">4250</a>	<a href="#">4304</a>	<a href="#">4357</a>	<a href="#">4412</a>	<a href="#">4467</a>	<a href="#">4523</a>	<a href="#">4579</a>	<a href="#">4637</a>	<a href="#">4694</a>	<a href="#">4753</a>	<a href="#">4813</a>	<a href="#">4873</a>	<a href="#">4934</a>	<a href="#">4995</a>	<a href="#">5058</a>	<a href="#">5121</a>	<a href="#">5185</a>
1124	A	Contract & Program Auditor	<a href="#">2738</a>	<a href="#">2772</a>	<a href="#">2807</a>	<a href="#">2842</a>	<a href="#">2877</a>	<a href="#">2913</a>	<a href="#">2950</a>	<a href="#">2987</a>	<a href="#">3024</a>	<a href="#">3062</a>	<a href="#">3100</a>	<a href="#">3139</a>	<a href="#">3178</a>	<a href="#">3218</a>	<a href="#">3258</a>	<a href="#">3299</a>	<a href="#">3340</a>	<a href="#">3382</a>	<a href="#">3424</a>	<a href="#">3467</a>	<a href="#">3510</a>
0521	A	Controller	<a href="#">6278</a>	<a href="#">6356</a>	<a href="#">6435</a>	<a href="#">6516</a>	<a href="#">6597</a>	<a href="#">6680</a>	<a href="#">6763</a>	<a href="#">6848</a>	<a href="#">6933</a>	<a href="#">7020</a>	<a href="#">7108</a>	<a href="#">7197</a>	<a href="#">7287</a>	<a href="#">7378</a>	<a href="#">7470</a>	<a href="#">7563</a>	<a href="#">7658</a>	<a href="#">7754</a>	<a href="#">7851</a>	<a href="#">7949</a>	<a href="#">8048</a>
4311	A	Court Administrator	<a href="#">4872</a>	<a href="#">4933</a>	<a href="#">4994</a>	<a href="#">5057</a>	<a href="#">5120</a>	<a href="#">5184</a>	<a href="#">5249</a>	<a href="#">5315</a>	<a href="#">5381</a>	<a href="#">5448</a>	<a href="#">5516</a>	<a href="#">5585</a>	<a href="#">5655</a>	<a href="#">5726</a>	<a href="#">5797</a>	<a href="#">5870</a>	<a href="#">5943</a>	<a href="#">6018</a>	<a href="#">6093</a>	<a href="#">6169</a>	<a href="#">6246</a>
4308	A	Court Operations Supervisor	<a href="#">3609</a>	<a href="#">3654</a>	<a href="#">3700</a>	<a href="#">3746</a>	<a href="#">3793</a>	<a href="#">3840</a>	<a href="#">3888</a>	<a href="#">3937</a>	<a href="#">3986</a>	<a href="#">4036</a>	<a href="#">4086</a>	<a href="#">4138</a>	<a href="#">4189</a>	<a href="#">4242</a>	<a href="#">4295</a>	<a href="#">4348</a>	<a href="#">4403</a>	<a href="#">4458</a>	<a href="#">4513</a>	<a href="#">4570</a>	<a href="#">4627</a>
0609	A	Customer Service Supervisor I	<a href="#">3282</a>	<a href="#">3323</a>	<a href="#">3365</a>	<a href="#">3407</a>	<a href="#">3449</a>	<a href="#">3493</a>	<a href="#">3536</a>	<a href="#">3580</a>	<a href="#">3625</a>	<a href="#">3671</a>	<a href="#">3716</a>	<a href="#">3763</a>	<a href="#">3810</a>	<a href="#">3858</a>	<a href="#">3906</a>	<a href="#">3955</a>	<a href="#">4004</a>	<a href="#">4054</a>	<a href="#">4105</a>	<a href="#">4156</a>	<a href="#">4208</a>
0610	A	Customer Service Supervisor II	<a href="#">3611</a>	<a href="#">3656</a>	<a href="#">3701</a>	<a href="#">3748</a>	<a href="#">3795</a>	<a href="#">3842</a>	<a href="#">3890</a>	<a href="#">3939</a>	<a href="#">3988</a>	<a href="#">4038</a>	<a href="#">4088</a>	<a href="#">4139</a>	<a href="#">4191</a>	<a href="#">4243</a>	<a href="#">4297</a>	<a href="#">4350</a>	<a href="#">4405</a>	<a href="#">4460</a>	<a href="#">4515</a>	<a href="#">4572</a>	<a href="#">4629</a>
0727	A	Customer Services Assistant Manager	<a href="#">4884</a>	<a href="#">4945</a>	<a href="#">5007</a>	<a href="#">5070</a>	<a href="#">5133</a>	<a href="#">5197</a>	<a href="#">5262</a>	<a href="#">5328</a>	<a href="#">5395</a>	<a href="#">5462</a>	<a href="#">5530</a>	<a href="#">5600</a>	<a href="#">5670</a>	<a href="#">5740</a>	<a href="#">5812</a>	<a href="#">5885</a>	<a href="#">5958</a>	<a href="#">6033</a>	<a href="#">6108</a>	<a href="#">6185</a>	<a href="#">6262</a>
0616	A	Customer Services Manager	<a href="#">6852</a>	<a href="#">6938</a>	<a href="#">7025</a>	<a href="#">7113</a>	<a href="#">7201</a>	<a href="#">7291</a>	<a href="#">7383</a>	<a href="#">7475</a>	<a href="#">7568</a>	<a href="#">7663</a>	<a href="#">7759</a>	<a href="#">7856</a>	<a href="#">7954</a>	<a href="#">8053</a>	<a href="#">8154</a>	<a href="#">8256</a>	<a href="#">8359</a>	<a href="#">8464</a>	<a href="#">8569</a>	<a href="#">8677</a>	<a href="#">8785</a>

# Exhibit “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
4605		Department Aide	<a href="#">1182</a>	<a href="#">1196</a>	<a href="#">1211</a>	<a href="#">1227</a>	<a href="#">1242</a>	<a href="#">1257</a>	<a href="#">1273</a>	<a href="#">1289</a>	<a href="#">1305</a>	<a href="#">1322</a>	<a href="#">1338</a>	<a href="#">1355</a>	<a href="#">1372</a>	<a href="#">1389</a>	<a href="#">1406</a>	<a href="#">1424</a>	<a href="#">1442</a>	<a href="#">1460</a>	<a href="#">1478</a>	<a href="#">1496</a>	<a href="#">1515</a>
2349	A	Development Specialist	<a href="#">2725</a>	<a href="#">2759</a>	<a href="#">2794</a>	<a href="#">2829</a>	<a href="#">2864</a>	<a href="#">2900</a>	<a href="#">2936</a>	<a href="#">2973</a>	<a href="#">3010</a>	<a href="#">3048</a>	<a href="#">3086</a>	<a href="#">3124</a>	<a href="#">3163</a>	<a href="#">3203</a>	<a href="#">3243</a>	<a href="#">3284</a>	<a href="#">3325</a>	<a href="#">3366</a>	<a href="#">3408</a>	<a href="#">3451</a>	<a href="#">3494</a>
2070	A	Engineer	<a href="#">3650</a>	<a href="#">3695</a>	<a href="#">3741</a>	<a href="#">3788</a>	<a href="#">3836</a>	<a href="#">3884</a>	<a href="#">3932</a>	<a href="#">3981</a>	<a href="#">4031</a>	<a href="#">4081</a>	<a href="#">4132</a>	<a href="#">4184</a>	<a href="#">4236</a>	<a href="#">4289</a>	<a href="#">4343</a>	<a href="#">4397</a>	<a href="#">4452</a>	<a href="#">4508</a>	<a href="#">4564</a>	<a href="#">4621</a>	<a href="#">4679</a>
8028		Engineer in Training	<a href="#">2525</a>	<a href="#">2556</a>	<a href="#">2588</a>	<a href="#">2621</a>	<a href="#">2654</a>	<a href="#">2687</a>	<a href="#">2720</a>	<a href="#">2754</a>	<a href="#">2789</a>	<a href="#">2824</a>	<a href="#">2859</a>	<a href="#">2895</a>	<a href="#">2931</a>	<a href="#">2967</a>	<a href="#">3005</a>	<a href="#">3042</a>	<a href="#">3080</a>	<a href="#">3119</a>	<a href="#">3158</a>	<a href="#">3197</a>	<a href="#">3237</a>
2068	A	Engineer, Associate	<a href="#">3208</a>	<a href="#">3248</a>	<a href="#">3289</a>	<a href="#">3330</a>	<a href="#">3372</a>	<a href="#">3414</a>	<a href="#">3456</a>	<a href="#">3500</a>	<a href="#">3543</a>	<a href="#">3588</a>	<a href="#">3633</a>	<a href="#">3678</a>	<a href="#">3724</a>	<a href="#">3770</a>	<a href="#">3818</a>	<a href="#">3865</a>	<a href="#">3914</a>	<a href="#">3963</a>	<a href="#">4012</a>	<a href="#">4062</a>	<a href="#">4113</a>
2073	A	Engineer, Principal	<a href="#">4533</a>	<a href="#">4590</a>	<a href="#">4647</a>	<a href="#">4706</a>	<a href="#">4764</a>	<a href="#">4824</a>	<a href="#">4884</a>	<a href="#">4945</a>	<a href="#">5007</a>	<a href="#">5070</a>	<a href="#">5133</a>	<a href="#">5197</a>	<a href="#">5262</a>	<a href="#">5328</a>	<a href="#">5395</a>	<a href="#">5462</a>	<a href="#">5530</a>	<a href="#">5599</a>	<a href="#">5669</a>	<a href="#">5740</a>	<a href="#">5812</a>
2082	A	Engineer, Professional	<a href="#">4091</a>	<a href="#">4142</a>	<a href="#">4194</a>	<a href="#">4246</a>	<a href="#">4300</a>	<a href="#">4353</a>	<a href="#">4408</a>	<a href="#">4463</a>	<a href="#">4519</a>	<a href="#">4575</a>	<a href="#">4632</a>	<a href="#">4690</a>	<a href="#">4749</a>	<a href="#">4808</a>	<a href="#">4868</a>	<a href="#">4929</a>	<a href="#">4991</a>	<a href="#">5053</a>	<a href="#">5116</a>	<a href="#">5180</a>	<a href="#">5245</a>
2083	A	Engineer, Senior	<a href="#">4091</a>	<a href="#">4142</a>	<a href="#">4194</a>	<a href="#">4246</a>	<a href="#">4300</a>	<a href="#">4353</a>	<a href="#">4408</a>	<a href="#">4463</a>	<a href="#">4519</a>	<a href="#">4575</a>	<a href="#">4632</a>	<a href="#">4690</a>	<a href="#">4749</a>	<a href="#">4808</a>	<a href="#">4868</a>	<a href="#">4929</a>	<a href="#">4991</a>	<a href="#">5053</a>	<a href="#">5116</a>	<a href="#">5180</a>	<a href="#">5245</a>
2060	A	Engineer, Senior Principal	<a href="#">4975</a>	<a href="#">5037</a>	<a href="#">5100</a>	<a href="#">5164</a>	<a href="#">5228</a>	<a href="#">5294</a>	<a href="#">5360</a>	<a href="#">5427</a>	<a href="#">5495</a>	<a href="#">5563</a>	<a href="#">5633</a>	<a href="#">5703</a>	<a href="#">5775</a>	<a href="#">5847</a>	<a href="#">5920</a>	<a href="#">5994</a>	<a href="#">6069</a>	<a href="#">6145</a>	<a href="#">6221</a>	<a href="#">6299</a>	<a href="#">6378</a>
0758	A	Environmental Services Director	<a href="#">7506</a>	<a href="#">7600</a>	<a href="#">7695</a>	<a href="#">7791</a>	<a href="#">7888</a>	<a href="#">7987</a>	<a href="#">8087</a>	<a href="#">8188</a>	<a href="#">8290</a>	<a href="#">8394</a>	<a href="#">8499</a>	<a href="#">8605</a>	<a href="#">8713</a>	<a href="#">8822</a>	<a href="#">8932</a>	<a href="#">9043</a>	<a href="#">9157</a>	<a href="#">9271</a>	<a href="#">9387</a>	<a href="#">9504</a>	<a href="#">9623</a>
2059	A	Environmental Services Director, Assistant	<a href="#">6468</a>	<a href="#">6549</a>	<a href="#">6631</a>	<a href="#">6713</a>	<a href="#">6797</a>	<a href="#">6882</a>	<a href="#">6968</a>	<a href="#">7055</a>	<a href="#">7144</a>	<a href="#">7233</a>	<a href="#">7323</a>	<a href="#">7415</a>	<a href="#">7508</a>	<a href="#">7601</a>	<a href="#">7696</a>	<a href="#">7793</a>	<a href="#">7890</a>	<a href="#">7989</a>	<a href="#">8089</a>	<a href="#">8190</a>	<a href="#">8292</a>
2056	A	Environmental Services Division Manager	<a href="#">5733</a>	<a href="#">5805</a>	<a href="#">5877</a>	<a href="#">5951</a>	<a href="#">6025</a>	<a href="#">6100</a>	<a href="#">6177</a>	<a href="#">6254</a>	<a href="#">6332</a>	<a href="#">6411</a>	<a href="#">6491</a>	<a href="#">6573</a>	<a href="#">6655</a>	<a href="#">6738</a>	<a href="#">6822</a>	<a href="#">6907</a>	<a href="#">6994</a>	<a href="#">7081</a>	<a href="#">7170</a>	<a href="#">7259</a>	<a href="#">7350</a>
2057	A	Environmental Services Division Manager, Assistant	<a href="#">5211</a>	<a href="#">5276</a>	<a href="#">5342</a>	<a href="#">5409</a>	<a href="#">5477</a>	<a href="#">5545</a>	<a href="#">5614</a>	<a href="#">5685</a>	<a href="#">5756</a>	<a href="#">5828</a>	<a href="#">5901</a>	<a href="#">5974</a>	<a href="#">6049</a>	<a href="#">6125</a>	<a href="#">6201</a>	<a href="#">6279</a>	<a href="#">6357</a>	<a href="#">6437</a>	<a href="#">6517</a>	<a href="#">6599</a>	<a href="#">6681</a>
2092		Environmental Specialist	<a href="#">3023</a>	<a href="#">3060</a>	<a href="#">3099</a>	<a href="#">3137</a>	<a href="#">3177</a>	<a href="#">3216</a>	<a href="#">3256</a>	<a href="#">3297</a>	<a href="#">3338</a>	<a href="#">3380</a>	<a href="#">3422</a>	<a href="#">3465</a>	<a href="#">3508</a>	<a href="#">3552</a>	<a href="#">3597</a>	<a href="#">3642</a>	<a href="#">3687</a>	<a href="#">3733</a>	<a href="#">3780</a>	<a href="#">3827</a>	<a href="#">3875</a>
2093		Environmental Specialist, Senior	<a href="#">3515</a>	<a href="#">3559</a>	<a href="#">3603</a>	<a href="#">3648</a>	<a href="#">3694</a>	<a href="#">3740</a>	<a href="#">3787</a>	<a href="#">3834</a>	<a href="#">3882</a>	<a href="#">3930</a>	<a href="#">3980</a>	<a href="#">4029</a>	<a href="#">4080</a>	<a href="#">4131</a>	<a href="#">4182</a>	<a href="#">4235</a>	<a href="#">4288</a>	<a href="#">4341</a>	<a href="#">4395</a>	<a href="#">4450</a>	<a href="#">4506</a>
2097		Environmental Technician	<a href="#">2498</a>	<a href="#">2530</a>	<a href="#">2561</a>	<a href="#">2593</a>	<a href="#">2626</a>	<a href="#">2658</a>	<a href="#">2692</a>	<a href="#">2725</a>	<a href="#">2759</a>	<a href="#">2794</a>	<a href="#">2829</a>	<a href="#">2864</a>	<a href="#">2900</a>	<a href="#">2936</a>	<a href="#">2973</a>	<a href="#">3010</a>	<a href="#">3048</a>	<a href="#">3086</a>	<a href="#">3124</a>	<a href="#">3163</a>	<a href="#">3203</a>
2098		Environmental Technician, Senior	<a href="#">2748</a>	<a href="#">2782</a>	<a href="#">2817</a>	<a href="#">2852</a>	<a href="#">2888</a>	<a href="#">2924</a>	<a href="#">2961</a>	<a href="#">2998</a>	<a href="#">3035</a>	<a href="#">3073</a>	<a href="#">3111</a>	<a href="#">3150</a>	<a href="#">3190</a>	<a href="#">3230</a>	<a href="#">3270</a>	<a href="#">3311</a>	<a href="#">3352</a>	<a href="#">3394</a>	<a href="#">3437</a>	<a href="#">3480</a>	<a href="#">3523</a>
0753	A	Equity & Human Rights Director	<a href="#">6334</a>	<a href="#">6413</a>	<a href="#">6493</a>	<a href="#">6574</a>	<a href="#">6656</a>	<a href="#">6740</a>	<a href="#">6824</a>	<a href="#">6909</a>	<a href="#">6995</a>	<a href="#">7083</a>	<a href="#">7171</a>	<a href="#">7261</a>	<a href="#">7352</a>	<a href="#">7444</a>	<a href="#">7537</a>	<a href="#">7631</a>	<a href="#">7726</a>	<a href="#">7823</a>	<a href="#">7921</a>	<a href="#">8020</a>	<a href="#">8120</a>
0820	A	Executive Assistant	<a href="#">3363</a>	<a href="#">3405</a>	<a href="#">3447</a>	<a href="#">3490</a>	<a href="#">3534</a>	<a href="#">3578</a>	<a href="#">3623</a>	<a href="#">3668</a>	<a href="#">3714</a>	<a href="#">3760</a>	<a href="#">3807</a>	<a href="#">3855</a>	<a href="#">3903</a>	<a href="#">3952</a>	<a href="#">4001</a>	<a href="#">4051</a>	<a href="#">4102</a>	<a href="#">4153</a>	<a href="#">4205</a>	<a href="#">4258</a>	<a href="#">4311</a>
0712	A	Finance Director	<a href="#">7511</a>	<a href="#">7605</a>	<a href="#">7700</a>	<a href="#">7797</a>	<a href="#">7894</a>	<a href="#">7993</a>	<a href="#">8093</a>	<a href="#">8194</a>	<a href="#">8296</a>	<a href="#">8400</a>	<a href="#">8505</a>	<a href="#">8611</a>	<a href="#">8719</a>	<a href="#">8828</a>	<a href="#">8938</a>	<a href="#">9050</a>	<a href="#">9163</a>	<a href="#">9278</a>	<a href="#">9394</a>	<a href="#">9511</a>	<a href="#">9630</a>
0520	A	Financial Manager	<a href="#">4031</a>	<a href="#">4081</a>	<a href="#">4132</a>	<a href="#">4184</a>	<a href="#">4236</a>	<a href="#">4289</a>	<a href="#">4343</a>	<a href="#">4397</a>	<a href="#">4452</a>	<a href="#">4508</a>	<a href="#">4564</a>	<a href="#">4621</a>	<a href="#">4679</a>	<a href="#">4738</a>	<a href="#">4797</a>	<a href="#">4857</a>	<a href="#">4917</a>	<a href="#">4979</a>	<a href="#">5041</a>	<a href="#">5104</a>	<a href="#">5168</a>



# Exhibit "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0522	A	Financial Manager, Sr	<a href="#">47.42</a>	<a href="#">48.02</a>	<a href="#">48.62</a>	<a href="#">49.23</a>	<a href="#">49.84</a>	<a href="#">50.46</a>	<a href="#">51.09</a>	<a href="#">51.73</a>	<a href="#">52.38</a>	<a href="#">53.03</a>	<a href="#">53.70</a>	<a href="#">54.37</a>	<a href="#">55.05</a>	<a href="#">55.74</a>	<a href="#">56.43</a>	<a href="#">57.14</a>	<a href="#">57.85</a>	<a href="#">58.58</a>	<a href="#">59.31</a>	<a href="#">60.05</a>	<a href="#">60.80</a>
0524	A	Financial Supervisor	<a href="#">34.11</a>	<a href="#">34.54</a>	<a href="#">34.97</a>	<a href="#">35.40</a>	<a href="#">35.85</a>	<a href="#">36.30</a>	<a href="#">36.75</a>	<a href="#">37.21</a>	<a href="#">37.67</a>	<a href="#">38.14</a>	<a href="#">38.62</a>	<a href="#">39.10</a>	<a href="#">39.59</a>	<a href="#">40.09</a>	<a href="#">40.59</a>	<a href="#">41.10</a>	<a href="#">41.61</a>	<a href="#">42.13</a>	<a href="#">42.66</a>	<a href="#">43.19</a>	<a href="#">43.73</a>
4020		Fire & Life Safety Educator	<a href="#">28.81</a>	<a href="#">29.17</a>	<a href="#">29.53</a>	<a href="#">29.90</a>	<a href="#">30.27</a>	<a href="#">30.65</a>	<a href="#">31.03</a>	<a href="#">31.42</a>	<a href="#">31.82</a>	<a href="#">32.21</a>	<a href="#">32.62</a>	<a href="#">33.02</a>	<a href="#">33.44</a>	<a href="#">33.85</a>	<a href="#">34.28</a>	<a href="#">34.71</a>	<a href="#">35.14</a>	<a href="#">35.58</a>	<a href="#">36.02</a>	<a href="#">36.47</a>	<a href="#">36.93</a>
0767	A	Fire Chief	<a href="#">82.06</a>	<a href="#">83.08</a>	<a href="#">84.12</a>	<a href="#">85.17</a>	<a href="#">86.24</a>	<a href="#">87.32</a>	<a href="#">88.41</a>	<a href="#">89.51</a>	<a href="#">90.63</a>	<a href="#">91.76</a>	<a href="#">92.91</a>	<a href="#">94.07</a>	<a href="#">95.25</a>	<a href="#">96.44</a>	<a href="#">97.64</a>	<a href="#">98.86</a>	<a href="#">100.10</a>	<a href="#">101.35</a>	<a href="#">102.62</a>	<a href="#">103.90</a>	<a href="#">105.20</a>
0518	A	Fire Department Manager	<a href="#">47.57</a>	<a href="#">48.17</a>	<a href="#">48.77</a>	<a href="#">49.38</a>	<a href="#">50.00</a>	<a href="#">50.62</a>	<a href="#">51.25</a>	<a href="#">51.89</a>	<a href="#">52.54</a>	<a href="#">53.20</a>	<a href="#">53.87</a>	<a href="#">54.54</a>	<a href="#">55.22</a>	<a href="#">55.91</a>	<a href="#">56.61</a>	<a href="#">57.32</a>	<a href="#">58.03</a>	<a href="#">58.76</a>	<a href="#">59.49</a>	<a href="#">60.24</a>	<a href="#">60.99</a>
4215	A	Forensics Manager	<a href="#">42.28</a>	<a href="#">42.81</a>	<a href="#">43.35</a>	<a href="#">43.89</a>	<a href="#">44.44</a>	<a href="#">44.99</a>	<a href="#">45.56</a>	<a href="#">46.13</a>	<a href="#">46.70</a>	<a href="#">47.29</a>	<a href="#">47.88</a>	<a href="#">48.48</a>	<a href="#">49.08</a>	<a href="#">49.70</a>	<a href="#">50.32</a>	<a href="#">50.95</a>	<a href="#">51.58</a>	<a href="#">52.23</a>	<a href="#">52.88</a>	<a href="#">53.54</a>	<a href="#">54.21</a>
0726	A	Government Relations Analyst	<a href="#">47.99</a>	<a href="#">48.59</a>	<a href="#">49.19</a>	<a href="#">49.81</a>	<a href="#">50.43</a>	<a href="#">51.06</a>	<a href="#">51.70</a>	<a href="#">52.35</a>	<a href="#">53.00</a>	<a href="#">53.66</a>	<a href="#">54.33</a>	<a href="#">55.01</a>	<a href="#">55.70</a>	<a href="#">56.40</a>	<a href="#">57.10</a>	<a href="#">57.82</a>	<a href="#">58.54</a>	<a href="#">59.27</a>	<a href="#">60.01</a>	<a href="#">60.76</a>	<a href="#">61.52</a>
0724	A	Government Relations Officer	<a href="#">57.73</a>	<a href="#">58.45</a>	<a href="#">59.18</a>	<a href="#">59.92</a>	<a href="#">60.67</a>	<a href="#">61.43</a>	<a href="#">62.20</a>	<a href="#">62.97</a>	<a href="#">63.76</a>	<a href="#">64.56</a>	<a href="#">65.36</a>	<a href="#">66.18</a>	<a href="#">67.01</a>	<a href="#">67.85</a>	<a href="#">68.69</a>	<a href="#">69.55</a>	<a href="#">70.42</a>	<a href="#">71.30</a>	<a href="#">72.19</a>	<a href="#">73.10</a>	<a href="#">74.01</a>
0717	A	Hearing Examiner	<a href="#">69.08</a>	<a href="#">69.94</a>	<a href="#">70.82</a>	<a href="#">71.70</a>	<a href="#">72.60</a>	<a href="#">73.50</a>	<a href="#">74.42</a>	<a href="#">75.35</a>	<a href="#">76.30</a>	<a href="#">77.25</a>	<a href="#">78.21</a>	<a href="#">79.19</a>	<a href="#">80.18</a>	<a href="#">81.18</a>	<a href="#">82.20</a>	<a href="#">83.23</a>	<a href="#">84.27</a>	<a href="#">85.32</a>	<a href="#">86.39</a>	<a href="#">87.47</a>	<a href="#">88.56</a>
2310	A	Historic Preservation Coordinator	<a href="#">27.52</a>	<a href="#">27.86</a>	<a href="#">28.21</a>	<a href="#">28.56</a>	<a href="#">28.92</a>	<a href="#">29.28</a>	<a href="#">29.65</a>	<a href="#">30.02</a>	<a href="#">30.39</a>	<a href="#">30.77</a>	<a href="#">31.16</a>	<a href="#">31.55</a>	<a href="#">31.94</a>	<a href="#">32.34</a>	<a href="#">32.75</a>	<a href="#">33.16</a>	<a href="#">33.57</a>	<a href="#">33.99</a>	<a href="#">34.41</a>	<a href="#">34.84</a>	<a href="#">35.28</a>
2309	A	Historic Preservation Officer	<a href="#">35.96</a>	<a href="#">36.41</a>	<a href="#">36.86</a>	<a href="#">37.32</a>	<a href="#">37.79</a>	<a href="#">38.26</a>	<a href="#">38.74</a>	<a href="#">39.23</a>	<a href="#">39.72</a>	<a href="#">40.21</a>	<a href="#">40.71</a>	<a href="#">41.22</a>	<a href="#">41.74</a>	<a href="#">42.26</a>	<a href="#">42.79</a>	<a href="#">43.32</a>	<a href="#">43.87</a>	<a href="#">44.41</a>	<a href="#">44.97</a>	<a href="#">45.53</a>	<a href="#">46.10</a>
2336		Housing Rehabilitation Specialist	<a href="#">28.01</a>	<a href="#">28.36</a>	<a href="#">28.71</a>	<a href="#">29.07</a>	<a href="#">29.44</a>	<a href="#">29.81</a>	<a href="#">30.18</a>	<a href="#">30.55</a>	<a href="#">30.94</a>	<a href="#">31.32</a>	<a href="#">31.72</a>	<a href="#">32.11</a>	<a href="#">32.51</a>	<a href="#">32.92</a>	<a href="#">33.33</a>	<a href="#">33.75</a>	<a href="#">34.17</a>	<a href="#">34.60</a>	<a href="#">35.03</a>	<a href="#">35.47</a>	<a href="#">35.91</a>
1115		Human Resources Analyst	<a href="#">29.77</a>	<a href="#">30.15</a>	<a href="#">30.52</a>	<a href="#">30.90</a>	<a href="#">31.29</a>	<a href="#">31.68</a>	<a href="#">32.08</a>	<a href="#">32.48</a>	<a href="#">32.88</a>	<a href="#">33.29</a>	<a href="#">33.71</a>	<a href="#">34.13</a>	<a href="#">34.56</a>	<a href="#">34.99</a>	<a href="#">35.43</a>	<a href="#">35.87</a>	<a href="#">36.32</a>	<a href="#">36.77</a>	<a href="#">37.23</a>	<a href="#">37.70</a>	<a href="#">38.17</a>
1131	A	Human Resources Analyst, Sr	<a href="#">35.40</a>	<a href="#">35.85</a>	<a href="#">36.30</a>	<a href="#">36.75</a>	<a href="#">37.21</a>	<a href="#">37.67</a>	<a href="#">38.14</a>	<a href="#">38.62</a>	<a href="#">39.10</a>	<a href="#">39.59</a>	<a href="#">40.09</a>	<a href="#">40.59</a>	<a href="#">41.10</a>	<a href="#">41.61</a>	<a href="#">42.13</a>	<a href="#">42.66</a>	<a href="#">43.19</a>	<a href="#">43.73</a>	<a href="#">44.28</a>	<a href="#">44.83</a>	<a href="#">45.39</a>
1106		Human Resources Assistant	<a href="#">18.61</a>	<a href="#">18.84</a>	<a href="#">19.08</a>	<a href="#">19.32</a>	<a href="#">19.56</a>	<a href="#">19.80</a>	<a href="#">20.05</a>	<a href="#">20.30</a>	<a href="#">20.56</a>	<a href="#">20.81</a>	<a href="#">21.07</a>	<a href="#">21.34</a>	<a href="#">21.60</a>	<a href="#">21.87</a>	<a href="#">22.15</a>	<a href="#">22.42</a>	<a href="#">22.70</a>	<a href="#">22.99</a>	<a href="#">23.27</a>	<a href="#">23.57</a>	<a href="#">23.86</a>
0735	A	Human Resources Director	<a href="#">67.16</a>	<a href="#">68.00</a>	<a href="#">68.85</a>	<a href="#">69.71</a>	<a href="#">70.58</a>	<a href="#">71.46</a>	<a href="#">72.36</a>	<a href="#">73.26</a>	<a href="#">74.18</a>	<a href="#">75.10</a>	<a href="#">76.04</a>	<a href="#">76.99</a>	<a href="#">77.95</a>	<a href="#">78.93</a>	<a href="#">79.92</a>	<a href="#">80.91</a>	<a href="#">81.93</a>	<a href="#">82.95</a>	<a href="#">83.99</a>	<a href="#">85.04</a>	<a href="#">86.10</a>
1125	A	Human Resources Director, Assistant	<a href="#">55.84</a>	<a href="#">56.54</a>	<a href="#">57.25</a>	<a href="#">57.96</a>	<a href="#">58.69</a>	<a href="#">59.42</a>	<a href="#">60.16</a>	<a href="#">60.91</a>	<a href="#">61.68</a>	<a href="#">62.45</a>	<a href="#">63.23</a>	<a href="#">64.02</a>	<a href="#">64.82</a>	<a href="#">65.63</a>	<a href="#">66.45</a>	<a href="#">67.28</a>	<a href="#">68.12</a>	<a href="#">68.97</a>	<a href="#">69.83</a>	<a href="#">70.71</a>	<a href="#">71.59</a>
1136	A	Human Resources Manager	<a href="#">40.28</a>	<a href="#">40.78</a>	<a href="#">41.29</a>	<a href="#">41.81</a>	<a href="#">42.33</a>	<a href="#">42.86</a>	<a href="#">43.40</a>	<a href="#">43.94</a>	<a href="#">44.49</a>	<a href="#">45.04</a>	<a href="#">45.61</a>	<a href="#">46.18</a>	<a href="#">46.75</a>	<a href="#">47.34</a>	<a href="#">47.93</a>	<a href="#">48.53</a>	<a href="#">49.14</a>	<a href="#">49.75</a>	<a href="#">50.37</a>	<a href="#">51.00</a>	<a href="#">51.64</a>
1114		Human Resources Specialist	<a href="#">25.30</a>	<a href="#">25.62</a>	<a href="#">25.94</a>	<a href="#">26.26</a>	<a href="#">26.59</a>	<a href="#">26.92</a>	<a href="#">27.26</a>	<a href="#">27.60</a>	<a href="#">27.95</a>	<a href="#">28.30</a>	<a href="#">28.65</a>	<a href="#">29.01</a>	<a href="#">29.37</a>	<a href="#">29.74</a>	<a href="#">30.11</a>	<a href="#">30.49</a>	<a href="#">30.87</a>	<a href="#">31.25</a>	<a href="#">31.64</a>	<a href="#">32.04</a>	<a href="#">32.44</a>
2533		Human Services Program Assistant	<a href="#">18.30</a>	<a href="#">18.53</a>	<a href="#">18.76</a>	<a href="#">18.99</a>	<a href="#">19.23</a>	<a href="#">19.47</a>	<a href="#">19.72</a>	<a href="#">19.96</a>	<a href="#">20.21</a>	<a href="#">20.46</a>	<a href="#">20.72</a>	<a href="#">20.98</a>	<a href="#">21.24</a>	<a href="#">21.51</a>	<a href="#">21.77</a>	<a href="#">22.05</a>	<a href="#">22.32</a>	<a href="#">22.60</a>	<a href="#">22.88</a>	<a href="#">23.17</a>	<a href="#">23.46</a>
5151	A	Hydro Project Manager	<a href="#">57.39</a>	<a href="#">58.11</a>	<a href="#">58.84</a>	<a href="#">59.57</a>	<a href="#">60.32</a>	<a href="#">61.07</a>	<a href="#">61.83</a>	<a href="#">62.61</a>	<a href="#">63.39</a>	<a href="#">64.18</a>	<a href="#">64.98</a>	<a href="#">65.80</a>	<a href="#">66.62</a>	<a href="#">67.45</a>	<a href="#">68.30</a>	<a href="#">69.15</a>	<a href="#">70.01</a>	<a href="#">70.89</a>	<a href="#">71.77</a>	<a href="#">72.67</a>	<a href="#">73.58</a>
5150	A	Hydro Project Manager, Assistant	<a href="#">51.66</a>	<a href="#">52.31</a>	<a href="#">52.96</a>	<a href="#">53.62</a>	<a href="#">54.29</a>	<a href="#">54.97</a>	<a href="#">55.66</a>	<a href="#">56.35</a>	<a href="#">57.06</a>	<a href="#">57.77</a>	<a href="#">58.49</a>	<a href="#">59.22</a>	<a href="#">59.96</a>	<a href="#">60.71</a>	<a href="#">61.47</a>	<a href="#">62.24</a>	<a href="#">63.02</a>	<a href="#">63.81</a>	<a href="#">64.60</a>	<a href="#">65.41</a>	<a href="#">66.23</a>

# Exhibit “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0835	A	Information Technology Director	<a href="#">75.11</a>	<a href="#">76.05</a>	<a href="#">77.00</a>	<a href="#">77.97</a>	<a href="#">78.94</a>	<a href="#">79.93</a>	<a href="#">80.93</a>	<a href="#">81.94</a>	<a href="#">82.96</a>	<a href="#">84.00</a>	<a href="#">85.05</a>	<a href="#">86.11</a>	<a href="#">87.19</a>	<a href="#">88.28</a>	<a href="#">89.38</a>	<a href="#">90.50</a>	<a href="#">91.63</a>	<a href="#">92.78</a>	<a href="#">93.94</a>	<a href="#">95.11</a>	<a href="#">96.30</a>
0837	A	Information Technology Director, Assistant	<a href="#">60.93</a>	<a href="#">61.69</a>	<a href="#">62.46</a>	<a href="#">63.24</a>	<a href="#">64.03</a>	<a href="#">64.83</a>	<a href="#">65.64</a>	<a href="#">66.46</a>	<a href="#">67.29</a>	<a href="#">68.13</a>	<a href="#">68.99</a>	<a href="#">69.85</a>	<a href="#">70.72</a>	<a href="#">71.60</a>	<a href="#">72.50</a>	<a href="#">73.41</a>	<a href="#">74.32</a>	<a href="#">75.25</a>	<a href="#">76.19</a>	<a href="#">77.15</a>	<a href="#">78.11</a>
0140	A	Information Technology Manager	<a href="#">49.34</a>	<a href="#">49.96</a>	<a href="#">50.58</a>	<a href="#">51.22</a>	<a href="#">51.86</a>	<a href="#">52.51</a>	<a href="#">53.16</a>	<a href="#">53.83</a>	<a href="#">54.50</a>	<a href="#">55.18</a>	<a href="#">55.87</a>	<a href="#">56.57</a>	<a href="#">57.28</a>	<a href="#">57.99</a>	<a href="#">58.72</a>	<a href="#">59.45</a>	<a href="#">60.19</a>	<a href="#">60.95</a>	<a href="#">61.71</a>	<a href="#">62.48</a>	<a href="#">63.26</a>
0136	A	Information Technology Supervisor	<a href="#">44.93</a>	<a href="#">45.49</a>	<a href="#">46.06</a>	<a href="#">46.63</a>	<a href="#">47.22</a>	<a href="#">47.81</a>	<a href="#">48.41</a>	<a href="#">49.01</a>	<a href="#">49.62</a>	<a href="#">50.24</a>	<a href="#">50.87</a>	<a href="#">51.51</a>	<a href="#">52.15</a>	<a href="#">52.80</a>	<a href="#">53.46</a>	<a href="#">54.13</a>	<a href="#">54.81</a>	<a href="#">55.49</a>	<a href="#">56.19</a>	<a href="#">56.89</a>	<a href="#">57.60</a>
1118	A	Labor Negotiator	<a href="#">43.45</a>	<a href="#">44.00</a>	<a href="#">44.55</a>	<a href="#">45.10</a>	<a href="#">45.67</a>	<a href="#">46.24</a>	<a href="#">46.82</a>	<a href="#">47.40</a>	<a href="#">47.99</a>	<a href="#">48.59</a>	<a href="#">49.20</a>	<a href="#">49.82</a>	<a href="#">50.44</a>	<a href="#">51.07</a>	<a href="#">51.71</a>	<a href="#">52.35</a>	<a href="#">53.01</a>	<a href="#">53.67</a>	<a href="#">54.34</a>	<a href="#">55.02</a>	<a href="#">55.71</a>
<a href="#">1123</a>		<a href="#">Labor Relations Analyst</a>	<a href="#">30.04</a>	<a href="#">30.41</a>	<a href="#">30.79</a>	<a href="#">31.18</a>	<a href="#">31.57</a>	<a href="#">31.96</a>	<a href="#">32.36</a>	<a href="#">32.77</a>	<a href="#">33.18</a>	<a href="#">33.59</a>	<a href="#">34.01</a>	<a href="#">34.44</a>	<a href="#">34.87</a>	<a href="#">35.30</a>	<a href="#">35.74</a>	<a href="#">36.19</a>	<a href="#">36.64</a>	<a href="#">37.10</a>	<a href="#">37.57</a>	<a href="#">38.03</a>	<a href="#">38.51</a>
1132	A	Labor Relations Manager	<a href="#">49.13</a>	<a href="#">49.75</a>	<a href="#">50.37</a>	<a href="#">51.00</a>	<a href="#">51.64</a>	<a href="#">52.28</a>	<a href="#">52.93</a>	<a href="#">53.60</a>	<a href="#">54.27</a>	<a href="#">54.94</a>	<a href="#">55.63</a>	<a href="#">56.33</a>	<a href="#">57.03</a>	<a href="#">57.74</a>	<a href="#">58.47</a>	<a href="#">59.20</a>	<a href="#">59.94</a>	<a href="#">60.69</a>	<a href="#">61.44</a>	<a href="#">62.21</a>	<a href="#">62.99</a>
2207	A	Land Use Administrator	<a href="#">47.49</a>	<a href="#">48.08</a>	<a href="#">48.68</a>	<a href="#">49.29</a>	<a href="#">49.91</a>	<a href="#">50.53</a>	<a href="#">51.16</a>	<a href="#">51.80</a>	<a href="#">52.45</a>	<a href="#">53.10</a>	<a href="#">53.77</a>	<a href="#">54.44</a>	<a href="#">55.12</a>	<a href="#">55.81</a>	<a href="#">56.51</a>	<a href="#">57.21</a>	<a href="#">57.93</a>	<a href="#">58.65</a>	<a href="#">59.39</a>	<a href="#">60.13</a>	<a href="#">60.88</a>
0031		Legal Assistant	<a href="#">21.96</a>	<a href="#">22.23</a>	<a href="#">22.51</a>	<a href="#">22.79</a>	<a href="#">23.08</a>	<a href="#">23.36</a>	<a href="#">23.66</a>	<a href="#">23.95</a>	<a href="#">24.25</a>	<a href="#">24.55</a>	<a href="#">24.86</a>	<a href="#">25.17</a>	<a href="#">25.49</a>	<a href="#">25.81</a>	<a href="#">26.13</a>	<a href="#">26.45</a>	<a href="#">26.79</a>	<a href="#">27.12</a>	<a href="#">27.46</a>	<a href="#">27.80</a>	<a href="#">28.15</a>
0032		Legal Assistant, Senior	<a href="#">24.39</a>	<a href="#">24.70</a>	<a href="#">25.00</a>	<a href="#">25.32</a>	<a href="#">25.63</a>	<a href="#">25.95</a>	<a href="#">26.28</a>	<a href="#">26.61</a>	<a href="#">26.94</a>	<a href="#">27.28</a>	<a href="#">27.62</a>	<a href="#">27.96</a>	<a href="#">28.31</a>	<a href="#">28.67</a>	<a href="#">29.02</a>	<a href="#">29.39</a>	<a href="#">29.75</a>	<a href="#">30.13</a>	<a href="#">30.50</a>	<a href="#">30.88</a>	<a href="#">31.27</a>
1007	A	Legal Intern	<a href="#">15.07</a>	<a href="#">15.26</a>	<a href="#">15.45</a>	<a href="#">15.64</a>	<a href="#">15.84</a>	<a href="#">16.04</a>	<a href="#">16.24</a>	<a href="#">16.44</a>	<a href="#">16.64</a>	<a href="#">16.85</a>	<a href="#">17.06</a>	<a href="#">17.28</a>	<a href="#">17.49</a>	<a href="#">17.71</a>	<a href="#">17.93</a>	<a href="#">18.16</a>	<a href="#">18.38</a>	<a href="#">18.61</a>	<a href="#">18.85</a>	<a href="#">19.08</a>	<a href="#">19.32</a>
1186	A	Management & Budget Internal Consultant	<a href="#">31.28</a>	<a href="#">31.67</a>	<a href="#">32.07</a>	<a href="#">32.47</a>	<a href="#">32.87</a>	<a href="#">33.28</a>	<a href="#">33.70</a>	<a href="#">34.12</a>	<a href="#">34.55</a>	<a href="#">34.98</a>	<a href="#">35.42</a>	<a href="#">35.86</a>	<a href="#">36.31</a>	<a href="#">36.76</a>	<a href="#">37.22</a>	<a href="#">37.69</a>	<a href="#">38.16</a>	<a href="#">38.63</a>	<a href="#">39.12</a>	<a href="#">39.60</a>	<a href="#">40.10</a>
1184	A	Management & Budget Specialist	<a href="#">23.19</a>	<a href="#">23.48</a>	<a href="#">23.77</a>	<a href="#">24.07</a>	<a href="#">24.37</a>	<a href="#">24.68</a>	<a href="#">24.98</a>	<a href="#">25.30</a>	<a href="#">25.61</a>	<a href="#">25.93</a>	<a href="#">26.26</a>	<a href="#">26.59</a>	<a href="#">26.92</a>	<a href="#">27.25</a>	<a href="#">27.59</a>	<a href="#">27.94</a>	<a href="#">28.29</a>	<a href="#">28.64</a>	<a href="#">29.00</a>	<a href="#">29.36</a>	<a href="#">29.73</a>
1109	A	Management Analyst I	<a href="#">25.29</a>	<a href="#">25.60</a>	<a href="#">25.92</a>	<a href="#">26.25</a>	<a href="#">26.58</a>	<a href="#">26.91</a>	<a href="#">27.24</a>	<a href="#">27.59</a>	<a href="#">27.93</a>	<a href="#">28.28</a>	<a href="#">28.63</a>	<a href="#">28.99</a>	<a href="#">29.35</a>	<a href="#">29.72</a>	<a href="#">30.09</a>	<a href="#">30.47</a>	<a href="#">30.85</a>	<a href="#">31.23</a>	<a href="#">31.62</a>	<a href="#">32.02</a>	<a href="#">32.42</a>
1120	A	Management Analyst II	<a href="#">30.97</a>	<a href="#">31.36</a>	<a href="#">31.75</a>	<a href="#">32.15</a>	<a href="#">32.55</a>	<a href="#">32.96</a>	<a href="#">33.37</a>	<a href="#">33.79</a>	<a href="#">34.21</a>	<a href="#">34.64</a>	<a href="#">35.07</a>	<a href="#">35.51</a>	<a href="#">35.95</a>	<a href="#">36.40</a>	<a href="#">36.86</a>	<a href="#">37.32</a>	<a href="#">37.79</a>	<a href="#">38.26</a>	<a href="#">38.74</a>	<a href="#">39.22</a>	<a href="#">39.71</a>
1135	A	Management Analyst III	<a href="#">39.41</a>	<a href="#">39.90</a>	<a href="#">40.40</a>	<a href="#">40.90</a>	<a href="#">41.41</a>	<a href="#">41.93</a>	<a href="#">42.46</a>	<a href="#">42.99</a>	<a href="#">43.52</a>	<a href="#">44.07</a>	<a href="#">44.62</a>	<a href="#">45.18</a>	<a href="#">45.74</a>	<a href="#">46.31</a>	<a href="#">46.89</a>	<a href="#">47.48</a>	<a href="#">48.07</a>	<a href="#">48.67</a>	<a href="#">49.28</a>	<a href="#">49.90</a>	<a href="#">50.52</a>
4607		Management Fellow	<a href="#">19.13</a>	<a href="#">19.36</a>	<a href="#">19.61</a>	<a href="#">19.85</a>	<a href="#">20.10</a>	<a href="#">20.35</a>	<a href="#">20.61</a>	<a href="#">20.86</a>	<a href="#">21.12</a>	<a href="#">21.39</a>	<a href="#">21.66</a>	<a href="#">21.93</a>	<a href="#">22.20</a>	<a href="#">22.48</a>	<a href="#">22.76</a>	<a href="#">23.04</a>	<a href="#">23.33</a>	<a href="#">23.62</a>	<a href="#">23.92</a>	<a href="#">24.22</a>	<a href="#">24.52</a>
0841	A	Market Development Program Manager	<a href="#">48.52</a>	<a href="#">49.12</a>	<a href="#">49.74</a>	<a href="#">50.36</a>	<a href="#">50.99</a>	<a href="#">51.63</a>	<a href="#">52.27</a>	<a href="#">52.92</a>	<a href="#">53.59</a>	<a href="#">54.26</a>	<a href="#">54.93</a>	<a href="#">55.62</a>	<a href="#">56.32</a>	<a href="#">57.02</a>	<a href="#">57.73</a>	<a href="#">58.45</a>	<a href="#">59.18</a>	<a href="#">59.92</a>	<a href="#">60.67</a>	<a href="#">61.43</a>	<a href="#">62.20</a>
0842	A	Market Development Research Analyst	<a href="#">43.42</a>	<a href="#">43.97</a>	<a href="#">44.52</a>	<a href="#">45.07</a>	<a href="#">45.64</a>	<a href="#">46.21</a>	<a href="#">46.78</a>	<a href="#">47.37</a>	<a href="#">47.96</a>	<a href="#">48.56</a>	<a href="#">49.17</a>	<a href="#">49.78</a>	<a href="#">50.40</a>	<a href="#">51.03</a>	<a href="#">51.67</a>	<a href="#">52.32</a>	<a href="#">52.97</a>	<a href="#">53.63</a>	<a href="#">54.30</a>	<a href="#">54.98</a>	<a href="#">55.67</a>
0840	A	Marketing & Development Manager	<a href="#">56.53</a>	<a href="#">57.23</a>	<a href="#">57.95</a>	<a href="#">58.67</a>	<a href="#">59.41</a>	<a href="#">60.15</a>	<a href="#">60.90</a>	<a href="#">61.66</a>	<a href="#">62.43</a>	<a href="#">63.21</a>	<a href="#">64.00</a>	<a href="#">64.80</a>	<a href="#">65.61</a>	<a href="#">66.43</a>	<a href="#">67.26</a>	<a href="#">68.11</a>	<a href="#">68.96</a>	<a href="#">69.82</a>	<a href="#">70.69</a>	<a href="#">71.58</a>	<a href="#">72.47</a>
1165	A	Marketing Assistant	<a href="#">17.61</a>	<a href="#">17.83</a>	<a href="#">18.06</a>	<a href="#">18.28</a>	<a href="#">18.51</a>	<a href="#">18.74</a>	<a href="#">18.98</a>	<a href="#">19.21</a>	<a href="#">19.45</a>	<a href="#">19.70</a>	<a href="#">19.94</a>	<a href="#">20.19</a>	<a href="#">20.44</a>	<a href="#">20.70</a>	<a href="#">20.96</a>	<a href="#">21.22</a>	<a href="#">21.49</a>	<a href="#">21.75</a>	<a href="#">22.03</a>	<a href="#">22.30</a>	<a href="#">22.58</a>

### Exhibit “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5506	A	Marketing Coordinator	<a href="#">2597</a>	<a href="#">2629</a>	<a href="#">2662</a>	<a href="#">2695</a>	<a href="#">2729</a>	<a href="#">2763</a>	<a href="#">2798</a>	<a href="#">2833</a>	<a href="#">2868</a>	<a href="#">2904</a>	<a href="#">2940</a>	<a href="#">2977</a>	<a href="#">3014</a>	<a href="#">3052</a>	<a href="#">3090</a>	<a href="#">3129</a>	<a href="#">3168</a>	<a href="#">3207</a>	<a href="#">3247</a>	<a href="#">3288</a>	<a href="#">3329</a>
1151		Master Control Technician	<a href="#">1892</a>	<a href="#">1915</a>	<a href="#">1939</a>	<a href="#">1963</a>	<a href="#">1988</a>	<a href="#">2013</a>	<a href="#">2038</a>	<a href="#">2063</a>	<a href="#">2089</a>	<a href="#">2115</a>	<a href="#">2142</a>	<a href="#">2168</a>	<a href="#">2196</a>	<a href="#">2223</a>	<a href="#">2251</a>	<a href="#">2279</a>	<a href="#">2307</a>	<a href="#">2336</a>	<a href="#">2365</a>	<a href="#">2395</a>	<a href="#">2425</a>
0804	A	Media & Communications Director	<a href="#">5205</a>	<a href="#">5270</a>	<a href="#">5336</a>	<a href="#">5403</a>	<a href="#">5471</a>	<a href="#">5539</a>	<a href="#">5608</a>	<a href="#">5678</a>	<a href="#">5749</a>	<a href="#">5821</a>	<a href="#">5894</a>	<a href="#">5968</a>	<a href="#">6043</a>	<a href="#">6119</a>	<a href="#">6195</a>	<a href="#">6272</a>	<a href="#">6350</a>	<a href="#">6429</a>	<a href="#">6509</a>	<a href="#">6590</a>	<a href="#">6672</a>
5508	A	Media Specialist	<a href="#">3367</a>	<a href="#">3409</a>	<a href="#">3451</a>	<a href="#">3494</a>	<a href="#">3538</a>	<a href="#">3582</a>	<a href="#">3627</a>	<a href="#">3672</a>	<a href="#">3718</a>	<a href="#">3765</a>	<a href="#">3812</a>	<a href="#">3859</a>	<a href="#">3908</a>	<a href="#">3957</a>	<a href="#">4006</a>	<a href="#">4056</a>	<a href="#">4107</a>	<a href="#">4158</a>	<a href="#">4210</a>	<a href="#">4263</a>	<a href="#">4316</a>
2106	A	Natural Resources Biologist I	<a href="#">3147</a>	<a href="#">3187</a>	<a href="#">3227</a>	<a href="#">3267</a>	<a href="#">3308</a>	<a href="#">3349</a>	<a href="#">3391</a>	<a href="#">3433</a>	<a href="#">3476</a>	<a href="#">3520</a>	<a href="#">3564</a>	<a href="#">3608</a>	<a href="#">3653</a>	<a href="#">3699</a>	<a href="#">3745</a>	<a href="#">3792</a>	<a href="#">3839</a>	<a href="#">3887</a>	<a href="#">3936</a>	<a href="#">3985</a>	<a href="#">4035</a>
2089	A	Natural Resources Biologist II	<a href="#">3606</a>	<a href="#">3651</a>	<a href="#">3697</a>	<a href="#">3743</a>	<a href="#">3790</a>	<a href="#">3837</a>	<a href="#">3885</a>	<a href="#">3934</a>	<a href="#">3983</a>	<a href="#">4033</a>	<a href="#">4083</a>	<a href="#">4134</a>	<a href="#">4186</a>	<a href="#">4238</a>	<a href="#">4291</a>	<a href="#">4345</a>	<a href="#">4399</a>	<a href="#">4454</a>	<a href="#">4510</a>	<a href="#">4566</a>	<a href="#">4623</a>
2094	A	Natural Resources Biologist III	<a href="#">4147</a>	<a href="#">4198</a>	<a href="#">4251</a>	<a href="#">4304</a>	<a href="#">4358</a>	<a href="#">4412</a>	<a href="#">4467</a>	<a href="#">4523</a>	<a href="#">4580</a>	<a href="#">4637</a>	<a href="#">4695</a>	<a href="#">4754</a>	<a href="#">4813</a>	<a href="#">4873</a>	<a href="#">4934</a>	<a href="#">4996</a>	<a href="#">5058</a>	<a href="#">5122</a>	<a href="#">5186</a>	<a href="#">5250</a>	<a href="#">5316</a>
2091	A	Natural Resources Manager	<a href="#">5755</a>	<a href="#">5827</a>	<a href="#">5900</a>	<a href="#">5973</a>	<a href="#">6048</a>	<a href="#">6124</a>	<a href="#">6200</a>	<a href="#">6278</a>	<a href="#">6356</a>	<a href="#">6436</a>	<a href="#">6516</a>	<a href="#">6598</a>	<a href="#">6680</a>	<a href="#">6764</a>	<a href="#">6848</a>	<a href="#">6934</a>	<a href="#">7020</a>	<a href="#">7108</a>	<a href="#">7197</a>	<a href="#">7287</a>	<a href="#">7378</a>
2107		Natural Resources Technician I	<a href="#">1891</a>	<a href="#">1914</a>	<a href="#">1938</a>	<a href="#">1963</a>	<a href="#">1987</a>	<a href="#">2012</a>	<a href="#">2037</a>	<a href="#">2063</a>	<a href="#">2088</a>	<a href="#">2114</a>	<a href="#">2141</a>	<a href="#">2168</a>	<a href="#">2195</a>	<a href="#">2222</a>	<a href="#">2250</a>	<a href="#">2278</a>	<a href="#">2306</a>	<a href="#">2335</a>	<a href="#">2365</a>	<a href="#">2394</a>	<a href="#">2424</a>
2090	A	Natural Resources Technician II	<a href="#">2689</a>	<a href="#">2723</a>	<a href="#">2757</a>	<a href="#">2792</a>	<a href="#">2826</a>	<a href="#">2862</a>	<a href="#">2898</a>	<a href="#">2934</a>	<a href="#">2970</a>	<a href="#">3008</a>	<a href="#">3045</a>	<a href="#">3083</a>	<a href="#">3122</a>	<a href="#">3161</a>	<a href="#">3200</a>	<a href="#">3240</a>	<a href="#">3281</a>	<a href="#">3322</a>	<a href="#">3363</a>	<a href="#">3405</a>	<a href="#">3448</a>
0759	A	Neighborhood & Community Services Director	<a href="#">6334</a>	<a href="#">6413</a>	<a href="#">6493</a>	<a href="#">6574</a>	<a href="#">6656</a>	<a href="#">6740</a>	<a href="#">6824</a>	<a href="#">6909</a>	<a href="#">6995</a>	<a href="#">7083</a>	<a href="#">7171</a>	<a href="#">7261</a>	<a href="#">7352</a>	<a href="#">7444</a>	<a href="#">7537</a>	<a href="#">7631</a>	<a href="#">7726</a>	<a href="#">7823</a>	<a href="#">7921</a>	<a href="#">8020</a>	<a href="#">8120</a>
2058	A	Neighborhood & Community Services Division Manager	<a href="#">4589</a>	<a href="#">4646</a>	<a href="#">4704</a>	<a href="#">4763</a>	<a href="#">4823</a>	<a href="#">4883</a>	<a href="#">4944</a>	<a href="#">5006</a>	<a href="#">5068</a>	<a href="#">5132</a>	<a href="#">5196</a>	<a href="#">5261</a>	<a href="#">5326</a>	<a href="#">5393</a>	<a href="#">5460</a>	<a href="#">5529</a>	<a href="#">5598</a>	<a href="#">5668</a>	<a href="#">5739</a>	<a href="#">5810</a>	<a href="#">5883</a>
0754	A	Neighborhood & Community Services Manager	<a href="#">3641</a>	<a href="#">3687</a>	<a href="#">3733</a>	<a href="#">3779</a>	<a href="#">3827</a>	<a href="#">3874</a>	<a href="#">3923</a>	<a href="#">3972</a>	<a href="#">4022</a>	<a href="#">4072</a>	<a href="#">4123</a>	<a href="#">4174</a>	<a href="#">4226</a>	<a href="#">4279</a>	<a href="#">4333</a>	<a href="#">4387</a>	<a href="#">4442</a>	<a href="#">4497</a>	<a href="#">4553</a>	<a href="#">4610</a>	<a href="#">4668</a>
2532		Neighborhood & Community Services Specialist	<a href="#">2615</a>	<a href="#">2648</a>	<a href="#">2681</a>	<a href="#">2715</a>	<a href="#">2749</a>	<a href="#">2783</a>	<a href="#">2818</a>	<a href="#">2853</a>	<a href="#">2889</a>	<a href="#">2925</a>	<a href="#">2961</a>	<a href="#">2998</a>	<a href="#">3036</a>	<a href="#">3074</a>	<a href="#">3112</a>	<a href="#">3151</a>	<a href="#">3190</a>	<a href="#">3230</a>	<a href="#">3271</a>	<a href="#">3312</a>	<a href="#">3353</a>
2534		Neighborhood & Community Services Supervisor	<a href="#">3081</a>	<a href="#">3120</a>	<a href="#">3159</a>	<a href="#">3198</a>	<a href="#">3238</a>	<a href="#">3278</a>	<a href="#">3319</a>	<a href="#">3361</a>	<a href="#">3403</a>	<a href="#">3445</a>	<a href="#">3489</a>	<a href="#">3532</a>	<a href="#">3576</a>	<a href="#">3621</a>	<a href="#">3666</a>	<a href="#">3712</a>	<a href="#">3759</a>	<a href="#">3806</a>	<a href="#">3853</a>	<a href="#">3901</a>	<a href="#">3950</a>
4602		Occupational Intern, Skilled	<a href="#">1169</a>	<a href="#">1184</a>	<a href="#">1199</a>	<a href="#">1214</a>	<a href="#">1229</a>	<a href="#">1244</a>	<a href="#">1260</a>	<a href="#">1275</a>	<a href="#">1291</a>	<a href="#">1308</a>	<a href="#">1324</a>	<a href="#">1340</a>	<a href="#">1357</a>	<a href="#">1374</a>	<a href="#">1391</a>	<a href="#">1409</a>	<a href="#">1426</a>	<a href="#">1444</a>	<a href="#">1462</a>	<a href="#">1480</a>	<a href="#">1499</a>
0738	A	Office Administrator	<a href="#">2698</a>	<a href="#">2732</a>	<a href="#">2766</a>	<a href="#">2800</a>	<a href="#">2836</a>	<a href="#">2871</a>	<a href="#">2907</a>	<a href="#">2943</a>	<a href="#">2980</a>	<a href="#">3017</a>	<a href="#">3055</a>	<a href="#">3093</a>	<a href="#">3132</a>	<a href="#">3171</a>	<a href="#">3211</a>	<a href="#">3251</a>	<a href="#">3291</a>	<a href="#">3332</a>	<a href="#">3374</a>	<a href="#">3416</a>	<a href="#">3459</a>
0739	A	Office Manager	<a href="#">3103</a>	<a href="#">3142</a>	<a href="#">3181</a>	<a href="#">3221</a>	<a href="#">3261</a>	<a href="#">3302</a>	<a href="#">3343</a>	<a href="#">3385</a>	<a href="#">3427</a>	<a href="#">3470</a>	<a href="#">3513</a>	<a href="#">3557</a>	<a href="#">3602</a>	<a href="#">3647</a>	<a href="#">3692</a>	<a href="#">3738</a>	<a href="#">3785</a>	<a href="#">3832</a>	<a href="#">3880</a>	<a href="#">3929</a>	<a href="#">3978</a>
0533	A	Operations Manager	<a href="#">4563</a>	<a href="#">4620</a>	<a href="#">4678</a>	<a href="#">4736</a>	<a href="#">4796</a>	<a href="#">4855</a>	<a href="#">4916</a>	<a href="#">4978</a>	<a href="#">5040</a>	<a href="#">5103</a>	<a href="#">5167</a>	<a href="#">5231</a>	<a href="#">5297</a>	<a href="#">5363</a>	<a href="#">5430</a>	<a href="#">5498</a>	<a href="#">5566</a>	<a href="#">5636</a>	<a href="#">5706</a>	<a href="#">5778</a>	<a href="#">5850</a>
0730	A	PAF Director	<a href="#">6391</a>	<a href="#">6471</a>	<a href="#">6552</a>	<a href="#">6634</a>	<a href="#">6717</a>	<a href="#">6801</a>	<a href="#">6886</a>	<a href="#">6972</a>	<a href="#">7059</a>	<a href="#">7147</a>	<a href="#">7237</a>	<a href="#">7327</a>	<a href="#">7419</a>	<a href="#">7512</a>	<a href="#">7605</a>	<a href="#">7701</a>	<a href="#">7797</a>	<a href="#">7894</a>	<a href="#">7993</a>	<a href="#">8093</a>	<a href="#">8194</a>

# Exhibit “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0731	A	PAF Director Deputy	<a href="#">4878</a>	<a href="#">4939</a>	<a href="#">5001</a>	<a href="#">5063</a>	<a href="#">5127</a>	<a href="#">5191</a>	<a href="#">5256</a>	<a href="#">5321</a>	<a href="#">5388</a>	<a href="#">5455</a>	<a href="#">5523</a>	<a href="#">5592</a>	<a href="#">5662</a>	<a href="#">5733</a>	<a href="#">5805</a>	<a href="#">5877</a>	<a href="#">5951</a>	<a href="#">6025</a>	<a href="#">6101</a>	<a href="#">6177</a>	<a href="#">6254</a>
0732	A	PAF Division Manager	<a href="#">3703</a>	<a href="#">3749</a>	<a href="#">3796</a>	<a href="#">3843</a>	<a href="#">3891</a>	<a href="#">3940</a>	<a href="#">3989</a>	<a href="#">4039</a>	<a href="#">4090</a>	<a href="#">4141</a>	<a href="#">4192</a>	<a href="#">4245</a>	<a href="#">4298</a>	<a href="#">4352</a>	<a href="#">4406</a>	<a href="#">4461</a>	<a href="#">4517</a>	<a href="#">4573</a>	<a href="#">4631</a>	<a href="#">4688</a>	<a href="#">4747</a>
1164	A	PAF Event Services Coordinator	<a href="#">2760</a>	<a href="#">2794</a>	<a href="#">2829</a>	<a href="#">2864</a>	<a href="#">2900</a>	<a href="#">2937</a>	<a href="#">2973</a>	<a href="#">3010</a>	<a href="#">3048</a>	<a href="#">3086</a>	<a href="#">3125</a>	<a href="#">3164</a>	<a href="#">3203</a>	<a href="#">3243</a>	<a href="#">3284</a>	<a href="#">3325</a>	<a href="#">3366</a>	<a href="#">3409</a>	<a href="#">3451</a>	<a href="#">3494</a>	<a href="#">3538</a>
1168	A	PAF Event Services Manager	<a href="#">3066</a>	<a href="#">3105</a>	<a href="#">3143</a>	<a href="#">3183</a>	<a href="#">3222</a>	<a href="#">3263</a>	<a href="#">3303</a>	<a href="#">3345</a>	<a href="#">3387</a>	<a href="#">3429</a>	<a href="#">3472</a>	<a href="#">3515</a>	<a href="#">3559</a>	<a href="#">3604</a>	<a href="#">3649</a>	<a href="#">3694</a>	<a href="#">3740</a>	<a href="#">3787</a>	<a href="#">3835</a>	<a href="#">3882</a>	<a href="#">3931</a>
0728	A	PAF Marketing Manager	<a href="#">3467</a>	<a href="#">3510</a>	<a href="#">3554</a>	<a href="#">3599</a>	<a href="#">3644</a>	<a href="#">3689</a>	<a href="#">3735</a>	<a href="#">3782</a>	<a href="#">3829</a>	<a href="#">3877</a>	<a href="#">3926</a>	<a href="#">3975</a>	<a href="#">4024</a>	<a href="#">4075</a>	<a href="#">4126</a>	<a href="#">4177</a>	<a href="#">4230</a>	<a href="#">4282</a>	<a href="#">4336</a>	<a href="#">4390</a>	<a href="#">4445</a>
0733	A	PAF Operations Manager	<a href="#">4390</a>	<a href="#">4445</a>	<a href="#">4500</a>	<a href="#">4557</a>	<a href="#">4614</a>	<a href="#">4671</a>	<a href="#">4730</a>	<a href="#">4789</a>	<a href="#">4849</a>	<a href="#">4909</a>	<a href="#">4971</a>	<a href="#">5033</a>	<a href="#">5096</a>	<a href="#">5159</a>	<a href="#">5224</a>	<a href="#">5289</a>	<a href="#">5355</a>	<a href="#">5422</a>	<a href="#">5490</a>	<a href="#">5559</a>	<a href="#">5628</a>
1215	A	PAF Sales Coordinator	<a href="#">2338</a>	<a href="#">2367</a>	<a href="#">2396</a>	<a href="#">2426</a>	<a href="#">2457</a>	<a href="#">2487</a>	<a href="#">2519</a>	<a href="#">2550</a>	<a href="#">2582</a>	<a href="#">2614</a>	<a href="#">2647</a>	<a href="#">2680</a>	<a href="#">2713</a>	<a href="#">2747</a>	<a href="#">2782</a>	<a href="#">2817</a>	<a href="#">2852</a>	<a href="#">2887</a>	<a href="#">2923</a>	<a href="#">2960</a>	<a href="#">2997</a>
1156		PAF Technical Services Coordinator	<a href="#">2147</a>	<a href="#">2173</a>	<a href="#">2201</a>	<a href="#">2228</a>	<a href="#">2256</a>	<a href="#">2284</a>	<a href="#">2313</a>	<a href="#">2342</a>	<a href="#">2371</a>	<a href="#">2401</a>	<a href="#">2431</a>	<a href="#">2461</a>	<a href="#">2492</a>	<a href="#">2523</a>	<a href="#">2554</a>	<a href="#">2586</a>	<a href="#">2619</a>	<a href="#">2651</a>	<a href="#">2684</a>	<a href="#">2718</a>	<a href="#">2752</a>
1009	A	Paralegal	<a href="#">2653</a>	<a href="#">2686</a>	<a href="#">2720</a>	<a href="#">2754</a>	<a href="#">2788</a>	<a href="#">2823</a>	<a href="#">2858</a>	<a href="#">2894</a>	<a href="#">2930</a>	<a href="#">2967</a>	<a href="#">3004</a>	<a href="#">3041</a>	<a href="#">3079</a>	<a href="#">3118</a>	<a href="#">3157</a>	<a href="#">3196</a>	<a href="#">3236</a>	<a href="#">3277</a>	<a href="#">3318</a>	<a href="#">3359</a>	<a href="#">3401</a>
1010	A	Paralegal, Senior	<a href="#">3181</a>	<a href="#">3221</a>	<a href="#">3261</a>	<a href="#">3302</a>	<a href="#">3343</a>	<a href="#">3385</a>	<a href="#">3427</a>	<a href="#">3470</a>	<a href="#">3513</a>	<a href="#">3557</a>	<a href="#">3602</a>	<a href="#">3647</a>	<a href="#">3692</a>	<a href="#">3738</a>	<a href="#">3785</a>	<a href="#">3832</a>	<a href="#">3880</a>	<a href="#">3929</a>	<a href="#">3978</a>	<a href="#">4028</a>	<a href="#">4078</a>
2085	A	Park Supervisor	<a href="#">3097</a>	<a href="#">3136</a>	<a href="#">3175</a>	<a href="#">3215</a>	<a href="#">3255</a>	<a href="#">3296</a>	<a href="#">3337</a>	<a href="#">3379</a>	<a href="#">3421</a>	<a href="#">3464</a>	<a href="#">3507</a>	<a href="#">3551</a>	<a href="#">3595</a>	<a href="#">3640</a>	<a href="#">3686</a>	<a href="#">3732</a>	<a href="#">3779</a>	<a href="#">3826</a>	<a href="#">3874</a>	<a href="#">3922</a>	<a href="#">3971</a>
2086	A	Park Supervisor, Assistant	<a href="#">2816</a>	<a href="#">2851</a>	<a href="#">2887</a>	<a href="#">2923</a>	<a href="#">2959</a>	<a href="#">2996</a>	<a href="#">3034</a>	<a href="#">3072</a>	<a href="#">3110</a>	<a href="#">3149</a>	<a href="#">3188</a>	<a href="#">3228</a>	<a href="#">3268</a>	<a href="#">3309</a>	<a href="#">3351</a>	<a href="#">3393</a>	<a href="#">3435</a>	<a href="#">3478</a>	<a href="#">3521</a>	<a href="#">3565</a>	<a href="#">3610</a>
2105		Permit Supervisor	<a href="#">3172</a>	<a href="#">3212</a>	<a href="#">3252</a>	<a href="#">3293</a>	<a href="#">3334</a>	<a href="#">3376</a>	<a href="#">3418</a>	<a href="#">3460</a>	<a href="#">3504</a>	<a href="#">3548</a>	<a href="#">3592</a>	<a href="#">3637</a>	<a href="#">3682</a>	<a href="#">3728</a>	<a href="#">3775</a>	<a href="#">3822</a>	<a href="#">3870</a>	<a href="#">3918</a>	<a href="#">3967</a>	<a href="#">4017</a>	<a href="#">4067</a>
2209		Planner, Associate	<a href="#">2725</a>	<a href="#">2759</a>	<a href="#">2794</a>	<a href="#">2829</a>	<a href="#">2864</a>	<a href="#">2900</a>	<a href="#">2936</a>	<a href="#">2973</a>	<a href="#">3010</a>	<a href="#">3048</a>	<a href="#">3086</a>	<a href="#">3124</a>	<a href="#">3163</a>	<a href="#">3203</a>	<a href="#">3243</a>	<a href="#">3284</a>	<a href="#">3325</a>	<a href="#">3366</a>	<a href="#">3408</a>	<a href="#">3451</a>	<a href="#">3494</a>
2221		Planner, Principal	<a href="#">3786</a>	<a href="#">3833</a>	<a href="#">3881</a>	<a href="#">3930</a>	<a href="#">3979</a>	<a href="#">4029</a>	<a href="#">4079</a>	<a href="#">4130</a>	<a href="#">4182</a>	<a href="#">4234</a>	<a href="#">4287</a>	<a href="#">4341</a>	<a href="#">4395</a>	<a href="#">4450</a>	<a href="#">4505</a>	<a href="#">4562</a>	<a href="#">4619</a>	<a href="#">4676</a>	<a href="#">4735</a>	<a href="#">4794</a>	<a href="#">4854</a>
2203		Planner, Senior	<a href="#">3333</a>	<a href="#">3375</a>	<a href="#">3417</a>	<a href="#">3460</a>	<a href="#">3503</a>	<a href="#">3547</a>	<a href="#">3591</a>	<a href="#">3636</a>	<a href="#">3681</a>	<a href="#">3727</a>	<a href="#">3774</a>	<a href="#">3821</a>	<a href="#">3869</a>	<a href="#">3917</a>	<a href="#">3966</a>	<a href="#">4016</a>	<a href="#">4066</a>	<a href="#">4117</a>	<a href="#">4168</a>	<a href="#">4220</a>	<a href="#">4273</a>
2219	A	Planning & Development Division Manager	<a href="#">4589</a>	<a href="#">4646</a>	<a href="#">4704</a>	<a href="#">4763</a>	<a href="#">4823</a>	<a href="#">4883</a>	<a href="#">4944</a>	<a href="#">5006</a>	<a href="#">5068</a>	<a href="#">5132</a>	<a href="#">5196</a>	<a href="#">5261</a>	<a href="#">5326</a>	<a href="#">5393</a>	<a href="#">5460</a>	<a href="#">5529</a>	<a href="#">5598</a>	<a href="#">5668</a>	<a href="#">5739</a>	<a href="#">5810</a>	<a href="#">5883</a>
0719	A	Planning & Development Services Director	<a href="#">6334</a>	<a href="#">6413</a>	<a href="#">6493</a>	<a href="#">6574</a>	<a href="#">6656</a>	<a href="#">6740</a>	<a href="#">6824</a>	<a href="#">6909</a>	<a href="#">6995</a>	<a href="#">7083</a>	<a href="#">7171</a>	<a href="#">7261</a>	<a href="#">7352</a>	<a href="#">7444</a>	<a href="#">7537</a>	<a href="#">7631</a>	<a href="#">7726</a>	<a href="#">7823</a>	<a href="#">7921</a>	<a href="#">8020</a>	<a href="#">8120</a>
2222	A	Planning Manager	<a href="#">4693</a>	<a href="#">4751</a>	<a href="#">4811</a>	<a href="#">4871</a>	<a href="#">4932</a>	<a href="#">4993</a>	<a href="#">5056</a>	<a href="#">5119</a>	<a href="#">5183</a>	<a href="#">5248</a>	<a href="#">5313</a>	<a href="#">5380</a>	<a href="#">5447</a>	<a href="#">5515</a>	<a href="#">5584</a>	<a href="#">5654</a>	<a href="#">5724</a>	<a href="#">5796</a>	<a href="#">5868</a>	<a href="#">5942</a>	<a href="#">6016</a>
2036		Plans Examiner	<a href="#">2820</a>	<a href="#">2855</a>	<a href="#">2891</a>	<a href="#">2927</a>	<a href="#">2963</a>	<a href="#">3000</a>	<a href="#">3038</a>	<a href="#">3076</a>	<a href="#">3114</a>	<a href="#">3153</a>	<a href="#">3193</a>	<a href="#">3233</a>	<a href="#">3273</a>	<a href="#">3314</a>	<a href="#">3355</a>	<a href="#">3397</a>	<a href="#">3440</a>	<a href="#">3483</a>	<a href="#">3526</a>	<a href="#">3570</a>	<a href="#">3615</a>
2037	A	Plans Examiner, Senior	<a href="#">3133</a>	<a href="#">3172</a>	<a href="#">3212</a>	<a href="#">3252</a>	<a href="#">3293</a>	<a href="#">3334</a>	<a href="#">3376</a>	<a href="#">3418</a>	<a href="#">3461</a>	<a href="#">3504</a>	<a href="#">3548</a>	<a href="#">3592</a>	<a href="#">3637</a>	<a href="#">3682</a>	<a href="#">3728</a>	<a href="#">3775</a>	<a href="#">3822</a>	<a href="#">3870</a>	<a href="#">3918</a>	<a href="#">3967</a>	<a href="#">4017</a>

# Exhibit “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0772	A	Police Chief	<a href="#">8206</a>	<a href="#">8308</a>	<a href="#">8412</a>	<a href="#">8517</a>	<a href="#">8624</a>	<a href="#">8732</a>	<a href="#">8841</a>	<a href="#">8951</a>	<a href="#">9063</a>	<a href="#">9176</a>	<a href="#">9291</a>	<a href="#">9407</a>	<a href="#">9525</a>	<a href="#">9644</a>	<a href="#">9764</a>	<a href="#">9886</a>	<a href="#">10010</a>	<a href="#">10135</a>	<a href="#">10262</a>	<a href="#">10390</a>	<a href="#">10520</a>
5123	A	Power Analyst	<a href="#">4492</a>	<a href="#">4548</a>	<a href="#">4605</a>	<a href="#">4663</a>	<a href="#">4721</a>	<a href="#">4780</a>	<a href="#">4840</a>	<a href="#">4900</a>	<a href="#">4961</a>	<a href="#">5023</a>	<a href="#">5086</a>	<a href="#">5150</a>	<a href="#">5214</a>	<a href="#">5279</a>	<a href="#">5345</a>	<a href="#">5412</a>	<a href="#">5480</a>	<a href="#">5548</a>	<a href="#">5618</a>	<a href="#">5688</a>	<a href="#">5759</a>
5128	A	Power Analyst, Senior	<a href="#">4990</a>	<a href="#">5053</a>	<a href="#">5116</a>	<a href="#">5180</a>	<a href="#">5245</a>	<a href="#">5310</a>	<a href="#">5377</a>	<a href="#">5444</a>	<a href="#">5512</a>	<a href="#">5581</a>	<a href="#">5651</a>	<a href="#">5721</a>	<a href="#">5793</a>	<a href="#">5865</a>	<a href="#">5938</a>	<a href="#">6013</a>	<a href="#">6088</a>	<a href="#">6164</a>	<a href="#">6241</a>	<a href="#">6319</a>	<a href="#">6398</a>
0815	A	Power Section Assistant Manager I	<a href="#">5919</a>	<a href="#">5993</a>	<a href="#">6068</a>	<a href="#">6143</a>	<a href="#">6220</a>	<a href="#">6298</a>	<a href="#">6377</a>	<a href="#">6456</a>	<a href="#">6537</a>	<a href="#">6619</a>	<a href="#">6702</a>	<a href="#">6785</a>	<a href="#">6870</a>	<a href="#">6956</a>	<a href="#">7043</a>	<a href="#">7131</a>	<a href="#">7220</a>	<a href="#">7310</a>	<a href="#">7402</a>	<a href="#">7494</a>	<a href="#">7588</a>
0817	A	Power Section Assistant Manager II	<a href="#">6770</a>	<a href="#">6854</a>	<a href="#">6940</a>	<a href="#">7027</a>	<a href="#">7115</a>	<a href="#">7204</a>	<a href="#">7294</a>	<a href="#">7385</a>	<a href="#">7477</a>	<a href="#">7570</a>	<a href="#">7665</a>	<a href="#">7761</a>	<a href="#">7858</a>	<a href="#">7956</a>	<a href="#">8056</a>	<a href="#">8156</a>	<a href="#">8258</a>	<a href="#">8362</a>	<a href="#">8466</a>	<a href="#">8572</a>	<a href="#">8679</a>
0816	A	Power Section Manager	<a href="#">8800</a>	<a href="#">8910</a>	<a href="#">9021</a>	<a href="#">9134</a>	<a href="#">9248</a>	<a href="#">9364</a>	<a href="#">9481</a>	<a href="#">9600</a>	<a href="#">9720</a>	<a href="#">9841</a>	<a href="#">9964</a>	<a href="#">10089</a>	<a href="#">10215</a>	<a href="#">10342</a>	<a href="#">10472</a>	<a href="#">10603</a>	<a href="#">10735</a>	<a href="#">10869</a>	<a href="#">11005</a>	<a href="#">11143</a>	<a href="#">11282</a>
5248	A	Power Supervisor I	<a href="#">3612</a>	<a href="#">3657</a>	<a href="#">3703</a>	<a href="#">3749</a>	<a href="#">3796</a>	<a href="#">3844</a>	<a href="#">3892</a>	<a href="#">3940</a>	<a href="#">3990</a>	<a href="#">4040</a>	<a href="#">4090</a>	<a href="#">4141</a>	<a href="#">4193</a>	<a href="#">4245</a>	<a href="#">4298</a>	<a href="#">4352</a>	<a href="#">4407</a>	<a href="#">4462</a>	<a href="#">4517</a>	<a href="#">4574</a>	<a href="#">4631</a>
5251	A	Power Supervisor II	<a href="#">4515</a>	<a href="#">4572</a>	<a href="#">4629</a>	<a href="#">4687</a>	<a href="#">4746</a>	<a href="#">4805</a>	<a href="#">4865</a>	<a href="#">4926</a>	<a href="#">4987</a>	<a href="#">5050</a>	<a href="#">5113</a>	<a href="#">5177</a>	<a href="#">5241</a>	<a href="#">5307</a>	<a href="#">5373</a>	<a href="#">5440</a>	<a href="#">5508</a>	<a href="#">5577</a>	<a href="#">5647</a>	<a href="#">5718</a>	<a href="#">5789</a>
5249	A	Power Supervisor III	<a href="#">5182</a>	<a href="#">5246</a>	<a href="#">5312</a>	<a href="#">5378</a>	<a href="#">5446</a>	<a href="#">5514</a>	<a href="#">5583</a>	<a href="#">5652</a>	<a href="#">5723</a>	<a href="#">5795</a>	<a href="#">5867</a>	<a href="#">5940</a>	<a href="#">6015</a>	<a href="#">6090</a>	<a href="#">6166</a>	<a href="#">6243</a>	<a href="#">6321</a>	<a href="#">6400</a>	<a href="#">6480</a>	<a href="#">6561</a>	<a href="#">6643</a>
2322		Program Development Specialist	<a href="#">2752</a>	<a href="#">2786</a>	<a href="#">2821</a>	<a href="#">2856</a>	<a href="#">2892</a>	<a href="#">2928</a>	<a href="#">2965</a>	<a href="#">3002</a>	<a href="#">3039</a>	<a href="#">3077</a>	<a href="#">3116</a>	<a href="#">3155</a>	<a href="#">3194</a>	<a href="#">3234</a>	<a href="#">3275</a>	<a href="#">3316</a>	<a href="#">3357</a>	<a href="#">3399</a>	<a href="#">3441</a>	<a href="#">3484</a>	<a href="#">3528</a>
2321		Program Development Specialist, Lead	<a href="#">3058</a>	<a href="#">3096</a>	<a href="#">3135</a>	<a href="#">3174</a>	<a href="#">3213</a>	<a href="#">3254</a>	<a href="#">3294</a>	<a href="#">3335</a>	<a href="#">3377</a>	<a href="#">3419</a>	<a href="#">3462</a>	<a href="#">3505</a>	<a href="#">3549</a>	<a href="#">3594</a>	<a href="#">3638</a>	<a href="#">3684</a>	<a href="#">3730</a>	<a href="#">3777</a>	<a href="#">3824</a>	<a href="#">3872</a>	<a href="#">3920</a>
1100		Program Technician	<a href="#">2289</a>	<a href="#">2318</a>	<a href="#">2347</a>	<a href="#">2376</a>	<a href="#">2406</a>	<a href="#">2436</a>	<a href="#">2466</a>	<a href="#">2497</a>	<a href="#">2529</a>	<a href="#">2560</a>	<a href="#">2592</a>	<a href="#">2625</a>	<a href="#">2657</a>	<a href="#">2691</a>	<a href="#">2724</a>	<a href="#">2758</a>	<a href="#">2793</a>	<a href="#">2828</a>	<a href="#">2863</a>	<a href="#">2899</a>	<a href="#">2935</a>
0720	A	Project Manager	<a href="#">4230</a>	<a href="#">4283</a>	<a href="#">4336</a>	<a href="#">4391</a>	<a href="#">4445</a>	<a href="#">4501</a>	<a href="#">4557</a>	<a href="#">4614</a>	<a href="#">4672</a>	<a href="#">4730</a>	<a href="#">4789</a>	<a href="#">4849</a>	<a href="#">4910</a>	<a href="#">4971</a>	<a href="#">5033</a>	<a href="#">5096</a>	<a href="#">5160</a>	<a href="#">5225</a>	<a href="#">5290</a>	<a href="#">5356</a>	<a href="#">5423</a>
0721	A	Project Manager, Senior	<a href="#">5288</a>	<a href="#">5354</a>	<a href="#">5421</a>	<a href="#">5488</a>	<a href="#">5557</a>	<a href="#">5627</a>	<a href="#">5697</a>	<a href="#">5768</a>	<a href="#">5840</a>	<a href="#">5913</a>	<a href="#">5987</a>	<a href="#">6062</a>	<a href="#">6138</a>	<a href="#">6214</a>	<a href="#">6292</a>	<a href="#">6371</a>	<a href="#">6450</a>	<a href="#">6531</a>	<a href="#">6613</a>	<a href="#">6695</a>	<a href="#">6779</a>
2502		Project Specialist	<a href="#">2321</a>	<a href="#">2350</a>	<a href="#">2380</a>	<a href="#">2409</a>	<a href="#">2440</a>	<a href="#">2470</a>	<a href="#">2501</a>	<a href="#">2532</a>	<a href="#">2564</a>	<a href="#">2596</a>	<a href="#">2628</a>	<a href="#">2661</a>	<a href="#">2694</a>	<a href="#">2728</a>	<a href="#">2762</a>	<a href="#">2797</a>	<a href="#">2832</a>	<a href="#">2867</a>	<a href="#">2903</a>	<a href="#">2939</a>	<a href="#">2976</a>
0757	A	Public Works Director	<a href="#">7011</a>	<a href="#">7098</a>	<a href="#">7187</a>	<a href="#">7277</a>	<a href="#">7368</a>	<a href="#">7460</a>	<a href="#">7553</a>	<a href="#">7648</a>	<a href="#">7743</a>	<a href="#">7840</a>	<a href="#">7938</a>	<a href="#">8037</a>	<a href="#">8138</a>	<a href="#">8239</a>	<a href="#">8342</a>	<a href="#">8447</a>	<a href="#">8552</a>	<a href="#">8659</a>	<a href="#">8767</a>	<a href="#">8877</a>	<a href="#">8988</a>
0755	A	Public Works Director, Assistant	<a href="#">6101</a>	<a href="#">6177</a>	<a href="#">6255</a>	<a href="#">6333</a>	<a href="#">6412</a>	<a href="#">6492</a>	<a href="#">6573</a>	<a href="#">6656</a>	<a href="#">6739</a>	<a href="#">6823</a>	<a href="#">6908</a>	<a href="#">6995</a>	<a href="#">7082</a>	<a href="#">7171</a>	<a href="#">7260</a>	<a href="#">7351</a>	<a href="#">7443</a>	<a href="#">7536</a>	<a href="#">7630</a>	<a href="#">7725</a>	<a href="#">7822</a>
2054	A	Public Works Division Manager	<a href="#">5618</a>	<a href="#">5689</a>	<a href="#">5760</a>	<a href="#">5832</a>	<a href="#">5905</a>	<a href="#">5978</a>	<a href="#">6053</a>	<a href="#">6129</a>	<a href="#">6205</a>	<a href="#">6283</a>	<a href="#">6362</a>	<a href="#">6441</a>	<a href="#">6522</a>	<a href="#">6603</a>	<a href="#">6686</a>	<a href="#">6769</a>	<a href="#">6854</a>	<a href="#">6940</a>	<a href="#">7026</a>	<a href="#">7114</a>	<a href="#">7203</a>
2055	A	Public Works Division Manager, Assistant	<a href="#">5105</a>	<a href="#">5169</a>	<a href="#">5234</a>	<a href="#">5299</a>	<a href="#">5365</a>	<a href="#">5432</a>	<a href="#">5500</a>	<a href="#">5569</a>	<a href="#">5639</a>	<a href="#">5709</a>	<a href="#">5780</a>	<a href="#">5853</a>	<a href="#">5926</a>	<a href="#">6000</a>	<a href="#">6075</a>	<a href="#">6151</a>	<a href="#">6228</a>	<a href="#">6306</a>	<a href="#">6384</a>	<a href="#">6464</a>	<a href="#">6545</a>
7128	A	Rail Chief Administrative Officer	<a href="#">4928</a>	<a href="#">4990</a>	<a href="#">5052</a>	<a href="#">5115</a>	<a href="#">5179</a>	<a href="#">5244</a>	<a href="#">5309</a>	<a href="#">5376</a>	<a href="#">5443</a>	<a href="#">5511</a>	<a href="#">5580</a>	<a href="#">5650</a>	<a href="#">5720</a>	<a href="#">5792</a>	<a href="#">5864</a>	<a href="#">5938</a>	<a href="#">6012</a>	<a href="#">6087</a>	<a href="#">6163</a>	<a href="#">6240</a>	<a href="#">6318</a>
7129	A	Rail Chief Information/Financial Officer	<a href="#">4928</a>	<a href="#">4990</a>	<a href="#">5052</a>	<a href="#">5115</a>	<a href="#">5179</a>	<a href="#">5244</a>	<a href="#">5309</a>	<a href="#">5376</a>	<a href="#">5443</a>	<a href="#">5511</a>	<a href="#">5580</a>	<a href="#">5650</a>	<a href="#">5720</a>	<a href="#">5792</a>	<a href="#">5864</a>	<a href="#">5938</a>	<a href="#">6012</a>	<a href="#">6087</a>	<a href="#">6163</a>	<a href="#">6240</a>	<a href="#">6318</a>

## Exhibit “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7130	A	Rail Chief Mechanical Officer	<a href="#">5533</a>	<a href="#">5603</a>	<a href="#">5673</a>	<a href="#">5743</a>	<a href="#">5815</a>	<a href="#">5888</a>	<a href="#">5962</a>	<a href="#">6036</a>	<a href="#">6112</a>	<a href="#">6188</a>	<a href="#">6265</a>	<a href="#">6344</a>	<a href="#">6423</a>	<a href="#">6503</a>	<a href="#">6584</a>	<a href="#">6667</a>	<a href="#">6750</a>	<a href="#">6834</a>	<a href="#">6920</a>	<a href="#">7006</a>	<a href="#">7094</a>
7152	A	Rail Superintendent, Assistant	<a href="#">6163</a>	<a href="#">6240</a>	<a href="#">6318</a>	<a href="#">6397</a>	<a href="#">6477</a>	<a href="#">6558</a>	<a href="#">6640</a>	<a href="#">6723</a>	<a href="#">6807</a>	<a href="#">6892</a>	<a href="#">6978</a>	<a href="#">7065</a>	<a href="#">7154</a>	<a href="#">7243</a>	<a href="#">7334</a>	<a href="#">7425</a>	<a href="#">7518</a>	<a href="#">7612</a>	<a href="#">7707</a>	<a href="#">7803</a>	<a href="#">7901</a>
7127	A	Rail Supervisor of Operations	<a href="#">3946</a>	<a href="#">3995</a>	<a href="#">4045</a>	<a href="#">4096</a>	<a href="#">4147</a>	<a href="#">4199</a>	<a href="#">4251</a>	<a href="#">4305</a>	<a href="#">4358</a>	<a href="#">4413</a>	<a href="#">4468</a>	<a href="#">4524</a>	<a href="#">4580</a>	<a href="#">4638</a>	<a href="#">4696</a>	<a href="#">4754</a>	<a href="#">4814</a>	<a href="#">4874</a>	<a href="#">4935</a>	<a href="#">4997</a>	<a href="#">5059</a>
7126	A	Railway Roadmaster	<a href="#">4928</a>	<a href="#">4990</a>	<a href="#">5052</a>	<a href="#">5115</a>	<a href="#">5179</a>	<a href="#">5244</a>	<a href="#">5309</a>	<a href="#">5376</a>	<a href="#">5443</a>	<a href="#">5511</a>	<a href="#">5580</a>	<a href="#">5650</a>	<a href="#">5720</a>	<a href="#">5792</a>	<a href="#">5864</a>	<a href="#">5938</a>	<a href="#">6012</a>	<a href="#">6087</a>	<a href="#">6163</a>	<a href="#">6240</a>	<a href="#">6318</a>
2343		Real Estate Officer	<a href="#">3502</a>	<a href="#">3546</a>	<a href="#">3590</a>	<a href="#">3635</a>	<a href="#">3681</a>	<a href="#">3727</a>	<a href="#">3773</a>	<a href="#">3820</a>	<a href="#">3868</a>	<a href="#">3917</a>	<a href="#">3965</a>	<a href="#">4015</a>	<a href="#">4065</a>	<a href="#">4116</a>	<a href="#">4168</a>	<a href="#">4220</a>	<a href="#">4272</a>	<a href="#">4326</a>	<a href="#">4380</a>	<a href="#">4435</a>	<a href="#">4490</a>
2344	A	Real Estate Officer, Sr	<a href="#">3851</a>	<a href="#">3899</a>	<a href="#">3948</a>	<a href="#">3997</a>	<a href="#">4047</a>	<a href="#">4098</a>	<a href="#">4149</a>	<a href="#">4201</a>	<a href="#">4253</a>	<a href="#">4306</a>	<a href="#">4360</a>	<a href="#">4415</a>	<a href="#">4470</a>	<a href="#">4526</a>	<a href="#">4582</a>	<a href="#">4640</a>	<a href="#">4698</a>	<a href="#">4756</a>	<a href="#">4816</a>	<a href="#">4876</a>	<a href="#">4937</a>
2069	A	Real-Time Energy Trader	<a href="#">4783</a>	<a href="#">4843</a>	<a href="#">4903</a>	<a href="#">4965</a>	<a href="#">5027</a>	<a href="#">5090</a>	<a href="#">5153</a>	<a href="#">5218</a>	<a href="#">5283</a>	<a href="#">5349</a>	<a href="#">5416</a>	<a href="#">5483</a>	<a href="#">5552</a>	<a href="#">5621</a>	<a href="#">5692</a>	<a href="#">5763</a>	<a href="#">5835</a>	<a href="#">5908</a>	<a href="#">5982</a>	<a href="#">6056</a>	<a href="#">6132</a>
0740	A	Records Management Supervisor	<a href="#">2754</a>	<a href="#">2789</a>	<a href="#">2823</a>	<a href="#">2859</a>	<a href="#">2895</a>	<a href="#">2931</a>	<a href="#">2967</a>	<a href="#">3004</a>	<a href="#">3042</a>	<a href="#">3080</a>	<a href="#">3119</a>	<a href="#">3157</a>	<a href="#">3197</a>	<a href="#">3237</a>	<a href="#">3277</a>	<a href="#">3318</a>	<a href="#">3360</a>	<a href="#">3402</a>	<a href="#">3444</a>	<a href="#">3487</a>	<a href="#">3531</a>
5033		Recycling Supervisor	<a href="#">2969</a>	<a href="#">3007</a>	<a href="#">3044</a>	<a href="#">3082</a>	<a href="#">3121</a>	<a href="#">3160</a>	<a href="#">3199</a>	<a href="#">3239</a>	<a href="#">3280</a>	<a href="#">3321</a>	<a href="#">3362</a>	<a href="#">3404</a>	<a href="#">3447</a>	<a href="#">3490</a>	<a href="#">3534</a>	<a href="#">3578</a>	<a href="#">3622</a>	<a href="#">3668</a>	<a href="#">3714</a>	<a href="#">3760</a>	<a href="#">3807</a>
0845	A	Relicensing Coordinator	<a href="#">4405</a>	<a href="#">4460</a>	<a href="#">4516</a>	<a href="#">4572</a>	<a href="#">4629</a>	<a href="#">4687</a>	<a href="#">4746</a>	<a href="#">4805</a>	<a href="#">4865</a>	<a href="#">4926</a>	<a href="#">4987</a>	<a href="#">5050</a>	<a href="#">5113</a>	<a href="#">5177</a>	<a href="#">5241</a>	<a href="#">5307</a>	<a href="#">5373</a>	<a href="#">5440</a>	<a href="#">5508</a>	<a href="#">5577</a>	<a href="#">5647</a>
5052		Resource Conservation Specialist	<a href="#">2615</a>	<a href="#">2648</a>	<a href="#">2681</a>	<a href="#">2715</a>	<a href="#">2749</a>	<a href="#">2783</a>	<a href="#">2818</a>	<a href="#">2853</a>	<a href="#">2889</a>	<a href="#">2925</a>	<a href="#">2961</a>	<a href="#">2998</a>	<a href="#">3036</a>	<a href="#">3074</a>	<a href="#">3112</a>	<a href="#">3151</a>	<a href="#">3190</a>	<a href="#">3230</a>	<a href="#">3271</a>	<a href="#">3312</a>	<a href="#">3353</a>
0559	A	Retirement Director, Assistant	<a href="#">4959</a>	<a href="#">5021</a>	<a href="#">5084</a>	<a href="#">5148</a>	<a href="#">5212</a>	<a href="#">5277</a>	<a href="#">5343</a>	<a href="#">5410</a>	<a href="#">5477</a>	<a href="#">5546</a>	<a href="#">5615</a>	<a href="#">5685</a>	<a href="#">5757</a>	<a href="#">5828</a>	<a href="#">5901</a>	<a href="#">5975</a>	<a href="#">6050</a>	<a href="#">6125</a>	<a href="#">6202</a>	<a href="#">6280</a>	<a href="#">6358</a>
0560	A	Retirement System Director	<a href="#">6456</a>	<a href="#">6537</a>	<a href="#">6619</a>	<a href="#">6701</a>	<a href="#">6785</a>	<a href="#">6870</a>	<a href="#">6956</a>	<a href="#">7043</a>	<a href="#">7131</a>	<a href="#">7220</a>	<a href="#">7310</a>	<a href="#">7401</a>	<a href="#">7494</a>	<a href="#">7588</a>	<a href="#">7683</a>	<a href="#">7779</a>	<a href="#">7876</a>	<a href="#">7974</a>	<a href="#">8074</a>	<a href="#">8175</a>	<a href="#">8277</a>
1110		Risk Analyst	<a href="#">2670</a>	<a href="#">2703</a>	<a href="#">2737</a>	<a href="#">2771</a>	<a href="#">2806</a>	<a href="#">2841</a>	<a href="#">2877</a>	<a href="#">2913</a>	<a href="#">2949</a>	<a href="#">2986</a>	<a href="#">3023</a>	<a href="#">3061</a>	<a href="#">3099</a>	<a href="#">3138</a>	<a href="#">3177</a>	<a href="#">3217</a>	<a href="#">3257</a>	<a href="#">3298</a>	<a href="#">3339</a>	<a href="#">3381</a>	<a href="#">3423</a>
1137	A	Risk Analyst, Senior	<a href="#">3085</a>	<a href="#">3123</a>	<a href="#">3163</a>	<a href="#">3202</a>	<a href="#">3242</a>	<a href="#">3283</a>	<a href="#">3324</a>	<a href="#">3365</a>	<a href="#">3407</a>	<a href="#">3450</a>	<a href="#">3493</a>	<a href="#">3537</a>	<a href="#">3581</a>	<a href="#">3626</a>	<a href="#">3671</a>	<a href="#">3717</a>	<a href="#">3763</a>	<a href="#">3810</a>	<a href="#">3858</a>	<a href="#">3906</a>	<a href="#">3955</a>
0703	A	Risk Manager	<a href="#">4593</a>	<a href="#">4651</a>	<a href="#">4709</a>	<a href="#">4768</a>	<a href="#">4827</a>	<a href="#">4888</a>	<a href="#">4949</a>	<a href="#">5011</a>	<a href="#">5073</a>	<a href="#">5137</a>	<a href="#">5201</a>	<a href="#">5266</a>	<a href="#">5332</a>	<a href="#">5399</a>	<a href="#">5466</a>	<a href="#">5534</a>	<a href="#">5604</a>	<a href="#">5674</a>	<a href="#">5744</a>	<a href="#">5816</a>	<a href="#">5889</a>
1204	A	Safety Manager	<a href="#">3863</a>	<a href="#">3912</a>	<a href="#">3961</a>	<a href="#">4010</a>	<a href="#">4060</a>	<a href="#">4111</a>	<a href="#">4162</a>	<a href="#">4214</a>	<a href="#">4267</a>	<a href="#">4320</a>	<a href="#">4374</a>	<a href="#">4429</a>	<a href="#">4484</a>	<a href="#">4540</a>	<a href="#">4597</a>	<a href="#">4655</a>	<a href="#">4713</a>	<a href="#">4772</a>	<a href="#">4831</a>	<a href="#">4892</a>	<a href="#">4953</a>
1122		Safety Officer	<a href="#">3317</a>	<a href="#">3359</a>	<a href="#">3401</a>	<a href="#">3443</a>	<a href="#">3486</a>	<a href="#">3530</a>	<a href="#">3574</a>	<a href="#">3619</a>	<a href="#">3664</a>	<a href="#">3710</a>	<a href="#">3756</a>	<a href="#">3803</a>	<a href="#">3851</a>	<a href="#">3899</a>	<a href="#">3948</a>	<a href="#">3997</a>	<a href="#">4047</a>	<a href="#">4097</a>	<a href="#">4149</a>	<a href="#">4200</a>	<a href="#">4253</a>
5512		Sales & Service Representative, Lead	<a href="#">2317</a>	<a href="#">2346</a>	<a href="#">2376</a>	<a href="#">2405</a>	<a href="#">2435</a>	<a href="#">2466</a>	<a href="#">2497</a>	<a href="#">2528</a>	<a href="#">2560</a>	<a href="#">2592</a>	<a href="#">2624</a>	<a href="#">2657</a>	<a href="#">2690</a>	<a href="#">2724</a>	<a href="#">2758</a>	<a href="#">2792</a>	<a href="#">2827</a>	<a href="#">2862</a>	<a href="#">2898</a>	<a href="#">2934</a>	<a href="#">2971</a>
2530		Senior Center Cook	<a href="#">1211</a>	<a href="#">1226</a>	<a href="#">1242</a>	<a href="#">1257</a>	<a href="#">1273</a>	<a href="#">1289</a>	<a href="#">1305</a>	<a href="#">1321</a>	<a href="#">1338</a>	<a href="#">1355</a>	<a href="#">1372</a>	<a href="#">1389</a>	<a href="#">1406</a>	<a href="#">1424</a>	<a href="#">1441</a>	<a href="#">1459</a>	<a href="#">1478</a>	<a href="#">1496</a>	<a href="#">1515</a>	<a href="#">1534</a>	<a href="#">1553</a>
2529		Senior Center Van Driver	<a href="#">1500</a>	<a href="#">1519</a>	<a href="#">1538</a>	<a href="#">1557</a>	<a href="#">1576</a>	<a href="#">1596</a>	<a href="#">1616</a>	<a href="#">1636</a>	<a href="#">1657</a>	<a href="#">1677</a>	<a href="#">1698</a>	<a href="#">1720</a>	<a href="#">1741</a>	<a href="#">1763</a>	<a href="#">1785</a>	<a href="#">1807</a>	<a href="#">1830</a>	<a href="#">1853</a>	<a href="#">1876</a>	<a href="#">1899</a>	<a href="#">1923</a>

# Exhibit “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2556		Seniors Center Supervisor	<a href="#">2308</a>	<a href="#">2337</a>	<a href="#">2366</a>	<a href="#">2396</a>	<a href="#">2426</a>	<a href="#">2456</a>	<a href="#">2487</a>	<a href="#">2518</a>	<a href="#">2549</a>	<a href="#">2581</a>	<a href="#">2613</a>	<a href="#">2646</a>	<a href="#">2679</a>	<a href="#">2713</a>	<a href="#">2746</a>	<a href="#">2781</a>	<a href="#">2816</a>	<a href="#">2851</a>	<a href="#">2886</a>	<a href="#">2922</a>	<a href="#">2959</a>
0138	A	T&D Work Practices Specialist	<a href="#">3473</a>	<a href="#">3516</a>	<a href="#">3560</a>	<a href="#">3604</a>	<a href="#">3650</a>	<a href="#">3695</a>	<a href="#">3741</a>	<a href="#">3788</a>	<a href="#">3835</a>	<a href="#">3883</a>	<a href="#">3932</a>	<a href="#">3981</a>	<a href="#">4031</a>	<a href="#">4081</a>	<a href="#">4132</a>	<a href="#">4184</a>	<a href="#">4236</a>	<a href="#">4289</a>	<a href="#">4343</a>	<a href="#">4397</a>	<a href="#">4452</a>
1170	A	Tacoma Arts Commission Administrator	<a href="#">3950</a>	<a href="#">3999</a>	<a href="#">4049</a>	<a href="#">4100</a>	<a href="#">4151</a>	<a href="#">4203</a>	<a href="#">4256</a>	<a href="#">4309</a>	<a href="#">4363</a>	<a href="#">4417</a>	<a href="#">4472</a>	<a href="#">4528</a>	<a href="#">4585</a>	<a href="#">4642</a>	<a href="#">4700</a>	<a href="#">4759</a>	<a href="#">4819</a>	<a href="#">4879</a>	<a href="#">4940</a>	<a href="#">5001</a>	<a href="#">5064</a>
5526	A	Telecommunications Broadband Services Manager	<a href="#">4529</a>	<a href="#">4585</a>	<a href="#">4643</a>	<a href="#">4701</a>	<a href="#">4759</a>	<a href="#">4819</a>	<a href="#">4879</a>	<a href="#">4940</a>	<a href="#">5002</a>	<a href="#">5064</a>	<a href="#">5128</a>	<a href="#">5192</a>	<a href="#">5257</a>	<a href="#">5322</a>	<a href="#">5389</a>	<a href="#">5456</a>	<a href="#">5525</a>	<a href="#">5594</a>	<a href="#">5664</a>	<a href="#">5734</a>	<a href="#">5806</a>
5531	A	Telecommunications Customer Care & Marketing Manager	<a href="#">3919</a>	<a href="#">3968</a>	<a href="#">4017</a>	<a href="#">4068</a>	<a href="#">4118</a>	<a href="#">4170</a>	<a href="#">4222</a>	<a href="#">4275</a>	<a href="#">4328</a>	<a href="#">4382</a>	<a href="#">4437</a>	<a href="#">4493</a>	<a href="#">4549</a>	<a href="#">4606</a>	<a href="#">4663</a>	<a href="#">4721</a>	<a href="#">4780</a>	<a href="#">4840</a>	<a href="#">4901</a>	<a href="#">4962</a>	<a href="#">5024</a>
5532	A	Telecommunications Customer Care Supervisor	<a href="#">3033</a>	<a href="#">3071</a>	<a href="#">3110</a>	<a href="#">3149</a>	<a href="#">3188</a>	<a href="#">3228</a>	<a href="#">3268</a>	<a href="#">3309</a>	<a href="#">3350</a>	<a href="#">3392</a>	<a href="#">3435</a>	<a href="#">3478</a>	<a href="#">3521</a>	<a href="#">3565</a>	<a href="#">3610</a>	<a href="#">3655</a>	<a href="#">3700</a>	<a href="#">3747</a>	<a href="#">3794</a>	<a href="#">3841</a>	<a href="#">3889</a>
5535	A	Telecommunications Engineer	<a href="#">4083</a>	<a href="#">4134</a>	<a href="#">4185</a>	<a href="#">4238</a>	<a href="#">4291</a>	<a href="#">4344</a>	<a href="#">4398</a>	<a href="#">4453</a>	<a href="#">4509</a>	<a href="#">4566</a>	<a href="#">4623</a>	<a href="#">4680</a>	<a href="#">4739</a>	<a href="#">4798</a>	<a href="#">4858</a>	<a href="#">4919</a>	<a href="#">4980</a>	<a href="#">5043</a>	<a href="#">5106</a>	<a href="#">5169</a>	<a href="#">5234</a>
5530	A	Telecommunications Franchise Contract Specialist	<a href="#">3666</a>	<a href="#">3712</a>	<a href="#">3758</a>	<a href="#">3805</a>	<a href="#">3853</a>	<a href="#">3901</a>	<a href="#">3950</a>	<a href="#">3999</a>	<a href="#">4049</a>	<a href="#">4100</a>	<a href="#">4151</a>	<a href="#">4203</a>	<a href="#">4255</a>	<a href="#">4309</a>	<a href="#">4362</a>	<a href="#">4417</a>	<a href="#">4472</a>	<a href="#">4528</a>	<a href="#">4585</a>	<a href="#">4642</a>	<a href="#">4700</a>
5500	A	Telecommunications Manager	<a href="#">7668</a>	<a href="#">7764</a>	<a href="#">7861</a>	<a href="#">7959</a>	<a href="#">8059</a>	<a href="#">8160</a>	<a href="#">8262</a>	<a href="#">8365</a>	<a href="#">8469</a>	<a href="#">8575</a>	<a href="#">8683</a>	<a href="#">8791</a>	<a href="#">8901</a>	<a href="#">9012</a>	<a href="#">9125</a>	<a href="#">9239</a>	<a href="#">9354</a>	<a href="#">9471</a>	<a href="#">9590</a>	<a href="#">9710</a>	<a href="#">9831</a>
5515	A	Telecommunications Manager, Assistant	<a href="#">5880</a>	<a href="#">5954</a>	<a href="#">6028</a>	<a href="#">6104</a>	<a href="#">6180</a>	<a href="#">6257</a>	<a href="#">6336</a>	<a href="#">6415</a>	<a href="#">6495</a>	<a href="#">6576</a>	<a href="#">6658</a>	<a href="#">6742</a>	<a href="#">6826</a>	<a href="#">6911</a>	<a href="#">6998</a>	<a href="#">7085</a>	<a href="#">7174</a>	<a href="#">7263</a>	<a href="#">7354</a>	<a href="#">7446</a>	<a href="#">7539</a>
5539		Telecommunications Planning & Design Technician	<a href="#">2782</a>	<a href="#">2817</a>	<a href="#">2852</a>	<a href="#">2888</a>	<a href="#">2924</a>	<a href="#">2961</a>	<a href="#">2998</a>	<a href="#">3035</a>	<a href="#">3073</a>	<a href="#">3111</a>	<a href="#">3150</a>	<a href="#">3190</a>	<a href="#">3230</a>	<a href="#">3270</a>	<a href="#">3311</a>	<a href="#">3352</a>	<a href="#">3394</a>	<a href="#">3437</a>	<a href="#">3479</a>	<a href="#">3523</a>	<a href="#">3567</a>
5560	A	Telecommunications Sales Coordinator	<a href="#">2745</a>	<a href="#">2779</a>	<a href="#">2814</a>	<a href="#">2849</a>	<a href="#">2885</a>	<a href="#">2921</a>	<a href="#">2957</a>	<a href="#">2994</a>	<a href="#">3032</a>	<a href="#">3070</a>	<a href="#">3108</a>	<a href="#">3147</a>	<a href="#">3186</a>	<a href="#">3226</a>	<a href="#">3266</a>	<a href="#">3307</a>	<a href="#">3348</a>	<a href="#">3390</a>	<a href="#">3433</a>	<a href="#">3476</a>	<a href="#">3519</a>
5523	A	Telecommunications Technical Administrator	<a href="#">3092</a>	<a href="#">3131</a>	<a href="#">3170</a>	<a href="#">3209</a>	<a href="#">3249</a>	<a href="#">3290</a>	<a href="#">3331</a>	<a href="#">3373</a>	<a href="#">3415</a>	<a href="#">3458</a>	<a href="#">3501</a>	<a href="#">3545</a>	<a href="#">3589</a>	<a href="#">3634</a>	<a href="#">3679</a>	<a href="#">3725</a>	<a href="#">3772</a>	<a href="#">3819</a>	<a href="#">3867</a>	<a href="#">3915</a>	<a href="#">3964</a>
5562	A	Telecommunications Technical Services Supervisor	<a href="#">3500</a>	<a href="#">3544</a>	<a href="#">3588</a>	<a href="#">3633</a>	<a href="#">3678</a>	<a href="#">3724</a>	<a href="#">3771</a>	<a href="#">3818</a>	<a href="#">3866</a>	<a href="#">3914</a>	<a href="#">3963</a>	<a href="#">4012</a>	<a href="#">4063</a>	<a href="#">4113</a>	<a href="#">4165</a>	<a href="#">4217</a>	<a href="#">4269</a>	<a href="#">4323</a>	<a href="#">4377</a>	<a href="#">4432</a>	<a href="#">4487</a>
1154		Television Production Coordinator	<a href="#">3249</a>	<a href="#">3289</a>	<a href="#">3330</a>	<a href="#">3372</a>	<a href="#">3414</a>	<a href="#">3457</a>	<a href="#">3500</a>	<a href="#">3544</a>	<a href="#">3588</a>	<a href="#">3633</a>	<a href="#">3678</a>	<a href="#">3724</a>	<a href="#">3771</a>	<a href="#">3818</a>	<a href="#">3866</a>	<a href="#">3914</a>	<a href="#">3963</a>	<a href="#">4013</a>	<a href="#">4063</a>	<a href="#">4114</a>	<a href="#">4165</a>
2072	A	Term Energy Trader	<a href="#">5983</a>	<a href="#">6058</a>	<a href="#">6134</a>	<a href="#">6211</a>	<a href="#">6288</a>	<a href="#">6367</a>	<a href="#">6446</a>	<a href="#">6527</a>	<a href="#">6609</a>	<a href="#">6691</a>	<a href="#">6775</a>	<a href="#">6860</a>	<a href="#">6945</a>	<a href="#">7032</a>	<a href="#">7120</a>	<a href="#">7209</a>	<a href="#">7299</a>	<a href="#">7390</a>	<a href="#">7483</a>	<a href="#">7576</a>	<a href="#">7671</a>
1121	A	Training & Development Manager	<a href="#">3870</a>	<a href="#">3919</a>	<a href="#">3968</a>	<a href="#">4017</a>	<a href="#">4068</a>	<a href="#">4118</a>	<a href="#">4170</a>	<a href="#">4222</a>	<a href="#">4275</a>	<a href="#">4328</a>	<a href="#">4382</a>	<a href="#">4437</a>	<a href="#">4493</a>	<a href="#">4549</a>	<a href="#">4606</a>	<a href="#">4663</a>	<a href="#">4721</a>	<a href="#">4780</a>	<a href="#">4840</a>	<a href="#">4901</a>	<a href="#">4962</a>
0822	A	Utilities Director	<a href="#">13714</a>	<a href="#">13886</a>	<a href="#">14059</a>	<a href="#">14235</a>	<a href="#">14413</a>	<a href="#">14593</a>	<a href="#">14775</a>	<a href="#">14960</a>	<a href="#">15147</a>	<a href="#">15336</a>	<a href="#">15528</a>	<a href="#">15722</a>	<a href="#">15919</a>	<a href="#">16118</a>	<a href="#">16319</a>	<a href="#">16523</a>	<a href="#">16730</a>	<a href="#">16939</a>	<a href="#">17151</a>	<a href="#">17365</a>	<a href="#">17582</a>
0819	A	Utilities Director, Deputy	<a href="#">7430</a>	<a href="#">7522</a>	<a href="#">7616</a>	<a href="#">7712</a>	<a href="#">7808</a>	<a href="#">7906</a>	<a href="#">8005</a>	<a href="#">8105</a>	<a href="#">8206</a>	<a href="#">8308</a>	<a href="#">8412</a>	<a href="#">8517</a>	<a href="#">8624</a>	<a href="#">8732</a>	<a href="#">8841</a>	<a href="#">8951</a>	<a href="#">9063</a>	<a href="#">9177</a>	<a href="#">9291</a>	<a href="#">9407</a>	<a href="#">9525</a>

### Exhibit “B”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0825	A	Utilities Director, Deputy Power Superintendent	<a href="#">101.27</a>	<a href="#">102.53</a>	<a href="#">103.82</a>	<a href="#">105.11</a>	<a href="#">106.43</a>	<a href="#">107.76</a>	<a href="#">109.10</a>	<a href="#">110.47</a>	<a href="#">111.85</a>	<a href="#">113.25</a>	<a href="#">114.66</a>	<a href="#">116.10</a>	<a href="#">117.55</a>	<a href="#">119.02</a>	<a href="#">120.50</a>	<a href="#">122.01</a>	<a href="#">123.54</a>	<a href="#">125.08</a>	<a href="#">126.64</a>	<a href="#">128.23</a>	<a href="#">129.83</a>
0830	A	Utilities Director, Deputy Rail Superintendent	<a href="#">75.52</a>	<a href="#">76.46</a>	<a href="#">77.42</a>	<a href="#">78.39</a>	<a href="#">79.37</a>	<a href="#">80.36</a>	<a href="#">81.36</a>	<a href="#">82.38</a>	<a href="#">83.41</a>	<a href="#">84.45</a>	<a href="#">85.51</a>	<a href="#">86.58</a>	<a href="#">87.66</a>	<a href="#">88.76</a>	<a href="#">89.87</a>	<a href="#">90.99</a>	<a href="#">92.13</a>	<a href="#">93.28</a>	<a href="#">94.44</a>	<a href="#">95.62</a>	<a href="#">96.82</a>
0823	A	Utilities Director, Deputy Water Superintendent	<a href="#">79.30</a>	<a href="#">80.29</a>	<a href="#">81.29</a>	<a href="#">82.31</a>	<a href="#">83.34</a>	<a href="#">84.38</a>	<a href="#">85.43</a>	<a href="#">86.50</a>	<a href="#">87.58</a>	<a href="#">88.68</a>	<a href="#">89.78</a>	<a href="#">90.91</a>	<a href="#">92.04</a>	<a href="#">93.19</a>	<a href="#">94.36</a>	<a href="#">95.54</a>	<a href="#">96.73</a>	<a href="#">97.94</a>	<a href="#">99.17</a>	<a href="#">100.40</a>	<a href="#">101.66</a>
0580	A	Utilities Economist	<a href="#">38.35</a>	<a href="#">38.83</a>	<a href="#">39.32</a>	<a href="#">39.81</a>	<a href="#">40.31</a>	<a href="#">40.81</a>	<a href="#">41.32</a>	<a href="#">41.84</a>	<a href="#">42.36</a>	<a href="#">42.89</a>	<a href="#">43.43</a>	<a href="#">43.97</a>	<a href="#">44.52</a>	<a href="#">45.07</a>	<a href="#">45.64</a>	<a href="#">46.21</a>	<a href="#">46.79</a>	<a href="#">47.37</a>	<a href="#">47.96</a>	<a href="#">48.56</a>	<a href="#">49.17</a>
0581	A	Utilities Economist, Associate	<a href="#">25.29</a>	<a href="#">25.60</a>	<a href="#">25.92</a>	<a href="#">26.25</a>	<a href="#">26.58</a>	<a href="#">26.91</a>	<a href="#">27.24</a>	<a href="#">27.59</a>	<a href="#">27.93</a>	<a href="#">28.28</a>	<a href="#">28.63</a>	<a href="#">28.99</a>	<a href="#">29.35</a>	<a href="#">29.72</a>	<a href="#">30.09</a>	<a href="#">30.47</a>	<a href="#">30.85</a>	<a href="#">31.23</a>	<a href="#">31.62</a>	<a href="#">32.02</a>	<a href="#">32.42</a>
0582	A	Utilities Economist, Senior	<a href="#">47.95</a>	<a href="#">48.55</a>	<a href="#">49.15</a>	<a href="#">49.77</a>	<a href="#">50.39</a>	<a href="#">51.02</a>	<a href="#">51.66</a>	<a href="#">52.30</a>	<a href="#">52.96</a>	<a href="#">53.62</a>	<a href="#">54.29</a>	<a href="#">54.97</a>	<a href="#">55.65</a>	<a href="#">56.35</a>	<a href="#">57.05</a>	<a href="#">57.77</a>	<a href="#">58.49</a>	<a href="#">59.22</a>	<a href="#">59.96</a>	<a href="#">60.71</a>	<a href="#">61.47</a>
1153		Video Production Assistant	<a href="#">18.92</a>	<a href="#">19.15</a>	<a href="#">19.39</a>	<a href="#">19.63</a>	<a href="#">19.88</a>	<a href="#">20.13</a>	<a href="#">20.38</a>	<a href="#">20.63</a>	<a href="#">20.89</a>	<a href="#">21.15</a>	<a href="#">21.42</a>	<a href="#">21.68</a>	<a href="#">21.96</a>	<a href="#">22.23</a>	<a href="#">22.51</a>	<a href="#">22.79</a>	<a href="#">23.07</a>	<a href="#">23.36</a>	<a href="#">23.65</a>	<a href="#">23.95</a>	<a href="#">24.25</a>
1152		Video Specialist	<a href="#">27.07</a>	<a href="#">27.41</a>	<a href="#">27.76</a>	<a href="#">28.10</a>	<a href="#">28.45</a>	<a href="#">28.81</a>	<a href="#">29.17</a>	<a href="#">29.53</a>	<a href="#">29.90</a>	<a href="#">30.28</a>	<a href="#">30.66</a>	<a href="#">31.04</a>	<a href="#">31.43</a>	<a href="#">31.82</a>	<a href="#">32.22</a>	<a href="#">32.62</a>	<a href="#">33.03</a>	<a href="#">33.44</a>	<a href="#">33.86</a>	<a href="#">34.28</a>	<a href="#">34.71</a>
2066	A	Water Division Manager	<a href="#">57.35</a>	<a href="#">58.06</a>	<a href="#">58.79</a>	<a href="#">59.52</a>	<a href="#">60.27</a>	<a href="#">61.02</a>	<a href="#">61.78</a>	<a href="#">62.56</a>	<a href="#">63.34</a>	<a href="#">64.13</a>	<a href="#">64.93</a>	<a href="#">65.74</a>	<a href="#">66.56</a>	<a href="#">67.40</a>	<a href="#">68.24</a>	<a href="#">69.09</a>	<a href="#">69.96</a>	<a href="#">70.83</a>	<a href="#">71.72</a>	<a href="#">72.61</a>	<a href="#">73.52</a>
2061	A	Water Division Manager, Assistant	<a href="#">52.14</a>	<a href="#">52.79</a>	<a href="#">53.45</a>	<a href="#">54.12</a>	<a href="#">54.79</a>	<a href="#">55.48</a>	<a href="#">56.17</a>	<a href="#">56.87</a>	<a href="#">57.58</a>	<a href="#">58.30</a>	<a href="#">59.03</a>	<a href="#">59.77</a>	<a href="#">60.52</a>	<a href="#">61.27</a>	<a href="#">62.04</a>	<a href="#">62.81</a>	<a href="#">63.60</a>	<a href="#">64.39</a>	<a href="#">65.20</a>	<a href="#">66.01</a>	<a href="#">66.84</a>
2064	A	Water Division Superintendent, Deputy	<a href="#">66.00</a>	<a href="#">66.83</a>	<a href="#">67.66</a>	<a href="#">68.51</a>	<a href="#">69.37</a>	<a href="#">70.23</a>	<a href="#">71.11</a>	<a href="#">72.00</a>	<a href="#">72.90</a>	<a href="#">73.81</a>	<a href="#">74.73</a>	<a href="#">75.67</a>	<a href="#">76.61</a>	<a href="#">77.57</a>	<a href="#">78.54</a>	<a href="#">79.52</a>	<a href="#">80.52</a>	<a href="#">81.52</a>	<a href="#">82.54</a>	<a href="#">83.58</a>	<a href="#">84.62</a>
2100	A	Water Program Specialist	<a href="#">30.58</a>	<a href="#">30.96</a>	<a href="#">31.35</a>	<a href="#">31.74</a>	<a href="#">32.13</a>	<a href="#">32.54</a>	<a href="#">32.94</a>	<a href="#">33.35</a>	<a href="#">33.77</a>	<a href="#">34.19</a>	<a href="#">34.62</a>	<a href="#">35.05</a>	<a href="#">35.49</a>	<a href="#">35.94</a>	<a href="#">36.38</a>	<a href="#">36.84</a>	<a href="#">37.30</a>	<a href="#">37.77</a>	<a href="#">38.24</a>	<a href="#">38.72</a>	<a href="#">39.20</a>
5068		Water Supply Supervisor	<a href="#">35.34</a>	<a href="#">35.78</a>	<a href="#">36.23</a>	<a href="#">36.68</a>	<a href="#">37.14</a>	<a href="#">37.61</a>	<a href="#">38.08</a>	<a href="#">38.55</a>	<a href="#">39.03</a>	<a href="#">39.52</a>	<a href="#">40.02</a>	<a href="#">40.52</a>	<a href="#">41.02</a>	<a href="#">41.54</a>	<a href="#">42.06</a>	<a href="#">42.58</a>	<a href="#">43.11</a>	<a href="#">43.65</a>	<a href="#">44.20</a>	<a href="#">44.75</a>	<a href="#">45.31</a>
2084	A	Wildlife & Recreation Coordinator	<a href="#">36.06</a>	<a href="#">36.51</a>	<a href="#">36.97</a>	<a href="#">37.43</a>	<a href="#">37.90</a>	<a href="#">38.37</a>	<a href="#">38.85</a>	<a href="#">39.34</a>	<a href="#">39.83</a>	<a href="#">40.33</a>	<a href="#">40.83</a>	<a href="#">41.34</a>	<a href="#">41.86</a>	<a href="#">42.38</a>	<a href="#">42.91</a>	<a href="#">43.45</a>	<a href="#">43.99</a>	<a href="#">44.54</a>	<a href="#">45.10</a>	<a href="#">45.66</a>	<a href="#">46.23</a>





## ORDINANCE NO. 28338

1 AN ORDINANCE relating to the Biennial Budget; modifying the Biennial Budget  
2 of the City for fiscal years 2015-2016 to appropriate funds for 2015-2016  
3 contract obligations, transfers, and other budget adjustments; authorizing  
4 interfund transfers and contributions; and authorizing the acceptance,  
deposit, and appropriation of miscellaneous donations, contributions,  
and/or fees.

5 WHEREAS RCW 35.34.130 provides that the legislative body of the City  
6 will meet no sooner than eight months after the start nor later than the conclusion  
7 of the first year of the fiscal biennium for the purpose of a mid-biennial review and  
8 modification of the biennial budget, and  
9

10 WHEREAS it is necessary to modify the City's Biennial Budget and to  
11 appropriate funds for 2015-2016 contract obligations, transfers, and other budget  
12 adjustments that were not identifiable in December 2014, and  
13

14 WHEREAS Exhibit "A" describes the proposed modifications to the Biennial  
15 Budget, and Exhibit "B" provides a narrative detail about the modifications; Now,  
16 Therefore,

17 BE IT ORDAINED BY THE CITY OF TACOMA:

18 Section 1. That the Biennial Budget of the City for fiscal years 2015-2016  
19 is hereby amended by adopting the proposed 2015-2016 biennial modifications  
20 set out in Exhibit "A" and explained in narrative form in Exhibit "B," which exhibits  
21 are attached hereto and incorporated as part of this ordinance.  
22

23 Section 2. That the proper officers of the City are hereby authorized and  
24 directed to make interfund transfers and contributions, and that the Biennial  
25  
26



1 Budget for the City of Tacoma for the years 2015-2016 shall be deemed to be and  
2 is hereby amended to provide for the appropriation and expenditure of said funds.  
3

4 Adopted \_\_\_\_\_  
5

6 \_\_\_\_\_  
7 Mayor

8 Attest:  
9

10 \_\_\_\_\_  
11 City Clerk

12 Approved as to form:  
13

14 \_\_\_\_\_  
15 Deputy City Attorney  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

**EXHIBIT A**

**City of Tacoma, Washington  
2015-2016 Biennial Budget  
Mid Biennium Modification**

<b>Fund No.</b>	<b>Fund Name</b>	<b>Adopted Budget</b>	<b>Reappropriation Ordinance</b>	<b>Modification Ordinance</b>	<b>Modified Budget</b>
<b>0010</b>	<b>General Fund</b>	<b><u>\$424,545,347</u></b>	<b><u>\$2,616,792</u></b>	<b><u>(276,981)</u></b>	<b><u>426,885,158</u></b>
<b>Special Revenue Funds</b>					
1020	Courts Special Revenue	149,762			149,762
1030	Contingency Fund	751,878			751,878
1060	Transportation Capital and Engineering	39,066,926	80,362,691	1,907,104	121,336,721
1065	PW Street Fund (Street Ops, Eng, Transp)	35,973,794	626,802	252,674	36,853,270
1070	Transportation Benefit District	4,792,894		500,000	5,292,894
1080	2% GET Gross Earnings Tax (Street Ops Mnt)	13,085,638			13,085,638
1090	TFD Special Revenue	5,123,207	1,376,045	1,744,554	8,243,806
1100	PWF Property Management	974,927	204,924		1,179,851
1110	Local Improvement Guaranty	179,262			179,262
1140	PWE Paths & Trails Reserve	5,561,463	2,099,485	1,894,898	9,555,846
1145	PWB Building & Land Use Services	1,448,325	30,810	424,892	1,904,027
1155	TFD EMS Special Revenue	27,178,640			27,178,640
1180	PAF Tourism & Conventions	6,664,782			6,664,782
1185	NCS Special Revenue	17,498,257	437,368	833,454	18,769,079
1195	CED Economic Development Grants	27,196,357	250,000	3,030,000	30,476,357
1200	Library Special Revenue	674,840		232,000	906,840
1236	CED Small Business Enterprise	546,582			546,582
1267	TPD Special Revenue	6,474,719			6,474,719
1431	CMO Municipal Cable TV	8,190,510	2,507,663		10,698,173
1500	CED Local Employment Apprenticeship Program	789,620			789,620
1650	Traffic Enforcement, Engineering & Education	6,490,673			6,490,673
	<b>Total Special Revenue Funds</b>	<b><u>\$208,813,056</u></b>	<b><u>\$87,895,788</u></b>	<b><u>\$10,819,576</u></b>	<b><u>\$307,528,420</u></b>
<b>Debt Service Funds</b>					
2010	Voted Bonds	5,412,050			5,412,050
2035	LTD GO Bonds 1997 A & B	6,368,575			6,368,575
2038	CTED PWTF Loan	2,313,603			2,313,603
2040	LTGO 2009 Series A-F Bond Redemption	2,998,003			2,998,003
2041	2010 LTGO Bonds Series 2010B - 2010E	13,231,484			13,231,484
2042	2013 LTGO Refunding Bonds	6,652,800			6,652,800
	<b>Total Debt Service Funds</b>	<b><u>\$36,976,515</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$36,976,515</u></b>
<b>Capital Project Funds</b>					
3211	Capital Projects Fund	12,977,939	8,511,448	1,706,157	23,195,544
3216	Police Facility 2002	72,000			72,000
3218	2009 LTGO Bond Capital Projects		9,571,849		9,571,849
3220	2010 LTGO Bonds		10,999,551		10,999,551
	<b>Total Capital Project Funds</b>	<b><u>\$13,049,939</u></b>	<b><u>\$29,082,848</u></b>	<b><u>\$1,706,157</u></b>	<b><u>\$43,838,944</u></b>

## EXHIBIT A

City of Tacoma, Washington  
2015-2016 Biennial Budget  
Mid Biennium Modification

Fund No.	Fund Name	Adopted Budget	Reappropriation Ordinance	Modification Ordinance	Modified Budget
<b>Enterprise Funds</b>					
4110	Permit Services Fund	18,822,335	350,924	456,834	19,630,093
4120	PW Tacoma Rail Mountain Division	4,079,659			4,079,659
4140	PWE Parking Operating	15,285,070	1,251,000		16,536,070
4165	PAF Convention Center	20,933,787			20,933,787
4170	PAF Cheney Stadium	3,025,027		175,000	3,200,027
4180	PAF Tacoma Dome	12,865,698		350,000	13,215,698
4190	PAF Performing Arts	4,436,000	16,135		4,452,135
4200	Solid Waste	145,745,133	7,111,485		152,856,618
4300	Wastewater	173,938,145	(447,850)	177,500	173,667,795
4301	Surface Water	94,021,098	434,575	7,053,193	101,508,866
4450	Union Station	3,577,405			3,577,405
4500	Tacoma Rail	65,643,257			65,643,257
4600	Water Utility	173,782,815			173,782,815
4700	Power	992,849,926		32,135,000	1,024,984,926
4800	TPU Self Insurance Claims	3,238,211			3,238,211
4805	Low Income Assistance	1,980,000			1,980,000
	<b>Total Enterprise Funds</b>	<b>\$1,734,223,566</b>	<b>\$8,716,269</b>	<b>\$40,347,527</b>	<b>\$1,783,287,362</b>
<b>Internal Service Funds</b>					
5042	IT Graphics Services	1,682,008			1,682,008
5050	TPU Fleet Service	33,416,984			33,416,984
5086	Youth Build Tacoma	651,003			651,003
5400	PW Fleet Equipment Rental	17,724,756	1,070,000	470,000	19,264,756
5453	PWS Asphalt Plant	2,672,883		961,933	3,634,816
5540	Comms Equipment - Replacement Reserve	4,727,467			4,727,467
5550	Third Party Liability Claims	7,409,549			7,409,549
5560	Unemployment Compensation	1,067,786			1,067,786
5570	Worker's Compensation	17,832,063			17,832,063
5700	Municipal Building Acquisition & Oper	16,073,809	(2,404,629)	734,618	14,403,798
5800	Information Systems	49,417,453	3,552,564	(1,538,824)	51,431,193
	<b>Total Internal Service Funds</b>	<b>\$152,675,761</b>	<b>\$2,217,935</b>	<b>\$627,727</b>	<b>\$155,521,423</b>
<b>Trust &amp; Agency Funds</b>					
6050	Deferred Compensation Trust	477,680			477,680
6100	Employees Retirement	315,158,781			315,158,781
6120	Relief & Pension Police	9,422,250			9,422,250
6150	Relief & Pension Firefighters	12,446,343			12,446,343
6430	Health Care Trust Labor Management	136,047,188			136,047,188
6440	Group Life Trust	1,909,116			1,909,116
6460	Dental Care Labor Management	12,539,439			12,539,439
6470	Health Care Trust Firefighters	7,026,676			7,026,676
6480	Health Care Trust Police	5,527,293			5,527,293
6795	Public Facilities Districts	6,063,610			6,063,610
	<b>Total Trust &amp; Agency Funds</b>	<b>\$506,618,376</b>	<b>\$0</b>	<b>\$0</b>	<b>\$506,618,376</b>
<b>Total City of Tacoma Budget</b>		<b>\$3,076,902,560</b>	<b>\$130,529,632</b>	<b>\$53,224,006</b>	<b>\$3,260,656,198</b>

EXHIBIT B

City of Tacoma, Washington  
2015-2016 Biennial Budget  
Mid Biennium Adjustment

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2015-2016 Appropriations:

General Fund

<u>0010 - General Fund</u>		<u>Amount</u>
<b>Revenues</b>		
Fund Cash Balance.....		(657,110)
EEOC & HUD Grants.....		380,129
	\$	(276,981)
<b>Expenditures</b>		
EEOC & HUD Grant Expenses.....		380,129
Identified Savings Available for Reallocation.....		(2,328,230)
Reallocated Savings.....		1,671,120
	\$	(276,981)
<b><u>Total General Fund</u></b>		<b>\$ (276,981)</b>

**EXHIBIT B**

**City of Tacoma, Washington  
2015-2016 Biennial Budget  
Mid Biennium Adjustment**

**Narrative Explanation for the Budget Amendment Ordinance**

Authorize an Increase in Revenues and Expenditures for 2015-2016 Appropriations:

**Special Revenue Funds**

<b><i>1060 - Transportation Capital and Engineering</i></b>	<b><i>Amount</i></b>
<b><i>Revenues</i></b>	
Fund Cash Balance.....	400,000
Interlocal Services.....	200,000
Transfer from Real Estate Excise Tax Fund.....	594,104
Transfer from Transportation Benefit District.....	320,000
Motor Vehicle Fuel Tax.....	393,000
	<u>\$ 1,907,104</u>
<b><i>Expenditures</i></b>	
Broadway LID 8645.....	615,000
Miscellaneous Projects.....	400,000
South Tacoma Way & Pacific Avenue Maint & Repair.....	200,000
Street Rehabilitation.....	320,000
Street Striping (2016).....	393,000
Water Ditch Trail.....	(20,896)
	<u>\$ 1,907,104</u>

**EXHIBIT B**

**City of Tacoma, Washington  
2015-2016 Biennial Budget  
Mid Biennium Adjustment**

**Narrative Explanation for the Budget Amendment Ordinance**

Authorize an Increase in Revenues and Expenditures for 2015-2016 Appropriations:

<b>1065 - PW Street Fund</b>		<b>Amount</b>
<b>Revenues</b>		
Damage Reimbursements.....		21,311
Other Fees.....		939
Overhead.....		2,815
Scrap Sales.....		3,591
Street Maintenance Revenues.....		44,018
Transfer from Transportation Benefit District.....		180,000
	\$	252,674
<b>Expenditures</b>		
South Tacoma Way & Pacific Avenue Maint & Repair.....		34,018
Roadway maintenance projects.....		208,656
Scott Pierson Trail maintenance.....		10,000
	\$	252,674
<b>1070 - Transportation Benefit District</b>		<b>Amount</b>
<b>Revenues</b>		
Transportation Benefit District Fees.....		500,000
		500,000
<b>Expenditures</b>		
Transfer to Transportation Capital Fund.....		320,000
Transfer to Street Maintenance Fund.....		180,000
		500,000
<b>1090 - TFD Special Revenue</b>		<b>Amount</b>
<b>Revenues</b>		
Federal Dept of Ecology Grant.....		36,000
Federal Dept of Homeland Security Grant.....		736,350
Fund Cash Balance.....		972,204
	\$	1,744,554
<b>Expenditures</b>		
Fire Equipment Purchase.....		1,714,681
Fire Training Simulator.....		29,873
	\$	1,744,554

**EXHIBIT B**

**City of Tacoma, Washington  
2015-2016 Biennial Budget  
Mid Biennium Adjustment**

**Narrative Explanation for the Budget Amendment Ordinance**

Authorize an Increase in Revenues and Expenditures for 2015-2016 Appropriations:

<b>1140 - PWE Paths &amp; Trails</b>	<b>Amount</b>
<b>Revenues</b>	
Interlocal Services.....	(360,000)
Federal Dept of Transportation Grants.....	1,919,372
Motor Vehicle Fuel Tax.....	68,000
Transfer from Other Fund.....	116,300
Transfer from Real Estate Excise Tax Fund.....	(79,104)
Transfer from Street Fund.....	100,000
Fund Cash Balance.....	77,000
Washington State Ecology Grant.....	53,330
	<u>\$ 1,894,898</u>
<b>Expenditures</b>	
Prairie Line Trail.....	1,778,598
Schuster Parkway.....	116,300
	<u>\$ 1,894,898</u>
<b>1145 - PWB Building &amp; Land Use Services</b>	<b>Amount</b>
<b>Revenues</b>	
Fund Cash Balance.....	424,892
	<u>\$ 424,892</u>
<b>Expenditures</b>	
Derelict Building Program.....	424,892
	<u>\$ 424,892</u>
<b>1185 - NCS Special Revenue</b>	<b>Amount</b>
<b>Revenues</b>	
Federal Department of Justice Grant.....	240,953
Federal Equal Employment Opportunity Commission Grants.....	20,200
Federal Housing & Urban Development Grants.....	82,375
Fund Cash Balance.....	489,926
	<u>\$ 833,454</u>
<b>Expenditures</b>	
Anti-Gang Strategies.....	424,166
Equal Opportunity Activities.....	90,094
Fair Housing Activities.....	243,763
Other External Contracts.....	75,431
	<u>\$ 833,454</u>



**EXHIBIT B**

**City of Tacoma, Washington  
2015-2016 Biennial Budget  
Mid Biennium Adjustment**

**Narrative Explanation for the Budget Amendment Ordinance**

Authorize an Increase in Revenues and Expenditures for 2015-2016 Appropriations:

<b>1195 - CED Special Revenue</b>	<b>Amount</b>
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**Revenues**

Fund Cash Balance.....	3,030,000
	\$ 3,030,000

**Expenditures**

Valhalla Hall Improvements.....	3,000,000
Tech Accelerator.....	30,000
	\$ 3,030,000

<b>1200 - Library Special Revenue Fund</b>	<b>Amount</b>
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**Revenues**

Fund Cash Balance.....	232,000
	\$ 232,000

**Expenditures**

RFID Phase 1.....	232,000
	\$ 232,000

**Total Special Revenue Funds    \$    10,819,576**

**Capital Projects Funds**

<b>3211 - Capital Projects</b>	<b>Amount</b>
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**Revenues**

Real Estate Excise Tax.....	1,706,157
	\$ 1,706,157

**Expenditures**

Chinese Reconciliation Park.....	100,000
FWDA City Pier Removal (Swap for General Fund).....	220,300
Library RFID(Swap for Bond Funds).....	420,857
Lincoln Business District.....	450,000
Paths and Trails.....	(100,000)
Signal/Streetlight Improvements (Broadway LID 8645).....	483,000
Vaulted Sidewalk Abatements (Broadway LID 8645).....	132,000
	\$ 1,706,157

**Total Capital Funds    \$    1,706,157**

**EXHIBIT B**

**City of Tacoma, Washington  
2015-2016 Biennial Budget  
Mid Biennium Adjustment**

**Narrative Explanation for the Budget Amendment Ordinance**

Authorize an Increase in Revenues and Expenditures for 2015-2016 Appropriations:

**Enterprise Funds**

<b>4110 - Permit Services</b>	<b>Amount</b>
<b>Revenues</b>	
Miscellaneous Permit Fees.....	456,834
	\$ 456,834
<b>Expenditures</b>	
Consulting for Various Initiatives.....	152,500
Finalize Port Area Emergency Response/Intelligent Transportation System Study.....	100,000
Wastewater In-Lieu of Transfers.....	177,500
VIP Intern.....	26,834
	\$ 456,834
<b>4170 - Cheney Stadium</b>	<b>Amount</b>
<b>Revenues</b>	
Private Grant.....	175,000
	\$ 175,000
<b>Expenditures</b>	
Playground Area.....	175,000
	\$ 175,000
<b>4180 - PAF Dome</b>	<b>Amount</b>
<b>Revenues</b>	
Ticketmaster Rebate.....	350,000
	\$ 350,000
<b>Expenditures</b>	
Seating Replacement.....	350,000
	\$ 350,000
<b>4300 - Wastewater</b>	<b>Amount</b>
<b>Revenues</b>	
Transfer from Other Fund (Wastewater In-Lieu-of Revenue from PDS).....	177,500
	\$ 177,500
<b>Expenditures</b>	
Ending Cash.....	177,500
	\$ 177,500

**EXHIBIT B**

**City of Tacoma, Washington  
2015-2016 Biennial Budget  
Mid Biennium Adjustment**

**Narrative Explanation for the Budget Amendment Ordinance**

Authorize an Increase in Revenues and Expenditures for 2015-2016 Appropriations:

<b>4301 - Surface Water</b>		<b>Amount</b>
<b>Revenues</b>		
Federal Department of Ecology		4,034,062
Fund Cash Balance.....		3,019,131
		\$ 7,053,193
<b>Expenditures</b>		
40th & Madison Green Infrastructure.....		248,500
Gravel Pit Project.....		3,000,000
Madison & Monroe.....		50,000
South Tacoma Way Green Infrastructure.....		1,080,583
Point Defiance.....		2,674,110
		\$ 7,053,193
<b>4700 - Power</b>		<b>Amount</b>
<b>Revenues</b>		
Fund Cash Balance.....		32,135,000
		\$ 32,135,000
<b>Expenditures</b>		
Repayment of Callable Bond (2005B).....		32,135,000
		\$ 32,135,000
<b>Total Enterprise Funds</b>		<b>\$ 40,347,527</b>

**Internal Service Funds**

<b>5400 - PW Fleet Equipment Rental</b>		<b>Amount</b>
<b>Revenues</b>		
Interfund Charges.....		470,000
		\$ 470,000
<b>Expenditures</b>		
Maintenance Work Orders.....		470,000
		\$ 470,000

**EXHIBIT B**

**City of Tacoma, Washington  
2015-2016 Biennial Budget  
Mid Biennium Adjustment**

**Narrative Explanation for the Budget Amendment Ordinance**

Authorize an Increase in Revenues and Expenditures for 2015-2016 Appropriations:

<b>5453 - Asphalt Plant</b>		<b>Amount</b>
<b>Revenues</b>		
Interfund Charges.....	961,933	
	\$	961,933
<b>Expenditures</b>		
Maintenance Work Orders.....	961,933	
	\$	961,933
<b>5700 - Municipal Building Acquisition &amp; Operations</b>		<b>Amount</b>
<b>Revenues</b>		
Fund Cash Balance.....	734,618	
	\$	734,618
<b>Expenditures</b>		
Transfer to Other Fund.....	734,618	
	\$	734,618
<b>5800 - Information System</b>		<b>Amount</b>
<b>Revenues</b>		
Assessments.....	(1,538,824)	
	\$	(1,538,824)
<b>Expenditures</b>		
Various Operating Expenses.....	(1,538,824)	
	\$	(1,538,824)
<b>Total Internal Service Funds</b>		<b>\$ 627,727</b>
<b>Grand Total Expenditures - All Funds</b>		<b>\$ 53,224,006</b>



## ORDINANCE NO. 28339

1 An ordinance relating to tax rates; amending Title 6 of the Tacoma Municipal  
2 Code by amending Chapters 6A.40, 6A.50, 6A.90, and 6A.100,  
3 authorizing an additional 1.5% earning tax on natural gas, electric and  
4 phone companies, generating approximately \$90 million over the next  
5 ten years, providing increased funding for street repair and  
6 improvements.

7 WHEREAS Proposition 3, proposing the authorization of an additional  
8 1.5% earning tax on natural gas, electric and phone companies, was passed by  
9 the voters in the November 2015 general election, and

10 WHEREAS the election was certified on November 24, 2015, and

11 WHEREAS the proposed amendments to Title 6A of the Tacoma  
12 Municipal Code ("TMC") would authorize an increase to the current tax rates of  
13 6% to 7.5%, requiring amendments to TMC Chapters: (1) 6A.40,  
14 Communications Tax, (2) 6A.50 Electricity Business and Solid Waste  
15 Collection, (3) 6A.90 Natural or Manufactured Gas Tax and (4) 6A.100 Utilities  
16 Gross Earnings Tax – Public Utilities, and

17 WHEREAS the proposed amendments would authorize an additional  
18 1.5% earning tax on natural gas, electric and phone companies, generating  
19 approximately \$90 million over the next ten years, providing increased funding  
20 for street repair and improvements, and

21 WHEREAS the City plans to impose the new tax rates effective March 1,  
22 2016; Now, Therefore,



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BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Title 6 of the Municipal Code is hereby amended by amending Chapters 6A.40, 6A.50, 6A.90, and 6A.100 thereof, to read as set forth in the attached Exhibit "A."

Section 2. That the effective date of the new tax rates is March 1, 2016.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney



**EXHIBIT "A"**  
**TITLE 6A**  
**TAX CODE**

**Chapters:**

- 6A.10 General Tax Provisions**
- 6A.20 Admission Tax**
- 6A.30 Business and Occupation Tax**
- 6A.40 Communications Tax**
- 6A.50 Electricity Business and Solid Waste Collection**
- 6A.60 Gambling Tax**
- 6A.70 Local Option Taxes**
- 6A.80 Lodging Excise Tax**
- 6A.90 Natural or Manufactured Gas Tax**
- 6A.100 Utilities Gross Earnings Tax – Public Utilities**
- 6A.110 Property Tax Exemptions for Multi-Family Housing**

\* \* \*

**6A.40.040 Persons subject to tax.**

A fee or tax as specified herein is hereby levied upon and shall be collected from every person engaging in or carrying on the following business:

Cable service – A fee or tax equal to 8 percent of the gross income from cable service provided to customers residing within the City.

Cellular telephone and/or pager services business – A fee or tax equal to ~~6-7.5~~ percent of the total gross income from cellular telephone or pager services business conducted within the City, as indicated by billings and/or charges to Tacoma customers.

Competitive telephone service – Competitive telephone service, as hereinabove defined, shall be taxed as a retail sale under TMC 6A.30.

Telephone business – A fee or tax equal to ~~6-7.5~~ percent of the total gross income from telephone business conducted within the City, as indicated by billings and/or charges to Tacoma customers.

\* \* \*



**6A.40.050 Tax rate.**

Activity	Tax Rate
A. Cable service	8.0%
B. Cellular or pager	<del>6.0%</del> 7.5%
C. Competitive telephone service	retail sale in 6A.30
D. Telephone business	<del>6.0%</del> 7.5%

\* \* \*

**6A.50.030 Persons subject to tax – Rate.**

There is hereby levied upon and shall be collected from every person engaging in or carrying on the (1) electricity business, a tax equal to ~~6%~~7.5 percent of the total gross income from such business conducted within the City, as indicated by billings and/or charges to or for Tacoma customers, and on those persons engaged in or carrying on the (2) solid waste collection service, a tax equal to 8 percent of the total gross income from such business conducted within the City, as indicated by billing and/or charges to or for Tacoma customers.

Activity	Tax Rate
Electricity Business	<del>6%</del> 7.5%
Solid Waste Service	8%

\* \* \*

**6A.90.030 Occupations subject to tax – Rate.**

Pursuant to RCW 35.21.870, there is hereby levied upon and shall be collected from every person engaged in or carrying on the business of transmitting, distributing, brokering, or selling natural or manufactured gas a fee or occupation tax equal to ~~6%~~7.5 percent of the total gross income from such business in the City.

Activity	Rate
Natural or Manufactured Gas	<del>6%</del> 7.5%

\* \* \*





**6A.100.010 Power, Water, and Rail Divisions – Department of Public Utilities.**

There is hereby imposed upon the Power, Water, and Rail Divisions of the Department of Public Utilities taxes upon the gross earnings of said divisions and each of them at the following rates of gross earnings, for the benefit of the General Fund of the City: upon the Power Division, ~~6%~~7.5% percent, except for gross earnings derived from cable television activity for which the rate shall be 8 percent; and upon the Water and Rail Divisions, 8 percent; which taxes however shall be subordinate to any payments required to be made by any of said divisions from said gross earnings into any fund or funds heretofore or hereafter created for the payment of the principal of and interest on revenue bonds of the City heretofore or hereafter issued.

Department of Public Utilities Activity	Tax Rate
Power Division	<del>6%</del> <u>7.5%</u>
Cable Television	8%
Water and Rail Systems	8%

\* \* \*

**6A.100.020 Solid Waste Utility and Sewer Utility – Department of Public Works.**

There is hereby imposed upon the Solid Waste Utility Division of the Department of Public Works, and upon the Sewer Utility of the Department of Public Works, for the benefit of the General Fund of the City, a tax upon the gross earnings of said utilities of 8 percent of said gross earnings, except that earnings from the activity involved in the sale of electricity or natural gas shall be taxed at the rate of ~~6%~~7.5% percent. The tax shall, however, be subordinate to any payments required to be made by any of said divisions from said gross earnings into any fund or funds heretofore or hereafter created for the payment of the principal of and interest on revenue bonds of the City heretofore or hereafter issued. Said taxes are hereby found to be reasonable and not disproportionate to the amount of taxes which said divisions or subdepartments would pay if operated as private utilities.

Department of Public Works Activity	Tax Rate
Solid Waste and Sewer Utility Divisions	8%
Sale of Electricity or Natural Gas	<del>6%</del> <u>7.5%</u>