



## **Legislation Passed December 19, 2017**

The Tacoma City Council, at its regular City Council meeting of December 19, 2017, adopted the following resolutions and/or ordinances. The summary of the contents of said resolutions and/or ordinances are shown below. To view the full text of the document, click on the bookmark at the left of the page.

---

### **Resolution No. 39884**

A resolution declaring surplus and authorizing the sale of approximately 106 acres of property, located at 13004 Reservoir Road East, in Puyallup, to the Pierce County Department of Parks and Recreation, for the amount of \$2,775,100.

[Greg Muller, Real Estate Officer; Scott Dewhirst, Water Superintendent]

### **Resolution No. 39896**

A resolution awarding a contract to Oak Hills Construction, LLC, d.b.a.

Allen-Bradbury Construction, in the amount of \$335,995.00, plus applicable sales tax, plus a 16 percent contingency, for a total of \$389,754.20, budgeted from the Capital Projects Fund, for the Tacoma Municipal Building 10th floor tenant improvements - Specification No. PW17-0141F.

[Joshua Clarke, Project Manager; Kurtis D. Kingsolver, P.E., Director, Public Works]

### **Resolution No. 39897**

A resolution authorizing the execution of an agreement with IGI Resources, Inc., for the sale and purchase of natural gas derived from processing excess bio-gas released as a by-product of treating wastewater at the Central Wastewater Treatment Plant.

[James G. Parvey, P.E., Environmental Policy and Sustainability Division Manager; Michael P. Slevin III, P.E., Director, Environmental Services]

### **Resolution No. 39898**

A resolution designating certain expenditures for reimbursement from proceeds of tax-exempt obligations for project costs related to the improvements to the Central Wastewater Treatment Plant.

[Teresa Sedmak, City Treasurer; Andy Cherullo, Director, Finance]

### **Resolution No. 39899**

A resolution consenting to the Tacoma Community Redevelopment Authority entering into a lease of the Pantages Building to a newly created tax credit entity, Pantages Building, LLC, in order to be in a position to access Federal Historic Tax Credits and New Market Tax Credits to enable renovations to said building.

[Teresa Sedmak, City Treasurer; Andy Cherullo, Director, Finance]

**Resolution No. 39900**

A resolution expressing support for the possible development of a professional soccer only stadium on property owned by the Metropolitan Park District of Tacoma, located adjacent to Cheney Stadium, as proposed by a joint venture between the Tacoma Rainiers and Seattle Sounders FC, contingent upon further due diligence and potential future agreements.

[Kim Bedier, Director, Tacoma Venues and Events]

**Resolution No. 39901**

A resolution authorizing the use of \$20,000 of Council Contingency Funds to support the 2018 season of the Tacoma Refugee Choir, and directing the City Manager to negotiate and execute an agreement outlining the scope of work and deliverables.

[Mayor Strickland and Council Members Campbell and Mello]

**Resolution No. 39902**

A resolution urgently requesting the Public Utility Board to contractually require all internet service providers using Click! Network to abide by the Click! Network Open Internet Policy supporting net neutrality.

[Mayor Strickland and Council Members Campbell, Ibsen, and Mello]

**Ordinance No. 28472**

An ordinance vacating a portion of Broadway Avenue, lying between South 9th Street and South 11th Street, for ramped access to the back storage area and freight elevator vestibule of the Pantages Theater, and space for two offices.

(City of Tacoma; File No. 124.1380)

[Jeff H. Capell, Hearing Examiner]

**Ordinance No. 28475**

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to clarify part-time employee benefits and implement rates of pay and compensation for represented and non-represented employees.

[Kari Louie, Benefits Manager; Gary Buchanan, Director, Human Resources]

**Ordinance No. 28479**

An ordinance amending Title 11 of the Municipal Code, relating to Traffic, by amending various chapters to revise City regulations applicable to street traffic.

[Josh Diekmann, P.E., Engineering Assistant Division Manager;

Kurtis D. Kingsolver, P.E., Director, Public Works]

**Ordinance No. 28480**

An ordinance amending Chapter 1.28A of the Municipal Code, relating to the Tacoma Arts Commission, by changing the position for the Cross District Association or Community Council representative to an At-Large position.

[Amy McBride, Arts Administrator; Kim Bedier, Acting Director, Community and Economic Development]

**Substitute Ordinance No. 28481**

An ordinance amending Chapter 6A.30 of the Municipal Code, relating to Business and Occupation Tax, to establish a new credit in the amount of \$500, which local businesses can use against their City business and occupation taxes, for qualifying positions created on or after January 1, 2018, that are filled by residents of Tacoma.

[Danielle Larson, Tax and License Division Manager, Andy Cherullo, Director, Finance]



## RESOLUTION NO. 39884

1 A RESOLUTION relating to surplus property; declaring certain real property owned  
2 by the Department of Public Utilities, Water Division (d.b.a. "Tacoma  
3 Water"), identified as portions of Pierce County Assessor Tax Parcel  
4 Nos. 0419132006, 0419133001, and 0419141000, covering approximately  
5 106 acres, located east of the McMillin Reservoirs at 13004 Reservoir Road  
6 East, Puyallup, in Pierce County, Washington, surplus to the needs of the  
City; and authorizing the negotiated sale and conveyance of said property to  
the Pierce County Department of Parks and Recreation for the sum of  
\$2,775,100.

7 WHEREAS the City of Tacoma, Department of Public Utilities, Water  
8 Division (d.b.a. "Tacoma Water"), owns property identified as portions of Pierce  
9 County Assessor Tax Parcel Nos. 0419132006, 0419133001, and 0419141000,  
10 covering approximately 106 acres located east of the McMillin Reservoirs at  
11 13004 Reservoir Road E, Puyallup, in Pierce County, Washington ("Property"), as  
12 more fully described in the documents on file in the office of the City Clerk, and  
13

14 WHEREAS Tacoma Water has determined the Property is no longer  
15 essential for continued effective utility service, and  
16

17 WHEREAS the Pierce County Department of Parks and Recreation has  
18 offered to purchase the Property for \$2,775,100, which is deemed acceptable by  
19 Tacoma Water and the Department of Public Works, Real Property Services  
20 Division, and  
21

22 WHEREAS the Department of Public Works proceeded with the negotiated  
23 disposition process pursuant to Tacoma Municipal Code ("TMC") 1.06.280.F, and  
24  
25  
26



1           WHEREAS, an easement for access will also be granted and Tacoma Water  
2 will reserve easements for a waste water pipeline, access road, and a depression  
3 for waste water discharge, and  
4

5           WHEREAS, on November 15, 2017, by adoption of Public Utility Board  
6 Resolution No. U-10973, the Property was declared surplus to Tacoma Water's  
7 needs and approved for sale, pending confirmation from the City Council, and  
8

9           WHEREAS, on December 5, 2017, pursuant to RCW 35.94.040 and  
10 TMC 1.06.280, the City Council conducted a public hearing on the proposed sale of  
11 said Property, and  
12

13           WHEREAS, there being no foreseeable need for continued City ownership of  
14 the Property, the sale of said Property appears to be in the best interests of the  
15 City, pending final approval from the City Council; Now, Therefore,  
16

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

18           Section 1. That continued ownership of approximately 106 acres of property  
19 identified as portions of Pierce County Assessor Tax Parcel Nos. 0419132006,  
20 0419133001, and 0419141000, covering approximately 106 acres of property  
21 located east of the McMillin Reservoirs at 13004 Reservoir Road East, Puyallup, in  
22 Pierce County, Washington, owned by the City of Tacoma, through its Department  
23 of Public Utilities, Water Division, is not essential to the needs of the City and is  
24 hereby declared surplus pursuant to RCW 35.22.020 and Article I, Section 1.2, and  
25 Article IX of the Tacoma City Charter.  
26



1           Section 2. That the proper officers of the City are hereby authorized to  
2 execute a deed and all other documents necessary to convey the property to the  
3 Pierce County Department of Parks and Recreation, for the amount of \$2,775,100,  
4 said deed to be substantially in the form of the deed on file in the office of the City  
5 Clerk.  
6

7  
8 Adopted \_\_\_\_\_

9 \_\_\_\_\_  
10 Mayor

11  
12 Attest: \_\_\_\_\_

13 City Clerk

14 Approved as to form:  
15 \_\_\_\_\_

16 Chief Deputy City Attorney

17 Requested by Public Utility Board  
18 Resolution No. U-10973  
19  
20  
21  
22  
23  
24  
25  
26



## RESOLUTION NO. 39896

1 A RESOLUTION related to the purchase of materials, supplies or equipment,  
2 and the furnishing of services; authorizing the execution of a contract with  
3 Oak Hills Construction, LLC, d.b.a. Allen-Bradbury Construction, in the  
4 amount of \$335,995.00, plus applicable sales tax, plus a 16 percent  
5 contingency, for a cumulative total of \$389,754.20, budgeted from the  
6 Capital Projects Fund, for the Tacoma Municipal Building 10th floor  
7 tenant improvements pursuant to Specification No. PW17-0141F.

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

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

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

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

19 Section 2. That the proper officers of the City are hereby authorized to  
20 enter into a contract with Oak Hills Construction, LLC, d.b.a. Allen-Bradbury  
21 Construction, in the amount of \$335,995.00, plus applicable sales tax, plus a 16  
22 percent contingency, for a cumulative total of \$389,754.20, budgeted from the  
23 Capital Projects Fund, for the Tacoma Municipal Building 10th floor tenant  
24  
25  
26



1 improvements pursuant to Specification No. PW17-0141F, consistent with

2 Exhibit "A."

3

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

5

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

7 Attest:

8

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

10 Approved as to form:

11

12 \_\_\_\_\_  
13 City Attorney

14

15

16

17

18

19

20

21

22

23

24

25

26





## RESOLUTION NO. 39897

1 A RESOLUTION relating to renewable energy; authorizing the execution of a  
2 base agreement with IGI Resources, Inc., for the sale and purchase of  
3 natural gas derived from processing excess bio-gas released as a  
4 by-product of treating wastewater at the City's Central Wastewater  
5 Treatment Plant.

6 WHEREAS, in accordance with the 2008 Climate Action Plan and the  
7 Environmental Action Plan, the City has committed to reducing its greenhouse  
8 gas emissions, and

9 WHEREAS the Environmental Services Department ("ESD") is challenged  
10 with providing its ratepayers vital utility services at an economical price, and

11 WHEREAS, when bio-gas (methane) is processed, it can be used  
12 interchangeably with natural gas and sold in the market place as a commodity,  
13 and

14 WHEREAS, according to the Environmental Protection Agency, using  
15 methane from this source will reduce greenhouse gasses by at least 60 percent  
16 compared to diesel fuel or natural gas extracted from the earth; in addition, if  
17 processed bio-gas is used for vehicle fuel, it is eligible for an environmental  
18 credit, and

19 WHEREAS the sale of bio-gas for use as a transportation fuel is a  
20 necessary step in creating Renewable Identification Numbers ("RINs"); doing so  
21 will create a public benefit by reducing greenhouse gas emissions by at least  
22 60 percent, supporting the use of renewable fuels for transportation purposes,  
23 and increasing the revenue received by the ESD, and  
24  
25  
26



WHEREAS the opportunity to reduce greenhouse gas emissions while generating revenue to the wastewater utility through the sale of a valuable commodity represents an extraordinary opportunity, and

WHEREAS, on October 11, 2017, ESD staff briefed the Infrastructure, Planning and Sustainability Committee regarding the details of the proposed Bio-Gas Utilization Project ("Project"), and

WHEREAS the Project requires an agreement with a natural gas buyer/re-seller, in order to sell bio-gas processed at the Central Wastewater Treatment Plant for use as a vehicle fuel and to receive environmental credits, and

WHEREAS the proposed agreement with IGI Resources, Inc. ("IGI") generally conforms to the North American Energy Standards Board Base Natural Gas Sale and Purchase Contract, and consists of (1) the Base Contract, (2) the General Terms and Conditions, (3) the Special Provisions, and (4) the Transaction Confirmation Form, which together define the terms and conditions governing the City's sale of renewable natural gas ("RNG") to IGI for re-sale to RNG purchasers, and

WHEREAS the Agreement provides for the following: (1) allows ESD to tap into the lucrative economic value of renewable transportation fuels through the Federal Renewable Fuel Standard, known as RINs, and any applicable state programs; (2) generates an estimated net revenue of \$5,000,000, after capital, operating, and interest costs, over the life of the Project by selling the Renewable Natural Gas (RNG) with the associated RINs; (3) enables ESD to reduce



greenhouse gas emissions by providing an alternative to fossil fuels; and

(4) encourages the use of renewable transportation fuels, and

WHEREAS the proposed Project will also require future City Council approval of (1) a performance-based design-build contract with an energy service contractor selected pursuant to the provisions of RCW Chapter 39.35A, which contract will include a performance guarantee associated with the design, construction, and operation of the bio-methane gas processing facility and a maximum project allowable cost; (2) an ongoing services agreement with the energy services contractor, (3) an engineering services and construction agreement with Puget Sound Energy, Inc. ("PSE") for the design and construction of a natural gas pipeline to interconnect PSE's pipeline to the processing facility to provide for delivery by PSE of the City's processed bio-gas to the market for sale and purchase; (4) a Receipt Service Agreement and Safety contract with PSE to provide for PSE's receipt and conveyance of processed bio-methane gas from the City; and (5) an easement with PSE for the installation, maintenance, and operation of PSE's natural gas pipeline at the Central Wastewater Treatment Plant, and

WHEREAS the total cost of this Project is anticipated to be \$12,138,000, to be financed through issuance of debt by the City wherein the debt service for these facilities will be paid by revenues derived from the sale of processed bio-gas and environmental credits, and



1 WHEREAS it is expected that the revenue derived from the sale of  
2 processed bio-gas with RIN credits will exceed the debt service costs and the  
3 ongoing costs of maintenance and operations for the life of the bio-gas  
4 processing facility; Now, Therefore,

5  
6 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

7 That the proper officers of the City are hereby authorized to enter into an  
8 agreement with IGI Resources, Inc., for the purpose of buying and reselling  
9 renewable natural gas and its environmental attributes on the City's behalf for  
10 use as a vehicle fuel, said agreement to be substantially in the form of the  
11 documents on file in the office of the City Clerk.  
12

13 Adopted \_\_\_\_\_  
14

15  
16 \_\_\_\_\_  
Mayor

17 Attest:  
18

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

20 Approved as to form:  
21

22 \_\_\_\_\_  
Chief Deputy City Attorney  
23  
24  
25  
26



## RESOLUTION NO. 39898

1 A RESOLUTION relating to financing; designating certain expenditures for  
2 reimbursement from proceeds of tax-exempt obligations.

3 WHEREAS the City may issue or may be the beneficiary of tax-exempt  
4 obligations, including bonds, notes, and leases, from time to time for the purpose  
5 of financing its governmental activities, and

6 WHEREAS the United States Department of the Treasury has promulgated  
7 Regulations limiting the ability of the City to use the proceeds of tax-exempt  
8 obligations for reimbursement of prior expenditures, and

9 WHEREAS any such declaration of official intent to reimburse must not be  
10 made as a matter of course or in an amount substantially in excess of the amount  
11 expected to be necessary for the proposed project, and

12 WHEREAS the City expects to finance the project described herein from  
13 proceeds of tax-exempt obligations; Now, Therefore,

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

15 Section 1. That the City reasonably expects to reimburse the expenditures  
16 described herein with the proceeds of tax-exempt debt to be incurred by the City or  
17 another issuer on behalf of the City (the "Reimbursement Bonds").

18 Section 2. That the maximum principal amount of Reimbursement Bonds  
19 expected to be issued is \$6,000,000.

20 Section 3. That the expenditures with respect to which the City reasonably  
21 expects to be reimbursed from the proceeds of Reimbursement Bonds will be  
22  
23  
24  
25  
26



made from the City's Wastewater and Surface Water Fund or the General Fund for  
project costs related to improvements to the City's sewer system.

Section 4. That this resolution will take effect from and after its adoption  
as provided by law.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form and legality:

Pacifica Law Group LLP  
Bond Counsel to the City of Tacoma

By \_\_\_\_\_



## RESOLUTION NO. 39899

1 A RESOLUTION relating to the Tacoma Community Redevelopment  
2 Authority ("TCRA"); consenting to TCRA leasing the Pantages Building  
3 to a tax credit entity in order to be in a position to access Federal Historic  
4 Tax Credits and New Markets Tax Credits to enable renovations to the  
5 Pantages Building.

6 WHEREAS with the City of Tacoma's approval, the Broadway Center for the  
7 Performing Arts ("BCPA") is currently in the process of finalizing plans for  
8 renovations of the Pantages Building, and

9 WHEREAS project costs are anticipated to be between \$12 and \$20 million,  
10 and the BCPA is currently undertaking a capital campaign to raise funds to  
11 complete the project, with funding anticipated to come from the City, private  
12 donations, a state grant, and moneys raised through both Historic Tax  
13 Credits ("HTC") and New Market Tax Credits ("NMTC"), and

14 WHEREAS, in order to assist with accessing funding through the HTC and  
15 NMTC programs, the project has been presented to potential tax credit investors  
16 through an outside consultant hired by the BCPA, and

17 WHEREAS, in 1983, the City entered into a series of simultaneous lease  
18 transactions in order to monetize available tax credits to provide funding for  
19 necessary improvements to the Pantages Building, and

20 WHEREAS, while the 1983 transaction was complex and involved a number  
21 of leases and subleases between the City, through the TCRA, and limited purpose  
22 entities formed for the purposes of the transaction, it was, at its most fundamental  
23 level, a multi-year lease between the City and the tax credit investors, and  
24  
25  
26



WHEREAS, as part of the earlier tax credit transaction, the City conveyed  
1 title of the Pantages Building to the TCRA, and

2 WHEREAS the tax reform packages proposed by both the U.S. House of  
3 Representatives and the U.S. Senate have potential adverse impacts on both the  
4 HTC and NMTC programs, threatening the BCPA's ability to raise funds through  
5 these structures, and  
6

7 WHEREAS this uncertainty has caused entities contemplating the use of tax  
8 credits to draft documents and put legal structures in place before the end of the  
9 year to minimize the risk of any potential changes to the HTC and NMTC programs  
10 which would negatively impact project and finance plans, and  
11

12 WHEREAS, in order to take advantage of the tax credits, the following steps  
13 are necessary: (1) create an additional tax credit entity; and (2) lease the  
14 Pantages Theater to the entity which will be the tax credit program applicant, and  
15

16 WHEREAS, because title to the Pantages Building was conveyed to TCRA  
17 by the City, the lease of the Pantages will require approval of both the TCRA Board  
18 and the City, and

19 WHEREAS the TCRA Board is scheduled to approve the lease of the  
20 Pantages Building to the newly created entity, Pantages Building LLC, at its  
21 December 21, 2017, meeting, and  
22

23 WHEREAS the TCRA will derive no financial benefit from the Lease, and  
24 the Lease shall have no effect on the Management Agreement between the BCPA  
25 and the City of Tacoma for operation of the facility, and  
26





WHEREAS the Lease will be effective during the period required for such credits to be available for tax credit investors, and in the event the renovation of the Pantages Building proceeds without the benefit of the tax credits, the Lease shall terminate; Now, Therefore,

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

That the City of Tacoma consents to the Tacoma Community Redevelopment Authority, as landlord, entering into a lease ("Lease") of the Pantages Building to a newly created tax credit entity (Pantages Building, LLC) in order to be in a position to access tax credits which, if awarded, would provide a source of funds to help fund renovations to the Pantages Building. The Lease will be effective during the period required for such credits to be available for tax credit investors. In the event the renovation of the Pantages Building proceeds without the benefit of the tax credits, the Lease shall terminate.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## RESOLUTION NO. 39900

1 A RESOLUTION relating to the possible development of a professional soccer  
2 only stadium on property owned by the Metropolitan Park District of Tacoma  
3 ("Metro Parks") adjacent to the City-owned Cheney Stadium as proposed by  
4 a joint venture between the Tacoma Rainiers and Seattle Sounders FC (the  
5 "Sounders/Rainiers Joint Venture"); and expressing general support for  
6 such project, contingent upon further due diligence, and potential future  
7 agreements among the City, Metro Parks and the Joint Venture.

8 WHEREAS, participation in soccer, particularly among children and youth,  
9 as well as its popularity more generally, has soared locally and nationally, and

10 WHEREAS, if a professional soccer stadium were developed in Tacoma,  
11 soccer players and fans in South Puget Sound would enjoy more opportunity to  
12 access professional soccer matches and professional players which would foster  
13 the continued growth of the sport in our region, and

14 WHEREAS, the facility could open for public recreational use when not in  
15 use for professional soccer, and

16 WHEREAS, the development of a professional soccer stadium in Tacoma  
17 on Metro Parks' property adjacent to Cheney Stadium could create a sports and  
18 entertainment nexus in Tacoma that would promote and support additional  
19 investment in the area, and

20 WHEREAS, the Sounders/Rainiers Joint Venture proposes that the  
21 Joint Venture, Metro Parks and the City work collaboratively to perform the  
22 necessary due diligence to determine the feasibility of developing a professional  
23 soccer stadium in Tacoma adjacent to Cheney Stadium, and the respective roles  
24 and responsibilities that each may undertake in such a project; Now, Therefore,  
25  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

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

Section 1. The City expresses its general support for a professional soccer stadium in Tacoma adjacent to Cheney Stadium, contingent upon further due diligence, and potential future agreements among the City, Metropolitan Park District of Tacoma (“Metro Parks”) and the Sounders/Rainiers Joint Venture.

Section 2. The City commits to the good faith engagement of its proper officers with the Sounders/Rainiers Joint Venture and Metro Parks to further develop the professional soccer stadium concept, including the terms under which the principal parties to the proposed project would participate in its development and operation, for subsequent review by the City Council and Metro Parks Board.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## RESOLUTION NO. 39901

1 BY REQUEST OF MAYOR STRICKLAND AND COUNCIL MEMBERS CAMPBELL  
AND MELLO

2 A RESOLUTION authorizing the one-time use of \$20,000, budgeted from the City  
3 Council Contingency Fund, for the purpose of supporting the 2018 season of the  
Tacoma Refugee Choir; and directing the City Manager to negotiate and execute  
4 an agreement outlining the scope of work and deliverables.

5 WHEREAS the Tacoma Refugee Choir ("Choir"), a Washington non-profit  
6 corporation, builds community through music, with a special emphasis on  
7 welcoming refugees, and seeks to use music as a tool to support the City's most  
8 vulnerable residents, as well as educate and encourage actions of compassion  
9 and kindness between people of diverse backgrounds, beliefs, ethnicities, and  
10 languages, as part of creating a more welcoming Tacoma community, and

11 WHEREAS, in its first season, the Choir welcomed to its weekly practice  
12 sessions more than 150 participants from 24 countries, and

13 WHEREAS the Choir established non-profit status and engaged the support  
14 of a diverse cast of Tacoma-area recording artists to deliver its message broadly  
15 through its first recorded song, and, further, performed 12 public events during its  
16 first season, and

17 WHEREAS the Choir's second season seeks to build on the success of the  
18 inaugural season to uplift, inspire, and unite through the transformative power of  
19 music, and

20 WHEREAS, at the December 12, 2017, Study Session, Council  
21 Member Campbell shared a Council Consideration Request to authorize the  
22



one-time use of \$20,000, budgeted from the City Council Contingency Fund, for  
1 the purpose of supporting the 2018 season of the Tacoma Refugee Choir, and

2 WHEREAS the City's \$20,000 sponsorship level would assist the Choir in  
3 providing free admission to events for City residents who may be disabled or  
4 financially unable to attend, and also includes the following benefits for the City:  
5 Eight VIP tickets to three stage events, invitations to free community outreach  
6 events, recognition from the stage at all three events, the City's logo on posters  
7 and printed programs, featured on the Choir's website, and recognition in the  
8 annual report, and

9 WHEREAS, in addition, the Choir will advertise the following items:  
10 opportunities for the community to contribute to the City's Deportation Defense  
11 Subfund, for providing legal counsel to indigent Tacoma residents at deportation  
12 hearings; participation on the City's Commission on Immigrant and Refugee  
13 Affairs; and recognition of the City as a member of the Welcoming Cities and  
14 Counties Initiative, and

15 WHEREAS RCW 35.33.145 and 35.34.250 authorize a withdrawal from the  
16 City Council Contingency Fund for any municipal expense, the necessity or extent  
17 of which could not have been foreseen or reasonably evaluated at the time of  
18 adopting the budget, and

19 WHEREAS the need for sponsorship of the Tacoma Refugee Choir for the  
20 2018 season could not have been foreseen or reasonably evaluated at the time the  
21 City adopted its biennial budget, and  
22



WHEREAS Ordinance No. 22569 requires an affirmative vote of not less  
1 than six members of the Council in order to withdraw moneys from this fund; Now,  
2 Therefore,

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

4 Section 1. That one-time funding in the amount of \$20,000, budgeted from  
5 the City Council Contingency Fund, is hereby approved for the purpose of  
6 supporting the 2018 season of the Tacoma Refugee Choir.

7 Section 2. That the City Manager is hereby directed to negotiate and  
8 execute an agreement with the Tacoma Refugee Choir, outlining the scope of work  
9 and deliverables for said funding.

10 Adopted \_\_\_\_\_  
11

12 \_\_\_\_\_  
13 Mayor

14 Attest:

15 \_\_\_\_\_  
16 City Clerk

17 Approved as to form:  
18 \_\_\_\_\_  
19 Deputy City Attorney  
20  
21  
22



## RESOLUTION NO. 39902

1 BY REQUEST OF MAYOR STRICKLAND AND COUNCIL MEMBERS CAMPBELL,  
2 IBSEN, AND MELLO

3 A RESOLUTION related to Click! Network; urgently requesting the Tacoma  
4 Public Utility Board to contractually require all internet service providers  
5 using Click! Network to abide by the Click! Network Open Internet Policy  
6 supporting net neutrality.

7 WHEREAS the City of Tacoma, Department of Public Utilities, Light  
8 Division (d.b.a. "Tacoma Power") owns a hybrid fiber-coaxial ("HFC")  
9 communications network that delivers cable television, broadband internet, and  
10 other services within Tacoma Power's service area through its  
11 Telecommunications Section, Click! Network (d.b.a. "Click! Network"), and

12 WHEREAS, as a result of prior policy decisions, Tacoma Power provides  
13 wholesale broadband internet service to local Internet Service Provider ("ISP")  
14 companies, which, in turn, retail the broadband internet service to end-use  
15 customers, and

16 WHEREAS Click! Network has adopted an Open Internet Policy  
17 supporting the principles of net neutrality; specifically, Click! Network does not:  
18

- 19 • Discriminate among specific uses, or class of uses, on its network
- 20 • Impair, degrade, or delay VoIP applications or services that compete  
21 with its video services or services of its affiliates
- 22 • Impair, degrade, delay or otherwise inhibit access by customers to  
23 lawful content, applications, services, or non-harmful devices
- 24 • Impair free expression by slowing traffic from certain websites
- 25 • Demand pay-for-priority or similar arrangements that directly or  
26 indirectly favor certain traffic over other traffic



- Prioritize its own applications, services, or devices or those of its affiliates
- Block lawful content, applications, services, or non-harmful devices, subject to reasonable network management as defined below and in its Acceptable Use Policy, and

WHEREAS the United States Federal Communications Commission ("FCC") has repealed existing federal regulations requiring ISPs to abide by net neutrality principles, and

WHEREAS the City Council fully supports the Click! Network Open Internet Policy and wants to ensure that ISPs using Click! Network are contractually bound to abide by the Click! Network Open Internet Policy to ensure that users of Click! Network are not adversely impacted by the actions taken by the FCC; Now, Therefore,

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

Section 1. That the City Council hereby urgently requests that the Tacoma Public Utility Board require Click! Network to include in all contracts with current and future ISPs, as a condition to use Click! Network, that the ISPs abide by the Click! Network Open Internet Policy.





1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Section 2. That the proper officers of the City are hereby authorized to enter into contracts with ISPs to implement the intent of this resolution.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## ORDINANCE NO. 28472

AN ORDINANCE related to the vacation of City right-of-way; vacating a portion of Broadway Avenue, lying between South 9th Street and South 11th Street, for ramped access to the back storage area and freight elevator vestibule of the Pantages Theater, and space for two offices; and adopting the Hearing Examiner's Findings, Conclusions, and Recommendations related thereto.

WHEREAS all steps and proceedings required by law and by resolution of the City Council to vacate the portion of the right-of-way hereinafter described have been duly taken and performed; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That the City Council hereby adopts the Hearing Examiner's Findings, Conclusions, and Recommendations as contained in the Hearing Examiner's Report and Recommendation to the City Council bearing File No. 124.1380 and dated November 3, 2017, which Report is on file in the office of the City Clerk.



Section 2. That a portion of Broadway Avenue, lying between South 9th Street and South 11th Street, legally described as follows:

That portion of the Northwest Quarter of the Northwest Quarter of Section 04, Township 20 North, Range 03 East of Willamette Meridian, situate in the City of Tacoma, County of Pierce, State of Washington more particularly described as follows:

Commencing at a point marking the intersection of the monumented centerline of Broadway Plaza between South 9th Street and South 11th Street and the westerly prolongation of the line common to Lots 2 and 3, Block 905, Map of New Tacoma, Washington Territory, as per plat recorded February 3, 1875, in the office of the County Auditor, from which a surface brass disk marking the intersection of South 9th Street and Broadway Plaza bears North 07 degrees 22 minutes 08 seconds West a distance of 154.96 feet;

Thence North 82 degrees 37 minutes 51 seconds East along said prolongation a distance of 23.50 feet to the True Point of Beginning;

Thence continuing North 82 degrees 37 minutes 51 seconds East along said prolongation a distance of 16.50 feet to a point on easterly margin of said Broadway Plaza marking the Northwest corner of said Lot 3;

Thence South 07 degrees 22 minutes 08 seconds East along said easterly margin and parallel with said monumented centerline of Broadway Plaza a distance of 49.98 feet more or less to the Southwest corner of Lot 4 of said block;

Thence South 82 degrees 38 minutes 07 seconds West along the westerly prolongation of the line common to Lots 4 and 5 of said Block 905, a distance of 16.50 feet;



Thence North 07 degrees 22 minutes 08 seconds West parallel  
with said easterly margin a distance of 49.98 feet more or less to  
the True Point of Beginning;

is hereby vacated, and the land so vacated is hereby surrendered and  
attached to the property bordering thereon, as a part thereof, and all right or  
title of the City in and to the portion of the right-of-way so vacated does  
hereby vest in the owners of the property abutting thereon, all in the manner  
provided by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

Property description approved:

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

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

Location: A portion of Broadway Avenue, lying between South 9th Street  
and South 11th Street

Petitioner: City of Tacoma  
Vacation Req. No. 124.1380



## ORDINANCE NO. 28475

1 AN ORDINANCE relating to the Compensation Plan; amending Chapter 1.12 of  
2 the Tacoma Municipal Code to clarify part-time employee benefits;  
3 implement rates of pay and compensation for represented and  
4 nonrepresented employees and changes in classification to reflect the  
5 organizational structure; and declaring the effective dates thereof.

6 BE IT ORDAINED BY THE CITY OF TACOMA:

7 Section 1. That Section 1.12.095 of the Tacoma Municipal Code ("TMC") is  
8 hereby amended, effective January 1, 2018, as follows:

9 1.12.095 Health Care and Disability Benefits.

10 A. Health Care and Disability Coverage.

11 1. The City shall pay all or such portion of the premiums or expenses for, medical, hospital, vision, long-  
12 term disability, and dental coverage for eligible permanent, project, appointive, and temporary pending  
13 exam employees and their dependents, as defined by the applicable employee benefit plan or agreement,  
14 beginning on the first day of the calendar month following the date of hire, unless the date of hire is also  
15 the first working day of the calendar month, in which case benefits would be effective on the date of hire.  
16 For temporary employees, the City shall pay all or such portion of the premium or expenses for medical  
17 and dental benefits beginning on the first day of the calendar month following 60 days of continuous  
18 employment from the date of hire, except for temporary hiring-hall workers for whom benefits are  
19 administered through their unions. Employee contributions toward the cost of insurance premiums or  
20 benefit expenses shall be by payroll deduction, except where expressly exempted by applicable  
21 bargaining agreement or operation of law.

22 a. If a permanent, project, appointive, or temporary pending exam employee fails to timely enroll in, or  
23 properly opt out of, medical coverage within the required enrollment period, the employee will be  
24 enrolled in the City's default medical plan. If a temporary employee fails to timely enroll in, or waive,  
25 medical coverage, the employee will be determined to have waived coverage.

26 b. Subject to applicable procedures and legal restrictions, full-time and part-time employees may qualify  
to opt out of City-provided medical, dental, and/or vision insurance.

c. No City employee or eligible dependent may be insured under more than one City medical, dental, or  
vision insurance plan.

2. Employees hired into a part-time status after January 1, 1983, shall have the option of electing to enroll  
in either the medical benefits plan, ~~or the dental benefits plan,~~ the vision benefits plan, or ~~both all three,~~  
with the cost of the ~~same coverage elected~~ being prorated on the hours the employee is hired to work  
(such as three-quarter time, half-time, and so forth). Employees electing coverage under this paragraph  
shall contribute the cost of elected coverage by payroll deduction.

\* \* \*

24 Section 2. That Section 1.12.355 of the TMC is hereby amended, effective  
25 January 1, 2018, as follows:  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	27.03	28.38	29.80	31.28	32.85	
6010		Building Maintenance Supervisor	39.77	41.77	43.86			
5202		Carpenter Crew Leader	36.76					
2003		Chief Of Party	30.44	31.95	33.55	35.22	37.00	
2006		Chief Surveyor	42.12	44.23	46.45	48.77	51.21	
2005		Chief Surveyor, Assistant	34.36	36.10	37.88	39.79	41.78	
2102		Code Inspector Supervisor	36.73	38.57	40.49	42.51	44.64	
5008		Collection Systems Technician	23.04	24.19	25.41	26.67	28.01	
5007		Collection Systems Worker	21.62	22.73	23.88	25.09	26.38	
5006		Community Service Work Crew Leader	28.05	29.46	30.94	32.48	34.10	
2104		Construction Inspection Supervisor	36.73	38.57	40.49	42.51	44.64	
2016		Construction Inspector	31.84	33.43	35.11	36.85	38.71	41.02
2015		Construction Inspector, Assistant	28.10	29.52	30.99	32.54	34.16	
2043		Construction Manager	41.07	43.16	45.38	47.67	50.10	52.65
2045		Construction Manager, Associate	36.73	38.57	40.49	42.51	44.64	
2046		Engineering Construction Coordinator	36.03	37.82	39.72	41.70	43.79	
2019		Engineering Instrumentation Technician	32.49	34.11	35.82	37.61	39.47	
2021		Engineering Office Coordinator	32.49	34.11	35.82	37.61	39.47	
2010		Engineering Technician I	23.97	25.15	26.43	27.75	29.13	
2011		Engineering Technician II	27.26	28.66	30.08	31.59	33.17	
2012		Engineering Technician III	30.07	31.58	33.14	34.80	36.54	
2004		Engineering Technician IV	33.07	34.76	36.48	38.29	40.21	
3102		Environmental Lab Scientist I	24.60	25.84	27.12	28.49	29.91	
3105		Environmental Lab Scientist II	29.61	31.08	32.64	34.27	35.99	
3106		Environmental Lab Scientist III	33.89	35.59	37.35	39.23	41.20	
3107		Environmental Lab Scientist in Training	19.37	20.34	21.36	22.42	23.54	
4209		Forensic Services Supervisor	43.89	46.08				
5042		Grounds Maintenance Supervisor	39.93	41.93	44.03			
2101		Inspector	31.84	33.43	35.11	36.85	38.71	
2122		Inspector, Senior	33.75	35.45	37.22	39.09	41.02	
2026		L I D Representative	32.74	34.37	36.10	37.89	39.80	
2027		L I D Representative, Senior	38.55	40.47	42.49	44.61	46.84	
3104		Lab Assistant	18.67	19.60	20.58	21.61	22.70	23.83
5206		Painter Crew Leader	34.24					
0070		Parking Enforcement Officer	20.71	21.75	22.83	23.97	25.16	
0071		Parking Enforcement Officer, Lead	22.88	24.01	25.21	26.48	27.81	
0072		Parking Enforcement Supervisor	27.05	28.41	29.84	31.31	32.90	
2008		Permit Specialist	26.44	27.75	29.14	30.60	32.13	
2009		Permit Specialist, Senior	29.96	31.47	33.04	34.69	36.42	
0035		Real Estate Specialist	24.53	25.77	27.03	28.40	29.81	
0401		Real Estate Specialist, Senior	32.72	34.35	36.08	37.87	39.77	



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

5014		Recovery & Transfer Center Supervisor	<a href="#">36.23</a>	<a href="#">38.05</a>	<a href="#">39.94</a>	<a href="#">41.93</a>	<a href="#">44.03</a>	
2108		Road Use Compliance Officer	<a href="#">27.05</a>	<a href="#">28.41</a>	<a href="#">29.84</a>	<a href="#">31.31</a>	<a href="#">32.90</a>	
2109		Road Use Compliance Supervisor	<a href="#">29.76</a>	<a href="#">31.24</a>	<a href="#">32.81</a>	<a href="#">34.45</a>	<a href="#">36.17</a>	
5028		Sewer Transmission Systems Maintenance Coordinator	<a href="#">32.26</a>	<a href="#">33.88</a>	<a href="#">35.58</a>	<a href="#">37.34</a>	<a href="#">39.22</a>	
5030		Sewer Transmission Systems Maintenance Supervisor	<a href="#">32.94</a>	<a href="#">34.58</a>	<a href="#">36.30</a>	<a href="#">38.13</a>	<a href="#">40.02</a>	
5017		Solid Waste Collection Supervisor	<a href="#">41.93</a>	<a href="#">44.03</a>				
5037		Solid Waste Route Supervisor	<a href="#">40.02</a>					
0625		Source Control Representative	<a href="#">29.50</a>	<a href="#">30.98</a>	<a href="#">32.53</a>	<a href="#">34.15</a>	<a href="#">35.86</a>	
0626		Source Control Representative, Senior	<a href="#">32.46</a>	<a href="#">34.08</a>	<a href="#">35.78</a>	<a href="#">37.57</a>	<a href="#">39.44</a>	
5026		Street Maintenance Supervisor	<a href="#">39.93</a>	<a href="#">41.93</a>	<a href="#">44.03</a>			
2001		Survey Technician II	<a href="#">23.34</a>	<a href="#">24.50</a>	<a href="#">25.71</a>	<a href="#">27.01</a>	<a href="#">28.36</a>	
2002		Survey Technician III	<a href="#">26.82</a>	<a href="#">28.14</a>	<a href="#">29.56</a>	<a href="#">31.03</a>	<a href="#">32.58</a>	
0613		Utility Services Representative I	<a href="#">26.44</a>	<a href="#">27.75</a>	<a href="#">29.14</a>	<a href="#">30.60</a>	<a href="#">32.13</a>	
0614		Utility Services Representative II	<a href="#">35.39</a>	<a href="#">37.17</a>	<a href="#">39.04</a>	<a href="#">40.97</a>	<a href="#">43.02</a>	
5107		WWTP Operations Supervisor	<a href="#">42.06</a>	<a href="#">44.17</a>	<a href="#">46.38</a>	<a href="#">48.71</a>	<a href="#">51.13</a>	

Code	A	Job Title	1	2	3	4	5	6
5361		Animal Control & Compliance Supervisor	<a href="#">27.57</a>	<a href="#">28.95</a>	<a href="#">30.40</a>	<a href="#">31.91</a>	<a href="#">33.51</a>	
6010		Building Maintenance Supervisor	<a href="#">40.57</a>	<a href="#">42.61</a>	<a href="#">44.74</a>			
5202		Carpenter Crew Leader	<a href="#">37.50</a>					
2003		Chief Of Party	<a href="#">31.05</a>	<a href="#">32.59</a>	<a href="#">34.22</a>	<a href="#">35.92</a>	<a href="#">37.74</a>	
2006		Chief Surveyor	<a href="#">42.96</a>	<a href="#">45.11</a>	<a href="#">47.38</a>	<a href="#">49.75</a>	<a href="#">52.23</a>	
2005		Chief Surveyor, Assistant	<a href="#">35.05</a>	<a href="#">36.82</a>	<a href="#">38.64</a>	<a href="#">40.59</a>	<a href="#">42.62</a>	
2102		Code Inspector Supervisor	<a href="#">37.46</a>	<a href="#">39.34</a>	<a href="#">41.30</a>	<a href="#">43.36</a>	<a href="#">45.53</a>	
5008		Collection Systems Technician	<a href="#">23.50</a>	<a href="#">24.67</a>	<a href="#">25.92</a>	<a href="#">27.20</a>	<a href="#">28.57</a>	
5007		Collection Systems Worker	<a href="#">22.05</a>	<a href="#">23.18</a>	<a href="#">24.36</a>	<a href="#">25.59</a>	<a href="#">26.91</a>	
5006		Community Service Work Crew Leader	<a href="#">28.61</a>	<a href="#">30.05</a>	<a href="#">31.56</a>	<a href="#">33.13</a>	<a href="#">34.78</a>	
2104		Construction Inspection Supervisor	<a href="#">37.46</a>	<a href="#">39.34</a>	<a href="#">41.30</a>	<a href="#">43.36</a>	<a href="#">45.53</a>	
2016		Construction Inspector	<a href="#">32.48</a>	<a href="#">34.10</a>	<a href="#">35.81</a>	<a href="#">37.59</a>	<a href="#">39.48</a>	<a href="#">41.84</a>
2015		Construction Inspector, Assistant	<a href="#">28.66</a>	<a href="#">30.11</a>	<a href="#">31.61</a>	<a href="#">33.19</a>	<a href="#">34.84</a>	
2043		Construction Manager	<a href="#">41.89</a>	<a href="#">44.02</a>	<a href="#">46.29</a>	<a href="#">48.62</a>	<a href="#">51.10</a>	<a href="#">53.70</a>
2045		Construction Manager, Associate	<a href="#">37.46</a>	<a href="#">39.34</a>	<a href="#">41.30</a>	<a href="#">43.36</a>	<a href="#">45.53</a>	
2046		Engineering Construction Coordinator	<a href="#">36.75</a>	<a href="#">38.58</a>	<a href="#">40.51</a>	<a href="#">42.53</a>	<a href="#">44.67</a>	
2019		Engineering Instrumentation Technician	<a href="#">33.14</a>	<a href="#">34.79</a>	<a href="#">36.54</a>	<a href="#">38.36</a>	<a href="#">40.26</a>	
2021		Engineering Office Coordinator	<a href="#">33.14</a>	<a href="#">34.79</a>	<a href="#">36.54</a>	<a href="#">38.36</a>	<a href="#">40.26</a>	
2010		Engineering Technician I	<a href="#">24.45</a>	<a href="#">25.65</a>	<a href="#">26.96</a>	<a href="#">28.31</a>	<a href="#">29.71</a>	
2011		Engineering Technician II	<a href="#">27.81</a>	<a href="#">29.23</a>	<a href="#">30.68</a>	<a href="#">32.22</a>	<a href="#">33.83</a>	
2012		Engineering Technician III	<a href="#">30.67</a>	<a href="#">32.21</a>	<a href="#">33.80</a>	<a href="#">35.50</a>	<a href="#">37.27</a>	
2004		Engineering Technician IV	<a href="#">33.73</a>	<a href="#">35.46</a>	<a href="#">37.21</a>	<a href="#">39.06</a>	<a href="#">41.01</a>	
3102		Environmental Lab Scientist I	<a href="#">25.09</a>	<a href="#">26.36</a>	<a href="#">27.66</a>	<a href="#">29.06</a>	<a href="#">30.51</a>	
3105		Environmental Lab Scientist II	<a href="#">30.20</a>	<a href="#">31.70</a>	<a href="#">33.29</a>	<a href="#">34.96</a>	<a href="#">36.71</a>	



3106	Environmental Lab Scientist III	<u>34.57</u>	<u>36.30</u>	<u>38.10</u>	<u>40.01</u>	<u>42.02</u>	
3107	Environmental Lab Scientist in Training	<u>19.76</u>	<u>20.75</u>	<u>21.79</u>	<u>22.87</u>	<u>24.01</u>	
4209	Forensic Services Supervisor	<u>44.77</u>	<u>47.00</u>				
5042	Grounds Maintenance Supervisor	<u>40.73</u>	<u>42.77</u>	<u>44.91</u>			
2101	Inspector	<u>32.48</u>	<u>34.10</u>	<u>35.81</u>	<u>37.59</u>	<u>39.48</u>	
2122	Inspector, Senior	<u>34.43</u>	<u>36.16</u>	<u>37.96</u>	<u>39.87</u>	<u>41.84</u>	
2026	L I D Representative	<u>33.39</u>	<u>35.06</u>	<u>36.82</u>	<u>38.65</u>	<u>40.60</u>	
2027	L I D Representative, Senior	<u>39.32</u>	<u>41.28</u>	<u>43.34</u>	<u>45.50</u>	<u>47.78</u>	
3104	Lab Assistant	<u>19.04</u>	<u>19.99</u>	<u>20.99</u>	<u>22.04</u>	<u>23.15</u>	<u>24.31</u>
5206	Painter Crew Leader	<u>34.92</u>					
0070	Parking Enforcement Officer	<u>21.12</u>	<u>22.19</u>	<u>23.29</u>	<u>24.45</u>	<u>25.66</u>	
0071	Parking Enforcement Officer, Lead	<u>23.34</u>	<u>24.49</u>	<u>25.71</u>	<u>27.01</u>	<u>28.37</u>	
0072	Parking Enforcement Supervisor	<u>27.59</u>	<u>28.98</u>	<u>30.44</u>	<u>31.94</u>	<u>33.56</u>	
2008	Permit Specialist	<u>26.97</u>	<u>28.31</u>	<u>29.72</u>	<u>31.21</u>	<u>32.77</u>	
2009	Permit Specialist, Senior	<u>30.56</u>	<u>32.10</u>	<u>33.70</u>	<u>35.38</u>	<u>37.15</u>	
0035	Real Estate Specialist	<u>25.02</u>	<u>26.29</u>	<u>27.57</u>	<u>28.97</u>	<u>30.41</u>	
0401	Real Estate Specialist, Senior	<u>33.37</u>	<u>35.04</u>	<u>36.80</u>	<u>38.63</u>	<u>40.57</u>	
5014	Recovery & Transfer Center Supervisor	<u>36.95</u>	<u>38.81</u>	<u>40.74</u>	<u>42.77</u>	<u>44.91</u>	
2108	Road Use Compliance Officer	<u>27.59</u>	<u>28.98</u>	<u>30.44</u>	<u>31.94</u>	<u>33.56</u>	
2109	Road Use Compliance Supervisor	<u>30.36</u>	<u>31.86</u>	<u>33.47</u>	<u>35.14</u>	<u>36.89</u>	
5028	Sewer Transmission Systems Maintenance Coordinator	<u>32.91</u>	<u>34.56</u>	<u>36.29</u>	<u>38.09</u>	<u>40.00</u>	
5030	Sewer Transmission Systems Maintenance Supervisor	<u>33.60</u>	<u>35.27</u>	<u>37.03</u>	<u>38.89</u>	<u>40.82</u>	
5017	Solid Waste Collection Supervisor	<u>42.77</u>	<u>44.91</u>				
5037	Solid Waste Route Supervisor	<u>40.82</u>					
0625	Source Control Representative	<u>30.09</u>	<u>31.60</u>	<u>33.18</u>	<u>34.83</u>	<u>36.58</u>	
0626	Source Control Representative, Senior	<u>33.11</u>	<u>34.76</u>	<u>36.50</u>	<u>38.32</u>	<u>40.23</u>	
5026	Street Maintenance Supervisor	<u>40.73</u>	<u>42.77</u>	<u>44.91</u>			
2001	Survey Technician II	<u>23.81</u>	<u>24.99</u>	<u>26.22</u>	<u>27.55</u>	<u>28.93</u>	
2002	Survey Technician III	<u>27.36</u>	<u>28.70</u>	<u>30.15</u>	<u>31.65</u>	<u>33.23</u>	
0613	Utility Services Representative I	<u>26.97</u>	<u>28.31</u>	<u>29.72</u>	<u>31.21</u>	<u>32.77</u>	
0614	Utility Services Representative II	<u>36.10</u>	<u>37.91</u>	<u>39.82</u>	<u>41.79</u>	<u>43.88</u>	
5107	WWTP Operations Supervisor	<u>42.90</u>	<u>45.05</u>	<u>47.31</u>	<u>49.68</u>	<u>52.15</u>	

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as follows:

Code	A	Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>23.82</u>	<u>25.02</u>	<u>26.25</u>	<u>27.56</u>	<u>28.95</u>	
5016		Asphalt Plant Crew Leader	<u>33.06</u>	<u>34.77</u>	<u>36.44</u>			
5015		Asphalt Plant Operator	<u>28.82</u>	<u>30.25</u>	<u>31.76</u>			





1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

5201		Carpenter	<u>33.19</u>					
5210		Concrete Finisher Crew Leader	<u>33.06</u>	<u>34.71</u>				
1101		Crime Analyst	<u>27.73</u>	<u>29.14</u>	<u>30.63</u>	<u>32.20</u>	<u>33.83</u>	<u>35.56</u>
1102		Crime Analyst, Senior	<u>31.82</u>	<u>33.46</u>	<u>35.18</u>	<u>36.95</u>	<u>38.83</u>	<u>40.81</u>
1099		Crime Program Technician	<u>23.17</u>	<u>24.35</u>	<u>25.59</u>	<u>26.92</u>	<u>28.26</u>	<u>29.69</u>
4210		Crime Scene Technician	<u>27.59</u>	<u>28.98</u>	<u>30.43</u>	<u>31.96</u>	<u>33.56</u>	
5020		Equipment Operator	<u>30.38</u>					
5021		Equipment Operator, Heavy	<u>32.03</u>	<u>33.63</u>				
4208		Forensic Specialist	<u>30.37</u>	<u>31.90</u>	<u>33.49</u>	<u>35.15</u>	<u>36.90</u>	
5041		Grounds Maintenance Crew Leader	<u>29.99</u>	<u>31.49</u>	<u>33.06</u>	<u>34.71</u>		
5040		Grounds Maintenance Worker	<u>23.99</u>	<u>25.18</u>	<u>26.44</u>	<u>27.76</u>		
5047		Hydro Grounds Maintenance Worker	<u>23.99</u>	<u>25.18</u>	<u>26.44</u>	<u>27.76</u>		
5001		Laborer	<u>12.54</u>	<u>13.17</u>	<u>13.83</u>	<u>14.51</u>	<u>15.24</u>	
4212		Latent Print Examiner	<u>33.43</u>	<u>35.08</u>	<u>36.83</u>	<u>38.68</u>	<u>40.60</u>	
5205		Painter, Industrial	<u>26.22</u>	<u>27.54</u>	<u>28.91</u>	<u>30.37</u>	<u>31.89</u>	
0016		Police Administrative Support Specialist	<u>23.90</u>	<u>25.11</u>	<u>26.36</u>	<u>27.68</u>	<u>29.06</u>	
0628		Refuse Scale Operator	<u>25.35</u>	<u>26.61</u>				
0627		Solid Waste Worker	<u>20.72</u>	<u>21.75</u>	<u>22.83</u>	<u>23.99</u>	<u>25.18</u>	
5025		Street Maintenance Crew Leader	<u>29.99</u>	<u>31.49</u>	<u>33.06</u>	<u>34.71</u>		
5002		Street Maintenance Worker	<u>23.99</u>	<u>25.18</u>	<u>26.44</u>	<u>27.76</u>		
0530		Tax & License Field Auditor	<u>30.98</u>	<u>32.53</u>	<u>34.15</u>	<u>35.85</u>	<u>37.67</u>	
0531		Tax & License Field Auditor, Senior	<u>33.77</u>	<u>35.46</u>	<u>37.23</u>	<u>39.09</u>	<u>41.06</u>	
0529		Tax & License Office Auditor	<u>28.94</u>	<u>30.39</u>	<u>31.91</u>	<u>33.51</u>	<u>35.18</u>	
0525		Tax License Compliance Officer	<u>32.00</u>	<u>33.60</u>	<u>35.28</u>	<u>37.05</u>	<u>38.88</u>	
5023		Traffic Sign & Marking Specialist	<u>24.29</u>	<u>25.51</u>	<u>26.79</u>	<u>28.11</u>	<u>29.52</u>	

Code	A	Title	1	2	3	4	5	6
5365		Animal Control & Compliance Officer	<u>24.42</u>	<u>25.65</u>	<u>26.91</u>	<u>28.25</u>	<u>29.67</u>	
5016		Asphalt Plant Crew Leader	<u>33.89</u>	<u>35.58</u>	<u>37.35</u>			
5015		Asphalt Plant Operator	<u>29.54</u>	<u>31.01</u>	<u>32.55</u>			
5201		Carpenter	<u>34.02</u>					
5210		Concrete Finisher Crew Leader	<u>33.89</u>	<u>35.58</u>				
1101		Crime Analyst	<u>28.42</u>	<u>29.87</u>	<u>31.40</u>	<u>33.01</u>	<u>34.68</u>	<u>36.45</u>
1102		Crime Analyst, Senior	<u>32.62</u>	<u>34.30</u>	<u>36.06</u>	<u>37.87</u>	<u>39.80</u>	<u>41.83</u>
1099		Crime Program Technician	<u>23.75</u>	<u>24.96</u>	<u>26.23</u>	<u>27.59</u>	<u>28.97</u>	<u>30.43</u>
4210		Crime Scene Technician	<u>28.28</u>	<u>29.70</u>	<u>31.19</u>	<u>32.76</u>	<u>34.40</u>	
5020		Equipment Operator	<u>31.14</u>					
5021		Equipment Operator, Heavy	<u>32.83</u>	<u>34.47</u>				
4208		Forensic Specialist	<u>31.13</u>	<u>32.70</u>	<u>34.33</u>	<u>36.03</u>	<u>37.82</u>	
5041		Grounds Maintenance Crew Leader	<u>30.74</u>	<u>32.28</u>	<u>33.89</u>	<u>35.58</u>		
5040		Grounds Maintenance Worker	<u>24.59</u>	<u>25.81</u>	<u>27.10</u>	<u>28.45</u>		
5047		Hydro Grounds Maintenance Worker	<u>24.59</u>	<u>25.81</u>	<u>27.10</u>	<u>28.45</u>		



5001		Laborer	<u>12.85</u>	<u>13.50</u>	<u>14.18</u>	<u>14.87</u>	<u>15.62</u>	
4212		Latent Print Examiner	<u>34.27</u>	<u>35.96</u>	<u>37.75</u>	<u>39.65</u>	<u>41.62</u>	
5205		Painter, Industrial	<u>26.88</u>	<u>28.23</u>	<u>29.63</u>	<u>31.13</u>	<u>32.69</u>	
0016		Police Administrative Support Specialist	<u>24.50</u>	<u>25.74</u>	<u>27.02</u>	<u>28.37</u>	<u>29.79</u>	
0628		Refuse Scale Operator	<u>25.98</u>	<u>27.28</u>				
0627		Solid Waste Worker	<u>21.24</u>	<u>22.29</u>	<u>23.40</u>	<u>24.59</u>	<u>25.81</u>	
5025		Street Maintenance Crew Leader	<u>30.74</u>	<u>32.28</u>	<u>33.89</u>	<u>35.58</u>		
5002		Street Maintenance Worker	<u>24.59</u>	<u>25.81</u>	<u>27.10</u>	<u>28.45</u>		
0530		Tax & License Field Auditor	<u>31.75</u>	<u>33.34</u>	<u>35.00</u>	<u>36.75</u>	<u>38.61</u>	
0531		Tax & License Field Auditor, Senior	<u>34.61</u>	<u>36.35</u>	<u>38.16</u>	<u>40.07</u>	<u>42.09</u>	
0529		Tax & License Office Auditor	<u>29.66</u>	<u>31.15</u>	<u>32.71</u>	<u>34.35</u>	<u>36.06</u>	
0525		Tax License Compliance Officer	<u>32.80</u>	<u>34.44</u>	<u>36.16</u>	<u>37.98</u>	<u>39.85</u>	
5023		Traffic Sign & Marking Specialist	<u>24.90</u>	<u>26.15</u>	<u>27.46</u>	<u>28.81</u>	<u>30.26</u>	

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as follows:

Code	A	Job Title	1	2	3	4	5	6
5048		Tacoma Venues & Events Maintenance Chief	<u>30.86</u>	<u>32.40</u>	<u>34.02</u>	<u>35.72</u>	<u>37.51</u>	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	<u>25.20</u>	<u>26.46</u>	<u>27.79</u>	<u>29.18</u>	<u>30.63</u>	
5050		Tacoma Venues & Events HVAC Mechanic	<u>27.10</u>	<u>28.46</u>	<u>29.89</u>	<u>31.38</u>	<u>32.95</u>	
5051		Tacoma Venues & Events Electrician	<u>27.68</u>	<u>29.06</u>	<u>30.52</u>	<u>32.04</u>	<u>33.64</u>	
6014		Tacoma Venues & Events Maintenance Worker I	<u>17.28</u>	<u>18.15</u>	<u>19.06</u>	<u>20.01</u>	<u>21.01</u>	
6015		Tacoma Venues & Events Maintenance Worker II	<u>22.00</u>	<u>23.09</u>	<u>24.25</u>	<u>25.46</u>	<u>26.73</u>	<u>28.07</u>
6225		Tacoma Venues & Events Custodian	<u>16.47</u>	<u>17.29</u>	<u>18.16</u>	<u>19.07</u>	<u>20.02</u>	

Code	A	Job Title	1	2	3	4	5	6
5048		Tacoma Venues & Events Maintenance Chief	<u>31.17</u>	<u>32.72</u>	<u>34.36</u>	<u>36.08</u>	<u>37.89</u>	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	<u>25.45</u>	<u>26.72</u>	<u>28.07</u>	<u>29.47</u>	<u>30.94</u>	
5050		Tacoma Venues & Events HVAC Mechanic	<u>27.64</u>	<u>29.03</u>	<u>30.49</u>	<u>32.01</u>	<u>33.61</u>	
5051		Tacoma Venues & Events Electrician	<u>28.23</u>	<u>29.64</u>	<u>31.13</u>	<u>32.68</u>	<u>34.31</u>	
6014		Tacoma Venues & Events Maintenance Worker I	<u>17.45</u>	<u>18.33</u>	<u>19.25</u>	<u>20.21</u>	<u>21.22</u>	
6015		Tacoma Venues & Events Maintenance Worker II	<u>22.22</u>	<u>23.32</u>	<u>24.49</u>	<u>25.71</u>	<u>27.00</u>	<u>28.35</u>
6225		Tacoma Venues & Events Custodian	<u>16.63</u>	<u>17.46</u>	<u>18.34</u>	<u>19.26</u>	<u>20.22</u>	

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as follows:



Code	A	Job Title	1	2	3	4	5
0012		Mail & Stock Processor, Senior	<u>23.65</u>	<u>24.86</u>	<u>26.09</u>		
0018		Mail & Stock Processor	<u>19.32</u>	<u>20.29</u>	<u>21.31</u>	<u>22.37</u>	<u>23.48</u>
0305		Warehouse Supervisor, Utilities	<u>30.82</u>	<u>32.37</u>	<u>33.99</u>	<u>35.69</u>	<u>37.47</u>
0601		Meter Reader	<u>22.24</u>	<u>23.35</u>	<u>24.50</u>	<u>25.72</u>	<u>27.02</u>
0602		Utilities Field Investigator	<u>31.07</u>				
0608		Customer Service Representative, Lead	<u>32.59</u>	<u>34.21</u>	<u>35.92</u>		
0611		Customer Service Representative	<u>23.37</u>	<u>24.53</u>	<u>25.76</u>	<u>27.05</u>	<u>28.40</u>
0612		Customer Service Representative, Technical	<u>29.63</u>	<u>31.10</u>	<u>32.66</u>		

Code	A	Job Title	1	2	3	4	5
0012		Mail & Stock Processor, Senior	<u>24.12</u>	<u>25.36</u>	<u>26.61</u>		
0018		Mail & Stock Processor	<u>19.71</u>	<u>20.70</u>	<u>21.74</u>	<u>22.82</u>	<u>23.95</u>
0305		Warehouse Supervisor, Utilities	<u>31.44</u>	<u>33.02</u>	<u>34.67</u>	<u>36.40</u>	<u>38.22</u>
0601		Meter Reader	<u>22.68</u>	<u>23.82</u>	<u>24.99</u>	<u>26.23</u>	<u>27.56</u>
0602		Utilities Field Investigator	<u>31.69</u>				
0608		Customer Service Representative, Lead	<u>33.24</u>	<u>34.89</u>	<u>36.64</u>		
0611		Customer Service Representative	<u>23.84</u>	<u>25.02</u>	<u>26.28</u>	<u>27.59</u>	<u>28.97</u>
0612		Customer Service Representative, Technical	<u>30.22</u>	<u>31.72</u>	<u>33.31</u>		

Section 6. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as follows:

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	<u>37.69</u>				
5225		Water Meter Repair Worker					
		First 6 months	<u>31.54</u>				
		Thereafter	<u>32.96</u>				
5226		Water Meter Repair Worker, Lead	<u>37.90</u>				
5108		Water Plant Maintenance Worker					
		First 6 months	<u>33.34</u>				
		Thereafter	<u>34.84</u>				
5070		Water Pumps & Storage Supervisor	<u>43.96</u>				
1999		Water Quality Specialist	<u>31.51</u>	<u>33.08</u>	<u>34.73</u>	<u>36.47</u>	<u>38.29</u>
5305		Water Service Mechanic					
		First year	<u>35.78</u>				
		Thereafter	<u>37.57</u>				
5065		Water Service Supervisor	<u>43.96</u>				



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

5061		Water Service Worker					
		First 6 months	<u>31.54</u>				
		Thereafter	<u>32.96</u>				
5112		Water Treatment Plant Operator	<u>39.34</u>				
5110		Water Treatment Plant Supervisor	<u>43.96</u>				
5060		Water Utility Worker					
		First year	<u>24.88</u>				
		Thereafter	<u>26.12</u>				
2155		Watershed Inspector					
		First 6 months	<u>31.51</u>				
		7th through 18th month	<u>33.08</u>				
		19th through 30th month	<u>34.73</u>				
		31st through 42nd month	<u>36.47</u>				
		Thereafter	<u>38.29</u>				

Code	A	Job Title	1	2	3	4	5
5109		Water Control Station Operator	<u>38.63</u>				
5225		Water Meter Repair Worker					
		First 6 months	<u>32.33</u>				
		Thereafter	<u>33.78</u>				
5226		Water Meter Repair Worker, Lead	<u>38.85</u>				
5108		Water Plant Maintenance Worker					
		First 6 months	<u>34.17</u>				
		Thereafter	<u>35.71</u>				
5070		Water Pumps & Storage Supervisor	<u>45.06</u>				
1999		Water Quality Specialist	<u>32.30</u>	<u>33.91</u>	<u>35.60</u>	<u>37.38</u>	<u>39.25</u>
5305		Water Service Mechanic					
		First year	<u>36.67</u>				
		Thereafter	<u>38.51</u>				
5065		Water Service Supervisor	<u>45.06</u>				
5061		Water Service Worker					
		First 6 months	<u>32.33</u>				
		Thereafter	<u>33.78</u>				
5112		Water Treatment Plant Operator	<u>40.32</u>				
5110		Water Treatment Plant Supervisor	<u>45.06</u>				
5060		Water Utility Worker					
		First year	<u>25.50</u>				
		Thereafter	<u>26.77</u>				



2155		Watershed Inspector					
		First 6 months	<u>32.30</u>				
		7th through 18th month	<u>33.91</u>				
		19th through 30th month	<u>35.60</u>				
		31st through 42nd month	<u>37.38</u>				
		Thereafter	<u>39.25</u>				

Section 7. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as follows:

Code	A	Job Title	1	2
71150		Railway Yardmaster	<u>37.26</u>	<u>46.57</u>

Code	A	Job Title	1	2
71150		Railway Yardmaster	<u>38.26</u>	<u>47.82</u>

Section 8. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2018, as set forth on the attached Exhibit "A."

Section 9. That Section 1.12.640 of the TMC is hereby amended, effective January 1, 2018, as follows:

**1.12.640 Application of additional rates.**

\* \* \*

~~L17 An employee who is represented by the Professional and Technical Employees, Local 17, and actively employed on the date of ratification of the 2015-2018 collective bargaining agreement shall receive a one-time only lump sum payment of five hundred dollars (\$500.00).~~

~~L17 An employee represented by the Professional and Technical Employees, Local 17, actively employed as of January 1, 2016, shall receive a one-time only lump sum payment of five hundred dollars (\$500.00).~~

~~L17 An employee in the classification of Parking Enforcement Officer (CSC-0070) or Parking Enforcement Officer, Lead (CSC-0071), who is actively employed on the date of ratification of the 2015-2018 collective bargaining agreement, shall receive a one-time only lump sum payment of one hundred dollars (\$100.00).~~

~~L17 An employee in the classification of Inspector (CSC 2101), Senior Inspector (CSC 2122), or Code Inspector Supervisor (CSC 2102), who is actively employed on the date of ratification of the collective bargaining agreement with the Professional and Technical Employees, Local 17, and who received an application of rate of 5 percent as of December 31, 2014, for holding a certification for their assigned discipline, plus an additional certification, shall receive an additional one-time only lump sum payment of five hundred dollars (\$500.00).~~

\* \* \*

~~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.

\*\*\*

~~L483 Click!. An active employee in a classification covered by the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Click! Unit, as of January 1, 2016, will receive a one time, lump sum payment of \$1000.00. An employee within the bargaining unit whose base wage remains redlined after the January 1, 2016, wage increase is applied shall receive a one time lump sum payment in the amount of \$500.00.~~

~~L483 Supervisors. An employee in the classification of Assistant Telecommunications Supervisor, and represented by the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, as of January 1, 2016, will receive a one time, lump sum payment of \$1000.00.~~

\*\*\*

~~NR Upon adoption of this provision by the City Council, an active employee in a nonrepresented classification who works for Click! Network will receive a one time, lump sum payment of \$1000.00.~~

\*\*\*

Section 10. That Sections 1, 2, 3, 4, 5, 6, 7, 8, and 9 shall become effective January 1, 2018.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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

## EXHIBIT "A"

Code	A	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	36.11	36.56	37.01	37.48	37.95	38.42	38.90	39.39	39.88	40.38	40.88	41.39	41.91	42.43	42.97	43.50	44.05	44.60	45.15	45.72	46.29
0618	A	Account Executive, Senior	39.65	40.14	40.65	41.15	41.67	42.19	42.72	43.25	43.79	44.34	44.89	45.45	46.02	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83
1129	A	Benefits Manager	40.71	41.22	41.74	42.26	42.79	43.32	43.86	44.41	44.97	45.53	46.10	46.68	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20
0751	A	Budget Director	62.78	63.56	64.35	65.16	65.97	66.80	67.63	68.48	69.33	70.20	71.08	71.97	72.87	73.78	74.70	75.63	76.58	77.54	78.51	79.49	80.48
0146	A	Business Development Manager	47.79	48.39	48.99	49.61	50.23	50.85	51.49	52.13	52.78	53.44	54.11	54.79	55.47	56.17	56.87	57.58	58.30	59.03	59.77	60.51	61.27
0139	A	Cable & Franchise Production Coordinator	47.17	47.76	48.36	48.96	49.57	50.19	50.82	51.46	52.10	52.75	53.41	54.08	54.76	55.44	56.13	56.83	57.54	58.26	58.99	59.73	60.48
0715	A	City Attorney	84.69	85.75	86.82	87.91	89.01	90.12	91.25	92.39	93.54	94.71	95.90	97.09	98.31	99.54	100.78	102.04	103.32	104.61	105.92	107.24	108.58
1002	A	City Attorney, Assistant	45.42	45.99	46.56	47.14	47.73	48.33	48.93	49.54	50.16	50.79	51.42	52.06	52.71	53.37	54.04	54.72	55.40	56.09	56.79	57.50	58.22
1005	A	City Attorney, Chief Deputy	70.40	71.28	72.17	73.07	73.98	74.90	75.84	76.79	77.75	78.72	79.70	80.70	81.71	82.73	83.76	84.81	85.87	86.94	88.03	89.13	90.24
1004	A	City Attorney, Deputy	56.30	57.00	57.71	58.43	59.16	59.90	60.65	61.41	62.18	62.96	63.75	64.55	65.36	66.18	67.01	67.85	68.70	69.56	70.43	71.31	72.20
1001	A	City Attorney, Prosecuting	36.33	36.78	37.24	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.58
0700	A	City Clerk	33.39	33.81	34.23	34.66	35.09	35.53	35.98	36.43	36.88	37.34	37.81	38.28	38.76	39.24	39.74	40.23	40.73	41.24	41.76	42.28	42.81
0746	A	City Manager, Assistant	72.66	73.57	74.49	75.42	76.36	77.31	78.28	79.26	80.25	81.25	82.27	83.30	84.34	85.39	86.46	87.54	88.63	89.74	90.86	92.00	93.15
0744	A	City Manager, Assistant to the	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44	65.25	66.07	66.90	67.74	68.59
0745	A	City Manager, Deputy	84.69	85.75	86.82	87.91	89.01	90.12	91.25	92.39	93.54	94.71	95.90	97.09	98.31	99.54	100.78	102.04	103.32	104.61	105.92	107.24	108.58
0710	A	City Treasurer	51.44	52.08	52.74	53.39	54.06	54.74	55.42	56.12	56.82	57.53	58.25	58.97	59.71	60.46	61.21	61.98	62.75	63.54	64.33	65.14	65.95
0750	A	Community & Economic Development Director	63.34	64.13	64.93	65.74	66.56	67.40	68.24	69.09	69.95	70.83	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20

EXHIBIT "A"

Code	A	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	52.78	53.44	54.11	54.79	55.47	56.17	56.87	57.58	58.30	59.03	59.76	60.51	61.27	62.03	62.81	63.59	64.39	65.19	66.01	66.83	67.67
2210	A	Community & Economic Development Division Manager	45.89	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.68	51.32	51.96	52.61	53.26	53.93	54.60	55.29	55.98	56.68	57.39	58.10	58.83
1176	A	Community & Economic Development Supervisor	38.35	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.95	48.55	49.16
0805	A	Community & Media Services Manager	54.07	54.75	55.43	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.78	63.56	64.35	65.15	65.96	66.78	67.61	68.46	69.32
1211	A	Community Relations Officer	35.25	35.69	36.14	36.59	37.04	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.91	41.43	41.94	42.47	43.00	43.54	44.08	44.63	45.19
0802	A	Community Relations Specialist	31.77	32.17	32.57	32.98	33.39	33.81	34.23	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.80	38.28	38.76	39.24	39.73	40.23	40.73
0619	A	Conservation Manager	52.21	52.87	53.53	54.20	54.87	55.56	56.25	56.96	57.67	58.39	59.12	59.86	60.61	61.36	62.13	62.91	63.70	64.49	65.30	66.11	66.94
2326	A	Conservation Manager, Assistant	45.40	45.97	46.55	47.13	47.72	48.31	48.92	49.53	50.15	50.78	51.41	52.05	52.70	53.36	54.03	54.70	55.39	56.08	56.78	57.49	58.21
0631		Conservation Program Associate	22.89	23.17	23.46	23.75	24.05	24.35	24.66	24.96	25.28	25.59	25.91	26.24	26.56	26.90	27.23	27.57	27.92	28.27	28.62	28.98	29.34
0632		Conservation Program Coordinator	26.68	27.02	27.36	27.70	28.04	28.39	28.75	29.11	29.47	29.84	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21
0630	A	Conservation Program Manager	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.33	40.83	41.34	41.86	42.38	42.91	43.45	43.99	44.54	45.10	45.66	46.23
0620	A	Conservation Supervisor	41.48	42.00	42.52	43.05	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14	48.74	49.35	49.97	50.59	51.22	51.86	52.51	53.17
1124	A	Contract & Program Auditor	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.48	34.91	35.35	35.79	36.24	36.69
0521	A	Controller	62.78	63.56	64.35	65.16	65.97	66.80	67.63	68.48	69.33	70.20	71.08	71.97	72.87	73.78	74.70	75.63	76.58	77.54	78.51	79.49	80.48
4311	A	Court Administrator	48.72	49.33	49.94	50.57	51.20	51.84	52.49	53.15	53.81	54.48	55.16	55.85	56.55	57.26	57.97	58.70	59.43	60.18	60.93	61.69	62.46
4308	A	Court Operations Supervisor	36.09	36.54	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36	40.86	41.38	41.89	42.42	42.95	43.48	44.03	44.58	45.13	45.70	46.27
0609	A	Customer Service Supervisor I	32.82	33.23	33.65	34.07	34.49	34.93	35.36	35.80	36.25	36.71	37.16	37.63	38.10	38.58	39.06	39.55	40.04	40.54	41.05	41.56	42.08



## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0610	A	Customer Service Supervisor II	36.11	36.56	37.01	37.48	37.95	38.42	38.90	39.39	39.88	40.38	40.88	41.39	41.91	42.43	42.97	43.50	44.05	44.60	45.15	45.72	46.29
0554		Customer Service Training Analyst	30.03	30.41	30.79	31.17	31.56	31.96	32.36	32.76	33.17	33.59	34.01	34.43	34.86	35.30	35.74	36.17	36.64	37.10	37.56	38.03	38.51
0727	A	Customer Services Assistant Manager	51.78	52.43	53.09	53.75	54.42	55.10	55.79	56.49	57.20	57.91	58.63	59.36	60.10	60.85	61.61	62.38	63.16	63.95	64.75	65.56	66.38
0616	A	Customer Services Manager	72.63	73.54	74.46	75.39	76.33	77.28	78.25	79.23	80.22	81.22	82.24	83.27	84.31	85.36	86.43	87.51	88.60	89.71	90.83	91.97	93.12
4605		Department Aide	12.18	12.33	12.48	12.64	12.80	12.96	13.12	13.28	13.45	13.62	13.79	13.96	14.13	14.31	14.49	14.67	14.85	15.04	15.23	15.42	15.61
2349	A	Development Specialist I	27.25	27.59	27.94	28.29	28.64	29.00	29.36	29.73	30.10	30.48	30.86	31.24	31.63	32.03	32.43	32.84	33.25	33.66	34.08	34.51	34.94
2351	A	Development Specialist II	33.33	33.75	34.17	34.60	35.03	35.47	35.91	36.36	36.81	37.27	37.74	38.21	38.69	39.17	39.66	40.16	40.66	41.17	41.68	42.20	42.73
2352	A	Development Specialist III	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58
2070	A	Engineer	37.10	37.56	38.03	38.51	38.99	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07	43.61	44.16	44.71	45.27	45.84	46.41	46.99	47.58
8028		Engineer in Training	25.37	25.69	26.01	26.34	26.67	27.00	27.34	27.68	28.03	28.38	28.73	29.09	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.13	32.53
2068	A	Engineer, Associate	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50	36.96	37.42	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33
2073	A	Engineer, Principal	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.06	53.72	54.39	55.07	55.76	56.46	57.17	57.88	58.60	59.33	60.07
2082	A	Engineer, Professional	41.99	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82
2083	A	Engineer, Senior	41.99	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82
2060	A	Engineer, Senior Principal	51.72	52.37	53.02	53.68	54.35	55.03	55.72	56.42	57.13	57.84	58.56	59.29	60.03	60.78	61.54	62.31	63.09	63.88	64.68	65.49	66.31
0758	A	Environmental Services Director	79.57	80.56	81.57	82.59	83.62	84.67	85.73	86.80	87.88	88.98	90.09	91.22	92.36	93.51	94.68	95.86	97.06	98.27	99.50	100.74	102.00
2059	A	Environmental Services Director, Assistant	68.39	69.24	70.11	70.99	71.88	72.78	73.69	74.61	75.54	76.48	77.44	78.41	79.39	80.38	81.38	82.40	83.43	84.47	85.53	86.60	87.68
2056	A	Environmental Services Division Manager	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44	65.25	66.07	66.90	67.74	68.59	69.45	70.32	71.20	72.09	72.99	73.90	74.82	75.76
2057	A	Environmental Services Division Manager, Assistant	53.72	54.39	55.07	55.76	56.46	57.17	57.88	58.60	59.33	60.07	60.82	61.58	62.35	63.13	63.92	64.72	65.53	66.35	67.18	68.02	68.87

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2092		Environmental Specialist	30.23	30.60	30.99	31.37	31.77	32.16	32.56	32.97	33.38	33.80	34.22	34.65	35.08	35.52	35.97	36.42	36.87	37.33	37.80	38.27	38.75
2093		Environmental Specialist, Senior	35.15	35.59	36.03	36.48	36.94	37.40	37.87	38.34	38.82	39.30	39.80	40.29	40.80	41.31	41.82	42.35	42.88	43.41	43.95	44.50	45.06
2097		Environmental Technician	24.98	25.30	25.61	25.93	26.26	26.58	26.92	27.25	27.59	27.94	28.29	28.64	29.00	29.36	29.73	30.10	30.48	30.86	31.24	31.63	32.03
2098		Environmental Technician, Senior	27.48	27.82	28.17	28.52	28.88	29.24	29.61	29.98	30.35	30.73	31.11	31.50	31.90	32.30	32.70	33.11	33.52	33.94	34.37	34.80	35.23
0753	A	Equity & Human Rights Director	63.34	64.13	64.93	65.74	66.56	67.40	68.24	69.09	69.95	70.83	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20
0820	A	Executive Assistant	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89	39.38	39.87	40.37	40.87	41.38	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70
0712	A	Finance Director	75.11	76.05	77.00	77.97	78.94	79.93	80.93	81.94	82.96	84.00	85.05	86.11	87.19	88.28	89.38	90.50	91.63	92.78	93.94	95.11	96.30
0520	A	Financial Manager	40.31	40.81	41.32	41.84	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.38	47.97	48.57	49.17	49.79	50.41	51.04	51.68
0522	A	Financial Manager, Senior	47.42	48.02	48.62	49.23	49.84	50.46	51.09	51.73	52.38	53.03	53.70	54.37	55.05	55.74	56.43	57.14	57.85	58.58	59.31	60.05	60.80
0524	A	Financial Supervisor	34.11	34.54	34.97	35.40	35.85	36.30	36.75	37.21	37.67	38.14	38.62	39.10	39.59	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73
4020		Fire & Life Safety Educator	28.81	29.17	29.53	29.90	30.27	30.65	31.03	31.42	31.82	32.21	32.62	33.02	33.44	33.85	34.28	34.71	35.14	35.58	36.02	36.47	36.93
0767	A	Fire Chief	85.67	86.74	87.82	88.92	90.03	91.16	92.30	93.45	94.62	95.80	97.00	98.21	99.44	100.68	101.94	103.21	104.50	105.81	107.13	108.47	109.83
0519	A	Fire Code Official	54.29	54.97	55.66	56.36	57.06	57.77	58.49	59.22	59.96	60.71	61.47	62.24	63.02	63.81	64.61	65.42	66.24	67.07	67.91	68.76	69.62
0518	A	Fire Department Manager	48.34	48.94	49.55	50.17	50.80	51.44	52.08	52.73	53.39	54.06	54.74	55.42	56.11	56.81	57.52	58.24	58.97	59.71	60.46	61.22	61.99
4215	A	Forensics Manager	43.12	43.66	44.21	44.76	45.32	45.89	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.69	51.32	51.96	52.61	53.27	53.94	54.61	55.29
0726	A	Government Relations Analyst	48.17	48.77	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.86	54.53	55.21	55.90	56.60	57.31	58.03	58.76	59.49	60.23	60.98	61.74
0724	A	Government Relations Officer	59.72	60.47	61.23	62.00	62.77	63.55	64.34	65.14	65.95	66.77	67.60	68.45	69.31	70.18	71.06	71.95	72.85	73.76	74.68	75.61	76.56
0717	A	Hearing Examiner	69.08	69.94	70.82	71.70	72.60	73.50	74.42	75.35	76.30	77.25	78.21	79.19	80.18	81.18	82.20	83.23	84.27	85.32	86.39	87.47	88.56
2310	A	Historic Preservation Coordinator	27.63	27.98	28.33	28.68	29.04	29.40	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44
2309	A	Historic Preservation Officer	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2336		Housing Rehabilitation Specialist	28.01	28.36	28.71	29.07	29.44	29.81	30.18	30.55	30.94	31.32	31.72	32.11	32.51	32.92	33.33	33.75	34.17	34.60	35.03	35.47	35.91
1131	A	Human Resources Analyst, Senior	35.40	35.85	36.30	36.75	37.21	37.67	38.14	38.62	39.10	39.59	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39
0735	A	Human Resources Director	67.78	68.63	69.49	70.36	71.24	72.13	73.03	73.94	74.86	75.80	76.75	77.71	78.68	79.66	80.66	81.67	82.69	83.72	84.77	85.83	86.90
1125	A	Human Resources Director, Assistant	56.49	57.20	57.92	58.64	59.37	60.11	60.86	61.62	62.39	63.17	63.96	64.76	65.57	66.39	67.22	68.06	68.91	69.77	70.64	71.52	72.41
1136	A	Human Resources Manager	40.97	41.48	42.00	42.52	43.05	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14	48.74	49.35	49.97	50.59	51.22	51.86	52.51
2533		Human Services Program Assistant	18.30	18.53	18.76	18.99	19.23	19.47	19.72	19.96	20.21	20.46	20.72	20.98	21.24	21.51	21.77	22.05	22.32	22.60	22.88	23.17	23.46
5151	A	Hydro Project Manager	57.39	58.11	58.84	59.57	60.32	61.07	61.83	62.61	63.39	64.18	64.98	65.80	66.62	67.45	68.30	69.15	70.01	70.89	71.77	72.67	73.58
5150	A	Hydro Project Manager, Assistant	51.66	52.31	52.96	53.62	54.29	54.97	55.66	56.35	57.06	57.77	58.49	59.22	59.96	60.71	61.47	62.24	63.02	63.81	64.60	65.41	66.23
0835	A	Information Technology Director	77.55	78.52	79.50	80.49	81.50	82.52	83.55	84.59	85.65	86.72	87.80	88.90	90.01	91.14	92.28	93.43	94.60	95.78	96.98	98.19	99.42
0837	A	Information Technology Director, Assistant	63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35	71.23	72.12	73.02	73.93	74.85	75.79	76.74	77.70	78.67	79.65	80.65	81.66
0140	A	Information Technology Manager	52.07	52.72	53.38	54.05	54.73	55.41	56.10	56.80	57.51	58.23	58.96	59.70	60.45	61.21	61.98	62.75	63.53	64.32	65.12	65.93	66.75
0707	A	Information Technology Project Manager	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.37	47.97	48.57	49.17	49.79	50.41	51.04	51.68	52.32	52.98	53.64	54.31
0708	A	Information Technology Project Manager, Senior	45.94	46.52	47.10	47.69	48.28	48.89	49.50	50.12	50.74	51.38	52.02	52.67	53.33	53.99	54.67	55.35	56.04	56.75	57.45	58.17	58.90
0136	A	Information Technology Supervisor	47.17	47.76	48.36	48.96	49.57	50.19	50.82	51.46	52.10	52.75	53.41	54.08	54.76	55.44	56.13	56.83	57.54	58.26	58.99	59.73	60.48
1118	A	Labor Negotiator	43.45	44.00	44.55	45.10	45.67	46.24	46.82	47.40	47.99	48.59	49.20	49.82	50.44	51.07	51.71	52.35	53.01	53.67	54.34	55.02	55.71
1123		Labor Relations Analyst	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50	36.96	37.42	37.89	38.36	38.84	39.33	39.82	40.32	40.82
1132	A	Labor Relations Manager	49.13	49.75	50.37	51.00	51.64	52.28	52.93	53.60	54.27	54.94	55.63	56.33	57.03	57.74	58.47	59.20	59.94	60.69	61.44	62.21	62.99

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0760	A	Labor Relations Manager, Senior	56.49	57.20	57.92	58.64	59.37	60.11	60.86	61.62	62.39	63.17	63.96	64.76	65.57	66.39	67.22	68.06	68.91	69.77	70.64	71.52	72.41
2207	A	Land Use Administrator	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.10	53.77	54.44	55.12	55.81	56.51	57.21	57.93	58.65	59.39	60.13	60.88
0031		Legal Assistant	21.96	22.23	22.51	22.79	23.08	23.36	23.66	23.95	24.25	24.55	24.86	25.17	25.49	25.81	26.13	26.45	26.79	27.12	27.46	27.80	28.15
0032		Legal Assistant, Senior	24.39	24.70	25.00	25.32	25.63	25.95	26.28	26.61	26.94	27.28	27.62	27.96	28.31	28.67	29.02	29.39	29.75	30.13	30.50	30.88	31.27
1007	A	Legal Intern	15.07	15.26	15.45	15.64	15.84	16.04	16.24	16.44	16.64	16.85	17.06	17.28	17.49	17.71	17.93	18.16	18.38	18.61	18.85	19.08	19.32
0553		LEOFF 1 Specialist	27.06	27.40	27.74	28.09	28.44	28.80	29.16	29.52	29.89	30.26	30.64	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69
1109	A	Management Analyst I	25.29	25.60	25.92	26.25	26.58	26.91	27.24	27.59	27.93	28.28	28.63	28.99	29.35	29.72	30.09	30.47	30.85	31.23	31.62	32.02	32.42
1120	A	Management Analyst II	31.71	32.11	32.51	32.92	33.33	33.75	34.17	34.60	35.03	35.47	35.91	36.36	36.81	37.27	37.74	38.21	38.69	39.17	39.66	40.16	40.66
1135	A	Management Analyst III	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07	43.61	44.16	44.71	45.27	45.84	46.41	46.99	47.58	48.17	48.77	49.38	50.00	50.63
4607		Management Fellow	22.84	23.12	23.41	23.71	24.00	24.30	24.61	24.91	25.22	25.54	25.86	26.18	26.51	26.84	27.18	27.52	27.86	28.21	28.56	28.92	29.28
4615		Management Intern	17.00	17.21	17.43	17.65	17.87	18.09	18.32	18.55	18.78	19.01	19.25	19.49	19.73	19.98	20.23	20.48	20.74	21.00	21.26	21.53	21.80
0841	A	Market Development Program Manager	50.86	51.50	52.14	52.79	53.45	54.12	54.80	55.49	56.18	56.88	57.59	58.31	59.04	59.78	60.53	61.29	62.06	62.84	63.63	64.43	65.24
0842	A	Market Development Research Analyst	45.55	46.12	46.70	47.28	47.87	48.47	49.08	49.69	50.31	50.94	51.58	52.22	52.87	53.53	54.20	54.88	55.57	56.26	56.96	57.67	58.39
0840	A	Marketing & Development Manager	59.28	60.02	60.77	61.53	62.30	63.08	63.87	64.67	65.48	66.30	67.13	67.97	68.82	69.68	70.55	71.43	72.32	73.22	74.14	75.07	76.01
1165	A	Marketing Assistant	18.11	18.34	18.57	18.80	19.03	19.27	19.51	19.75	20.00	20.25	20.50	20.76	21.02	21.28	21.55	21.82	22.09	22.37	22.65	22.93	23.22
5506	A	Marketing Coordinator	26.59	26.92	27.26	27.60	27.94	28.29	28.64	29.00	29.36	29.73	30.10	30.48	30.86	31.25	31.64	32.04	32.44	32.85	33.26	33.68	34.10
1151		Master Control Technician	18.92	19.15	19.39	19.63	19.88	20.13	20.38	20.63	20.89	21.15	21.42	21.68	21.96	22.23	22.51	22.79	23.07	23.36	23.65	23.95	24.25
0804	A	Media & Communications Director	52.05	52.70	53.36	54.03	54.71	55.39	56.08	56.78	57.49	58.21	58.94	59.68	60.43	61.19	61.95	62.72	63.50	64.29	65.09	65.90	66.72
5508	A	Media Specialist	33.67	34.09	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.65	38.12	38.59	39.08	39.57	40.06	40.56	41.07	41.58	42.10	42.63	43.16

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2106	A	Natural Resources Biologist I	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40
2089	A	Natural Resources Biologist II	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.33	40.83	41.34	41.86	42.38	42.91	43.45	43.99	44.54	45.10	45.66	46.23
2094	A	Natural Resources Biologist III	41.47	41.98	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.22	51.86	52.50	53.16
2091	A	Natural Resources Manager	59.00	59.74	60.49	61.25	62.02	62.80	63.59	64.38	65.18	65.99	66.81	67.65	68.50	69.36	70.23	71.11	72.00	72.90	73.81	74.73	75.66
2107		Natural Resources Technician I	19.76	20.01	20.26	20.51	20.77	21.03	21.29	21.56	21.83	22.10	22.38	22.66	22.94	23.23	23.52	23.81	24.11	24.41	24.72	25.03	25.34
2090	A	Natural Resources Technician II	27.67	28.02	28.37	28.72	29.08	29.44	29.81	30.18	30.56	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48
0759	A	Neighborhood & Community Services Director	63.34	64.13	64.93	65.74	66.56	67.40	68.24	69.09	69.95	70.83	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20
2058	A	Neighborhood & Community Services Division Manager	45.89	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.68	51.32	51.96	52.61	53.26	53.93	54.60	55.29	55.98	56.68	57.39	58.10	58.83
0754	A	Neighborhood & Community Services Program Manager	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34
2532		Neighborhood & Community Services Specialist	26.15	26.48	26.81	27.15	27.49	27.83	28.18	28.53	28.89	29.25	29.61	29.98	30.36	30.74	31.12	31.51	31.90	32.30	32.71	33.12	33.53
2534		Neighborhood & Community Services Supervisor	31.37	31.76	32.16	32.56	32.97	33.38	33.80	34.22	34.65	35.08	35.52	35.96	36.41	36.87	37.33	37.80	38.27	38.75	39.23	39.72	40.22
4602		Occupational Intern, Skilled	12.18	12.33	12.48	12.64	12.80	12.96	13.12	13.28	13.45	13.62	13.79	13.96	14.13	14.31	14.49	14.67	14.85	15.04	15.23	15.42	15.61
0738	A	Office Administrator	28.39	28.74	29.10	29.46	29.83	30.20	30.58	30.96	31.35	31.74	32.14	32.54	32.95	33.36	33.78	34.20	34.63	35.06	35.50	35.94	36.39
0739	A	Office Manager	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.04	36.49	36.95	37.41	37.88	38.35	38.83	39.32	39.81	40.31	40.81	41.32	41.84
0533	A	Operations Manager	46.54	47.12	47.71	48.31	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.67
1009	A	Paralegal	26.61	26.94	27.28	27.62	27.97	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.07	32.47	32.88	33.29	33.71	34.13
1010	A	Paralegal, Senior	31.95	32.35	32.75	33.16	33.57	33.99	34.41	34.84	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96
2085	A	Park Supervisor	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.86	37.32	37.79	38.26	38.74	39.22	39.71

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2086	A	Park Supervisor, Assistant	28.16	28.51	28.87	29.23	29.59	29.96	30.34	30.72	31.10	31.49	31.88	32.28	32.68	33.09	33.51	33.93	34.35	34.78	35.21	35.65	36.10
2105		Permit Supervisor	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.60	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18	39.67	40.17	40.67
2209		Planner, Associate	27.25	27.59	27.94	28.29	28.64	29.00	29.36	29.73	30.10	30.48	30.86	31.24	31.63	32.03	32.43	32.84	33.25	33.66	34.08	34.51	34.94
2221		Planner, Principal	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58
2203		Planner, Senior	33.33	33.75	34.17	34.60	35.03	35.47	35.91	36.36	36.81	37.27	37.74	38.21	38.69	39.17	39.66	40.16	40.66	41.17	41.68	42.20	42.73
2219	A	Planning & Development Division Manager	45.89	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.68	51.32	51.96	52.61	53.26	53.93	54.60	55.29	55.98	56.68	57.39	58.10	58.83
0719	A	Planning & Development Services Director	67.05	67.89	68.74	69.60	70.47	71.35	72.24	73.14	74.05	74.98	75.92	76.87	77.83	78.80	79.78	80.78	81.79	82.81	83.85	84.90	85.96
2222	A	Planning Manager	46.93	47.51	48.11	48.71	49.32	49.93	50.56	51.19	51.83	52.48	53.13	53.80	54.47	55.15	55.84	56.54	57.24	57.96	58.68	59.42	60.16
2038	A	Plans Examiner I	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50	36.96	37.42	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33
2039	A	Plans Examiner II	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.91	41.42	41.94	42.46	42.99	43.53	44.07	44.62	45.18	45.74	46.31	46.89	47.48
2040	A	Plans Examiner III	41.99	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82
0772	A	Police Chief	85.67	86.74	87.82	88.92	90.03	91.16	92.30	93.45	94.62	95.80	97.00	98.21	99.44	100.68	101.94	103.21	104.50	105.81	107.13	108.47	109.83
5123	A	Power Analyst	45.78	46.35	46.93	47.52	48.11	48.71	49.32	49.94	50.56	51.19	51.83	52.48	53.14	53.80	54.47	55.15	55.84	56.54	57.25	57.97	58.69
5128	A	Power Analyst, Senior	50.84	51.48	52.12	52.77	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.21
2131	A	Power Engineer I	33.28	33.70	34.12	34.55	34.98	35.42	35.86	36.31	36.76	37.22	37.69	38.16	38.64	39.12	39.61	40.11	40.61	41.12	41.63	42.15	42.68
2132	A	Power Engineer II	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80
2133	A	Power Engineer III	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40	49.00	49.61	50.23	50.86	51.50	52.14	52.79	53.45	54.12	54.80	55.48	56.17
2134	A	Power Engineer IV	52.12	52.77	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.39	65.19	66.00	66.83
0815	A	Power Section Assistant Manager I	62.76	63.54	64.33	65.13	65.94	66.76	67.59	68.43	69.29	70.16	71.04	71.93	72.83	73.74	74.66	75.59	76.53	77.49	78.46	79.44	80.43

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0817	A	Power Section Assistant Manager II	71.76	72.66	73.57	74.49	75.42	76.36	77.31	78.28	79.26	80.25	81.25	82.27	83.30	84.34	85.39	86.46	87.54	88.63	89.74	90.86	92.00
0816	A	Power Section Manager	93.27	94.44	95.62	96.82	98.03	99.26	100.50	101.76	103.03	104.32	105.62	106.94	108.28	109.63	111.00	112.39	113.79	115.21	116.65	118.11	119.59
5248	A	Power Supervisor I	37.28	37.75	38.22	38.70	39.18	39.67	40.17	40.67	41.18	41.69	42.21	42.74	43.27	43.81	44.36	44.91	45.47	46.04	46.62	47.20	47.79
5251	A	Power Supervisor II	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83	51.47	52.11	52.76	53.42	54.09	54.77	55.45	56.14	56.84	57.55	58.27	59.00	59.74
5249	A	Power Supervisor III	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37	67.20	68.04	68.89	69.75
2322		Program Development Specialist	27.63	27.98	28.33	28.68	29.04	29.40	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44
2321		Program Development Specialist, Lead	30.73	31.11	31.50	31.89	32.29	32.69	33.10	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89	39.38
1100		Program Technician	22.89	23.18	23.47	23.76	24.06	24.36	24.66	24.97	25.29	25.60	25.92	26.25	26.57	26.91	27.24	27.58	27.93	28.28	28.63	28.99	29.35
0720	A	Project Manager	41.99	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.54	48.13	48.73	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82
0721	A	Project Manager, Senior	52.88	53.54	54.21	54.88	55.57	56.27	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.14	62.92	63.71	64.50	65.31	66.13	66.95	67.79
2502		Project Specialist	23.31	23.60	23.90	24.20	24.50	24.81	25.12	25.43	25.75	26.07	26.40	26.73	27.06	27.40	27.74	28.09	28.44	28.80	29.16	29.52	29.89
0757	A	Public Works Director	72.00	72.90	73.81	74.73	75.66	76.61	77.57	78.54	79.52	80.51	81.52	82.54	83.57	84.61	85.67	86.74	87.82	88.92	90.03	91.16	92.30
0755	A	Public Works Director, Assistant	62.62	63.40	64.19	64.99	65.80	66.62	67.45	68.29	69.14	70.00	70.88	71.77	72.67	73.58	74.50	75.43	76.37	77.32	78.29	79.27	80.26
2054	A	Public Works Division Manager	56.87	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97
2055	A	Public Works Division Manager, Assistant	51.74	52.39	53.04	53.70	54.37	55.05	55.74	56.44	57.15	57.86	58.58	59.31	60.05	60.80	61.56	62.33	63.11	63.90	64.70	65.51	66.33
7128	A	Rail Chief Administrative Officer	50.24	50.87	51.51	52.15	52.80	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44
7129	A	Rail Chief Information/Financial Officer	50.24	50.87	51.51	52.15	52.80	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44
7130	A	Rail Chief Mechanical Officer	56.45	57.16	57.87	58.59	59.32	60.06	60.81	61.57	62.34	63.12	63.91	64.71	65.52	66.34	67.17	68.01	68.86	69.72	70.59	71.47	72.36

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7152	A	Rail Superintendent, Assistant	62.83	63.62	64.42	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.74	76.69	77.65	78.62	79.60	80.59
7127	A	Rail Supervisor of Operations	40.24	40.74	41.25	41.77	42.29	42.82	43.36	43.90	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60
7126	A	Railway Roadmaster	50.24	50.87	51.51	52.15	52.80	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44
2343		Real Estate Officer	36.48	36.94	37.40	37.87	38.34	38.82	39.31	39.80	40.30	40.80	41.31	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78
2344	A	Real Estate Officer, Senior	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33	44.88	45.44	46.01	46.59	47.17	47.76	48.36	48.96	49.57	50.19	50.82	51.46
2069	A	Real-Time Energy Trader	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95	57.66	58.38	59.11	59.85	60.60	61.36	62.13	62.91	63.70	64.50
0740	A	Records Management Supervisor	29.20	29.57	29.94	30.31	30.69	31.07	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43
5033		Recycling Supervisor	29.69	30.07	30.44	30.82	31.21	31.60	31.99	32.39	32.80	33.21	33.62	34.04	34.47	34.90	35.34	35.78	36.22	36.68	37.14	37.60	38.07
0845	A	Relicensing Coordinator	44.05	44.60	45.16	45.72	46.29	46.87	47.46	48.05	48.65	49.26	49.87	50.50	51.13	51.77	52.41	53.07	53.73	54.40	55.08	55.77	56.47
5052		Resource Conservation Specialist	26.15	26.48	26.81	27.15	27.49	27.83	28.18	28.53	28.89	29.25	29.61	29.98	30.36	30.74	31.12	31.51	31.90	32.30	32.71	33.12	33.53
0559	A	Retirement Director, Assistant	50.37	51.00	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59
0560	A	Retirement System Director	68.43	69.29	70.16	71.04	71.93	72.83	73.74	74.66	75.59	76.53	77.49	78.46	79.44	80.43	81.44	82.46	83.49	84.53	85.59	86.66	87.74
1110		Risk Analyst	26.70	27.03	27.37	27.71	28.06	28.41	28.77	29.13	29.49	29.86	30.23	30.61	30.99	31.38	31.77	32.17	32.57	32.98	33.39	33.81	34.23
1137	A	Risk Analyst, Senior	30.99	31.38	31.77	32.17	32.57	32.98	33.39	33.81	34.23	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.81	38.28	38.76	39.24	39.73
0703	A	Risk Manager	45.93	46.51	47.09	47.68	48.27	48.88	49.49	50.11	50.73	51.37	52.01	52.66	53.32	53.99	54.66	55.34	56.04	56.74	57.44	58.16	58.89
1204	A	Safety Manager	38.63	39.12	39.61	40.10	40.60	41.11	41.62	42.14	42.67	43.20	43.74	44.29	44.84	45.40	45.97	46.55	47.13	47.72	48.31	48.92	49.53
1122		Safety Officer	33.58	34.00	34.43	34.86	35.30	35.74	36.19	36.64	37.10	37.56	38.03	38.51	38.99	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07
5512		Sales & Service Representative, Lead	23.50	23.79	24.09	24.39	24.69	25.00	25.31	25.63	25.95	26.27	26.60	26.93	27.27	27.61	27.96	28.31	28.66	29.02	29.38	29.75	30.12
2530		Senior Center Cook	12.40	12.56	12.72	12.88	13.04	13.20	13.36	13.53	13.70	13.87	14.04	14.22	14.40	14.58	14.76	14.94	15.13	15.32	15.51	15.70	15.90



## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2529		Senior Center Van Driver	15.37	15.56	15.75	15.95	16.15	16.35	16.55	16.76	16.97	17.18	17.39	17.61	17.83	18.05	18.28	18.51	18.74	18.97	19.21	19.45	19.69
2556		Seniors Center Supervisor	23.53	23.82	24.12	24.42	24.73	25.04	25.35	25.67	25.99	26.31	26.64	26.97	27.31	27.65	28.00	28.35	28.70	29.06	29.42	29.79	30.16
0138	A	T&D Work Practices Specialist	35.76	36.21	36.66	37.12	37.58	38.05	38.53	39.01	39.50	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86
1170	A	Tacoma Arts Commission Administrator	39.50	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.17	44.72	45.28	45.85	46.42	47.00	47.59	48.19	48.79	49.40	50.01	50.64
6220	A	Tacoma Venues & Events Attendant	12.00	12.15	12.30	12.46	12.61	12.77	12.93	13.09	13.25	13.42	13.59	13.76	13.93	14.10	14.28	14.46	14.64	14.82	15.01	15.19	15.38
0730	A	Tacoma Venues & Events Director	64.21	65.01	65.82	66.64	67.47	68.31	69.16	70.02	70.90	71.79	72.69	73.60	74.52	75.45	76.39	77.34	78.31	79.29	80.28	81.28	82.30
0731	A	Tacoma Venues & Events Director Deputy	48.78	49.39	50.01	50.63	51.27	51.91	52.56	53.21	53.88	54.55	55.23	55.92	56.62	57.33	58.05	58.77	59.51	60.25	61.01	61.77	62.54
0732	A	Tacoma Venues & Events Division Manager	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.90	41.41	41.92	42.45	42.98	43.52	44.06	44.61	45.17	45.73	46.31	46.88	47.47
1164	A	Tacoma Venues & Events Event Services Coordinator	27.60	27.94	28.29	28.64	29.00	29.37	29.73	30.10	30.48	30.86	31.25	31.64	32.03	32.43	32.84	33.25	33.66	34.09	34.51	34.94	35.38
1168	A	Tacoma Venues & Events Event Services Manager	30.66	31.05	31.43	31.83	32.22	32.63	33.03	33.45	33.87	34.29	34.72	35.15	35.59	36.04	36.49	36.94	37.40	37.87	38.35	38.82	39.31
0728	A	Tacoma Venues & Events Marketing Manager	34.67	35.10	35.54	35.99	36.44	36.89	37.35	37.82	38.29	38.77	39.26	39.75	40.24	40.75	41.26	41.77	42.30	42.82	43.36	43.90	44.45
0733	A	Tacoma Venues & Events Operations Manager	43.90	44.45	45.00	45.57	46.14	46.71	47.30	47.89	48.49	49.09	49.71	50.33	50.96	51.59	52.24	52.89	53.55	54.22	54.90	55.59	56.28
1215	A	Tacoma Venues & Events Sales Coordinator	23.38	23.67	23.96	24.26	24.57	24.87	25.19	25.50	25.82	26.14	26.47	26.80	27.13	27.47	27.82	28.17	28.52	28.87	29.23	29.60	29.97
1156		Tacoma Venues & Events Technical Services Coordinator	21.47	21.73	22.01	22.28	22.56	22.84	23.13	23.42	23.71	24.01	24.31	24.61	24.92	25.23	25.54	25.86	26.19	26.51	26.84	27.18	27.52
5526	A	Telecommunications Broadband Services Manager	48.00	48.60	49.21	49.83	50.45	51.08	51.72	52.37	53.02	53.68	54.35	55.03	55.72	56.42	57.13	57.84	58.56	59.29	60.03	60.78	61.54

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5531	A	Telecommunications Customer Care & Marketing Manager	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08	46.66	47.24	47.83	48.43	49.04	49.65	50.27	50.90
5532	A	Telecommunications Customer Care Supervisor	30.53	30.91	31.30	31.69	32.09	32.49	32.90	33.31	33.73	34.15	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15
5535	A	Telecommunications Engineer	41.27	41.79	42.31	42.84	43.38	43.92	44.47	45.03	45.59	46.16	46.74	47.32	47.91	48.51	49.12	49.73	50.35	50.98	51.62	52.27	52.92
5530	A	Telecommunications Franchise Contract Specialist	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58	42.10	42.63	43.16	43.70	44.25	44.80	45.36	45.93	46.50	47.08
5500	A	Telecommunications Manager	81.30	82.32	83.35	84.39	85.44	86.51	87.59	88.68	89.79	90.91	92.05	93.20	94.36	95.54	96.73	97.94	99.16	100.40	101.65	102.92	104.21
5515	A	Telecommunications Manager, Assistant	62.33	63.11	63.90	64.70	65.51	66.33	67.16	68.00	68.85	69.71	70.58	71.46	72.35	73.25	74.17	75.10	76.04	76.99	77.95	78.92	79.91
5539		Telecommunications Planning & Design Technician	27.93	28.28	28.63	28.99	29.35	29.72	30.09	30.47	30.85	31.24	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83
5560	A	Telecommunications Sales Coordinator	27.45	27.79	28.14	28.49	28.85	29.21	29.57	29.94	30.32	30.70	31.08	31.47	31.86	32.26	32.66	33.07	33.48	33.90	34.33	34.76	35.19
5523	A	Telecommunications Technical Administrator	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.04	36.49	36.95	37.41	37.88	38.35	38.83	39.32	39.81
5562	A	Telecommunications Technical Services Supervisor	35.55	35.99	36.44	36.90	37.36	37.83	38.30	38.78	39.26	39.75	40.25	40.75	41.26	41.78	42.30	42.83	43.37	43.91	44.46	45.02	45.58
1154		Television Production Coordinator	34.00	34.43	34.86	35.30	35.74	36.19	36.64	37.10	37.56	38.03	38.51	38.99	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07	43.61
2072	A	Term Energy Trader	63.44	64.23	65.03	65.84	66.66	67.49	68.33	69.18	70.04	70.92	71.81	72.71	73.62	74.54	75.47	76.41	77.37	78.34	79.32	80.31	81.31
1121	A	Training & Development Manager	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07	43.61	44.16	44.71	45.27	45.84	46.41	46.99	47.58	48.17	48.77	49.38	50.00	50.63
0822	A	Utilities Director	145.37	147.19	149.03	150.89	152.78	154.69	156.62	158.58	160.56	162.57	164.60	166.66	168.74	170.85	172.99	175.15	177.34	179.56	181.80	184.07	186.37
0819	A	Utilities Director, Deputy	78.14	79.12	80.11	81.11	82.12	83.15	84.19	85.24	86.31	87.39	88.48	89.59	90.71	91.84	92.99	94.15	95.33	96.52	97.73	98.95	100.19
0825	A	Utilities Director, Deputy Power Superintendent	107.32	108.66	110.02	111.40	112.79	114.20	115.63	117.08	118.54	120.02	121.52	123.04	124.58	126.14	127.72	129.32	130.94	132.58	134.24	135.92	137.62

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0830	A	Utilities Director, Deputy Rail Superintendent	<a href="#">77.04</a>	<a href="#">78.00</a>	<a href="#">78.98</a>	<a href="#">79.97</a>	<a href="#">80.97</a>	<a href="#">81.98</a>	<a href="#">83.00</a>	<a href="#">84.04</a>	<a href="#">85.09</a>	<a href="#">86.15</a>	<a href="#">87.23</a>	<a href="#">88.32</a>	<a href="#">89.42</a>	<a href="#">90.54</a>	<a href="#">91.67</a>	<a href="#">92.82</a>	<a href="#">93.98</a>	<a href="#">95.15</a>	<a href="#">96.34</a>	<a href="#">97.54</a>	<a href="#">98.76</a>
0823	A	Utilities Director, Deputy Water Superintendent	<a href="#">82.05</a>	<a href="#">83.08</a>	<a href="#">84.12</a>	<a href="#">85.17</a>	<a href="#">86.23</a>	<a href="#">87.31</a>	<a href="#">88.40</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="#">97.65</a>	<a href="#">98.87</a>	<a href="#">100.11</a>	<a href="#">101.36</a>	<a href="#">102.63</a>	<a href="#">103.91</a>	<a href="#">105.21</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>
1207	A	Utilities Safety Manager	<a href="#">46.87</a>	<a href="#">47.46</a>	<a href="#">48.05</a>	<a href="#">48.65</a>	<a href="#">49.26</a>	<a href="#">49.88</a>	<a href="#">50.50</a>	<a href="#">51.13</a>	<a href="#">51.77</a>	<a href="#">52.42</a>	<a href="#">53.08</a>	<a href="#">53.74</a>	<a href="#">54.41</a>	<a href="#">55.09</a>	<a href="#">55.78</a>	<a href="#">56.48</a>	<a href="#">57.19</a>	<a href="#">57.90</a>	<a href="#">58.62</a>	<a href="#">59.35</a>	<a href="#">60.10</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="#">28.34</a>	<a href="#">28.69</a>	<a href="#">29.05</a>	<a href="#">29.41</a>	<a href="#">29.78</a>	<a href="#">30.15</a>	<a href="#">30.53</a>	<a href="#">30.91</a>	<a href="#">31.30</a>	<a href="#">31.69</a>	<a href="#">32.09</a>	<a href="#">32.49</a>	<a href="#">32.90</a>	<a href="#">33.31</a>	<a href="#">33.73</a>	<a href="#">34.15</a>	<a href="#">34.58</a>	<a href="#">35.01</a>	<a href="#">35.45</a>	<a href="#">35.89</a>	<a href="#">36.34</a>
2066	A	Water Division Manager	<a href="#">59.05</a>	<a href="#">59.79</a>	<a href="#">60.54</a>	<a href="#">61.30</a>	<a href="#">62.07</a>	<a href="#">62.85</a>	<a href="#">63.64</a>	<a href="#">64.44</a>	<a href="#">65.25</a>	<a href="#">66.07</a>	<a href="#">66.90</a>	<a href="#">67.74</a>	<a href="#">68.59</a>	<a href="#">69.45</a>	<a href="#">70.32</a>	<a href="#">71.20</a>	<a href="#">72.09</a>	<a href="#">72.99</a>	<a href="#">73.90</a>	<a href="#">74.82</a>	<a href="#">75.76</a>
2061	A	Water Division Manager, Assistant	<a href="#">53.72</a>	<a href="#">54.39</a>	<a href="#">55.07</a>	<a href="#">55.76</a>	<a href="#">56.46</a>	<a href="#">57.17</a>	<a href="#">57.88</a>	<a href="#">58.60</a>	<a href="#">59.33</a>	<a href="#">60.07</a>	<a href="#">60.82</a>	<a href="#">61.58</a>	<a href="#">62.35</a>	<a href="#">63.13</a>	<a href="#">63.92</a>	<a href="#">64.72</a>	<a href="#">65.53</a>	<a href="#">66.35</a>	<a href="#">67.18</a>	<a href="#">68.02</a>	<a href="#">68.87</a>
2064	A	Water Division Superintendent, Deputy	<a href="#">68.38</a>	<a href="#">69.23</a>	<a href="#">70.10</a>	<a href="#">70.98</a>	<a href="#">71.87</a>	<a href="#">72.77</a>	<a href="#">73.68</a>	<a href="#">74.60</a>	<a href="#">75.53</a>	<a href="#">76.47</a>	<a href="#">77.43</a>	<a href="#">78.40</a>	<a href="#">79.38</a>	<a href="#">80.37</a>	<a href="#">81.37</a>	<a href="#">82.39</a>	<a href="#">83.42</a>	<a href="#">84.46</a>	<a href="#">85.52</a>	<a href="#">86.59</a>	<a href="#">87.67</a>
2100	A	Water Program Specialist	<a href="#">30.73</a>	<a href="#">31.11</a>	<a href="#">31.50</a>	<a href="#">31.89</a>	<a href="#">32.29</a>	<a href="#">32.69</a>	<a href="#">33.10</a>	<a href="#">33.51</a>	<a href="#">33.93</a>	<a href="#">34.35</a>	<a href="#">34.78</a>	<a href="#">35.21</a>	<a href="#">35.65</a>	<a href="#">36.10</a>	<a href="#">36.55</a>	<a href="#">37.01</a>	<a href="#">37.47</a>	<a href="#">37.94</a>	<a href="#">38.41</a>	<a href="#">38.89</a>	<a href="#">39.38</a>
5068		Water Supply Supervisor	<a href="#">36.15</a>	<a href="#">36.60</a>	<a href="#">37.06</a>	<a href="#">37.52</a>	<a href="#">37.99</a>	<a href="#">38.46</a>	<a href="#">38.94</a>	<a href="#">39.43</a>	<a href="#">39.92</a>	<a href="#">40.42</a>	<a href="#">40.93</a>	<a href="#">41.44</a>	<a href="#">41.96</a>	<a href="#">42.48</a>	<a href="#">43.01</a>	<a href="#">43.55</a>	<a href="#">44.09</a>	<a href="#">44.64</a>	<a href="#">45.20</a>	<a href="#">45.77</a>	<a href="#">46.34</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>

Code	A	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="#">37.20</a>	<a href="#">37.66</a>	<a href="#">38.13</a>	<a href="#">38.61</a>	<a href="#">39.09</a>	<a href="#">39.58</a>	<a href="#">40.07</a>	<a href="#">40.57</a>	<a href="#">41.08</a>	<a href="#">41.59</a>	<a href="#">42.11</a>	<a href="#">42.64</a>	<a href="#">43.17</a>	<a href="#">43.71</a>	<a href="#">44.26</a>	<a href="#">44.81</a>	<a href="#">45.37</a>	<a href="#">45.94</a>	<a href="#">46.51</a>	<a href="#">47.09</a>	<a href="#">47.68</a>
0618	A	Account Executive, Senior	<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>	<a href="#">46.81</a>	<a href="#">47.40</a>	<a href="#">47.99</a>	<a href="#">48.59</a>	<a href="#">49.20</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>
1129	A	Benefits Manager	<a href="#">41.95</a>	<a href="#">42.47</a>	<a href="#">43.00</a>	<a href="#">43.54</a>	<a href="#">44.08</a>	<a href="#">44.63</a>	<a href="#">45.19</a>	<a href="#">45.75</a>	<a href="#">46.32</a>	<a href="#">46.90</a>	<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="#">53.11</a>	<a href="#">53.77</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0751	A	Budget Director	<a href="#">64.65</a>	<a href="#">65.46</a>	<a href="#">66.28</a>	<a href="#">67.11</a>	<a href="#">67.95</a>	<a href="#">68.80</a>	<a href="#">69.66</a>	<a href="#">70.53</a>	<a href="#">71.41</a>	<a href="#">72.30</a>	<a href="#">73.20</a>	<a href="#">74.12</a>	<a href="#">75.05</a>	<a href="#">75.99</a>	<a href="#">76.94</a>	<a href="#">77.90</a>	<a href="#">78.87</a>	<a href="#">79.86</a>	<a href="#">80.86</a>	<a href="#">81.87</a>	<a href="#">82.89</a>
0146	A	Business Development Manager	<a href="#">49.23</a>	<a href="#">49.85</a>	<a href="#">50.47</a>	<a href="#">51.10</a>	<a href="#">51.74</a>	<a href="#">52.39</a>	<a href="#">53.04</a>	<a href="#">53.70</a>	<a href="#">54.37</a>	<a href="#">55.05</a>	<a href="#">55.74</a>	<a href="#">56.44</a>	<a href="#">57.15</a>	<a href="#">57.86</a>	<a href="#">58.58</a>	<a href="#">59.31</a>	<a href="#">60.05</a>	<a href="#">60.80</a>	<a href="#">61.56</a>	<a href="#">62.33</a>	<a href="#">63.11</a>
0139	A	Cable & Franchise Production Coordinator	<a href="#">48.59</a>	<a href="#">49.20</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="#">57.11</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>	<a href="#">62.29</a>
0715	A	City Attorney	<a href="#">87.25</a>	<a href="#">88.34</a>	<a href="#">89.44</a>	<a href="#">90.56</a>	<a href="#">91.69</a>	<a href="#">92.84</a>	<a href="#">94.00</a>	<a href="#">95.17</a>	<a href="#">96.36</a>	<a href="#">97.56</a>	<a href="#">98.78</a>	<a href="#">100.01</a>	<a href="#">101.26</a>	<a href="#">102.53</a>	<a href="#">103.81</a>	<a href="#">105.11</a>	<a href="#">106.42</a>	<a href="#">107.75</a>	<a href="#">109.10</a>	<a href="#">110.46</a>	<a href="#">111.84</a>
1002	A	City Attorney, Assistant	<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>	<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>	<a href="#">56.37</a>	<a href="#">57.07</a>	<a href="#">57.78</a>	<a href="#">58.50</a>	<a href="#">59.23</a>	<a href="#">59.97</a>
1005	A	City Attorney, Chief Deputy	<a href="#">72.49</a>	<a href="#">73.40</a>	<a href="#">74.32</a>	<a href="#">75.25</a>	<a href="#">76.19</a>	<a href="#">77.14</a>	<a href="#">78.10</a>	<a href="#">79.08</a>	<a href="#">80.07</a>	<a href="#">81.07</a>	<a href="#">82.08</a>	<a href="#">83.11</a>	<a href="#">84.15</a>	<a href="#">85.20</a>	<a href="#">86.27</a>	<a href="#">87.35</a>	<a href="#">88.44</a>	<a href="#">89.55</a>	<a href="#">90.67</a>	<a href="#">91.80</a>	<a href="#">92.95</a>
1004	A	City Attorney, Deputy	<a href="#">58.03</a>	<a href="#">58.76</a>	<a href="#">59.49</a>	<a href="#">60.23</a>	<a href="#">60.98</a>	<a href="#">61.74</a>	<a href="#">62.51</a>	<a href="#">63.29</a>	<a href="#">64.08</a>	<a href="#">64.88</a>	<a href="#">65.69</a>	<a href="#">66.51</a>	<a href="#">67.34</a>	<a href="#">68.18</a>	<a href="#">69.03</a>	<a href="#">69.89</a>	<a href="#">70.76</a>	<a href="#">71.64</a>	<a href="#">72.54</a>	<a href="#">73.45</a>	<a href="#">74.37</a>
1001	A	City Attorney, Prosecuting	<a href="#">37.42</a>	<a href="#">37.89</a>	<a href="#">38.36</a>	<a href="#">38.84</a>	<a href="#">39.33</a>	<a href="#">39.82</a>	<a href="#">40.32</a>	<a href="#">40.82</a>	<a href="#">41.33</a>	<a href="#">41.85</a>	<a href="#">42.37</a>	<a href="#">42.90</a>	<a href="#">43.44</a>	<a href="#">43.98</a>	<a href="#">44.53</a>	<a href="#">45.09</a>	<a href="#">45.65</a>	<a href="#">46.22</a>	<a href="#">46.80</a>	<a href="#">47.39</a>	<a href="#">47.98</a>
0700	A	City Clerk	<a href="#">34.39</a>	<a href="#">34.82</a>	<a href="#">35.26</a>	<a href="#">35.70</a>	<a href="#">36.15</a>	<a href="#">36.60</a>	<a href="#">37.06</a>	<a href="#">37.52</a>	<a href="#">37.99</a>	<a href="#">38.46</a>	<a href="#">38.94</a>	<a href="#">39.43</a>	<a href="#">39.92</a>	<a href="#">40.42</a>	<a href="#">40.93</a>	<a href="#">41.44</a>	<a href="#">41.96</a>	<a href="#">42.48</a>	<a href="#">43.01</a>	<a href="#">43.55</a>	<a href="#">44.09</a>
0746	A	City Manager, Assistant	<a href="#">78.36</a>	<a href="#">79.34</a>	<a href="#">80.33</a>	<a href="#">81.33</a>	<a href="#">82.35</a>	<a href="#">83.38</a>	<a href="#">84.42</a>	<a href="#">85.48</a>	<a href="#">86.55</a>	<a href="#">87.63</a>	<a href="#">88.73</a>	<a href="#">89.84</a>	<a href="#">90.96</a>	<a href="#">92.10</a>	<a href="#">93.25</a>	<a href="#">94.42</a>	<a href="#">95.60</a>	<a href="#">96.79</a>	<a href="#">98.00</a>	<a href="#">99.23</a>	<a href="#">100.47</a>
0744	A	City Manager, Assistant to the	<a href="#">55.11</a>	<a href="#">55.80</a>	<a href="#">56.50</a>	<a href="#">57.21</a>	<a href="#">57.93</a>	<a href="#">58.65</a>	<a href="#">59.38</a>	<a href="#">60.12</a>	<a href="#">60.87</a>	<a href="#">61.63</a>	<a href="#">62.40</a>	<a href="#">63.18</a>	<a href="#">63.97</a>	<a href="#">64.77</a>	<a href="#">65.58</a>	<a href="#">66.40</a>	<a href="#">67.23</a>	<a href="#">68.07</a>	<a href="#">68.92</a>	<a href="#">69.78</a>	<a href="#">70.65</a>
0745	A	City Manager, Deputy	<a href="#">87.25</a>	<a href="#">88.34</a>	<a href="#">89.44</a>	<a href="#">90.56</a>	<a href="#">91.69</a>	<a href="#">92.84</a>	<a href="#">94.00</a>	<a href="#">95.17</a>	<a href="#">96.36</a>	<a href="#">97.56</a>	<a href="#">98.78</a>	<a href="#">100.01</a>	<a href="#">101.26</a>	<a href="#">102.53</a>	<a href="#">103.81</a>	<a href="#">105.11</a>	<a href="#">106.42</a>	<a href="#">107.75</a>	<a href="#">109.10</a>	<a href="#">110.46</a>	<a href="#">111.84</a>
0710	A	City Treasurer	<a href="#">52.98</a>	<a href="#">53.64</a>	<a href="#">54.31</a>	<a href="#">54.99</a>	<a href="#">55.68</a>	<a href="#">56.38</a>	<a href="#">57.08</a>	<a href="#">57.79</a>	<a href="#">58.51</a>	<a href="#">59.24</a>	<a href="#">59.98</a>	<a href="#">60.73</a>	<a href="#">61.49</a>	<a href="#">62.26</a>	<a href="#">63.04</a>	<a href="#">63.83</a>	<a href="#">64.63</a>	<a href="#">65.44</a>	<a href="#">66.26</a>	<a href="#">67.09</a>	<a href="#">67.93</a>
0750	A	Community & Economic Development Director	<a href="#">65.23</a>	<a href="#">66.05</a>	<a href="#">66.88</a>	<a href="#">67.72</a>	<a href="#">68.57</a>	<a href="#">69.43</a>	<a href="#">70.30</a>	<a href="#">71.18</a>	<a href="#">72.07</a>	<a href="#">72.97</a>	<a href="#">73.88</a>	<a href="#">74.80</a>	<a href="#">75.73</a>	<a href="#">76.68</a>	<a href="#">77.64</a>	<a href="#">78.61</a>	<a href="#">79.59</a>	<a href="#">80.58</a>	<a href="#">81.59</a>	<a href="#">82.61</a>	<a href="#">83.64</a>
2208	A	Community & Economic Development Director, Assistant	<a href="#">54.36</a>	<a href="#">55.04</a>	<a href="#">55.73</a>	<a href="#">56.43</a>	<a href="#">57.14</a>	<a href="#">57.85</a>	<a href="#">58.57</a>	<a href="#">59.30</a>	<a href="#">60.04</a>	<a href="#">60.79</a>	<a href="#">61.55</a>	<a href="#">62.32</a>	<a href="#">63.10</a>	<a href="#">63.89</a>	<a href="#">64.69</a>	<a href="#">65.50</a>	<a href="#">66.32</a>	<a href="#">67.15</a>	<a href="#">67.99</a>	<a href="#">68.84</a>	<a href="#">69.70</a>
2210	A	Community & Economic Development Division Manager	<a href="#">47.26</a>	<a href="#">47.85</a>	<a href="#">48.45</a>	<a href="#">49.06</a>	<a href="#">49.67</a>	<a href="#">50.29</a>	<a href="#">50.92</a>	<a href="#">51.56</a>	<a href="#">52.20</a>	<a href="#">52.85</a>	<a href="#">53.51</a>	<a href="#">54.18</a>	<a href="#">54.86</a>	<a href="#">55.55</a>	<a href="#">56.24</a>	<a href="#">56.94</a>	<a href="#">57.65</a>	<a href="#">58.37</a>	<a href="#">59.10</a>	<a href="#">59.84</a>	<a href="#">60.59</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1176	A	Community & Economic Development Supervisor	<a href="#">39.48</a>	<a href="#">39.97</a>	<a href="#">40.47</a>	<a href="#">40.98</a>	<a href="#">41.49</a>	<a href="#">42.01</a>	<a href="#">42.54</a>	<a href="#">43.07</a>	<a href="#">43.61</a>	<a href="#">44.16</a>	<a href="#">44.71</a>	<a href="#">45.27</a>	<a href="#">45.84</a>	<a href="#">46.41</a>	<a href="#">46.99</a>	<a href="#">47.58</a>	<a href="#">48.17</a>	<a href="#">48.77</a>	<a href="#">49.38</a>	<a href="#">50.00</a>	<a href="#">50.63</a>
0805	A	Community & Media Services Manager	<a href="#">55.69</a>	<a href="#">56.39</a>	<a href="#">57.09</a>	<a href="#">57.80</a>	<a href="#">58.52</a>	<a href="#">59.25</a>	<a href="#">59.99</a>	<a href="#">60.74</a>	<a href="#">61.50</a>	<a href="#">62.27</a>	<a href="#">63.05</a>	<a href="#">63.84</a>	<a href="#">64.64</a>	<a href="#">65.45</a>	<a href="#">66.27</a>	<a href="#">67.10</a>	<a href="#">67.94</a>	<a href="#">68.79</a>	<a href="#">69.65</a>	<a href="#">70.52</a>	<a href="#">71.40</a>
1211	A	Community Relations Officer	<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="#">38.64</a>	<a href="#">39.12</a>	<a href="#">39.61</a>	<a href="#">40.11</a>	<a href="#">40.61</a>	<a href="#">41.12</a>	<a href="#">41.63</a>	<a href="#">42.15</a>	<a href="#">42.68</a>	<a href="#">43.21</a>	<a href="#">43.75</a>	<a href="#">44.30</a>	<a href="#">44.85</a>	<a href="#">45.41</a>	<a href="#">45.98</a>	<a href="#">46.55</a>
0802	A	Community Relations Specialist	<a href="#">32.72</a>	<a href="#">33.13</a>	<a href="#">33.54</a>	<a href="#">33.96</a>	<a href="#">34.38</a>	<a href="#">34.81</a>	<a href="#">35.25</a>	<a href="#">35.69</a>	<a href="#">36.14</a>	<a href="#">36.59</a>	<a href="#">37.05</a>	<a href="#">37.51</a>	<a href="#">37.98</a>	<a href="#">38.45</a>	<a href="#">38.93</a>	<a href="#">39.42</a>	<a href="#">39.91</a>	<a href="#">40.41</a>	<a href="#">40.92</a>	<a href="#">41.43</a>	<a href="#">41.95</a>
<a href="#">1128</a>	<a href="#">A</a>	<a href="#">Compensation &amp; Benefits Manager, Senior</a>	<a href="#">48.35</a>	<a href="#">48.96</a>	<a href="#">49.57</a>	<a href="#">50.19</a>	<a href="#">50.82</a>	<a href="#">51.45</a>	<a href="#">52.09</a>	<a href="#">52.75</a>	<a href="#">53.40</a>	<a href="#">54.07</a>	<a href="#">54.75</a>	<a href="#">55.43</a>	<a href="#">56.13</a>	<a href="#">56.83</a>	<a href="#">57.54</a>	<a href="#">58.26</a>	<a href="#">58.98</a>	<a href="#">59.72</a>	<a href="#">60.47</a>	<a href="#">61.22</a>	<a href="#">61.99</a>
0619	A	Conservation Manager	<a href="#">53.79</a>	<a href="#">54.46</a>	<a href="#">55.14</a>	<a href="#">55.83</a>	<a href="#">56.53</a>	<a href="#">57.24</a>	<a href="#">57.96</a>	<a href="#">58.68</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="#">68.10</a>	<a href="#">68.95</a>
2326	A	Conservation Manager, Assistant	<a href="#">46.78</a>	<a href="#">47.36</a>	<a href="#">47.95</a>	<a href="#">48.55</a>	<a href="#">49.16</a>	<a href="#">49.77</a>	<a href="#">50.39</a>	<a href="#">51.02</a>	<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="#">56.36</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>
0631		Conservation Program Associate	<a href="#">23.57</a>	<a href="#">23.86</a>	<a href="#">24.16</a>	<a href="#">24.46</a>	<a href="#">24.77</a>	<a href="#">25.08</a>	<a href="#">25.39</a>	<a href="#">25.71</a>	<a href="#">26.03</a>	<a href="#">26.36</a>	<a href="#">26.69</a>	<a href="#">27.02</a>	<a href="#">27.36</a>	<a href="#">27.70</a>	<a href="#">28.05</a>	<a href="#">28.40</a>	<a href="#">28.76</a>	<a href="#">29.12</a>	<a href="#">29.48</a>	<a href="#">29.85</a>	<a href="#">30.22</a>
0632		Conservation Program Coordinator	<a href="#">27.50</a>	<a href="#">27.84</a>	<a href="#">28.19</a>	<a href="#">28.54</a>	<a href="#">28.90</a>	<a href="#">29.26</a>	<a href="#">29.63</a>	<a href="#">30.00</a>	<a href="#">30.37</a>	<a href="#">30.75</a>	<a href="#">31.13</a>	<a href="#">31.52</a>	<a href="#">31.91</a>	<a href="#">32.31</a>	<a href="#">32.71</a>	<a href="#">33.12</a>	<a href="#">33.53</a>	<a href="#">33.95</a>	<a href="#">34.37</a>	<a href="#">34.80</a>	<a href="#">35.24</a>
0630	A	Conservation Program Manager	<a href="#">37.14</a>	<a href="#">37.60</a>	<a href="#">38.07</a>	<a href="#">38.55</a>	<a href="#">39.03</a>	<a href="#">39.52</a>	<a href="#">40.01</a>	<a href="#">40.51</a>	<a href="#">41.02</a>	<a href="#">41.53</a>	<a href="#">42.05</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>	<a href="#">45.88</a>	<a href="#">46.45</a>	<a href="#">47.03</a>	<a href="#">47.62</a>
0620	A	Conservation Supervisor	<a href="#">42.72</a>	<a href="#">43.25</a>	<a href="#">43.79</a>	<a href="#">44.34</a>	<a href="#">44.89</a>	<a href="#">45.45</a>	<a href="#">46.02</a>	<a href="#">46.60</a>	<a href="#">47.18</a>	<a href="#">47.77</a>	<a href="#">48.37</a>	<a href="#">48.97</a>	<a href="#">49.58</a>	<a href="#">50.20</a>	<a href="#">50.83</a>	<a href="#">51.47</a>	<a href="#">52.11</a>	<a href="#">52.76</a>	<a href="#">53.42</a>	<a href="#">54.09</a>	<a href="#">54.77</a>
1124	A	Contract & Program Auditor	<a href="#">29.47</a>	<a href="#">29.84</a>	<a href="#">30.21</a>	<a href="#">30.59</a>	<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>
0521	A	Controller	<a href="#">64.65</a>	<a href="#">65.46</a>	<a href="#">66.28</a>	<a href="#">67.11</a>	<a href="#">67.95</a>	<a href="#">68.80</a>	<a href="#">69.66</a>	<a href="#">70.53</a>	<a href="#">71.41</a>	<a href="#">72.30</a>	<a href="#">73.20</a>	<a href="#">74.12</a>	<a href="#">75.05</a>	<a href="#">75.99</a>	<a href="#">76.94</a>	<a href="#">77.90</a>	<a href="#">78.87</a>	<a href="#">79.86</a>	<a href="#">80.86</a>	<a href="#">81.87</a>	<a href="#">82.89</a>
4311	A	Court Administrator	<a href="#">50.17</a>	<a href="#">50.80</a>	<a href="#">51.44</a>	<a href="#">52.08</a>	<a href="#">52.73</a>	<a href="#">53.39</a>	<a href="#">54.06</a>	<a href="#">54.74</a>	<a href="#">55.42</a>	<a href="#">56.11</a>	<a href="#">56.81</a>	<a href="#">57.52</a>	<a href="#">58.24</a>	<a href="#">58.97</a>	<a href="#">59.71</a>	<a href="#">60.46</a>	<a href="#">61.22</a>	<a href="#">61.99</a>	<a href="#">62.76</a>	<a href="#">63.54</a>	<a href="#">64.33</a>
4308	A	Court Operations Supervisor	<a href="#">37.18</a>	<a href="#">37.64</a>	<a href="#">38.11</a>	<a href="#">38.59</a>	<a href="#">39.07</a>	<a href="#">39.56</a>	<a href="#">40.05</a>	<a href="#">40.55</a>	<a href="#">41.06</a>	<a href="#">41.57</a>	<a href="#">42.09</a>	<a href="#">42.62</a>	<a href="#">43.15</a>	<a href="#">43.69</a>	<a href="#">44.24</a>	<a href="#">44.79</a>	<a href="#">45.35</a>	<a href="#">45.92</a>	<a href="#">46.49</a>	<a href="#">47.07</a>	<a href="#">47.66</a>
0609	A	Customer Service Supervisor I	<a href="#">33.80</a>	<a href="#">34.22</a>	<a href="#">34.65</a>	<a href="#">35.08</a>	<a href="#">35.52</a>	<a href="#">35.96</a>	<a href="#">36.41</a>	<a href="#">36.87</a>	<a href="#">37.33</a>	<a href="#">37.80</a>	<a href="#">38.27</a>	<a href="#">38.75</a>	<a href="#">39.23</a>	<a href="#">39.72</a>	<a href="#">40.22</a>	<a href="#">40.72</a>	<a href="#">41.23</a>	<a href="#">41.75</a>	<a href="#">42.27</a>	<a href="#">42.80</a>	<a href="#">43.34</a>
0610	A	Customer Service Supervisor II	<a href="#">37.20</a>	<a href="#">37.66</a>	<a href="#">38.13</a>	<a href="#">38.61</a>	<a href="#">39.09</a>	<a href="#">39.58</a>	<a href="#">40.07</a>	<a href="#">40.57</a>	<a href="#">41.08</a>	<a href="#">41.59</a>	<a href="#">42.11</a>	<a href="#">42.64</a>	<a href="#">43.17</a>	<a href="#">43.71</a>	<a href="#">44.26</a>	<a href="#">44.81</a>	<a href="#">45.37</a>	<a href="#">45.94</a>	<a href="#">46.51</a>	<a href="#">47.09</a>	<a href="#">47.68</a>
0554		Customer Service Training Analyst	<a href="#">30.94</a>	<a href="#">31.33</a>	<a href="#">31.72</a>	<a href="#">32.12</a>	<a href="#">32.52</a>	<a href="#">32.93</a>	<a href="#">33.34</a>	<a href="#">33.76</a>	<a href="#">34.18</a>	<a href="#">34.61</a>	<a href="#">35.04</a>	<a href="#">35.48</a>	<a href="#">35.92</a>	<a href="#">36.37</a>	<a href="#">36.82</a>	<a href="#">37.28</a>	<a href="#">37.75</a>	<a href="#">38.22</a>	<a href="#">38.70</a>	<a href="#">39.18</a>	<a href="#">39.67</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0727	A	Customer Services Assistant Manager	<a href="#">56.55</a>	<a href="#">57.26</a>	<a href="#">57.98</a>	<a href="#">58.70</a>	<a href="#">59.43</a>	<a href="#">60.17</a>	<a href="#">60.92</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="#">70.70</a>	<a href="#">71.58</a>	<a href="#">72.47</a>
0616	A	Customer Services Manager	<a href="#">76.55</a>	<a href="#">77.51</a>	<a href="#">78.48</a>	<a href="#">79.46</a>	<a href="#">80.45</a>	<a href="#">81.46</a>	<a href="#">82.48</a>	<a href="#">83.51</a>	<a href="#">84.55</a>	<a href="#">85.61</a>	<a href="#">86.68</a>	<a href="#">87.76</a>	<a href="#">88.86</a>	<a href="#">89.97</a>	<a href="#">91.09</a>	<a href="#">92.23</a>	<a href="#">93.38</a>	<a href="#">94.55</a>	<a href="#">95.73</a>	<a href="#">96.93</a>	<a href="#">98.14</a>
4605		Department Aide	<a href="#">12.54</a>	<a href="#">12.70</a>	<a href="#">12.86</a>	<a href="#">13.02</a>	<a href="#">13.18</a>	<a href="#">13.34</a>	<a href="#">13.51</a>	<a href="#">13.68</a>	<a href="#">13.85</a>	<a href="#">14.02</a>	<a href="#">14.20</a>	<a href="#">14.38</a>	<a href="#">14.56</a>	<a href="#">14.74</a>	<a href="#">14.92</a>	<a href="#">15.11</a>	<a href="#">15.30</a>	<a href="#">15.49</a>	<a href="#">15.68</a>	<a href="#">15.88</a>	<a href="#">16.08</a>
2349	A	Development Specialist I	<a href="#">28.08</a>	<a href="#">28.43</a>	<a href="#">28.79</a>	<a href="#">29.15</a>	<a href="#">29.51</a>	<a href="#">29.88</a>	<a href="#">30.25</a>	<a href="#">30.63</a>	<a href="#">31.01</a>	<a href="#">31.40</a>	<a href="#">31.79</a>	<a href="#">32.19</a>	<a href="#">32.59</a>	<a href="#">33.00</a>	<a href="#">33.41</a>	<a href="#">33.83</a>	<a href="#">34.25</a>	<a href="#">34.68</a>	<a href="#">35.11</a>	<a href="#">35.55</a>	<a href="#">35.99</a>
2351	A	Development Specialist II	<a href="#">34.33</a>	<a href="#">34.76</a>	<a href="#">35.19</a>	<a href="#">35.63</a>	<a href="#">36.08</a>	<a href="#">36.53</a>	<a href="#">36.99</a>	<a href="#">37.45</a>	<a href="#">37.92</a>	<a href="#">38.39</a>	<a href="#">38.87</a>	<a href="#">39.36</a>	<a href="#">39.85</a>	<a href="#">40.35</a>	<a href="#">40.85</a>	<a href="#">41.36</a>	<a href="#">41.88</a>	<a href="#">42.40</a>	<a href="#">42.93</a>	<a href="#">43.47</a>	<a href="#">44.01</a>
2352	A	Development Specialist III	<a href="#">39.02</a>	<a href="#">39.51</a>	<a href="#">40.00</a>	<a href="#">40.50</a>	<a href="#">41.01</a>	<a href="#">41.52</a>	<a href="#">42.04</a>	<a href="#">42.57</a>	<a href="#">43.10</a>	<a href="#">43.64</a>	<a href="#">44.19</a>	<a href="#">44.74</a>	<a href="#">45.30</a>	<a href="#">45.87</a>	<a href="#">46.44</a>	<a href="#">47.02</a>	<a href="#">47.61</a>	<a href="#">48.21</a>	<a href="#">48.81</a>	<a href="#">49.42</a>	<a href="#">50.04</a>
2070	A	Engineer	<a href="#">38.23</a>	<a href="#">38.71</a>	<a href="#">39.19</a>	<a href="#">39.68</a>	<a href="#">40.18</a>	<a href="#">40.68</a>	<a href="#">41.19</a>	<a href="#">41.70</a>	<a href="#">42.22</a>	<a href="#">42.75</a>	<a href="#">43.28</a>	<a href="#">43.82</a>	<a href="#">44.37</a>	<a href="#">44.92</a>	<a href="#">45.48</a>	<a href="#">46.05</a>	<a href="#">46.63</a>	<a href="#">47.21</a>	<a href="#">47.80</a>	<a href="#">48.40</a>	<a href="#">49.01</a>
8028		Engineer in Training	<a href="#">26.14</a>	<a href="#">26.47</a>	<a href="#">26.80</a>	<a href="#">27.14</a>	<a href="#">27.48</a>	<a href="#">27.82</a>	<a href="#">28.17</a>	<a href="#">28.52</a>	<a href="#">28.88</a>	<a href="#">29.24</a>	<a href="#">29.61</a>	<a href="#">29.98</a>	<a href="#">30.35</a>	<a href="#">30.73</a>	<a href="#">31.11</a>	<a href="#">31.50</a>	<a href="#">31.89</a>	<a href="#">32.29</a>	<a href="#">32.69</a>	<a href="#">33.10</a>	<a href="#">33.51</a>
2068	A	Engineer, Associate	<a href="#">33.20</a>	<a href="#">33.61</a>	<a href="#">34.03</a>	<a href="#">34.46</a>	<a href="#">34.89</a>	<a href="#">35.33</a>	<a href="#">35.77</a>	<a href="#">36.22</a>	<a href="#">36.67</a>	<a href="#">37.13</a>	<a href="#">37.59</a>	<a href="#">38.06</a>	<a href="#">38.54</a>	<a href="#">39.02</a>	<a href="#">39.51</a>	<a href="#">40.00</a>	<a href="#">40.50</a>	<a href="#">41.01</a>	<a href="#">41.52</a>	<a href="#">42.04</a>	<a href="#">42.57</a>
2073	A	Engineer, Principal	<a href="#">48.26</a>	<a href="#">48.86</a>	<a href="#">49.47</a>	<a href="#">50.09</a>	<a href="#">50.72</a>	<a href="#">51.35</a>	<a href="#">51.99</a>	<a href="#">52.64</a>	<a href="#">53.30</a>	<a href="#">53.97</a>	<a href="#">54.64</a>	<a href="#">55.32</a>	<a href="#">56.01</a>	<a href="#">56.71</a>	<a href="#">57.42</a>	<a href="#">58.14</a>	<a href="#">58.87</a>	<a href="#">59.61</a>	<a href="#">60.36</a>	<a href="#">61.11</a>	<a href="#">61.87</a>
2082	A	Engineer, Professional	<a href="#">43.23</a>	<a href="#">43.77</a>	<a href="#">44.32</a>	<a href="#">44.87</a>	<a href="#">45.43</a>	<a href="#">46.00</a>	<a href="#">46.58</a>	<a href="#">47.16</a>	<a href="#">47.75</a>	<a href="#">48.35</a>	<a href="#">48.95</a>	<a href="#">49.56</a>	<a href="#">50.18</a>	<a href="#">50.81</a>	<a href="#">51.45</a>	<a href="#">52.09</a>	<a href="#">52.74</a>	<a href="#">53.40</a>	<a href="#">54.07</a>	<a href="#">54.75</a>	<a href="#">55.43</a>
2083	A	Engineer, Senior	<a href="#">43.23</a>	<a href="#">43.77</a>	<a href="#">44.32</a>	<a href="#">44.87</a>	<a href="#">45.43</a>	<a href="#">46.00</a>	<a href="#">46.58</a>	<a href="#">47.16</a>	<a href="#">47.75</a>	<a href="#">48.35</a>	<a href="#">48.95</a>	<a href="#">49.56</a>	<a href="#">50.18</a>	<a href="#">50.81</a>	<a href="#">51.45</a>	<a href="#">52.09</a>	<a href="#">52.74</a>	<a href="#">53.40</a>	<a href="#">54.07</a>	<a href="#">54.75</a>	<a href="#">55.43</a>
2060	A	Engineer, Senior Principal	<a href="#">53.29</a>	<a href="#">53.96</a>	<a href="#">54.63</a>	<a href="#">55.31</a>	<a href="#">56.00</a>	<a href="#">56.70</a>	<a href="#">57.41</a>	<a href="#">58.13</a>	<a href="#">58.86</a>	<a href="#">59.60</a>	<a href="#">60.35</a>	<a href="#">61.10</a>	<a href="#">61.86</a>	<a href="#">62.63</a>	<a href="#">63.41</a>	<a href="#">64.20</a>	<a href="#">65.00</a>	<a href="#">65.81</a>	<a href="#">66.63</a>	<a href="#">67.46</a>	<a href="#">68.30</a>
0758	A	Environmental Services Director	<a href="#">84.58</a>	<a href="#">85.64</a>	<a href="#">86.71</a>	<a href="#">87.79</a>	<a href="#">88.89</a>	<a href="#">90.00</a>	<a href="#">91.13</a>	<a href="#">92.27</a>	<a href="#">93.42</a>	<a href="#">94.59</a>	<a href="#">95.77</a>	<a href="#">96.97</a>	<a href="#">98.18</a>	<a href="#">99.41</a>	<a href="#">100.65</a>	<a href="#">101.91</a>	<a href="#">103.18</a>	<a href="#">104.47</a>	<a href="#">105.78</a>	<a href="#">107.10</a>	<a href="#">108.44</a>
2059	A	Environmental Services Director, Assistant	<a href="#">70.46</a>	<a href="#">71.34</a>	<a href="#">72.23</a>	<a href="#">73.13</a>	<a href="#">74.04</a>	<a href="#">74.97</a>	<a href="#">75.91</a>	<a href="#">76.86</a>	<a href="#">77.82</a>	<a href="#">78.79</a>	<a href="#">79.77</a>	<a href="#">80.77</a>	<a href="#">81.78</a>	<a href="#">82.80</a>	<a href="#">83.83</a>	<a href="#">84.88</a>	<a href="#">85.94</a>	<a href="#">87.01</a>	<a href="#">88.10</a>	<a href="#">89.20</a>	<a href="#">90.31</a>
2056	A	Environmental Services Division Manager	<a href="#">60.87</a>	<a href="#">61.63</a>	<a href="#">62.40</a>	<a href="#">63.18</a>	<a href="#">63.97</a>	<a href="#">64.77</a>	<a href="#">65.58</a>	<a href="#">66.40</a>	<a href="#">67.23</a>	<a href="#">68.07</a>	<a href="#">68.92</a>	<a href="#">69.78</a>	<a href="#">70.65</a>	<a href="#">71.53</a>	<a href="#">72.42</a>	<a href="#">73.33</a>	<a href="#">74.25</a>	<a href="#">75.18</a>	<a href="#">76.12</a>	<a href="#">77.07</a>	<a href="#">78.03</a>
2057	A	Environmental Services Division Manager, Assistant	<a href="#">55.36</a>	<a href="#">56.05</a>	<a href="#">56.75</a>	<a href="#">57.46</a>	<a href="#">58.18</a>	<a href="#">58.91</a>	<a href="#">59.65</a>	<a href="#">60.40</a>	<a href="#">61.15</a>	<a href="#">61.91</a>	<a href="#">62.68</a>	<a href="#">63.46</a>	<a href="#">64.25</a>	<a href="#">65.05</a>	<a href="#">65.86</a>	<a href="#">66.68</a>	<a href="#">67.51</a>	<a href="#">68.35</a>	<a href="#">69.20</a>	<a href="#">70.06</a>	<a href="#">70.94</a>
2092		Environmental Specialist	<a href="#">31.14</a>	<a href="#">31.53</a>	<a href="#">31.92</a>	<a href="#">32.32</a>	<a href="#">32.72</a>	<a href="#">33.13</a>	<a href="#">33.54</a>	<a href="#">33.96</a>	<a href="#">34.38</a>	<a href="#">34.81</a>	<a href="#">35.25</a>	<a href="#">35.69</a>	<a href="#">36.14</a>	<a href="#">36.59</a>	<a href="#">37.05</a>	<a href="#">37.51</a>	<a href="#">37.98</a>	<a href="#">38.45</a>	<a href="#">38.93</a>	<a href="#">39.42</a>	<a href="#">39.91</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2093		Environmental Specialist, Senior	<a href="#">36.19</a>	<a href="#">36.64</a>	<a href="#">37.10</a>	<a href="#">37.56</a>	<a href="#">38.03</a>	<a href="#">38.51</a>	<a href="#">38.99</a>	<a href="#">39.48</a>	<a href="#">39.97</a>	<a href="#">40.47</a>	<a href="#">40.98</a>	<a href="#">41.49</a>	<a href="#">42.01</a>	<a href="#">42.54</a>	<a href="#">43.07</a>	<a href="#">43.61</a>	<a href="#">44.16</a>	<a href="#">44.71</a>	<a href="#">45.27</a>	<a href="#">45.84</a>	<a href="#">46.41</a>
2097		Environmental Technician	<a href="#">25.73</a>	<a href="#">26.05</a>	<a href="#">26.38</a>	<a href="#">26.71</a>	<a href="#">27.04</a>	<a href="#">27.38</a>	<a href="#">27.72</a>	<a href="#">28.07</a>	<a href="#">28.42</a>	<a href="#">28.78</a>	<a href="#">29.14</a>	<a href="#">29.50</a>	<a href="#">29.87</a>	<a href="#">30.24</a>	<a href="#">30.62</a>	<a href="#">31.00</a>	<a href="#">31.39</a>	<a href="#">31.78</a>	<a href="#">32.18</a>	<a href="#">32.58</a>	<a href="#">32.99</a>
2098		Environmental Technician, Senior	<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>	<a href="#">30.10</a>	<a href="#">30.48</a>	<a href="#">30.86</a>	<a href="#">31.25</a>	<a href="#">31.64</a>	<a href="#">32.04</a>	<a href="#">32.44</a>	<a href="#">32.85</a>	<a href="#">33.26</a>	<a href="#">33.68</a>	<a href="#">34.10</a>	<a href="#">34.53</a>	<a href="#">34.96</a>	<a href="#">35.40</a>	<a href="#">35.84</a>	<a href="#">36.29</a>
0753	A	Equity & Human Rights Director	<a href="#">65.23</a>	<a href="#">66.05</a>	<a href="#">66.88</a>	<a href="#">67.72</a>	<a href="#">68.57</a>	<a href="#">69.43</a>	<a href="#">70.30</a>	<a href="#">71.18</a>	<a href="#">72.07</a>	<a href="#">72.97</a>	<a href="#">73.88</a>	<a href="#">74.80</a>	<a href="#">75.73</a>	<a href="#">76.68</a>	<a href="#">77.64</a>	<a href="#">78.61</a>	<a href="#">79.59</a>	<a href="#">80.58</a>	<a href="#">81.59</a>	<a href="#">82.61</a>	<a href="#">83.64</a>
0820	A	Executive Assistant	<a href="#">38.78</a>	<a href="#">39.26</a>	<a href="#">39.75</a>	<a href="#">40.25</a>	<a href="#">40.75</a>	<a href="#">41.26</a>	<a href="#">41.78</a>	<a href="#">42.30</a>	<a href="#">42.83</a>	<a href="#">43.37</a>	<a href="#">43.91</a>	<a href="#">44.46</a>	<a href="#">45.02</a>	<a href="#">45.58</a>	<a href="#">46.15</a>	<a href="#">46.73</a>	<a href="#">47.31</a>	<a href="#">47.90</a>	<a href="#">48.50</a>	<a href="#">49.11</a>	<a href="#">49.72</a>
0712	A	Finance Director	<a href="#">77.37</a>	<a href="#">78.34</a>	<a href="#">79.32</a>	<a href="#">80.31</a>	<a href="#">81.31</a>	<a href="#">82.33</a>	<a href="#">83.36</a>	<a href="#">84.40</a>	<a href="#">85.45</a>	<a href="#">86.52</a>	<a href="#">87.60</a>	<a href="#">88.70</a>	<a href="#">89.81</a>	<a href="#">90.93</a>	<a href="#">92.07</a>	<a href="#">93.22</a>	<a href="#">94.39</a>	<a href="#">95.57</a>	<a href="#">96.76</a>	<a href="#">97.97</a>	<a href="#">99.19</a>
0520	A	Financial Manager	<a href="#">41.51</a>	<a href="#">42.03</a>	<a href="#">42.56</a>	<a href="#">43.09</a>	<a href="#">43.63</a>	<a href="#">44.18</a>	<a href="#">44.73</a>	<a href="#">45.29</a>	<a href="#">45.86</a>	<a href="#">46.43</a>	<a href="#">47.01</a>	<a href="#">47.60</a>	<a href="#">48.19</a>	<a href="#">48.79</a>	<a href="#">49.40</a>	<a href="#">50.02</a>	<a href="#">50.65</a>	<a href="#">51.28</a>	<a href="#">51.92</a>	<a href="#">52.57</a>	<a href="#">53.23</a>
0522	A	Financial Manager, Senior	<a href="#">48.85</a>	<a href="#">49.46</a>	<a href="#">50.08</a>	<a href="#">50.71</a>	<a href="#">51.34</a>	<a href="#">51.98</a>	<a href="#">52.63</a>	<a href="#">53.29</a>	<a href="#">53.96</a>	<a href="#">54.63</a>	<a href="#">55.31</a>	<a href="#">56.00</a>	<a href="#">56.70</a>	<a href="#">57.41</a>	<a href="#">58.13</a>	<a href="#">58.86</a>	<a href="#">59.60</a>	<a href="#">60.34</a>	<a href="#">61.09</a>	<a href="#">61.85</a>	<a href="#">62.62</a>
0524	A	Financial Supervisor	<a href="#">35.13</a>	<a href="#">35.57</a>	<a href="#">36.01</a>	<a href="#">36.46</a>	<a href="#">36.92</a>	<a href="#">37.38</a>	<a href="#">37.85</a>	<a href="#">38.32</a>	<a href="#">38.80</a>	<a href="#">39.28</a>	<a href="#">39.77</a>	<a href="#">40.27</a>	<a href="#">40.77</a>	<a href="#">41.28</a>	<a href="#">41.80</a>	<a href="#">42.32</a>	<a href="#">42.85</a>	<a href="#">43.39</a>	<a href="#">43.93</a>	<a href="#">44.48</a>	<a href="#">45.04</a>
4020		Fire & Life Safety Educator	<a href="#">29.67</a>	<a href="#">30.04</a>	<a href="#">30.42</a>	<a href="#">30.80</a>	<a href="#">31.19</a>	<a href="#">31.58</a>	<a href="#">31.97</a>	<a href="#">32.37</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="#">35.31</a>	<a href="#">35.75</a>	<a href="#">36.20</a>	<a href="#">36.65</a>	<a href="#">37.11</a>	<a href="#">37.57</a>	<a href="#">38.04</a>
0767	A	Fire Chief	<a href="#">88.24</a>	<a href="#">89.34</a>	<a href="#">90.46</a>	<a href="#">91.59</a>	<a href="#">92.73</a>	<a href="#">93.89</a>	<a href="#">95.06</a>	<a href="#">96.25</a>	<a href="#">97.45</a>	<a href="#">98.67</a>	<a href="#">99.90</a>	<a href="#">101.15</a>	<a href="#">102.41</a>	<a href="#">103.69</a>	<a href="#">104.99</a>	<a href="#">106.30</a>	<a href="#">107.63</a>	<a href="#">108.98</a>	<a href="#">110.34</a>	<a href="#">111.72</a>	<a href="#">113.12</a>
0519	A	Fire Code Official	<a href="#">55.95</a>	<a href="#">56.65</a>	<a href="#">57.36</a>	<a href="#">58.08</a>	<a href="#">58.81</a>	<a href="#">59.55</a>	<a href="#">60.29</a>	<a href="#">61.04</a>	<a href="#">61.80</a>	<a href="#">62.57</a>	<a href="#">63.35</a>	<a href="#">64.14</a>	<a href="#">64.94</a>	<a href="#">65.75</a>	<a href="#">66.57</a>	<a href="#">67.40</a>	<a href="#">68.24</a>	<a href="#">69.09</a>	<a href="#">69.95</a>	<a href="#">70.82</a>	<a href="#">71.71</a>
0518	A	Fire Department Manager	<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="#">57.81</a>	<a href="#">58.53</a>	<a href="#">59.26</a>	<a href="#">60.00</a>	<a href="#">60.75</a>	<a href="#">61.51</a>	<a href="#">62.28</a>	<a href="#">63.06</a>	<a href="#">63.85</a>
4215	A	Forensics Manager	<a href="#">44.42</a>	<a href="#">44.98</a>	<a href="#">45.54</a>	<a href="#">46.11</a>	<a href="#">46.69</a>	<a href="#">47.27</a>	<a href="#">47.86</a>	<a href="#">48.46</a>	<a href="#">49.07</a>	<a href="#">49.68</a>	<a href="#">50.30</a>	<a href="#">50.93</a>	<a href="#">51.57</a>	<a href="#">52.21</a>	<a href="#">52.86</a>	<a href="#">53.52</a>	<a href="#">54.19</a>	<a href="#">54.87</a>	<a href="#">55.56</a>	<a href="#">56.25</a>	<a href="#">56.95</a>
0726	A	Government Relations Analyst	<a href="#">49.58</a>	<a href="#">50.20</a>	<a href="#">50.83</a>	<a href="#">51.47</a>	<a href="#">52.11</a>	<a href="#">52.76</a>	<a href="#">53.42</a>	<a href="#">54.09</a>	<a href="#">54.77</a>	<a href="#">55.45</a>	<a href="#">56.14</a>	<a href="#">56.84</a>	<a href="#">57.55</a>	<a href="#">58.27</a>	<a href="#">59.00</a>	<a href="#">59.74</a>	<a href="#">60.49</a>	<a href="#">61.25</a>	<a href="#">62.02</a>	<a href="#">62.80</a>	<a href="#">63.59</a>
0724	A	Government Relations Officer	<a href="#">61.51</a>	<a href="#">62.28</a>	<a href="#">63.06</a>	<a href="#">63.85</a>	<a href="#">64.65</a>	<a href="#">65.46</a>	<a href="#">66.28</a>	<a href="#">67.11</a>	<a href="#">67.95</a>	<a href="#">68.80</a>	<a href="#">69.66</a>	<a href="#">70.53</a>	<a href="#">71.41</a>	<a href="#">72.30</a>	<a href="#">73.20</a>	<a href="#">74.11</a>	<a href="#">75.04</a>	<a href="#">75.98</a>	<a href="#">76.93</a>	<a href="#">77.89</a>	<a href="#">78.86</a>
0717	A	Hearing Examiner	<a href="#">71.16</a>	<a href="#">72.05</a>	<a href="#">72.95</a>	<a href="#">73.86</a>	<a href="#">74.78</a>	<a href="#">75.71</a>	<a href="#">76.66</a>	<a href="#">77.62</a>	<a href="#">78.59</a>	<a href="#">79.57</a>	<a href="#">80.56</a>	<a href="#">81.57</a>	<a href="#">82.59</a>	<a href="#">83.62</a>	<a href="#">84.67</a>	<a href="#">85.73</a>	<a href="#">86.80</a>	<a href="#">87.88</a>	<a href="#">88.98</a>	<a href="#">90.09</a>	<a href="#">91.22</a>
2310	A	Historic Preservation Coordinator	<a href="#">28.48</a>	<a href="#">28.84</a>	<a href="#">29.20</a>	<a href="#">29.56</a>	<a href="#">29.93</a>	<a href="#">30.30</a>	<a href="#">30.68</a>	<a href="#">31.06</a>	<a href="#">31.45</a>	<a href="#">31.84</a>	<a href="#">32.24</a>	<a href="#">32.64</a>	<a href="#">33.05</a>	<a href="#">33.46</a>	<a href="#">33.88</a>	<a href="#">34.30</a>	<a href="#">34.73</a>	<a href="#">35.16</a>	<a href="#">35.60</a>	<a href="#">36.05</a>	<a href="#">36.50</a>
2309	A	Historic Preservation Officer	<a href="#">39.02</a>	<a href="#">39.51</a>	<a href="#">40.00</a>	<a href="#">40.50</a>	<a href="#">41.01</a>	<a href="#">41.52</a>	<a href="#">42.04</a>	<a href="#">42.57</a>	<a href="#">43.10</a>	<a href="#">43.64</a>	<a href="#">44.19</a>	<a href="#">44.74</a>	<a href="#">45.30</a>	<a href="#">45.87</a>	<a href="#">46.44</a>	<a href="#">47.02</a>	<a href="#">47.61</a>	<a href="#">48.21</a>	<a href="#">48.81</a>	<a href="#">49.42</a>	<a href="#">50.04</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2336		Housing Rehabilitation Specialist	<a href="#">28.86</a>	<a href="#">29.22</a>	<a href="#">29.59</a>	<a href="#">29.96</a>	<a href="#">30.33</a>	<a href="#">30.71</a>	<a href="#">31.09</a>	<a href="#">31.48</a>	<a href="#">31.87</a>	<a href="#">32.27</a>	<a href="#">32.67</a>	<a href="#">33.08</a>	<a href="#">33.49</a>	<a href="#">33.91</a>	<a href="#">34.33</a>	<a href="#">34.76</a>	<a href="#">35.19</a>	<a href="#">35.63</a>	<a href="#">36.08</a>	<a href="#">36.53</a>	<a href="#">36.99</a>
1131	A	Human Resources Analyst, Senior	<a href="#">36.46</a>	<a href="#">36.92</a>	<a href="#">37.38</a>	<a href="#">37.85</a>	<a href="#">38.32</a>	<a href="#">38.80</a>	<a href="#">39.28</a>	<a href="#">39.77</a>	<a href="#">40.27</a>	<a href="#">40.77</a>	<a href="#">41.28</a>	<a href="#">41.80</a>	<a href="#">42.32</a>	<a href="#">42.85</a>	<a href="#">43.39</a>	<a href="#">43.93</a>	<a href="#">44.48</a>	<a href="#">45.04</a>	<a href="#">45.60</a>	<a href="#">46.17</a>	<a href="#">46.75</a>
0735	A	Human Resources Director	<a href="#">69.82</a>	<a href="#">70.69</a>	<a href="#">71.57</a>	<a href="#">72.46</a>	<a href="#">73.37</a>	<a href="#">74.29</a>	<a href="#">75.22</a>	<a href="#">76.16</a>	<a href="#">77.11</a>	<a href="#">78.07</a>	<a href="#">79.05</a>	<a href="#">80.04</a>	<a href="#">81.04</a>	<a href="#">82.05</a>	<a href="#">83.08</a>	<a href="#">84.12</a>	<a href="#">85.17</a>	<a href="#">86.23</a>	<a href="#">87.31</a>	<a href="#">88.40</a>	<a href="#">89.51</a>
1125	A	Human Resources Director, Assistant	<a href="#">58.18</a>	<a href="#">58.91</a>	<a href="#">59.65</a>	<a href="#">60.40</a>	<a href="#">61.16</a>	<a href="#">61.92</a>	<a href="#">62.69</a>	<a href="#">63.47</a>	<a href="#">64.26</a>	<a href="#">65.06</a>	<a href="#">65.87</a>	<a href="#">66.69</a>	<a href="#">67.52</a>	<a href="#">68.36</a>	<a href="#">69.21</a>	<a href="#">70.08</a>	<a href="#">70.96</a>	<a href="#">71.85</a>	<a href="#">72.75</a>	<a href="#">73.66</a>	<a href="#">74.58</a>
1136	A	Human Resources Manager	<a href="#">42.19</a>	<a href="#">42.72</a>	<a href="#">43.25</a>	<a href="#">43.79</a>	<a href="#">44.34</a>	<a href="#">44.89</a>	<a href="#">45.45</a>	<a href="#">46.02</a>	<a href="#">46.60</a>	<a href="#">47.18</a>	<a href="#">47.77</a>	<a href="#">48.37</a>	<a href="#">48.97</a>	<a href="#">49.58</a>	<a href="#">50.20</a>	<a href="#">50.83</a>	<a href="#">51.47</a>	<a href="#">52.11</a>	<a href="#">52.76</a>	<a href="#">53.42</a>	<a href="#">54.09</a>
2533		Human Services Program Assistant	<a href="#">18.85</a>	<a href="#">19.09</a>	<a href="#">19.33</a>	<a href="#">19.57</a>	<a href="#">19.81</a>	<a href="#">20.06</a>	<a href="#">20.31</a>	<a href="#">20.56</a>	<a href="#">20.82</a>	<a href="#">21.08</a>	<a href="#">21.34</a>	<a href="#">21.61</a>	<a href="#">21.88</a>	<a href="#">22.15</a>	<a href="#">22.43</a>	<a href="#">22.71</a>	<a href="#">22.99</a>	<a href="#">23.28</a>	<a href="#">23.57</a>	<a href="#">23.86</a>	<a href="#">24.16</a>
5151	A	Hydro Project Manager	<a href="#">59.08</a>	<a href="#">59.82</a>	<a href="#">60.57</a>	<a href="#">61.33</a>	<a href="#">62.10</a>	<a href="#">62.88</a>	<a href="#">63.67</a>	<a href="#">64.47</a>	<a href="#">65.28</a>	<a href="#">66.10</a>	<a href="#">66.93</a>	<a href="#">67.77</a>	<a href="#">68.62</a>	<a href="#">69.48</a>	<a href="#">70.35</a>	<a href="#">71.23</a>	<a href="#">72.12</a>	<a href="#">73.02</a>	<a href="#">73.93</a>	<a href="#">74.85</a>	<a href="#">75.79</a>
5150	A	Hydro Project Manager, Assistant	<a href="#">53.23</a>	<a href="#">53.90</a>	<a href="#">54.57</a>	<a href="#">55.25</a>	<a href="#">55.94</a>	<a href="#">56.64</a>	<a href="#">57.35</a>	<a href="#">58.07</a>	<a href="#">58.80</a>	<a href="#">59.53</a>	<a href="#">60.27</a>	<a href="#">61.02</a>	<a href="#">61.78</a>	<a href="#">62.55</a>	<a href="#">63.33</a>	<a href="#">64.12</a>	<a href="#">64.92</a>	<a href="#">65.73</a>	<a href="#">66.55</a>	<a href="#">67.38</a>	<a href="#">68.22</a>
0835	A	Information Technology Director	<a href="#">79.88</a>	<a href="#">80.88</a>	<a href="#">81.89</a>	<a href="#">82.91</a>	<a href="#">83.95</a>	<a href="#">85.00</a>	<a href="#">86.06</a>	<a href="#">87.14</a>	<a href="#">88.23</a>	<a href="#">89.33</a>	<a href="#">90.45</a>	<a href="#">91.58</a>	<a href="#">92.72</a>	<a href="#">93.88</a>	<a href="#">95.05</a>	<a href="#">96.24</a>	<a href="#">97.44</a>	<a href="#">98.66</a>	<a href="#">99.89</a>	<a href="#">101.14</a>	<a href="#">102.40</a>
0837	A	Information Technology Director, Assistant	<a href="#">65.61</a>	<a href="#">66.43</a>	<a href="#">67.26</a>	<a href="#">68.10</a>	<a href="#">68.95</a>	<a href="#">69.81</a>	<a href="#">70.68</a>	<a href="#">71.56</a>	<a href="#">72.45</a>	<a href="#">73.36</a>	<a href="#">74.28</a>	<a href="#">75.21</a>	<a href="#">76.15</a>	<a href="#">77.10</a>	<a href="#">78.06</a>	<a href="#">79.04</a>	<a href="#">80.03</a>	<a href="#">81.03</a>	<a href="#">82.04</a>	<a href="#">83.07</a>	<a href="#">84.11</a>
0140	A	Information Technology Manager	<a href="#">53.61</a>	<a href="#">54.28</a>	<a href="#">54.96</a>	<a href="#">55.65</a>	<a href="#">56.35</a>	<a href="#">57.05</a>	<a href="#">57.76</a>	<a href="#">58.48</a>	<a href="#">59.21</a>	<a href="#">59.95</a>	<a href="#">60.70</a>	<a href="#">61.46</a>	<a href="#">62.23</a>	<a href="#">63.01</a>	<a href="#">63.80</a>	<a href="#">64.60</a>	<a href="#">65.41</a>	<a href="#">66.23</a>	<a href="#">67.06</a>	<a href="#">67.90</a>	<a href="#">68.75</a>
0707	A	Information Technology Project Manager	<a href="#">43.63</a>	<a href="#">44.18</a>	<a href="#">44.73</a>	<a href="#">45.29</a>	<a href="#">45.86</a>	<a href="#">46.43</a>	<a href="#">47.01</a>	<a href="#">47.60</a>	<a href="#">48.19</a>	<a href="#">48.79</a>	<a href="#">49.40</a>	<a href="#">50.02</a>	<a href="#">50.65</a>	<a href="#">51.28</a>	<a href="#">51.92</a>	<a href="#">52.57</a>	<a href="#">53.23</a>	<a href="#">53.90</a>	<a href="#">54.57</a>	<a href="#">55.25</a>	<a href="#">55.94</a>
0708	A	Information Technology Project Manager, Senior	<a href="#">47.32</a>	<a href="#">47.91</a>	<a href="#">48.51</a>	<a href="#">49.12</a>	<a href="#">49.73</a>	<a href="#">50.35</a>	<a href="#">50.98</a>	<a href="#">51.62</a>	<a href="#">52.27</a>	<a href="#">52.92</a>	<a href="#">53.58</a>	<a href="#">54.25</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>
0136	A	Information Technology Supervisor	<a href="#">48.59</a>	<a href="#">49.20</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="#">57.11</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>	<a href="#">62.29</a>
1118	A	Labor Negotiator	<a href="#">44.75</a>	<a href="#">45.31</a>	<a href="#">45.88</a>	<a href="#">46.45</a>	<a href="#">47.03</a>	<a href="#">47.62</a>	<a href="#">48.22</a>	<a href="#">48.82</a>	<a href="#">49.43</a>	<a href="#">50.05</a>	<a href="#">50.68</a>	<a href="#">51.31</a>	<a href="#">51.95</a>	<a href="#">52.60</a>	<a href="#">53.26</a>	<a href="#">53.93</a>	<a href="#">54.60</a>	<a href="#">55.28</a>	<a href="#">55.97</a>	<a href="#">56.67</a>	<a href="#">57.38</a>
1123		Labor Relations Analyst	<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="#">36.85</a>	<a href="#">37.31</a>	<a href="#">37.78</a>	<a href="#">38.25</a>	<a href="#">38.73</a>	<a href="#">39.21</a>	<a href="#">39.70</a>	<a href="#">40.20</a>	<a href="#">40.70</a>	<a href="#">41.21</a>	<a href="#">41.73</a>	<a href="#">42.25</a>	<a href="#">42.78</a>	<a href="#">43.31</a>	<a href="#">43.85</a>	<a href="#">44.40</a>
1132	A	Labor Relations Manager	<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="#">53.86</a>	<a href="#">54.53</a>	<a href="#">55.21</a>	<a href="#">55.90</a>	<a href="#">56.60</a>	<a href="#">57.31</a>	<a href="#">58.03</a>	<a href="#">58.76</a>	<a href="#">59.49</a>	<a href="#">60.23</a>	<a href="#">60.98</a>	<a href="#">61.74</a>	<a href="#">62.51</a>	<a href="#">63.29</a>	<a href="#">64.08</a>	<a href="#">64.88</a>



## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0760	A	Labor Relations Manager, Senior	<a href="#">58.18</a>	<a href="#">58.91</a>	<a href="#">59.65</a>	<a href="#">60.40</a>	<a href="#">61.16</a>	<a href="#">61.92</a>	<a href="#">62.69</a>	<a href="#">63.47</a>	<a href="#">64.26</a>	<a href="#">65.06</a>	<a href="#">65.87</a>	<a href="#">66.69</a>	<a href="#">67.52</a>	<a href="#">68.36</a>	<a href="#">69.21</a>	<a href="#">70.08</a>	<a href="#">70.96</a>	<a href="#">71.85</a>	<a href="#">72.75</a>	<a href="#">73.66</a>	<a href="#">74.58</a>
2207	A	Land Use Administrator	<a href="#">48.91</a>	<a href="#">49.52</a>	<a href="#">50.14</a>	<a href="#">50.77</a>	<a href="#">51.40</a>	<a href="#">52.04</a>	<a href="#">52.69</a>	<a href="#">53.35</a>	<a href="#">54.02</a>	<a href="#">54.70</a>	<a href="#">55.38</a>	<a href="#">56.07</a>	<a href="#">56.77</a>	<a href="#">57.48</a>	<a href="#">58.20</a>	<a href="#">58.93</a>	<a href="#">59.67</a>	<a href="#">60.42</a>	<a href="#">61.18</a>	<a href="#">61.94</a>	<a href="#">62.71</a>
0031		Legal Assistant	<a href="#">22.62</a>	<a href="#">22.90</a>	<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="#">24.67</a>	<a href="#">24.98</a>	<a href="#">25.29</a>	<a href="#">25.61</a>	<a href="#">25.93</a>	<a href="#">26.25</a>	<a href="#">26.58</a>	<a href="#">26.91</a>	<a href="#">27.25</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>
0032		Legal Assistant, Senior	<a href="#">25.13</a>	<a href="#">25.44</a>	<a href="#">25.76</a>	<a href="#">26.08</a>	<a href="#">26.41</a>	<a href="#">26.74</a>	<a href="#">27.07</a>	<a href="#">27.41</a>	<a href="#">27.75</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="#">30.27</a>	<a href="#">30.65</a>	<a href="#">31.03</a>	<a href="#">31.42</a>	<a href="#">31.81</a>	<a href="#">32.21</a>
1007	A	Legal Intern	<a href="#">15.52</a>	<a href="#">15.71</a>	<a href="#">15.91</a>	<a href="#">16.11</a>	<a href="#">16.31</a>	<a href="#">16.51</a>	<a href="#">16.72</a>	<a href="#">16.93</a>	<a href="#">17.14</a>	<a href="#">17.35</a>	<a href="#">17.57</a>	<a href="#">17.79</a>	<a href="#">18.01</a>	<a href="#">18.24</a>	<a href="#">18.47</a>	<a href="#">18.70</a>	<a href="#">18.93</a>	<a href="#">19.17</a>	<a href="#">19.41</a>	<a href="#">19.65</a>	<a href="#">19.90</a>
0553		LEOFF 1 Specialist	<a href="#">28.58</a>	<a href="#">28.94</a>	<a href="#">29.30</a>	<a href="#">29.67</a>	<a href="#">30.04</a>	<a href="#">30.42</a>	<a href="#">30.80</a>	<a href="#">31.19</a>	<a href="#">31.58</a>	<a href="#">31.97</a>	<a href="#">32.37</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="#">35.31</a>	<a href="#">35.75</a>	<a href="#">36.20</a>	<a href="#">36.65</a>
1109	A	Management Analyst I	<a href="#">26.04</a>	<a href="#">26.37</a>	<a href="#">26.70</a>	<a href="#">27.03</a>	<a href="#">27.37</a>	<a href="#">27.71</a>	<a href="#">28.06</a>	<a href="#">28.41</a>	<a href="#">28.77</a>	<a href="#">29.13</a>	<a href="#">29.49</a>	<a href="#">29.86</a>	<a href="#">30.23</a>	<a href="#">30.61</a>	<a href="#">30.99</a>	<a href="#">31.38</a>	<a href="#">31.77</a>	<a href="#">32.17</a>	<a href="#">32.57</a>	<a href="#">32.98</a>	<a href="#">33.39</a>
1120	A	Management Analyst II	<a href="#">32.67</a>	<a href="#">33.08</a>	<a href="#">33.49</a>	<a href="#">33.91</a>	<a href="#">34.33</a>	<a href="#">34.76</a>	<a href="#">35.19</a>	<a href="#">35.63</a>	<a href="#">36.08</a>	<a href="#">36.53</a>	<a href="#">36.99</a>	<a href="#">37.45</a>	<a href="#">37.92</a>	<a href="#">38.39</a>	<a href="#">38.87</a>	<a href="#">39.36</a>	<a href="#">39.85</a>	<a href="#">40.35</a>	<a href="#">40.85</a>	<a href="#">41.36</a>	<a href="#">41.88</a>
1135	A	Management Analyst III	<a href="#">40.68</a>	<a href="#">41.19</a>	<a href="#">41.70</a>	<a href="#">42.22</a>	<a href="#">42.75</a>	<a href="#">43.28</a>	<a href="#">43.82</a>	<a href="#">44.37</a>	<a href="#">44.92</a>	<a href="#">45.48</a>	<a href="#">46.05</a>	<a href="#">46.63</a>	<a href="#">47.21</a>	<a href="#">47.80</a>	<a href="#">48.40</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>
4607		Management Fellow	<a href="#">23.53</a>	<a href="#">23.82</a>	<a href="#">24.12</a>	<a href="#">24.42</a>	<a href="#">24.73</a>	<a href="#">25.04</a>	<a href="#">25.35</a>	<a href="#">25.67</a>	<a href="#">25.99</a>	<a href="#">26.31</a>	<a href="#">26.64</a>	<a href="#">26.97</a>	<a href="#">27.31</a>	<a href="#">27.65</a>	<a href="#">28.00</a>	<a href="#">28.35</a>	<a href="#">28.70</a>	<a href="#">29.06</a>	<a href="#">29.42</a>	<a href="#">29.79</a>	<a href="#">30.16</a>
4615		Management Intern	<a href="#">17.52</a>	<a href="#">17.74</a>	<a href="#">17.96</a>	<a href="#">18.18</a>	<a href="#">18.41</a>	<a href="#">18.64</a>	<a href="#">18.87</a>	<a href="#">19.11</a>	<a href="#">19.35</a>	<a href="#">19.59</a>	<a href="#">19.83</a>	<a href="#">20.08</a>	<a href="#">20.33</a>	<a href="#">20.58</a>	<a href="#">20.84</a>	<a href="#">21.10</a>	<a href="#">21.36</a>	<a href="#">21.63</a>	<a href="#">21.90</a>	<a href="#">22.17</a>	<a href="#">22.45</a>
0841	A	Market Development Program Manager	<a href="#">52.42</a>	<a href="#">53.08</a>	<a href="#">53.74</a>	<a href="#">54.41</a>	<a href="#">55.09</a>	<a href="#">55.78</a>	<a href="#">56.48</a>	<a href="#">57.19</a>	<a href="#">57.90</a>	<a href="#">58.62</a>	<a href="#">59.35</a>	<a href="#">60.09</a>	<a href="#">60.84</a>	<a href="#">61.60</a>	<a href="#">62.37</a>	<a href="#">63.15</a>	<a href="#">63.94</a>	<a href="#">64.74</a>	<a href="#">65.55</a>	<a href="#">66.37</a>	<a href="#">67.20</a>
0842	A	Market Development Research Analyst	<a href="#">46.91</a>	<a href="#">47.50</a>	<a href="#">48.09</a>	<a href="#">48.69</a>	<a href="#">49.30</a>	<a href="#">49.92</a>	<a href="#">50.54</a>	<a href="#">51.17</a>	<a href="#">51.81</a>	<a href="#">52.46</a>	<a href="#">53.12</a>	<a href="#">53.78</a>	<a href="#">54.45</a>	<a href="#">55.13</a>	<a href="#">55.82</a>	<a href="#">56.52</a>	<a href="#">57.23</a>	<a href="#">57.95</a>	<a href="#">58.67</a>	<a href="#">59.40</a>	<a href="#">60.14</a>
0840	A	Marketing & Development Manager	<a href="#">61.09</a>	<a href="#">61.85</a>	<a href="#">62.62</a>	<a href="#">63.40</a>	<a href="#">64.19</a>	<a href="#">64.99</a>	<a href="#">65.80</a>	<a href="#">66.62</a>	<a href="#">67.45</a>	<a href="#">68.29</a>	<a href="#">69.14</a>	<a href="#">70.00</a>	<a href="#">70.88</a>	<a href="#">71.77</a>	<a href="#">72.67</a>	<a href="#">73.58</a>	<a href="#">74.50</a>	<a href="#">75.43</a>	<a href="#">76.37</a>	<a href="#">77.32</a>	<a href="#">78.29</a>
1165	A	Marketing Assistant	<a href="#">18.66</a>	<a href="#">18.89</a>	<a href="#">19.13</a>	<a href="#">19.37</a>	<a href="#">19.61</a>	<a href="#">19.86</a>	<a href="#">20.11</a>	<a href="#">20.36</a>	<a href="#">20.61</a>	<a href="#">20.87</a>	<a href="#">21.13</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>
5506	A	Marketing Coordinator	<a href="#">27.40</a>	<a href="#">27.74</a>	<a href="#">28.09</a>	<a href="#">28.44</a>	<a href="#">28.80</a>	<a href="#">29.16</a>	<a href="#">29.52</a>	<a href="#">29.89</a>	<a href="#">30.26</a>	<a href="#">30.64</a>	<a href="#">31.02</a>	<a href="#">31.41</a>	<a href="#">31.80</a>	<a href="#">32.20</a>	<a href="#">32.60</a>	<a href="#">33.01</a>	<a href="#">33.42</a>	<a href="#">33.84</a>	<a href="#">34.26</a>	<a href="#">34.69</a>	<a href="#">35.12</a>
1151		Master Control Technician	<a href="#">19.48</a>	<a href="#">19.72</a>	<a href="#">19.97</a>	<a href="#">20.22</a>	<a href="#">20.47</a>	<a href="#">20.73</a>	<a href="#">20.99</a>	<a href="#">21.25</a>	<a href="#">21.52</a>	<a href="#">21.79</a>	<a href="#">22.06</a>	<a href="#">22.34</a>	<a href="#">22.62</a>	<a href="#">22.90</a>	<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="#">24.67</a>	<a href="#">24.98</a>
0804	A	Media & Communications Director	<a href="#">53.58</a>	<a href="#">54.25</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>	<a href="#">62.98</a>	<a href="#">63.77</a>	<a href="#">64.57</a>	<a href="#">65.38</a>	<a href="#">66.20</a>	<a href="#">67.03</a>	<a href="#">67.87</a>	<a href="#">68.72</a>
5508	A	Media Specialist	<a href="#">34.67</a>	<a href="#">35.10</a>	<a href="#">35.54</a>	<a href="#">35.98</a>	<a href="#">36.43</a>	<a href="#">36.89</a>	<a href="#">37.35</a>	<a href="#">37.82</a>	<a href="#">38.29</a>	<a href="#">38.77</a>	<a href="#">39.25</a>	<a href="#">39.74</a>	<a href="#">40.24</a>	<a href="#">40.74</a>	<a href="#">41.25</a>	<a href="#">41.77</a>	<a href="#">42.29</a>	<a href="#">42.82</a>	<a href="#">43.36</a>	<a href="#">43.90</a>	<a href="#">44.45</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2106	A	Natural Resources Biologist I	<a href="#">32.45</a>	<a href="#">32.86</a>	<a href="#">33.27</a>	<a href="#">33.69</a>	<a href="#">34.11</a>	<a href="#">34.54</a>	<a href="#">34.97</a>	<a href="#">35.41</a>	<a href="#">35.85</a>	<a href="#">36.30</a>	<a href="#">36.75</a>	<a href="#">37.21</a>	<a href="#">37.68</a>	<a href="#">38.15</a>	<a href="#">38.63</a>	<a href="#">39.11</a>	<a href="#">39.60</a>	<a href="#">40.09</a>	<a href="#">40.59</a>	<a href="#">41.10</a>	<a href="#">41.61</a>
2089	A	Natural Resources Biologist II	<a href="#">37.14</a>	<a href="#">37.60</a>	<a href="#">38.07</a>	<a href="#">38.55</a>	<a href="#">39.03</a>	<a href="#">39.52</a>	<a href="#">40.01</a>	<a href="#">40.51</a>	<a href="#">41.02</a>	<a href="#">41.53</a>	<a href="#">42.05</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>	<a href="#">45.88</a>	<a href="#">46.45</a>	<a href="#">47.03</a>	<a href="#">47.62</a>
2094	A	Natural Resources Biologist III	<a href="#">42.70</a>	<a href="#">43.23</a>	<a href="#">43.77</a>	<a href="#">44.32</a>	<a href="#">44.87</a>	<a href="#">45.43</a>	<a href="#">46.00</a>	<a href="#">46.58</a>	<a href="#">47.16</a>	<a href="#">47.75</a>	<a href="#">48.35</a>	<a href="#">48.95</a>	<a href="#">49.56</a>	<a href="#">50.18</a>	<a href="#">50.81</a>	<a href="#">51.45</a>	<a href="#">52.09</a>	<a href="#">52.74</a>	<a href="#">53.40</a>	<a href="#">54.07</a>	<a href="#">54.75</a>
2091	A	Natural Resources Manager	<a href="#">60.78</a>	<a href="#">61.54</a>	<a href="#">62.31</a>	<a href="#">63.09</a>	<a href="#">63.88</a>	<a href="#">64.68</a>	<a href="#">65.49</a>	<a href="#">66.31</a>	<a href="#">67.14</a>	<a href="#">67.98</a>	<a href="#">68.83</a>	<a href="#">69.69</a>	<a href="#">70.56</a>	<a href="#">71.44</a>	<a href="#">72.33</a>	<a href="#">73.23</a>	<a href="#">74.15</a>	<a href="#">75.08</a>	<a href="#">76.02</a>	<a href="#">76.97</a>	<a href="#">77.93</a>
2107		Natural Resources Technician I	<a href="#">20.37</a>	<a href="#">20.62</a>	<a href="#">20.88</a>	<a href="#">21.14</a>	<a href="#">21.40</a>	<a href="#">21.67</a>	<a href="#">21.94</a>	<a href="#">22.21</a>	<a href="#">22.49</a>	<a href="#">22.77</a>	<a href="#">23.05</a>	<a href="#">23.34</a>	<a href="#">23.63</a>	<a href="#">23.93</a>	<a href="#">24.23</a>	<a href="#">24.53</a>	<a href="#">24.84</a>	<a href="#">25.15</a>	<a href="#">25.46</a>	<a href="#">25.78</a>	<a href="#">26.10</a>
2090	A	Natural Resources Technician II	<a href="#">28.51</a>	<a href="#">28.87</a>	<a href="#">29.23</a>	<a href="#">29.60</a>	<a href="#">29.97</a>	<a href="#">30.34</a>	<a href="#">30.72</a>	<a href="#">31.10</a>	<a href="#">31.49</a>	<a href="#">31.88</a>	<a href="#">32.28</a>	<a href="#">32.68</a>	<a href="#">33.09</a>	<a href="#">33.50</a>	<a href="#">33.92</a>	<a href="#">34.34</a>	<a href="#">34.77</a>	<a href="#">35.20</a>	<a href="#">35.64</a>	<a href="#">36.09</a>	<a href="#">36.54</a>
0759	A	Neighborhood & Community Services Director	<a href="#">65.23</a>	<a href="#">66.05</a>	<a href="#">66.88</a>	<a href="#">67.72</a>	<a href="#">68.57</a>	<a href="#">69.43</a>	<a href="#">70.30</a>	<a href="#">71.18</a>	<a href="#">72.07</a>	<a href="#">72.97</a>	<a href="#">73.88</a>	<a href="#">74.80</a>	<a href="#">75.73</a>	<a href="#">76.68</a>	<a href="#">77.64</a>	<a href="#">78.61</a>	<a href="#">79.59</a>	<a href="#">80.58</a>	<a href="#">81.59</a>	<a href="#">82.61</a>	<a href="#">83.64</a>
2058	A	Neighborhood & Community Services Division Manager	<a href="#">47.26</a>	<a href="#">47.85</a>	<a href="#">48.45</a>	<a href="#">49.06</a>	<a href="#">49.67</a>	<a href="#">50.29</a>	<a href="#">50.92</a>	<a href="#">51.56</a>	<a href="#">52.20</a>	<a href="#">52.85</a>	<a href="#">53.51</a>	<a href="#">54.18</a>	<a href="#">54.86</a>	<a href="#">55.55</a>	<a href="#">56.24</a>	<a href="#">56.94</a>	<a href="#">57.65</a>	<a href="#">58.37</a>	<a href="#">59.10</a>	<a href="#">59.84</a>	<a href="#">60.59</a>
0754	A	Neighborhood & Community Services Program Manager	<a href="#">38.84</a>	<a href="#">39.33</a>	<a href="#">39.82</a>	<a href="#">40.32</a>	<a href="#">40.82</a>	<a href="#">41.33</a>	<a href="#">41.85</a>	<a href="#">42.37</a>	<a href="#">42.90</a>	<a href="#">43.44</a>	<a href="#">43.98</a>	<a href="#">44.53</a>	<a href="#">45.09</a>	<a href="#">45.65</a>	<a href="#">46.22</a>	<a href="#">46.80</a>	<a href="#">47.38</a>	<a href="#">47.97</a>	<a href="#">48.57</a>	<a href="#">49.18</a>	<a href="#">49.79</a>
2532		Neighborhood & Community Services Specialist	<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="#">31.26</a>	<a href="#">31.65</a>	<a href="#">32.05</a>	<a href="#">32.45</a>	<a href="#">32.86</a>	<a href="#">33.27</a>	<a href="#">33.69</a>	<a href="#">34.11</a>	<a href="#">34.54</a>
2534		Neighborhood & Community Services Supervisor	<a href="#">32.32</a>	<a href="#">32.72</a>	<a href="#">33.13</a>	<a href="#">33.54</a>	<a href="#">33.96</a>	<a href="#">34.38</a>	<a href="#">34.81</a>	<a href="#">35.25</a>	<a href="#">35.69</a>	<a href="#">36.14</a>	<a href="#">36.59</a>	<a href="#">37.05</a>	<a href="#">37.51</a>	<a href="#">37.98</a>	<a href="#">38.45</a>	<a href="#">38.93</a>	<a href="#">39.42</a>	<a href="#">39.91</a>	<a href="#">40.41</a>	<a href="#">40.92</a>	<a href="#">41.43</a>
4602		Occupational Intern, Skilled	<a href="#">12.54</a>	<a href="#">12.70</a>	<a href="#">12.86</a>	<a href="#">13.02</a>	<a href="#">13.18</a>	<a href="#">13.34</a>	<a href="#">13.51</a>	<a href="#">13.68</a>	<a href="#">13.85</a>	<a href="#">14.02</a>	<a href="#">14.20</a>	<a href="#">14.38</a>	<a href="#">14.56</a>	<a href="#">14.74</a>	<a href="#">14.92</a>	<a href="#">15.11</a>	<a href="#">15.30</a>	<a href="#">15.49</a>	<a href="#">15.68</a>	<a href="#">15.88</a>	<a href="#">16.08</a>
0738	A	Office Administrator	<a href="#">29.25</a>	<a href="#">29.62</a>	<a href="#">29.99</a>	<a href="#">30.36</a>	<a href="#">30.74</a>	<a href="#">31.12</a>	<a href="#">31.51</a>	<a href="#">31.90</a>	<a href="#">32.30</a>	<a href="#">32.70</a>	<a href="#">33.11</a>	<a href="#">33.52</a>	<a href="#">33.94</a>	<a href="#">34.36</a>	<a href="#">34.79</a>	<a href="#">35.22</a>	<a href="#">35.66</a>	<a href="#">36.11</a>	<a href="#">36.56</a>	<a href="#">37.02</a>	<a href="#">37.48</a>
0739	A	Office Manager	<a href="#">33.61</a>	<a href="#">34.03</a>	<a href="#">34.46</a>	<a href="#">34.89</a>	<a href="#">35.33</a>	<a href="#">35.77</a>	<a href="#">36.22</a>	<a href="#">36.67</a>	<a href="#">37.13</a>	<a href="#">37.59</a>	<a href="#">38.06</a>	<a href="#">38.54</a>	<a href="#">39.02</a>	<a href="#">39.51</a>	<a href="#">40.00</a>	<a href="#">40.50</a>	<a href="#">41.01</a>	<a href="#">41.52</a>	<a href="#">42.04</a>	<a href="#">42.57</a>	<a href="#">43.10</a>
0533	A	Operations Manager	<a href="#">47.94</a>	<a href="#">48.54</a>	<a href="#">49.15</a>	<a href="#">49.76</a>	<a href="#">50.38</a>	<a href="#">51.01</a>	<a href="#">51.65</a>	<a href="#">52.30</a>	<a href="#">52.95</a>	<a href="#">53.61</a>	<a href="#">54.28</a>	<a href="#">54.96</a>	<a href="#">55.65</a>	<a href="#">56.35</a>	<a href="#">57.05</a>	<a href="#">57.76</a>	<a href="#">58.48</a>	<a href="#">59.21</a>	<a href="#">59.95</a>	<a href="#">60.70</a>	<a href="#">61.46</a>
1009	A	Paralegal	<a href="#">27.43</a>	<a href="#">27.77</a>	<a href="#">28.12</a>	<a href="#">28.47</a>	<a href="#">28.83</a>	<a href="#">29.19</a>	<a href="#">29.55</a>	<a href="#">29.92</a>	<a href="#">30.29</a>	<a href="#">30.67</a>	<a href="#">31.05</a>	<a href="#">31.44</a>	<a href="#">31.83</a>	<a href="#">32.23</a>	<a href="#">32.63</a>	<a href="#">33.04</a>	<a href="#">33.45</a>	<a href="#">33.87</a>	<a href="#">34.29</a>	<a href="#">34.72</a>	<a href="#">35.15</a>
1010	A	Paralegal, Senior	<a href="#">32.91</a>	<a href="#">33.32</a>	<a href="#">33.74</a>	<a href="#">34.16</a>	<a href="#">34.59</a>	<a href="#">35.02</a>	<a href="#">35.46</a>	<a href="#">35.90</a>	<a href="#">36.35</a>	<a href="#">36.80</a>	<a href="#">37.26</a>	<a href="#">37.73</a>	<a href="#">38.20</a>	<a href="#">38.68</a>	<a href="#">39.16</a>	<a href="#">39.65</a>	<a href="#">40.15</a>	<a href="#">40.65</a>	<a href="#">41.16</a>	<a href="#">41.67</a>	<a href="#">42.19</a>
2085	A	Park Supervisor	<a href="#">31.91</a>	<a href="#">32.31</a>	<a href="#">32.71</a>	<a href="#">33.12</a>	<a href="#">33.53</a>	<a href="#">33.95</a>	<a href="#">34.37</a>	<a href="#">34.80</a>	<a href="#">35.24</a>	<a href="#">35.68</a>	<a href="#">36.13</a>	<a href="#">36.58</a>	<a href="#">37.04</a>	<a href="#">37.50</a>	<a href="#">37.97</a>	<a href="#">38.44</a>	<a href="#">38.92</a>	<a href="#">39.41</a>	<a href="#">39.90</a>	<a href="#">40.40</a>	<a href="#">40.90</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2086	A	Park Supervisor, Assistant	<a href="#">28.98</a>	<a href="#">29.34</a>	<a href="#">29.71</a>	<a href="#">30.08</a>	<a href="#">30.46</a>	<a href="#">30.84</a>	<a href="#">31.23</a>	<a href="#">31.62</a>	<a href="#">32.02</a>	<a href="#">32.42</a>	<a href="#">32.83</a>	<a href="#">33.24</a>	<a href="#">33.66</a>	<a href="#">34.08</a>	<a href="#">34.51</a>	<a href="#">34.94</a>	<a href="#">35.38</a>	<a href="#">35.82</a>	<a href="#">36.27</a>	<a href="#">36.72</a>	<a href="#">37.18</a>
2105		Permit Supervisor	<a href="#">32.68</a>	<a href="#">33.09</a>	<a href="#">33.50</a>	<a href="#">33.92</a>	<a href="#">34.34</a>	<a href="#">34.77</a>	<a href="#">35.20</a>	<a href="#">35.64</a>	<a href="#">36.09</a>	<a href="#">36.54</a>	<a href="#">37.00</a>	<a href="#">37.46</a>	<a href="#">37.93</a>	<a href="#">38.40</a>	<a href="#">38.88</a>	<a href="#">39.37</a>	<a href="#">39.86</a>	<a href="#">40.36</a>	<a href="#">40.86</a>	<a href="#">41.37</a>	<a href="#">41.89</a>
2209		Planner, Associate	<a href="#">28.08</a>	<a href="#">28.43</a>	<a href="#">28.79</a>	<a href="#">29.15</a>	<a href="#">29.51</a>	<a href="#">29.88</a>	<a href="#">30.25</a>	<a href="#">30.63</a>	<a href="#">31.01</a>	<a href="#">31.40</a>	<a href="#">31.79</a>	<a href="#">32.19</a>	<a href="#">32.59</a>	<a href="#">33.00</a>	<a href="#">33.41</a>	<a href="#">33.83</a>	<a href="#">34.25</a>	<a href="#">34.68</a>	<a href="#">35.11</a>	<a href="#">35.55</a>	<a href="#">35.99</a>
2221		Planner, Principal	<a href="#">39.02</a>	<a href="#">39.51</a>	<a href="#">40.00</a>	<a href="#">40.50</a>	<a href="#">41.01</a>	<a href="#">41.52</a>	<a href="#">42.04</a>	<a href="#">42.57</a>	<a href="#">43.10</a>	<a href="#">43.64</a>	<a href="#">44.19</a>	<a href="#">44.74</a>	<a href="#">45.30</a>	<a href="#">45.87</a>	<a href="#">46.44</a>	<a href="#">47.02</a>	<a href="#">47.61</a>	<a href="#">48.21</a>	<a href="#">48.81</a>	<a href="#">49.42</a>	<a href="#">50.04</a>
2203		Planner, Senior	<a href="#">34.33</a>	<a href="#">34.76</a>	<a href="#">35.19</a>	<a href="#">35.63</a>	<a href="#">36.08</a>	<a href="#">36.53</a>	<a href="#">36.99</a>	<a href="#">37.45</a>	<a href="#">37.92</a>	<a href="#">38.39</a>	<a href="#">38.87</a>	<a href="#">39.36</a>	<a href="#">39.85</a>	<a href="#">40.35</a>	<a href="#">40.85</a>	<a href="#">41.36</a>	<a href="#">41.88</a>	<a href="#">42.40</a>	<a href="#">42.93</a>	<a href="#">43.47</a>	<a href="#">44.01</a>
2219	A	Planning & Development Division Manager	<a href="#">47.26</a>	<a href="#">47.85</a>	<a href="#">48.45</a>	<a href="#">49.06</a>	<a href="#">49.67</a>	<a href="#">50.29</a>	<a href="#">50.92</a>	<a href="#">51.56</a>	<a href="#">52.20</a>	<a href="#">52.85</a>	<a href="#">53.51</a>	<a href="#">54.18</a>	<a href="#">54.86</a>	<a href="#">55.55</a>	<a href="#">56.24</a>	<a href="#">56.94</a>	<a href="#">57.65</a>	<a href="#">58.37</a>	<a href="#">59.10</a>	<a href="#">59.84</a>	<a href="#">60.59</a>
0719	A	Planning & Development Services Director	<a href="#">69.07</a>	<a href="#">69.93</a>	<a href="#">70.80</a>	<a href="#">71.68</a>	<a href="#">72.58</a>	<a href="#">73.49</a>	<a href="#">74.41</a>	<a href="#">75.34</a>	<a href="#">76.28</a>	<a href="#">77.23</a>	<a href="#">78.20</a>	<a href="#">79.18</a>	<a href="#">80.17</a>	<a href="#">81.17</a>	<a href="#">82.18</a>	<a href="#">83.21</a>	<a href="#">84.25</a>	<a href="#">85.30</a>	<a href="#">86.37</a>	<a href="#">87.45</a>	<a href="#">88.54</a>
2222	A	Planning Manager	<a href="#">48.33</a>	<a href="#">48.93</a>	<a href="#">49.54</a>	<a href="#">50.16</a>	<a href="#">50.79</a>	<a href="#">51.42</a>	<a href="#">52.06</a>	<a href="#">52.71</a>	<a href="#">53.37</a>	<a href="#">54.04</a>	<a href="#">54.72</a>	<a href="#">55.40</a>	<a href="#">56.09</a>	<a href="#">56.79</a>	<a href="#">57.50</a>	<a href="#">58.22</a>	<a href="#">58.95</a>	<a href="#">59.69</a>	<a href="#">60.44</a>	<a href="#">61.20</a>	<a href="#">61.96</a>
2038	A	Plans Examiner I	<a href="#">33.20</a>	<a href="#">33.61</a>	<a href="#">34.03</a>	<a href="#">34.46</a>	<a href="#">34.89</a>	<a href="#">35.33</a>	<a href="#">35.77</a>	<a href="#">36.22</a>	<a href="#">36.67</a>	<a href="#">37.13</a>	<a href="#">37.59</a>	<a href="#">38.06</a>	<a href="#">38.54</a>	<a href="#">39.02</a>	<a href="#">39.51</a>	<a href="#">40.00</a>	<a href="#">40.50</a>	<a href="#">41.01</a>	<a href="#">41.52</a>	<a href="#">42.04</a>	<a href="#">42.57</a>
2039	A	Plans Examiner II	<a href="#">38.15</a>	<a href="#">38.63</a>	<a href="#">39.11</a>	<a href="#">39.60</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>	<a href="#">45.96</a>	<a href="#">46.53</a>	<a href="#">47.11</a>	<a href="#">47.70</a>	<a href="#">48.30</a>	<a href="#">48.90</a>
2040	A	Plans Examiner III	<a href="#">43.23</a>	<a href="#">43.77</a>	<a href="#">44.32</a>	<a href="#">44.87</a>	<a href="#">45.43</a>	<a href="#">46.00</a>	<a href="#">46.58</a>	<a href="#">47.16</a>	<a href="#">47.75</a>	<a href="#">48.35</a>	<a href="#">48.95</a>	<a href="#">49.56</a>	<a href="#">50.18</a>	<a href="#">50.81</a>	<a href="#">51.45</a>	<a href="#">52.09</a>	<a href="#">52.74</a>	<a href="#">53.40</a>	<a href="#">54.07</a>	<a href="#">54.75</a>	<a href="#">55.43</a>
0772	A	Police Chief	<a href="#">88.24</a>	<a href="#">89.34</a>	<a href="#">90.46</a>	<a href="#">91.59</a>	<a href="#">92.73</a>	<a href="#">93.89</a>	<a href="#">95.06</a>	<a href="#">96.25</a>	<a href="#">97.45</a>	<a href="#">98.67</a>	<a href="#">99.90</a>	<a href="#">101.15</a>	<a href="#">102.41</a>	<a href="#">103.69</a>	<a href="#">104.99</a>	<a href="#">106.30</a>	<a href="#">107.63</a>	<a href="#">108.98</a>	<a href="#">110.34</a>	<a href="#">111.72</a>	<a href="#">113.12</a>
5123	A	Power Analyst	<a href="#">47.15</a>	<a href="#">47.74</a>	<a href="#">48.34</a>	<a href="#">48.94</a>	<a href="#">49.55</a>	<a href="#">50.17</a>	<a href="#">50.80</a>	<a href="#">51.43</a>	<a href="#">52.07</a>	<a href="#">52.72</a>	<a href="#">53.38</a>	<a href="#">54.05</a>	<a href="#">54.73</a>	<a href="#">55.41</a>	<a href="#">56.10</a>	<a href="#">56.80</a>	<a href="#">57.51</a>	<a href="#">58.23</a>	<a href="#">58.96</a>	<a href="#">59.70</a>	<a href="#">60.45</a>
5128	A	Power Analyst, Senior	<a href="#">52.40</a>	<a href="#">53.05</a>	<a href="#">53.71</a>	<a href="#">54.38</a>	<a href="#">55.06</a>	<a href="#">55.75</a>	<a href="#">56.45</a>	<a href="#">57.16</a>	<a href="#">57.87</a>	<a href="#">58.59</a>	<a href="#">59.32</a>	<a href="#">60.06</a>	<a href="#">60.81</a>	<a href="#">61.57</a>	<a href="#">62.34</a>	<a href="#">63.12</a>	<a href="#">63.91</a>	<a href="#">64.71</a>	<a href="#">65.52</a>	<a href="#">66.34</a>	<a href="#">67.17</a>
2131	A	Power Engineer I	<a href="#">34.29</a>	<a href="#">34.72</a>	<a href="#">35.15</a>	<a href="#">35.59</a>	<a href="#">36.03</a>	<a href="#">36.48</a>	<a href="#">36.94</a>	<a href="#">37.40</a>	<a href="#">37.87</a>	<a href="#">38.34</a>	<a href="#">38.82</a>	<a href="#">39.31</a>	<a href="#">39.80</a>	<a href="#">40.30</a>	<a href="#">40.80</a>	<a href="#">41.31</a>	<a href="#">41.83</a>	<a href="#">42.35</a>	<a href="#">42.88</a>	<a href="#">43.42</a>	<a href="#">43.96</a>
2132	A	Power Engineer II	<a href="#">38.40</a>	<a href="#">38.88</a>	<a href="#">39.37</a>	<a href="#">39.86</a>	<a href="#">40.36</a>	<a href="#">40.86</a>	<a href="#">41.37</a>	<a href="#">41.89</a>	<a href="#">42.41</a>	<a href="#">42.94</a>	<a href="#">43.48</a>	<a href="#">44.02</a>	<a href="#">44.57</a>	<a href="#">45.13</a>	<a href="#">45.69</a>	<a href="#">46.26</a>	<a href="#">46.84</a>	<a href="#">47.43</a>	<a href="#">48.02</a>	<a href="#">48.62</a>	<a href="#">49.23</a>
2133	A	Power Engineer III	<a href="#">45.13</a>	<a href="#">45.69</a>	<a href="#">46.26</a>	<a href="#">46.84</a>	<a href="#">47.43</a>	<a href="#">48.02</a>	<a href="#">48.62</a>	<a href="#">49.23</a>	<a href="#">49.85</a>	<a href="#">50.47</a>	<a href="#">51.10</a>	<a href="#">51.74</a>	<a href="#">52.39</a>	<a href="#">53.04</a>	<a href="#">53.70</a>	<a href="#">54.37</a>	<a href="#">55.05</a>	<a href="#">55.74</a>	<a href="#">56.44</a>	<a href="#">57.15</a>	<a href="#">57.86</a>
2134	A	Power Engineer IV	<a href="#">53.68</a>	<a href="#">54.35</a>	<a href="#">55.03</a>	<a href="#">55.72</a>	<a href="#">56.42</a>	<a href="#">57.13</a>	<a href="#">57.84</a>	<a href="#">58.56</a>	<a href="#">59.29</a>	<a href="#">60.03</a>	<a href="#">60.78</a>	<a href="#">61.54</a>	<a href="#">62.31</a>	<a href="#">63.09</a>	<a href="#">63.88</a>	<a href="#">64.68</a>	<a href="#">65.49</a>	<a href="#">66.31</a>	<a href="#">67.14</a>	<a href="#">67.98</a>	<a href="#">68.83</a>
0815	A	Power Section Assistant Manager I	<a href="#">68.46</a>	<a href="#">69.32</a>	<a href="#">70.19</a>	<a href="#">71.07</a>	<a href="#">71.96</a>	<a href="#">72.86</a>	<a href="#">73.77</a>	<a href="#">74.69</a>	<a href="#">75.62</a>	<a href="#">76.57</a>	<a href="#">77.53</a>	<a href="#">78.50</a>	<a href="#">79.48</a>	<a href="#">80.47</a>	<a href="#">81.48</a>	<a href="#">82.50</a>	<a href="#">83.53</a>	<a href="#">84.57</a>	<a href="#">85.63</a>	<a href="#">86.70</a>	<a href="#">87.78</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0817	A	Power Section Assistant Manager II	<a href="#">78.32</a>	<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="#">88.67</a>	<a href="#">89.78</a>	<a href="#">90.90</a>	<a href="#">92.04</a>	<a href="#">93.19</a>	<a href="#">94.35</a>	<a href="#">95.53</a>	<a href="#">96.72</a>	<a href="#">97.93</a>	<a href="#">99.15</a>	<a href="#">100.39</a>
0816	A	Power Section Manager	<a href="#">101.81</a>	<a href="#">103.08</a>	<a href="#">104.37</a>	<a href="#">105.67</a>	<a href="#">106.99</a>	<a href="#">108.33</a>	<a href="#">109.68</a>	<a href="#">111.05</a>	<a href="#">112.44</a>	<a href="#">113.85</a>	<a href="#">115.27</a>	<a href="#">116.71</a>	<a href="#">118.17</a>	<a href="#">119.65</a>	<a href="#">121.15</a>	<a href="#">122.66</a>	<a href="#">124.19</a>	<a href="#">125.74</a>	<a href="#">127.31</a>	<a href="#">128.90</a>	<a href="#">130.51</a>
5248	A	Power Supervisor I	<a href="#">38.39</a>	<a href="#">38.87</a>	<a href="#">39.36</a>	<a href="#">39.85</a>	<a href="#">40.35</a>	<a href="#">40.85</a>	<a href="#">41.36</a>	<a href="#">41.88</a>	<a href="#">42.40</a>	<a href="#">42.93</a>	<a href="#">43.47</a>	<a href="#">44.01</a>	<a href="#">44.56</a>	<a href="#">45.12</a>	<a href="#">45.68</a>	<a href="#">46.25</a>	<a href="#">46.83</a>	<a href="#">47.42</a>	<a href="#">48.01</a>	<a href="#">48.61</a>	<a href="#">49.22</a>
5251	A	Power Supervisor II	<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="#">52.36</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="#">56.41</a>	<a href="#">57.12</a>	<a href="#">57.83</a>	<a href="#">58.55</a>	<a href="#">59.28</a>	<a href="#">60.02</a>	<a href="#">60.77</a>	<a href="#">61.53</a>
5249	A	Power Supervisor III	<a href="#">56.05</a>	<a href="#">56.75</a>	<a href="#">57.46</a>	<a href="#">58.18</a>	<a href="#">58.91</a>	<a href="#">59.65</a>	<a href="#">60.40</a>	<a href="#">61.15</a>	<a href="#">61.91</a>	<a href="#">62.68</a>	<a href="#">63.46</a>	<a href="#">64.25</a>	<a href="#">65.05</a>	<a href="#">65.86</a>	<a href="#">66.68</a>	<a href="#">67.51</a>	<a href="#">68.35</a>	<a href="#">69.20</a>	<a href="#">70.07</a>	<a href="#">70.95</a>	<a href="#">71.84</a>
2322		Program Development Specialist	<a href="#">28.48</a>	<a href="#">28.84</a>	<a href="#">29.20</a>	<a href="#">29.56</a>	<a href="#">29.93</a>	<a href="#">30.30</a>	<a href="#">30.68</a>	<a href="#">31.06</a>	<a href="#">31.45</a>	<a href="#">31.84</a>	<a href="#">32.24</a>	<a href="#">32.64</a>	<a href="#">33.05</a>	<a href="#">33.46</a>	<a href="#">33.88</a>	<a href="#">34.30</a>	<a href="#">34.73</a>	<a href="#">35.16</a>	<a href="#">35.60</a>	<a href="#">36.05</a>	<a href="#">36.50</a>
2321		Program Development Specialist, Lead	<a href="#">31.63</a>	<a href="#">32.03</a>	<a href="#">32.43</a>	<a href="#">32.84</a>	<a href="#">33.25</a>	<a href="#">33.67</a>	<a href="#">34.09</a>	<a href="#">34.52</a>	<a href="#">34.95</a>	<a href="#">35.39</a>	<a href="#">35.83</a>	<a href="#">36.28</a>	<a href="#">36.73</a>	<a href="#">37.19</a>	<a href="#">37.65</a>	<a href="#">38.12</a>	<a href="#">38.60</a>	<a href="#">39.08</a>	<a href="#">39.57</a>	<a href="#">40.06</a>	<a href="#">40.56</a>
1100		Program Technician	<a href="#">23.58</a>	<a href="#">23.87</a>	<a href="#">24.17</a>	<a href="#">24.47</a>	<a href="#">24.78</a>	<a href="#">25.09</a>	<a href="#">25.40</a>	<a href="#">25.72</a>	<a href="#">26.04</a>	<a href="#">26.37</a>	<a href="#">26.70</a>	<a href="#">27.03</a>	<a href="#">27.37</a>	<a href="#">27.71</a>	<a href="#">28.06</a>	<a href="#">28.41</a>	<a href="#">28.77</a>	<a href="#">29.13</a>	<a href="#">29.49</a>	<a href="#">29.86</a>	<a href="#">30.23</a>
0720	A	Project Manager	<a href="#">43.23</a>	<a href="#">43.77</a>	<a href="#">44.32</a>	<a href="#">44.87</a>	<a href="#">45.43</a>	<a href="#">46.00</a>	<a href="#">46.58</a>	<a href="#">47.16</a>	<a href="#">47.75</a>	<a href="#">48.35</a>	<a href="#">48.95</a>	<a href="#">49.56</a>	<a href="#">50.18</a>	<a href="#">50.81</a>	<a href="#">51.45</a>	<a href="#">52.09</a>	<a href="#">52.74</a>	<a href="#">53.40</a>	<a href="#">54.07</a>	<a href="#">54.75</a>	<a href="#">55.43</a>
0721	A	Project Manager, Senior	<a href="#">54.47</a>	<a href="#">55.15</a>	<a href="#">55.84</a>	<a href="#">56.54</a>	<a href="#">57.25</a>	<a href="#">57.97</a>	<a href="#">58.69</a>	<a href="#">59.42</a>	<a href="#">60.16</a>	<a href="#">60.91</a>	<a href="#">61.67</a>	<a href="#">62.44</a>	<a href="#">63.22</a>	<a href="#">64.01</a>	<a href="#">64.81</a>	<a href="#">65.62</a>	<a href="#">66.44</a>	<a href="#">67.27</a>	<a href="#">68.11</a>	<a href="#">68.96</a>	<a href="#">69.82</a>
2502		Project Specialist	<a href="#">24.01</a>	<a href="#">24.31</a>	<a href="#">24.61</a>	<a href="#">24.92</a>	<a href="#">25.23</a>	<a href="#">25.55</a>	<a href="#">25.87</a>	<a href="#">26.19</a>	<a href="#">26.52</a>	<a href="#">26.85</a>	<a href="#">27.19</a>	<a href="#">27.53</a>	<a href="#">27.87</a>	<a href="#">28.22</a>	<a href="#">28.57</a>	<a href="#">28.93</a>	<a href="#">29.29</a>	<a href="#">29.66</a>	<a href="#">30.03</a>	<a href="#">30.41</a>	<a href="#">30.79</a>
0757	A	Public Works Director	<a href="#">74.16</a>	<a href="#">75.09</a>	<a href="#">76.03</a>	<a href="#">76.98</a>	<a href="#">77.94</a>	<a href="#">78.91</a>	<a href="#">79.90</a>	<a href="#">80.90</a>	<a href="#">81.91</a>	<a href="#">82.93</a>	<a href="#">83.97</a>	<a href="#">85.02</a>	<a href="#">86.08</a>	<a href="#">87.16</a>	<a href="#">88.25</a>	<a href="#">89.35</a>	<a href="#">90.47</a>	<a href="#">91.60</a>	<a href="#">92.74</a>	<a href="#">93.90</a>	<a href="#">95.07</a>
0755	A	Public Works Director, Assistant	<a href="#">64.46</a>	<a href="#">65.27</a>	<a href="#">66.09</a>	<a href="#">66.92</a>	<a href="#">67.76</a>	<a href="#">68.61</a>	<a href="#">69.47</a>	<a href="#">70.34</a>	<a href="#">71.22</a>	<a href="#">72.11</a>	<a href="#">73.01</a>	<a href="#">73.92</a>	<a href="#">74.84</a>	<a href="#">75.78</a>	<a href="#">76.73</a>	<a href="#">77.69</a>	<a href="#">78.66</a>	<a href="#">79.64</a>	<a href="#">80.64</a>	<a href="#">81.65</a>	<a href="#">82.67</a>
2054	A	Public Works Division Manager	<a href="#">58.63</a>	<a href="#">59.36</a>	<a href="#">60.10</a>	<a href="#">60.85</a>	<a href="#">61.61</a>	<a href="#">62.38</a>	<a href="#">63.16</a>	<a href="#">63.95</a>	<a href="#">64.75</a>	<a href="#">65.56</a>	<a href="#">66.38</a>	<a href="#">67.21</a>	<a href="#">68.05</a>	<a href="#">68.90</a>	<a href="#">69.76</a>	<a href="#">70.63</a>	<a href="#">71.51</a>	<a href="#">72.40</a>	<a href="#">73.31</a>	<a href="#">74.23</a>	<a href="#">75.16</a>
2055	A	Public Works Division Manager, Assistant	<a href="#">53.31</a>	<a href="#">53.98</a>	<a href="#">54.65</a>	<a href="#">55.33</a>	<a href="#">56.02</a>	<a href="#">56.72</a>	<a href="#">57.43</a>	<a href="#">58.15</a>	<a href="#">58.88</a>	<a href="#">59.62</a>	<a href="#">60.37</a>	<a href="#">61.12</a>	<a href="#">61.88</a>	<a href="#">62.65</a>	<a href="#">63.43</a>	<a href="#">64.22</a>	<a href="#">65.02</a>	<a href="#">65.83</a>	<a href="#">66.65</a>	<a href="#">67.48</a>	<a href="#">68.32</a>
7128	A	Rail Chief Administrative Officer	<a href="#">51.77</a>	<a href="#">52.42</a>	<a href="#">53.08</a>	<a href="#">53.74</a>	<a href="#">54.41</a>	<a href="#">55.09</a>	<a href="#">55.78</a>	<a href="#">56.48</a>	<a href="#">57.19</a>	<a href="#">57.90</a>	<a href="#">58.62</a>	<a href="#">59.35</a>	<a href="#">60.09</a>	<a href="#">60.84</a>	<a href="#">61.60</a>	<a href="#">62.37</a>	<a href="#">63.15</a>	<a href="#">63.94</a>	<a href="#">64.74</a>	<a href="#">65.55</a>	<a href="#">66.37</a>
7129	A	Rail Chief Information/Financial Officer	<a href="#">51.77</a>	<a href="#">52.42</a>	<a href="#">53.08</a>	<a href="#">53.74</a>	<a href="#">54.41</a>	<a href="#">55.09</a>	<a href="#">55.78</a>	<a href="#">56.48</a>	<a href="#">57.19</a>	<a href="#">57.90</a>	<a href="#">58.62</a>	<a href="#">59.35</a>	<a href="#">60.09</a>	<a href="#">60.84</a>	<a href="#">61.60</a>	<a href="#">62.37</a>	<a href="#">63.15</a>	<a href="#">63.94</a>	<a href="#">64.74</a>	<a href="#">65.55</a>	<a href="#">66.37</a>
7130	A	Rail Chief Mechanical Officer	<a href="#">58.15</a>	<a href="#">58.88</a>	<a href="#">59.62</a>	<a href="#">60.37</a>	<a href="#">61.12</a>	<a href="#">61.88</a>	<a href="#">62.65</a>	<a href="#">63.43</a>	<a href="#">64.22</a>	<a href="#">65.02</a>	<a href="#">65.83</a>	<a href="#">66.65</a>	<a href="#">67.48</a>	<a href="#">68.32</a>	<a href="#">69.17</a>	<a href="#">70.03</a>	<a href="#">70.91</a>	<a href="#">71.80</a>	<a href="#">72.70</a>	<a href="#">73.61</a>	<a href="#">74.53</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7152	A	Rail Superintendent, Assistant	<a href="#">64.75</a>	<a href="#">65.56</a>	<a href="#">66.38</a>	<a href="#">67.21</a>	<a href="#">68.05</a>	<a href="#">68.90</a>	<a href="#">69.76</a>	<a href="#">70.63</a>	<a href="#">71.51</a>	<a href="#">72.40</a>	<a href="#">73.31</a>	<a href="#">74.23</a>	<a href="#">75.16</a>	<a href="#">76.10</a>	<a href="#">77.05</a>	<a href="#">78.01</a>	<a href="#">78.99</a>	<a href="#">79.98</a>	<a href="#">80.98</a>	<a href="#">81.99</a>	<a href="#">83.01</a>
7127	A	Rail Supervisor of Operations	<a href="#">41.46</a>	<a href="#">41.98</a>	<a href="#">42.50</a>	<a href="#">43.03</a>	<a href="#">43.57</a>	<a href="#">44.11</a>	<a href="#">44.66</a>	<a href="#">45.22</a>	<a href="#">45.79</a>	<a href="#">46.36</a>	<a href="#">46.94</a>	<a href="#">47.53</a>	<a href="#">48.12</a>	<a href="#">48.72</a>	<a href="#">49.33</a>	<a href="#">49.95</a>	<a href="#">50.57</a>	<a href="#">51.20</a>	<a href="#">51.84</a>	<a href="#">52.49</a>	<a href="#">53.15</a>
7126	A	Railway Roadmaster	<a href="#">51.77</a>	<a href="#">52.42</a>	<a href="#">53.08</a>	<a href="#">53.74</a>	<a href="#">54.41</a>	<a href="#">55.09</a>	<a href="#">55.78</a>	<a href="#">56.48</a>	<a href="#">57.19</a>	<a href="#">57.90</a>	<a href="#">58.62</a>	<a href="#">59.35</a>	<a href="#">60.09</a>	<a href="#">60.84</a>	<a href="#">61.60</a>	<a href="#">62.37</a>	<a href="#">63.15</a>	<a href="#">63.94</a>	<a href="#">64.74</a>	<a href="#">65.55</a>	<a href="#">66.37</a>
2343		Real Estate Officer	<a href="#">37.57</a>	<a href="#">38.04</a>	<a href="#">38.52</a>	<a href="#">39.00</a>	<a href="#">39.49</a>	<a href="#">39.98</a>	<a href="#">40.48</a>	<a href="#">40.99</a>	<a href="#">41.50</a>	<a href="#">42.02</a>	<a href="#">42.55</a>	<a href="#">43.08</a>	<a href="#">43.62</a>	<a href="#">44.17</a>	<a href="#">44.72</a>	<a href="#">45.28</a>	<a href="#">45.85</a>	<a href="#">46.42</a>	<a href="#">47.00</a>	<a href="#">47.59</a>	<a href="#">48.18</a>
2344	A	Real Estate Officer, Senior	<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>	<a href="#">46.81</a>	<a href="#">47.40</a>	<a href="#">47.99</a>	<a href="#">48.59</a>	<a href="#">49.20</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>
2069	A	Real-Time Energy Trader	<a href="#">51.83</a>	<a href="#">52.48</a>	<a href="#">53.14</a>	<a href="#">53.80</a>	<a href="#">54.47</a>	<a href="#">55.15</a>	<a href="#">55.84</a>	<a href="#">56.54</a>	<a href="#">57.25</a>	<a href="#">57.97</a>	<a href="#">58.69</a>	<a href="#">59.42</a>	<a href="#">60.16</a>	<a href="#">60.91</a>	<a href="#">61.67</a>	<a href="#">62.44</a>	<a href="#">63.22</a>	<a href="#">64.01</a>	<a href="#">64.81</a>	<a href="#">65.62</a>	<a href="#">66.44</a>
0740	A	Records Management Supervisor	<a href="#">31.89</a>	<a href="#">32.29</a>	<a href="#">32.69</a>	<a href="#">33.10</a>	<a href="#">33.51</a>	<a href="#">33.93</a>	<a href="#">34.35</a>	<a href="#">34.78</a>	<a href="#">35.21</a>	<a href="#">35.65</a>	<a href="#">36.10</a>	<a href="#">36.55</a>	<a href="#">37.01</a>	<a href="#">37.47</a>	<a href="#">37.94</a>	<a href="#">38.41</a>	<a href="#">38.89</a>	<a href="#">39.38</a>	<a href="#">39.87</a>	<a href="#">40.37</a>	<a href="#">40.87</a>
5033		Recycling Supervisor	<a href="#">30.59</a>	<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="#">36.85</a>	<a href="#">37.31</a>	<a href="#">37.78</a>	<a href="#">38.25</a>	<a href="#">38.73</a>	<a href="#">39.21</a>
0845	A	Relicensing Coordinator	<a href="#">45.37</a>	<a href="#">45.94</a>	<a href="#">46.51</a>	<a href="#">47.09</a>	<a href="#">47.68</a>	<a href="#">48.28</a>	<a href="#">48.88</a>	<a href="#">49.49</a>	<a href="#">50.11</a>	<a href="#">50.74</a>	<a href="#">51.37</a>	<a href="#">52.01</a>	<a href="#">52.66</a>	<a href="#">53.32</a>	<a href="#">53.99</a>	<a href="#">54.66</a>	<a href="#">55.34</a>	<a href="#">56.03</a>	<a href="#">56.73</a>	<a href="#">57.44</a>	<a href="#">58.16</a>
5052		Resource Conservation Specialist	<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="#">31.26</a>	<a href="#">31.65</a>	<a href="#">32.05</a>	<a href="#">32.45</a>	<a href="#">32.86</a>	<a href="#">33.27</a>	<a href="#">33.69</a>	<a href="#">34.11</a>	<a href="#">34.54</a>
0559	A	Retirement Director, Assistant	<a href="#">51.90</a>	<a href="#">52.55</a>	<a href="#">53.21</a>	<a href="#">53.88</a>	<a href="#">54.55</a>	<a href="#">55.23</a>	<a href="#">55.92</a>	<a href="#">56.62</a>	<a href="#">57.33</a>	<a href="#">58.05</a>	<a href="#">58.78</a>	<a href="#">59.51</a>	<a href="#">60.25</a>	<a href="#">61.00</a>	<a href="#">61.76</a>	<a href="#">62.53</a>	<a href="#">63.31</a>	<a href="#">64.10</a>	<a href="#">64.90</a>	<a href="#">65.71</a>	<a href="#">66.53</a>
0560	A	Retirement System Director	<a href="#">73.97</a>	<a href="#">74.89</a>	<a href="#">75.83</a>	<a href="#">76.78</a>	<a href="#">77.74</a>	<a href="#">78.71</a>	<a href="#">79.69</a>	<a href="#">80.69</a>	<a href="#">81.70</a>	<a href="#">82.72</a>	<a href="#">83.75</a>	<a href="#">84.80</a>	<a href="#">85.86</a>	<a href="#">86.93</a>	<a href="#">88.02</a>	<a href="#">89.12</a>	<a href="#">90.23</a>	<a href="#">91.36</a>	<a href="#">92.50</a>	<a href="#">93.66</a>	<a href="#">94.83</a>
1110		Risk Analyst	<a href="#">27.51</a>	<a href="#">27.85</a>	<a href="#">28.20</a>	<a href="#">28.55</a>	<a href="#">28.91</a>	<a href="#">29.27</a>	<a href="#">29.64</a>	<a href="#">30.01</a>	<a href="#">30.39</a>	<a href="#">30.77</a>	<a href="#">31.15</a>	<a href="#">31.54</a>	<a href="#">31.93</a>	<a href="#">32.33</a>	<a href="#">32.73</a>	<a href="#">33.14</a>	<a href="#">33.55</a>	<a href="#">33.97</a>	<a href="#">34.39</a>	<a href="#">34.82</a>	<a href="#">35.26</a>
1137	A	Risk Analyst, Senior	<a href="#">31.92</a>	<a href="#">32.32</a>	<a href="#">32.72</a>	<a href="#">33.13</a>	<a href="#">33.54</a>	<a href="#">33.96</a>	<a href="#">34.38</a>	<a href="#">34.81</a>	<a href="#">35.25</a>	<a href="#">35.69</a>	<a href="#">36.14</a>	<a href="#">36.59</a>	<a href="#">37.05</a>	<a href="#">37.51</a>	<a href="#">37.98</a>	<a href="#">38.45</a>	<a href="#">38.93</a>	<a href="#">39.42</a>	<a href="#">39.91</a>	<a href="#">40.41</a>	<a href="#">40.92</a>
0703	A	Risk Manager	<a href="#">47.31</a>	<a href="#">47.90</a>	<a href="#">48.50</a>	<a href="#">49.11</a>	<a href="#">49.72</a>	<a href="#">50.34</a>	<a href="#">50.97</a>	<a href="#">51.61</a>	<a href="#">52.26</a>	<a href="#">52.91</a>	<a href="#">53.57</a>	<a href="#">54.24</a>	<a href="#">54.92</a>	<a href="#">55.61</a>	<a href="#">56.31</a>	<a href="#">57.01</a>	<a href="#">57.72</a>	<a href="#">58.44</a>	<a href="#">59.17</a>	<a href="#">59.91</a>	<a href="#">60.66</a>
1204	A	Safety Manager	<a href="#">39.80</a>	<a href="#">40.30</a>	<a href="#">40.80</a>	<a href="#">41.31</a>	<a href="#">41.83</a>	<a href="#">42.35</a>	<a href="#">42.88</a>	<a href="#">43.42</a>	<a href="#">43.96</a>	<a href="#">44.51</a>	<a href="#">45.07</a>	<a href="#">45.63</a>	<a href="#">46.20</a>	<a href="#">46.78</a>	<a href="#">47.36</a>	<a href="#">47.95</a>	<a href="#">48.55</a>	<a href="#">49.16</a>	<a href="#">49.77</a>	<a href="#">50.39</a>	<a href="#">51.02</a>
1122		Safety Officer	<a href="#">34.61</a>	<a href="#">35.04</a>	<a href="#">35.48</a>	<a href="#">35.92</a>	<a href="#">36.37</a>	<a href="#">36.82</a>	<a href="#">37.28</a>	<a href="#">37.75</a>	<a href="#">38.22</a>	<a href="#">38.70</a>	<a href="#">39.18</a>	<a href="#">39.67</a>	<a href="#">40.17</a>	<a href="#">40.67</a>	<a href="#">41.18</a>	<a href="#">41.69</a>	<a href="#">42.21</a>	<a href="#">42.74</a>	<a href="#">43.27</a>	<a href="#">43.81</a>	<a href="#">44.36</a>
5512		Sales & Service Representative, Lead	<a href="#">24.20</a>	<a href="#">24.50</a>	<a href="#">24.81</a>	<a href="#">25.12</a>	<a href="#">25.43</a>	<a href="#">25.75</a>	<a href="#">26.07</a>	<a href="#">26.40</a>	<a href="#">26.73</a>	<a href="#">27.06</a>	<a href="#">27.40</a>	<a href="#">27.74</a>	<a href="#">28.09</a>	<a href="#">28.44</a>	<a href="#">28.80</a>	<a href="#">29.16</a>	<a href="#">29.52</a>	<a href="#">29.89</a>	<a href="#">30.26</a>	<a href="#">30.64</a>	<a href="#">31.02</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2530		Senior Center Cook	<a href="#">12.78</a>	<a href="#">12.94</a>	<a href="#">13.10</a>	<a href="#">13.26</a>	<a href="#">13.43</a>	<a href="#">13.60</a>	<a href="#">13.77</a>	<a href="#">13.94</a>	<a href="#">14.11</a>	<a href="#">14.29</a>	<a href="#">14.47</a>	<a href="#">14.65</a>	<a href="#">14.83</a>	<a href="#">15.02</a>	<a href="#">15.21</a>	<a href="#">15.40</a>	<a href="#">15.59</a>	<a href="#">15.78</a>	<a href="#">15.98</a>	<a href="#">16.18</a>	<a href="#">16.38</a>
2529		Senior Center Van Driver	<a href="#">15.81</a>	<a href="#">16.01</a>	<a href="#">16.21</a>	<a href="#">16.41</a>	<a href="#">16.62</a>	<a href="#">16.83</a>	<a href="#">17.04</a>	<a href="#">17.25</a>	<a href="#">17.47</a>	<a href="#">17.69</a>	<a href="#">17.91</a>	<a href="#">18.13</a>	<a href="#">18.36</a>	<a href="#">18.59</a>	<a href="#">18.82</a>	<a href="#">19.06</a>	<a href="#">19.30</a>	<a href="#">19.54</a>	<a href="#">19.78</a>	<a href="#">20.03</a>	<a href="#">20.28</a>
2556		Seniors Center Supervisor	<a href="#">24.24</a>	<a href="#">24.54</a>	<a href="#">24.85</a>	<a href="#">25.16</a>	<a href="#">25.47</a>	<a href="#">25.79</a>	<a href="#">26.11</a>	<a href="#">26.44</a>	<a href="#">26.77</a>	<a href="#">27.10</a>	<a href="#">27.44</a>	<a href="#">27.78</a>	<a href="#">28.13</a>	<a href="#">28.48</a>	<a href="#">28.84</a>	<a href="#">29.20</a>	<a href="#">29.56</a>	<a href="#">29.93</a>	<a href="#">30.30</a>	<a href="#">30.68</a>	<a href="#">31.06</a>
0138	A	T&D Work Practices Specialist	<a href="#">36.85</a>	<a href="#">37.31</a>	<a href="#">37.78</a>	<a href="#">38.25</a>	<a href="#">38.73</a>	<a href="#">39.21</a>	<a href="#">39.70</a>	<a href="#">40.20</a>	<a href="#">40.70</a>	<a href="#">41.21</a>	<a href="#">41.73</a>	<a href="#">42.25</a>	<a href="#">42.78</a>	<a href="#">43.31</a>	<a href="#">43.85</a>	<a href="#">44.40</a>	<a href="#">44.95</a>	<a href="#">45.51</a>	<a href="#">46.08</a>	<a href="#">46.66</a>	<a href="#">47.24</a>
1170	A	Tacoma Arts Commission Administrator	<a href="#">40.69</a>	<a href="#">41.20</a>	<a href="#">41.71</a>	<a href="#">42.23</a>	<a href="#">42.76</a>	<a href="#">43.29</a>	<a href="#">43.83</a>	<a href="#">44.38</a>	<a href="#">44.93</a>	<a href="#">45.49</a>	<a href="#">46.06</a>	<a href="#">46.64</a>	<a href="#">47.22</a>	<a href="#">47.81</a>	<a href="#">48.41</a>	<a href="#">49.02</a>	<a href="#">49.63</a>	<a href="#">50.25</a>	<a href="#">50.88</a>	<a href="#">51.52</a>	<a href="#">52.16</a>
6220	A	Tacoma Venues & Events Attendant	<a href="#">12.36</a>	<a href="#">12.51</a>	<a href="#">12.67</a>	<a href="#">12.83</a>	<a href="#">12.99</a>	<a href="#">13.15</a>	<a href="#">13.31</a>	<a href="#">13.48</a>	<a href="#">13.65</a>	<a href="#">13.82</a>	<a href="#">13.99</a>	<a href="#">14.16</a>	<a href="#">14.34</a>	<a href="#">14.52</a>	<a href="#">14.70</a>	<a href="#">14.88</a>	<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>
0730	A	Tacoma Venues & Events Director	<a href="#">66.11</a>	<a href="#">66.94</a>	<a href="#">67.78</a>	<a href="#">68.63</a>	<a href="#">69.49</a>	<a href="#">70.36</a>	<a href="#">71.24</a>	<a href="#">72.13</a>	<a href="#">73.03</a>	<a href="#">73.94</a>	<a href="#">74.86</a>	<a href="#">75.80</a>	<a href="#">76.75</a>	<a href="#">77.71</a>	<a href="#">78.68</a>	<a href="#">79.66</a>	<a href="#">80.66</a>	<a href="#">81.67</a>	<a href="#">82.69</a>	<a href="#">83.72</a>	<a href="#">84.77</a>
0731	A	Tacoma Venues & Events Director Deputy	<a href="#">50.23</a>	<a href="#">50.86</a>	<a href="#">51.50</a>	<a href="#">52.14</a>	<a href="#">52.79</a>	<a href="#">53.45</a>	<a href="#">54.12</a>	<a href="#">54.80</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="#">61.28</a>	<a href="#">62.05</a>	<a href="#">62.83</a>	<a href="#">63.62</a>	<a href="#">64.42</a>
0732	A	Tacoma Venues & Events Division Manager	<a href="#">38.14</a>	<a href="#">38.62</a>	<a href="#">39.10</a>	<a href="#">39.59</a>	<a href="#">40.08</a>	<a href="#">40.58</a>	<a href="#">41.09</a>	<a href="#">41.60</a>	<a href="#">42.12</a>	<a href="#">42.65</a>	<a href="#">43.18</a>	<a href="#">43.72</a>	<a href="#">44.27</a>	<a href="#">44.82</a>	<a href="#">45.38</a>	<a href="#">45.95</a>	<a href="#">46.52</a>	<a href="#">47.10</a>	<a href="#">47.69</a>	<a href="#">48.29</a>	<a href="#">48.89</a>
1164	A	Tacoma Venues & Events Event Services Coordinator	<a href="#">28.43</a>	<a href="#">28.79</a>	<a href="#">29.15</a>	<a href="#">29.51</a>	<a href="#">29.88</a>	<a href="#">30.25</a>	<a href="#">30.63</a>	<a href="#">31.01</a>	<a href="#">31.40</a>	<a href="#">31.79</a>	<a href="#">32.19</a>	<a href="#">32.59</a>	<a href="#">33.00</a>	<a href="#">33.41</a>	<a href="#">33.83</a>	<a href="#">34.25</a>	<a href="#">34.68</a>	<a href="#">35.11</a>	<a href="#">35.55</a>	<a href="#">35.99</a>	<a href="#">36.44</a>
1168	A	Tacoma Venues & Events Event Services Manager	<a href="#">31.59</a>	<a href="#">31.98</a>	<a href="#">32.38</a>	<a href="#">32.78</a>	<a href="#">33.19</a>	<a href="#">33.60</a>	<a href="#">34.02</a>	<a href="#">34.45</a>	<a href="#">34.88</a>	<a href="#">35.32</a>	<a href="#">35.76</a>	<a href="#">36.21</a>	<a href="#">36.66</a>	<a href="#">37.12</a>	<a href="#">37.58</a>	<a href="#">38.05</a>	<a href="#">38.53</a>	<a href="#">39.01</a>	<a href="#">39.50</a>	<a href="#">39.99</a>	<a href="#">40.49</a>
0728	A	Tacoma Venues & Events Marketing Manager	<a href="#">35.71</a>	<a href="#">36.16</a>	<a href="#">36.61</a>	<a href="#">37.07</a>	<a href="#">37.53</a>	<a href="#">38.00</a>	<a href="#">38.47</a>	<a href="#">38.95</a>	<a href="#">39.44</a>	<a href="#">39.93</a>	<a href="#">40.43</a>	<a href="#">40.94</a>	<a href="#">41.45</a>	<a href="#">41.97</a>	<a href="#">42.49</a>	<a href="#">43.02</a>	<a href="#">43.56</a>	<a href="#">44.10</a>	<a href="#">44.65</a>	<a href="#">45.21</a>	<a href="#">45.78</a>
0733	A	Tacoma Venues & Events Operations Manager	<a href="#">45.21</a>	<a href="#">45.78</a>	<a href="#">46.35</a>	<a href="#">46.93</a>	<a href="#">47.52</a>	<a href="#">48.11</a>	<a href="#">48.71</a>	<a href="#">49.32</a>	<a href="#">49.94</a>	<a href="#">50.56</a>	<a href="#">51.19</a>	<a href="#">51.83</a>	<a href="#">52.48</a>	<a href="#">53.14</a>	<a href="#">53.80</a>	<a href="#">54.47</a>	<a href="#">55.15</a>	<a href="#">55.84</a>	<a href="#">56.54</a>	<a href="#">57.25</a>	<a href="#">57.97</a>
1215	A	Tacoma Venues & Events Sales Coordinator	<a href="#">24.08</a>	<a href="#">24.38</a>	<a href="#">24.68</a>	<a href="#">24.99</a>	<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>
1156		Tacoma Venues & Events Technical Services Coordinator	<a href="#">22.11</a>	<a href="#">22.39</a>	<a href="#">22.67</a>	<a href="#">22.95</a>	<a href="#">23.24</a>	<a href="#">23.53</a>	<a href="#">23.82</a>	<a href="#">24.12</a>	<a href="#">24.42</a>	<a href="#">24.73</a>	<a href="#">25.04</a>	<a href="#">25.35</a>	<a href="#">25.67</a>	<a href="#">25.99</a>	<a href="#">26.31</a>	<a href="#">26.64</a>	<a href="#">26.97</a>	<a href="#">27.31</a>	<a href="#">27.65</a>	<a href="#">28.00</a>	<a href="#">28.35</a>

## EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5526	A	Telecommunications Broadband Services Manager	<a href="#">52.38</a>	<a href="#">53.03</a>	<a href="#">53.69</a>	<a href="#">54.36</a>	<a href="#">55.04</a>	<a href="#">55.73</a>	<a href="#">56.43</a>	<a href="#">57.14</a>	<a href="#">57.85</a>	<a href="#">58.57</a>	<a href="#">59.30</a>	<a href="#">60.04</a>	<a href="#">60.79</a>	<a href="#">61.55</a>	<a href="#">62.32</a>	<a href="#">63.10</a>	<a href="#">63.89</a>	<a href="#">64.69</a>	<a href="#">65.50</a>	<a href="#">66.32</a>	<a href="#">67.15</a>
5531	A	Telecommunications Customer Care & Marketing Manager	<a href="#">40.90</a>	<a href="#">41.41</a>	<a href="#">41.93</a>	<a href="#">42.45</a>	<a href="#">42.98</a>	<a href="#">43.52</a>	<a href="#">44.06</a>	<a href="#">44.61</a>	<a href="#">45.17</a>	<a href="#">45.73</a>	<a href="#">46.30</a>	<a href="#">46.88</a>	<a href="#">47.47</a>	<a href="#">48.06</a>	<a href="#">48.66</a>	<a href="#">49.27</a>	<a href="#">49.89</a>	<a href="#">50.51</a>	<a href="#">51.14</a>	<a href="#">51.78</a>	<a href="#">52.43</a>
5532	A	Telecommunications Customer Care Supervisor	<a href="#">31.45</a>	<a href="#">31.84</a>	<a href="#">32.24</a>	<a href="#">32.64</a>	<a href="#">33.05</a>	<a href="#">33.46</a>	<a href="#">33.88</a>	<a href="#">34.30</a>	<a href="#">34.73</a>	<a href="#">35.16</a>	<a href="#">35.60</a>	<a href="#">36.05</a>	<a href="#">36.50</a>	<a href="#">36.96</a>	<a href="#">37.42</a>	<a href="#">37.89</a>	<a href="#">38.36</a>	<a href="#">38.84</a>	<a href="#">39.33</a>	<a href="#">39.82</a>	<a href="#">40.32</a>
5535	A	Telecommunications Engineer	<a href="#">42.53</a>	<a href="#">43.06</a>	<a href="#">43.60</a>	<a href="#">44.14</a>	<a href="#">44.69</a>	<a href="#">45.25</a>	<a href="#">45.82</a>	<a href="#">46.39</a>	<a href="#">46.97</a>	<a href="#">47.56</a>	<a href="#">48.15</a>	<a href="#">48.75</a>	<a href="#">49.36</a>	<a href="#">49.98</a>	<a href="#">50.60</a>	<a href="#">51.23</a>	<a href="#">51.87</a>	<a href="#">52.52</a>	<a href="#">53.18</a>	<a href="#">53.84</a>	<a href="#">54.51</a>
5530	A	Telecommunications Franchise Contract Specialist	<a href="#">37.82</a>	<a href="#">38.29</a>	<a href="#">38.77</a>	<a href="#">39.25</a>	<a href="#">39.74</a>	<a href="#">40.24</a>	<a href="#">40.74</a>	<a href="#">41.25</a>	<a href="#">41.77</a>	<a href="#">42.29</a>	<a href="#">42.82</a>	<a href="#">43.36</a>	<a href="#">43.90</a>	<a href="#">44.45</a>	<a href="#">45.01</a>	<a href="#">45.57</a>	<a href="#">46.14</a>	<a href="#">46.72</a>	<a href="#">47.30</a>	<a href="#">47.89</a>	<a href="#">48.49</a>
5500	A	Telecommunications Manager	<a href="#">88.52</a>	<a href="#">89.63</a>	<a href="#">90.75</a>	<a href="#">91.88</a>	<a href="#">93.03</a>	<a href="#">94.19</a>	<a href="#">95.37</a>	<a href="#">96.56</a>	<a href="#">97.77</a>	<a href="#">98.99</a>	<a href="#">100.23</a>	<a href="#">101.48</a>	<a href="#">102.75</a>	<a href="#">104.03</a>	<a href="#">105.33</a>	<a href="#">106.65</a>	<a href="#">107.98</a>	<a href="#">109.33</a>	<a href="#">110.70</a>	<a href="#">112.08</a>	<a href="#">113.48</a>
5515	A	Telecommunications Manager, Assistant	<a href="#">68.05</a>	<a href="#">68.90</a>	<a href="#">69.76</a>	<a href="#">70.63</a>	<a href="#">71.51</a>	<a href="#">72.40</a>	<a href="#">73.31</a>	<a href="#">74.23</a>	<a href="#">75.16</a>	<a href="#">76.10</a>	<a href="#">77.05</a>	<a href="#">78.01</a>	<a href="#">78.99</a>	<a href="#">79.98</a>	<a href="#">80.98</a>	<a href="#">81.99</a>	<a href="#">83.01</a>	<a href="#">84.05</a>	<a href="#">85.10</a>	<a href="#">86.16</a>	<a href="#">87.24</a>
5539		Telecommunications Planning & Design Technician	<a href="#">28.79</a>	<a href="#">29.15</a>	<a href="#">29.51</a>	<a href="#">29.88</a>	<a href="#">30.25</a>	<a href="#">30.63</a>	<a href="#">31.01</a>	<a href="#">31.40</a>	<a href="#">31.79</a>	<a href="#">32.19</a>	<a href="#">32.59</a>	<a href="#">33.00</a>	<a href="#">33.41</a>	<a href="#">33.83</a>	<a href="#">34.25</a>	<a href="#">34.68</a>	<a href="#">35.11</a>	<a href="#">35.55</a>	<a href="#">35.99</a>	<a href="#">36.44</a>	<a href="#">36.90</a>
5560	A	Telecommunications Sales Coordinator	<a href="#">28.25</a>	<a href="#">28.60</a>	<a href="#">28.96</a>	<a href="#">29.32</a>	<a href="#">29.69</a>	<a href="#">30.06</a>	<a href="#">30.44</a>	<a href="#">30.82</a>	<a href="#">31.21</a>	<a href="#">31.60</a>	<a href="#">32.00</a>	<a href="#">32.40</a>	<a href="#">32.81</a>	<a href="#">33.22</a>	<a href="#">33.64</a>	<a href="#">34.06</a>	<a href="#">34.49</a>	<a href="#">34.92</a>	<a href="#">35.36</a>	<a href="#">35.80</a>	<a href="#">36.25</a>
5523	A	Telecommunications Technical Administrator	<a href="#">31.98</a>	<a href="#">32.38</a>	<a href="#">32.78</a>	<a href="#">33.19</a>	<a href="#">33.60</a>	<a href="#">34.02</a>	<a href="#">34.45</a>	<a href="#">34.88</a>	<a href="#">35.32</a>	<a href="#">35.76</a>	<a href="#">36.21</a>	<a href="#">36.66</a>	<a href="#">37.12</a>	<a href="#">37.58</a>	<a href="#">38.05</a>	<a href="#">38.53</a>	<a href="#">39.01</a>	<a href="#">39.50</a>	<a href="#">39.99</a>	<a href="#">40.49</a>	<a href="#">41.00</a>
5562	A	Telecommunications Technical Services Supervisor	<a href="#">36.62</a>	<a href="#">37.08</a>	<a href="#">37.54</a>	<a href="#">38.01</a>	<a href="#">38.49</a>	<a href="#">38.97</a>	<a href="#">39.46</a>	<a href="#">39.95</a>	<a href="#">40.45</a>	<a href="#">40.96</a>	<a href="#">41.47</a>	<a href="#">41.99</a>	<a href="#">42.51</a>	<a href="#">43.04</a>	<a href="#">43.58</a>	<a href="#">44.12</a>	<a href="#">44.67</a>	<a href="#">45.23</a>	<a href="#">45.80</a>	<a href="#">46.37</a>	<a href="#">46.95</a>
1154		Television Production Coordinator	<a href="#">35.05</a>	<a href="#">35.49</a>	<a href="#">35.93</a>	<a href="#">36.38</a>	<a href="#">36.83</a>	<a href="#">37.29</a>	<a href="#">37.76</a>	<a href="#">38.23</a>	<a href="#">38.71</a>	<a href="#">39.19</a>	<a href="#">39.68</a>	<a href="#">40.18</a>	<a href="#">40.68</a>	<a href="#">41.19</a>	<a href="#">41.70</a>	<a href="#">42.22</a>	<a href="#">42.75</a>	<a href="#">43.28</a>	<a href="#">43.82</a>	<a href="#">44.37</a>	<a href="#">44.92</a>
2072	A	Term Energy Trader	<a href="#">65.32</a>	<a href="#">66.14</a>	<a href="#">66.97</a>	<a href="#">67.81</a>	<a href="#">68.66</a>	<a href="#">69.52</a>	<a href="#">70.39</a>	<a href="#">71.27</a>	<a href="#">72.16</a>	<a href="#">73.06</a>	<a href="#">73.97</a>	<a href="#">74.89</a>	<a href="#">75.83</a>	<a href="#">76.78</a>	<a href="#">77.74</a>	<a href="#">78.71</a>	<a href="#">79.69</a>	<a href="#">80.69</a>	<a href="#">81.70</a>	<a href="#">82.72</a>	<a href="#">83.75</a>
1121	A	Training & Development Manager	<a href="#">40.68</a>	<a href="#">41.19</a>	<a href="#">41.70</a>	<a href="#">42.22</a>	<a href="#">42.75</a>	<a href="#">43.28</a>	<a href="#">43.82</a>	<a href="#">44.37</a>	<a href="#">44.92</a>	<a href="#">45.48</a>	<a href="#">46.05</a>	<a href="#">46.63</a>	<a href="#">47.21</a>	<a href="#">47.80</a>	<a href="#">48.40</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>
0822	A	Utilities Director	<a href="#">158.73</a>	<a href="#">160.71</a>	<a href="#">162.72</a>	<a href="#">164.75</a>	<a href="#">166.81</a>	<a href="#">168.90</a>	<a href="#">171.01</a>	<a href="#">173.15</a>	<a href="#">175.31</a>	<a href="#">177.50</a>	<a href="#">179.72</a>	<a href="#">181.97</a>	<a href="#">184.24</a>	<a href="#">186.54</a>	<a href="#">188.87</a>	<a href="#">191.23</a>	<a href="#">193.62</a>	<a href="#">196.04</a>	<a href="#">198.49</a>	<a href="#">200.97</a>	<a href="#">203.48</a>
0819	A	Utilities Director, Deputy	<a href="#">80.50</a>	<a href="#">81.51</a>	<a href="#">82.53</a>	<a href="#">83.56</a>	<a href="#">84.60</a>	<a href="#">85.66</a>	<a href="#">86.73</a>	<a href="#">87.81</a>	<a href="#">88.91</a>	<a href="#">90.02</a>	<a href="#">91.15</a>	<a href="#">92.29</a>	<a href="#">93.44</a>	<a href="#">94.61</a>	<a href="#">95.79</a>	<a href="#">96.99</a>	<a href="#">98.20</a>	<a href="#">99.43</a>	<a href="#">100.67</a>	<a href="#">101.93</a>	<a href="#">103.20</a>

## EXHIBIT "A"

Code	A	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="#">117.04</a>	<a href="#">118.50</a>	<a href="#">119.98</a>	<a href="#">121.48</a>	<a href="#">123.00</a>	<a href="#">124.54</a>	<a href="#">126.10</a>	<a href="#">127.68</a>	<a href="#">129.28</a>	<a href="#">130.90</a>	<a href="#">132.54</a>	<a href="#">134.20</a>	<a href="#">135.88</a>	<a href="#">137.58</a>	<a href="#">139.30</a>	<a href="#">141.04</a>	<a href="#">142.80</a>	<a href="#">144.59</a>	<a href="#">146.40</a>	<a href="#">148.23</a>	<a href="#">150.08</a>
0830	A	Utilities Director, Deputy Rail Superintendent	<a href="#">79.34</a>	<a href="#">80.33</a>	<a href="#">81.33</a>	<a href="#">82.35</a>	<a href="#">83.38</a>	<a href="#">84.42</a>	<a href="#">85.48</a>	<a href="#">86.55</a>	<a href="#">87.63</a>	<a href="#">88.73</a>	<a href="#">89.84</a>	<a href="#">90.96</a>	<a href="#">92.10</a>	<a href="#">93.25</a>	<a href="#">94.42</a>	<a href="#">95.60</a>	<a href="#">96.79</a>	<a href="#">98.00</a>	<a href="#">99.22</a>	<a href="#">100.46</a>	<a href="#">101.72</a>
0823	A	Utilities Director, Deputy Water Superintendent	<a href="#">84.52</a>	<a href="#">85.58</a>	<a href="#">86.65</a>	<a href="#">87.73</a>	<a href="#">88.83</a>	<a href="#">89.94</a>	<a href="#">91.06</a>	<a href="#">92.20</a>	<a href="#">93.35</a>	<a href="#">94.52</a>	<a href="#">95.70</a>	<a href="#">96.90</a>	<a href="#">98.11</a>	<a href="#">99.34</a>	<a href="#">100.58</a>	<a href="#">101.84</a>	<a href="#">103.11</a>	<a href="#">104.40</a>	<a href="#">105.71</a>	<a href="#">107.03</a>	<a href="#">108.37</a>
0580	A	Utilities Economist	<a href="#">39.50</a>	<a href="#">39.99</a>	<a href="#">40.49</a>	<a href="#">41.00</a>	<a href="#">41.51</a>	<a href="#">42.03</a>	<a href="#">42.56</a>	<a href="#">43.09</a>	<a href="#">43.63</a>	<a href="#">44.18</a>	<a href="#">44.73</a>	<a href="#">45.29</a>	<a href="#">45.86</a>	<a href="#">46.43</a>	<a href="#">47.01</a>	<a href="#">47.60</a>	<a href="#">48.19</a>	<a href="#">48.79</a>	<a href="#">49.40</a>	<a href="#">50.02</a>	<a href="#">50.65</a>
0581	A	Utilities Economist, Associate	<a href="#">26.04</a>	<a href="#">26.37</a>	<a href="#">26.70</a>	<a href="#">27.03</a>	<a href="#">27.37</a>	<a href="#">27.71</a>	<a href="#">28.06</a>	<a href="#">28.41</a>	<a href="#">28.77</a>	<a href="#">29.13</a>	<a href="#">29.49</a>	<a href="#">29.86</a>	<a href="#">30.23</a>	<a href="#">30.61</a>	<a href="#">30.99</a>	<a href="#">31.38</a>	<a href="#">31.77</a>	<a href="#">32.17</a>	<a href="#">32.57</a>	<a href="#">32.98</a>	<a href="#">33.39</a>
0582	A	Utilities Economist, Senior	<a href="#">49.38</a>	<a href="#">50.00</a>	<a href="#">50.63</a>	<a href="#">51.26</a>	<a href="#">51.90</a>	<a href="#">52.55</a>	<a href="#">53.21</a>	<a href="#">53.88</a>	<a href="#">54.55</a>	<a href="#">55.23</a>	<a href="#">55.92</a>	<a href="#">56.62</a>	<a href="#">57.33</a>	<a href="#">58.05</a>	<a href="#">58.78</a>	<a href="#">59.51</a>	<a href="#">60.25</a>	<a href="#">61.00</a>	<a href="#">61.76</a>	<a href="#">62.53</a>	<a href="#">63.31</a>
1207	A	Utilities Safety Manager	<a href="#">48.29</a>	<a href="#">48.89</a>	<a href="#">49.50</a>	<a href="#">50.12</a>	<a href="#">50.75</a>	<a href="#">51.38</a>	<a href="#">52.02</a>	<a href="#">52.67</a>	<a href="#">53.33</a>	<a href="#">54.00</a>	<a href="#">54.67</a>	<a href="#">55.35</a>	<a href="#">56.04</a>	<a href="#">56.74</a>	<a href="#">57.45</a>	<a href="#">58.17</a>	<a href="#">58.90</a>	<a href="#">59.64</a>	<a href="#">60.39</a>	<a href="#">61.14</a>	<a href="#">61.90</a>
1153		Video Production Assistant	<a href="#">19.48</a>	<a href="#">19.72</a>	<a href="#">19.97</a>	<a href="#">20.22</a>	<a href="#">20.47</a>	<a href="#">20.73</a>	<a href="#">20.99</a>	<a href="#">21.25</a>	<a href="#">21.52</a>	<a href="#">21.79</a>	<a href="#">22.06</a>	<a href="#">22.34</a>	<a href="#">22.62</a>	<a href="#">22.90</a>	<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="#">24.67</a>	<a href="#">24.98</a>
1152		Video Specialist	<a href="#">29.20</a>	<a href="#">29.57</a>	<a href="#">29.94</a>	<a href="#">30.31</a>	<a href="#">30.69</a>	<a href="#">31.07</a>	<a href="#">31.46</a>	<a href="#">31.85</a>	<a href="#">32.25</a>	<a href="#">32.65</a>	<a href="#">33.06</a>	<a href="#">33.47</a>	<a href="#">33.89</a>	<a href="#">34.31</a>	<a href="#">34.74</a>	<a href="#">35.17</a>	<a href="#">35.61</a>	<a href="#">36.06</a>	<a href="#">36.51</a>	<a href="#">36.97</a>	<a href="#">37.43</a>
2066	A	Water Division Manager	<a href="#">60.87</a>	<a href="#">61.63</a>	<a href="#">62.40</a>	<a href="#">63.18</a>	<a href="#">63.97</a>	<a href="#">64.77</a>	<a href="#">65.58</a>	<a href="#">66.40</a>	<a href="#">67.23</a>	<a href="#">68.07</a>	<a href="#">68.92</a>	<a href="#">69.78</a>	<a href="#">70.65</a>	<a href="#">71.53</a>	<a href="#">72.42</a>	<a href="#">73.33</a>	<a href="#">74.25</a>	<a href="#">75.18</a>	<a href="#">76.12</a>	<a href="#">77.07</a>	<a href="#">78.03</a>
2061	A	Water Division Manager, Assistant	<a href="#">55.36</a>	<a href="#">56.05</a>	<a href="#">56.75</a>	<a href="#">57.46</a>	<a href="#">58.18</a>	<a href="#">58.91</a>	<a href="#">59.65</a>	<a href="#">60.40</a>	<a href="#">61.15</a>	<a href="#">61.91</a>	<a href="#">62.68</a>	<a href="#">63.46</a>	<a href="#">64.25</a>	<a href="#">65.05</a>	<a href="#">65.86</a>	<a href="#">66.68</a>	<a href="#">67.51</a>	<a href="#">68.35</a>	<a href="#">69.20</a>	<a href="#">70.06</a>	<a href="#">70.94</a>
2064	A	Water Division Superintendent, Deputy	<a href="#">70.45</a>	<a href="#">71.33</a>	<a href="#">72.22</a>	<a href="#">73.12</a>	<a href="#">74.03</a>	<a href="#">74.96</a>	<a href="#">75.90</a>	<a href="#">76.85</a>	<a href="#">77.81</a>	<a href="#">78.78</a>	<a href="#">79.76</a>	<a href="#">80.76</a>	<a href="#">81.77</a>	<a href="#">82.79</a>	<a href="#">83.82</a>	<a href="#">84.87</a>	<a href="#">85.93</a>	<a href="#">87.00</a>	<a href="#">88.09</a>	<a href="#">89.19</a>	<a href="#">90.30</a>
2100	A	Water Program Specialist	<a href="#">31.63</a>	<a href="#">32.03</a>	<a href="#">32.43</a>	<a href="#">32.84</a>	<a href="#">33.25</a>	<a href="#">33.67</a>	<a href="#">34.09</a>	<a href="#">34.52</a>	<a href="#">34.95</a>	<a href="#">35.39</a>	<a href="#">35.83</a>	<a href="#">36.28</a>	<a href="#">36.73</a>	<a href="#">37.19</a>	<a href="#">37.65</a>	<a href="#">38.12</a>	<a href="#">38.60</a>	<a href="#">39.08</a>	<a href="#">39.57</a>	<a href="#">40.06</a>	<a href="#">40.56</a>
5068		Water Supply Supervisor	<a href="#">37.23</a>	<a href="#">37.70</a>	<a href="#">38.17</a>	<a href="#">38.65</a>	<a href="#">39.13</a>	<a href="#">39.62</a>	<a href="#">40.12</a>	<a href="#">40.62</a>	<a href="#">41.13</a>	<a href="#">41.64</a>	<a href="#">42.16</a>	<a href="#">42.69</a>	<a href="#">43.22</a>	<a href="#">43.76</a>	<a href="#">44.31</a>	<a href="#">44.86</a>	<a href="#">45.42</a>	<a href="#">45.99</a>	<a href="#">46.56</a>	<a href="#">47.14</a>	<a href="#">47.73</a>
2084	A	Wildlife & Recreation Coordinator	<a href="#">37.14</a>	<a href="#">37.60</a>	<a href="#">38.07</a>	<a href="#">38.55</a>	<a href="#">39.03</a>	<a href="#">39.52</a>	<a href="#">40.01</a>	<a href="#">40.51</a>	<a href="#">41.02</a>	<a href="#">41.53</a>	<a href="#">42.05</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>	<a href="#">45.88</a>	<a href="#">46.45</a>	<a href="#">47.03</a>	<a href="#">47.62</a>





## ORDINANCE NO. 28480

1 AN ORDINANCE relating to the Tacoma Arts Commission; amending  
2 Section 1.28A.040 of the Tacoma Municipal Code to revise the composition  
3 of members for the purpose of allowing for a broader body of Tacoma  
citizens to serve on the commission.

4 WHEREAS the Tacoma Arts Commission ("Commission") is composed of  
5 15 members, and

6 WHEREAS Tacoma Municipal Code 1.28A.040 provides for the  
7 composition of the Commission, as follows: one working professional artist  
8 position, one position from the Tacoma public education community, one  
9 position representing the Cross District Association or Community Council, four  
10 professional positions, and eight At-Large positions, and

11 WHEREAS appointments to the Tacoma Arts Commission are made  
12 annually, and if no qualified candidates are found for designated seats, those  
13 positions remain unfilled, and

14 WHEREAS the Cross District Association or Community Council seat is  
15 unduly restrictive, allowing only a narrowly defined pool of people to be  
16 considered and thus preventing this seat from being filled expeditiously, and

17 WHEREAS the Commission, at its November 13, 2017 meeting,  
18 recommended the removal of the Cross District Association or Community Council  
19 seat, to be replaced with one additional At-Large position; Now, Therefore,  
20  
21  
22  
23  
24  
25  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

BE IT ORDAINED BY THE CITY OF TACOMA:

That Chapter 1.28A of the Tacoma Municipal Code is hereby amended to read as set forth in the attached Exhibit "A."

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## EXHIBIT "A"

### Chapter 1.28A Tacoma Arts Commission

\* \* \*

#### 1.28A.040 Composition of the Tacoma Arts Commission.

All members of the Tacoma Arts Commission shall have a demonstrated interest and familiarity with arts and culture, either through professional practice or volunteer work, and shall be residents within the boundaries of the City.

The Tacoma Arts Commission shall consist of 15 members who represent the following:

A. A working professional artist.

B. A person working in the Tacoma public education community.

~~C. A person representing the Cross-District Association or Community Council.~~

DC. Professional Positions: In addition to the above, the Tacoma Arts Commission shall always include a minimum of four individuals who have had professional experience or training related to the arts, originating from employment or study within the following disciplines: arts or art history, arts administration, architecture, art criticism, art education, curation, conservation, heritage arts, literature, music, new media, performing arts, public art, visual arts, or a related field. These positions shall be named Professional Positions 1 through 4.

ED. At-Large Positions: The remaining positions may be filled at-large from persons representative of acknowledged accomplishment or persons working outside of professional practice in the arts but who demonstrate a deep interest in and appreciation of cultural and artistic activities. These shall be referred to as At-Large Positions 1 through 82.

FE. The provisions of this chapter and Subchapter 1.28A.050 shall be enforced as vacancies occur, following the adoption of this legislation.

\* \* \*



## SUBSTITUTE ORDINANCE NO. 28481

1 BY REQUEST OF COUNCIL MEMBERS CAMPBELL AND LONERGAN

2 AN ORDINANCE relating to the City's tax code; amending Section 6A.30.065  
3 of the Municipal Code, entitled "Job Credits," to establish two new  
4 credits which local businesses can use against their City business and  
5 occupation taxes, one in the amount of \$500, that are filled by residents  
6 of Tacoma, and one for \$250 for those employed in a "Green Job," for  
7 qualifying positions created on or after January 1, 2018.

8 WHEREAS, in 1999, the City established the Job Credit as part of an  
9 incentive tax program to encourage growth among existing business and to attract  
10 new businesses to Tacoma, and

11 WHEREAS a \$500 tax credit was established for every new, permanent  
12 full-time position added to a workforce that pays at least a "family wage," and

13 WHEREAS, if the qualifying position provides international services and is  
14 located in a community empowerment zone as defined in RCW 43.31C.010, an  
15 additional \$250 credit is available, and

16 WHEREAS the credit is available for five consecutive calendar years, and to  
17 remain eligible for the credit, a business must keep the new, full-time permanent  
18 position for all five consecutive years; since 2001, a total of 2,833 new positions  
19 qualified for the \$500 Job Credit, and

20 WHEREAS the City desires to establish a new Job Credit targeted at hiring  
21 Tacoma residents, and

22 WHEREAS the proposed Job Credit would provide Tacoma businesses a  
23 new additional \$500 credit towards their local business and occupation taxes, and  
24  
25  
26



would apply when a new “qualifying employment position,” as defined in Tacoma  
Municipal Code 6A.30.065, is filled by an employee who resides in and

WHEREAS another proposed Job Credit would provide Tacoma businesses  
a new, additional \$250 credit towards their local business and occupation taxes,  
and would apply when a new “qualifying employment position,” as defined in  
Tacoma Municipal Code 6A.30.065, is filled by an employee in a “Green Job,” and

WHEREAS the new credits are allowed for qualifying positions created on  
or after January 1, 2018; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 6A.30.065 of the Tacoma Municipal Code, relating  
to Job Credits, is hereby amended as set forth in the attached Exhibit “A.”

Section 2. That the new credit is allowed for qualifying positions created on  
or after January 1, 2018.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## EXHIBIT "A"

### 6A.30.065 Job credits.

#### A. Intent.

It is the intent of the City Council to encourage growth and attract new businesses to the City. To that end, the City Council finds that an incentive measured by a business's growth in jobs is a meaningful method of attracting and retaining such businesses. Therefore, the incentive in this section is specifically targeted at new full-time positions.

~~A basic credit is made available to all businesses located in the City, while an additional credit is made available to Tacoma businesses eligible for the job credit allowed by the State Department of Revenue under RCW 82.04.44525, relating to new employment for international services activity in eligible areas.~~

#### B. Definitions for the purposes of this section:

1. "Eligible person" means a person or company who resides in the City and is engaging in a business activity within the City.

2. "Family wage," beginning January 1, 2018, is \$19.77 an hour. The amount will be adjusted annually on January 1, by an amount equal to the increase in the Consumer Price Index ("CPI") for Urban wage earners, Tacoma-Seattle area, using the CPI from October of the prior year. If the CPI increase is more than 5 percent, a 5 percent increase will be used in computing the basis. If the CPI decreases, no adjustment to the wage will be made.

3. "Qualified employment position" means a permanent, full-time position with compensation of at least a "family wage" within 12 months after the date of hire (allowing for training time and a probation period). If an employee is either voluntarily or involuntarily separated from employment, the employment position is considered filled on a full-time basis during a period not to exceed three months if the employer is actively recruiting a replacement employee.

4. "Resident" means a person who lives inside the city limits of Tacoma with the intent to remain.

#### 5. "Green Jobs" or "Green Job" means either:

a. Jobs in businesses that produce goods or provide services that benefit the environment or conserve natural resources. These goods and services are sold to customers, and include research and development, installation, and maintenance services. Green goods and services fall into one or more of five groups:

i. Energy from renewable sources. Electricity, heat, or fuel generated from renewable sources. These energy sources include wind, biomass, geothermal, solar, ocean, hydropower, landfill gas, and municipal solid waste.

ii. Energy efficiency. Products and services that improve energy efficiency. Included in this group are energy efficient equipment, appliances, buildings, and vehicles, as well as products and services that improve the energy efficiency of buildings and the efficiency of energy storage and distribution, such as Smart Grid technologies.

iii. Pollution reduction and removal, greenhouse gas reduction, and recycling and reuse. These are products and services that: Reduce or eliminate the creation or release of pollutants or toxic compounds, or remove pollutants or hazardous waste from the environment. Reduce greenhouse gas emissions through methods other than renewable energy generation and energy efficiency.



such as electricity generated from nuclear sources. Reduce or eliminate the creation of waste materials; collect, reuse, remanufacture, recycle, or compost waste materials or wastewater.

iv. Natural resources conservation. Products and services that conserve natural resources. Included in this group are products and services related to organic agriculture and sustainable forestry; land management; soil, water, or wildlife conservation; and stormwater management.

v. Environmental compliance, education and training, and public awareness. These are products and services that: Enforce environmental regulations. Provide education and training related to green technologies and practices. Increase public awareness of environmental issues.

b. Jobs in which workers' duties involve making their establishment's production processes more environmentally friendly or use fewer natural resources. These workers research, develop, maintain, or use technologies and practices to lessen the environmental impact of their establishment, or train the establishment's workers or contractors in these technologies and practices. These technologies and practices fall into one or more of four groups:

i. Energy from renewable sources. Generating electricity, heat, or fuel from renewable sources primarily for use within the establishment. These energy sources include wind, biomass, geothermal, solar, ocean, hydropower, landfill gas, and municipal solid waste.

ii. Energy efficiency. Using technologies and practices to improve energy efficiency within the establishment. Included in this group is cogeneration (combined heat and power).

iii. Pollution reduction and removal, greenhouse gas reduction, and recycling and reuse. Using technologies and practices within the establishment to: Reduce or eliminate the creation or release of pollutants or toxic compounds, or remove pollutants or hazardous waste from the environment. Reduce greenhouse gas emissions through methods other than renewable energy generation and energy efficiency. Reduce or eliminate the creation of waste materials; collect, reuse, remanufacture, recycle, or compost waste materials or wastewater.

iv. Natural resources conservation. Using technologies and practices within the establishment to conserve natural resources. Included in this group are technologies and practices related to organic agriculture and sustainable forestry; land management; soil, water, or wildlife conservation; and stormwater management.

#### C. Credit.

~~B.~~ Subject to the limits in this section, an eligible person is allowed a credit against the tax due under this chapter. The credit is based on a qualified employment position located within the City.

1. The basic credit shall be \$500 for each qualified employment position within the City, ~~and an additional \$250 for each qualified employment position within the City eligible for a credit under RCW 82.04.44525, which positions were created after the effective date of this section.~~

2. An additional \$250 is available for each qualified employment position within the City meeting the requirements of the basic credit and eligible for a credit under RCW 82.04.44525.

3. An additional \$250 is available for each qualified employment position within the City meeting the requirements of the basic credit and where the position is a Green Job.

43. An additional \$500 is available for each qualified employment position meeting the requirements of the basic credit and where the employee hired to fill the position is a resident of Tacoma.



54. No application is necessary for the tax credit; however, information must be submitted for each new employee position for which credit is requested, and included with the first tax return in which the credit is claimed. The person must keep records necessary for the City to verify eligibility under this section. This information includes:

a. Employment records, including Washington State and federal tax returns, for the current year and previous five years;

b. Information relating to description of business activity engaged in at the eligible location by the employee; and

c. Employee records, including documentation of an employee's address of residency at the time the employee was hired to fill the eligible position

65. A credit is earned for the calendar year in which the employee is hired to fill the position, plus an additional 4 subsequent consecutive years, if the position, along with the company's increased workforce of eligible persons, is maintained during the entire period.

~~a. Credit may not be taken for hiring persons into positions existing on the effective date of this section. Credit is authorized for new employees hired for new positions created after the effective date of this section, which result in an increase in the total work force of the business located in the City. New positions filled by existing employees are eligible for the credit under this section only if the position vacated by the existing employee is filled by a new hire.~~

~~ba. The qualified employment position credit must be taken within 365 consecutive days after the position is filled to be eligible for the credit as defined in this section 6A.30.065.~~

~~eb. If filled before July 1, a newly created position is eligible for a full yearly credit. If filled after June 30, the position is eligible for only a half of the credit for the first calendar year and the full credit for the subsequent four years.~~

~~ec. Credit may not be accrued and carried forward or back. No refunds may be granted for unused portion of credits under this section. If the position is filled during the calendar year, after the filing of a quarterly tax period, an amended 1st or 3rd quarter tax return will be allowed, if appropriate, to qualify for all the credit to which the employer is entitled for that year.~~

2. For the purposes of this section:

a. ~~"Eligible person" means a person or company who resides in the City and is engaging in a business activity within the City; and~~

b. ~~"Qualified employment position" means a permanent, full-time position with compensation of at least a "family wage" within 12 months after the date of hire (allowing for training time and a probation period). If an employee is either voluntarily or involuntarily separated from employment, the employment position is considered filled on a full-time basis during a period not to exceed three months if the employer is actively recruiting a replacement employee.~~

c. ~~"Family wage," beginning January 1, 1999, is \$12.70 an hour. This is the annual average wage in Pierce County for 1997, developed by the Washington State Employment Security Department, Labor Market and Economic Development Division ("ES202"). This amount will be adjusted annually beginning on January 1, 2000, by an amount equal to the increase in the Consumer Price Index ("CPI") for Urban wage earners, Tacoma-Seattle area, of the prior year. If the CPI increase is more than 5 percent, a 5 percent increase will be used in computing the basis.~~





d. The purchase of an existing business does not create an allowance of the credit for existing positions.

~~3. No application is necessary for the tax credit; however, information must be submitted for each new employee position for which credit is requested, and included with the first tax return in which the credit is claimed. The person must keep records necessary for the City to verify eligibility under this section. This information includes:~~

~~a. Employment records, including Washington State and federal tax returns, for the current year and previous five years; and~~

~~b. Information relating to description of business activity engaged in at the eligible location by the employee.~~

46. If at any time the Director finds that an employer is not eligible or has lost eligibility for a tax credit under this section, the total amount of taxes for which a credit has been claimed for current and prior periods shall be immediately due, provided that if, after the effective date of this section, there exists or existed a recognized general economic recession or a declared emergency requiring an employer to lose eligibility for the tax credit under this section, then an employer is not required to pay back the tax credit received for any prior periods under this section. If an employer claims that such conditions exist and, as a result, has lost eligibility under this section, the employer must certify such facts to the City on a form approved by the Director.

However, if an employer moves its principle place of business outside the City then, regardless of any conditions, the total amount of taxes for which a credit has been claimed for current and all prior periods shall immediately become due. The Director shall assess interest on the recapture of the credit for which the person is not eligible or has lost eligibility. The interest shall be assessed as provided in Section 6A.10.090, shall be assessed retroactively to the beginning of the reporting period in which the tax credit was allowed, and shall accrue until the taxes for which a credit has been used are repaid. ~~The Director may also assess applicable penalties.~~