



Legislation Passed December 18, 2018

The Tacoma City Council, at its regular City Council meeting of December 18, 2018, 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. 40186

A resolution appointing and reappointing individuals to the Board of Ethics.
[Doris Sorum, City Clerk; Bill Fosbre, City Attorney]

Resolution No. 40187

A resolution appointing and reappointing individuals to the Landmarks Preservation Commission.
[Doris Sorum, City Clerk; Bill Fosbre, City Attorney]

Resolution No. 40188

A resolution awarding a contract to Elxsi, d.b.a. Cues, Inc., in the amount of \$689,860, plus applicable taxes, budgeted from the Wastewater Fund, for two closed-circuit television vans for collection system asset inspections - HGACBuy Contract No. SC01-18.
[John O'Loughlin, Assistant Director; Michael P. Slevin III, P.E., Director, Environmental Services]

Resolution No. 40189

A resolution awarding a contract to Kemira Water Solutions, Inc., in the amount of \$260,000, taxes not applicable, budgeted from the Wastewater Fund, for liquid polyaluminum chloride used in treating wastewater at the City's wastewater treatment plants, for an initial contract period of two years, with the option to renew for three additional one-year periods, for a projected contract total of \$650,000 - Specification No. ES18-0404F.
[John O'Loughlin, Assistant Director; Michael P. Slevin III, P.E., Director, Environmental Services]

Resolution No. 40190

A resolution awarding a contract to Miles Resources LLC, in the amount of \$493,600, plus applicable taxes, plus a 20 percent contingency, for a total of \$592,320, budgeted from the Surface Water Fund, for field testing construction of new permeable pavement mix designs and a storm water collection system with bio retention treatment facilities - Not Practicable to Bid.
[Geoffrey M. Smyth, P.E., Science and Engineering Division Manager; Michael P. Slevin III, P.E., Director, Environmental Services]

Resolution No. 40191

A resolution authorizing an increase to the contract with United Site Services Nevada, Inc., in the amount of \$400,000, plus applicable taxes, for a total of \$600,000, budgeted from various departmental funds, for the rental and service of portable toilets, sinks, and handwashing stations - Specification No. CT17-0097F.

[Patsy Best, Procurement and Payable Manager; Andy Cherullo, Director, Finance]

Resolution No. 40192

A resolution authorizing an increase to the contract with Life Assist, Inc., in the amount of \$200,000, plus applicable taxes, for a total of \$540,000, budgeted from the Emergency Medical Services Special Revenue Fund, for emergency medical supplies - East Pierce Fire and Rescue District Agreement No. 98390FDS

[Michael Fitzgerald, Assistant to the Chief; James P. Duggan, Fire Chief]

Resolution No. 40193

A resolution approving the 2019-2020 Administration and Operating Budget for the Tacoma Community Redevelopment Authority.

[Daniel Murillo, Housing Division Manager; Jeff Robinson, Director, Community and Economic Development]

Resolution No. 40194

A resolution authorizing the execution of an agreement with the Tacoma Community Redevelopment Authority, in the amount of \$800,000, budgeted from the Mental Health and Substance Use Disorder Fund, for construction of the Tacoma Housing Authority's Youth Crisis Residential Center.

[Linda Stewart, Director, Neighborhood and Community Services]

Resolution No. 40195

A resolution adopting the priority issues for the 2019 sessions of the United States Congress and Washington State Legislature.

[Alisa O'Hanlon, Government Relations Analyst; Randall Lewis, Director, Government Relations Office]

Resolution No. 40196

A resolution affirming the City's support for the human rights of all persons, including immigrants and refugees, who live, work, travel through, or seek services within its boundaries.

[Council Member Blocker]

Resolution No. 40197

A resolution approving the cancellation of the following six regular City Council meetings in 2019: January 2, March 12, May 28, September 3, November 26, and December 26.

[Mayor Woodards]

Resolution No. 40198

A resolution authorizing the use of \$25,000 of City Council Contingency Funds, to support the Pierce County Complete Count Committee to ensure a thorough and accurate Census 2020 in the City, to be directed to the Greater Tacoma Community Foundation "Pierce County Census 2020" Fund.

[Mayor Woodards]

Amended Resolution No. 40199

A resolution authorizing the use of up to \$10,000 of City Council Contingency Funds, for expenses related to the 2019 Tacoma Roots' Summit events; and directing the City Manager to negotiate and execute an agreement with Citizens for a Healthy Bay for the City's sponsorship of said events.

[Mayor Woodards]

Resolution No. 40200

A resolution authorizing the use of up to \$5,000 of City Council Contingency Funds for expenses related to the Pierce County Opioid Summit 2019.

[Council Member McCarthy]

Resolution No. 40201

A resolution authorizing the use of \$15,000 of City Council Contingency Funds for the purpose of partnering with the Puget Sound Clean Air Agency (PSCAA) to purchase air sensors and create a two-year pilot program in order to educate and engage the public in air quality monitoring; and directing the City Manager to negotiate and execute an agreement with PSCAA outlining the scope of work and deliverables.

[Council Member McCarthy]

Ordinance No. 28567

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

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



RESOLUTION NO. 40186

1 BY REQUEST OF COUNCIL MEMBERS BLOCKER, HUNTER, AND MELLO

2 A RESOLUTION relating to committees, boards, and commissions; appointing and
3 reappointing individuals to the Board of Ethics.

4 WHEREAS vacancies exist on the Board of Ethics, and

5 WHEREAS, at its meetings of November 6, 2018, and December 11, 2018,
6 the Government Performance and Finance Committee conducted interviews and
7 recommended the appointment and reappointment of individuals to said board, and
8

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

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

13 That those nominees to the Board of Ethics, listed on Exhibit "A," are hereby
14 confirmed and appointed or reappointed as members of such board for such terms
15 as are set forth on the attached Exhibit "A."
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18 Adopted _____

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Mayor

21 Attest:

22 _____
23 City Clerk

24 Approved as to form:

25 _____
26 City Attorney



EXHIBIT "A"

BOARD OF ETHICS

Appointing **Marie Bruin** to a three-year term, effective January 1, 2019, to expire December 31, 2021.

Reappointing **Linda Batway** to a three-year term, effective January 1, 2019, to expire December 31, 2021.



RESOLUTION NO. 40187

1 BY REQUEST OF DEPUTY MAYOR IBSEN AND COUNCIL MEMBERS BEALE
2 AND MELLO

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

5 WHEREAS vacancies exist on the Landmarks Preservation Commission, and

6 WHEREAS, at its special meeting of December 6, 2018, the Infrastructure,
7 Planning, and Sustainability Committee conducted interviews recommended the
8 appointment and reappointment of individuals to said commission, and

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

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

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

18 Adopted _____
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20 _____
21 Mayor

22 Attest:
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24 _____
25 City Clerk

26 Approved as to form:

City Attorney



EXHIBIT "A"

LANDMARKS PRESERVATION COMMISSION

Appointing **Carol Sundstrom** to the "Architect No. 2" position to fill an unexpired term to expire December 31, 2019, followed by a three-year term to expire December 31, 2022.

Appointing **Holly Stewart** to the "At-Large No. 2" position to a three-year term, effective January 1, 2019, to expire December 31, 2021.

Reappointing **Roger Johnson** to the "At-Large No. 3" position to a three-year term, effective January 1, 2019, to expire December 31, 2021.



RESOLUTION NO. 40188

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 Elxsi, d.b.a. Cues, Inc., in the amount of \$689,860, plus applicable taxes,
4 budgeted from the Wastewater Fund, for two Cues CCTV Vans for
collection system asset inspections, pursuant to HGACBuy Contract
No. SC01-18.

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

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

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

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

17 Section 2. That the proper officers of the City are hereby authorized to
18 enter into a contract with Elxsi, d.b.a. Cues, Inc., in the amount of \$689,860,
19 plus applicable taxes, budgeted from the Wastewater Fund, for two Cues
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1 CCTV Vans for collection system asset inspections, pursuant to HGACBuy

2 Contract No. SC01-18, consistent with Exhibit "A."

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4 Adopted _____

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Mayor

7 Attest:

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City Clerk

10 Approved as to form:

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13 City Attorney

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RESOLUTION NO. 40189

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and
2 the furnishing of services; authorizing the execution of a contract with
3 Kemira Water Solutions, Inc., in the amount of \$260,000, sales tax not
4 applicable, budgeted from the Wastewater Fund, for liquid polyaluminum
5 chloride used in treating wastewater at the City's wastewater treatment
6 plants, for an initial contract period of two years, with the option to renew for
7 three additional one-year periods, for a projected contract total of \$650,000,
8 pursuant to Specification No. ES18-0404F.

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

13 WHEREAS the Board of Contracts and Awards has concurred with the
14 recommendation for award as set forth in the attached Exhibit "A"; Now, 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 Board of
17 Contracts and Awards to adopt the recommendation for award as set forth in the
18 attached Exhibit "A."

19 Section 2. That the proper officers of the City are hereby authorized to
20 enter into a contract with Kemira Water Solutions, Inc., in the amount of \$260,000,
21 sales tax not applicable, budgeted from the Wastewater Fund, for liquid
22 polyaluminum chloride used in treating wastewater at the City's wastewater
23 treatment plants, for an initial contract period of two years, with the option to
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1 renew for three additional one-year periods, for a projected contract total of
2 \$650,000, pursuant to Specification No. ES18-0404F, consistent with Exhibit "A."

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4 Adopted _____

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Mayor

7 Attest:
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City Clerk

10 Approved as to form:
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City Attorney

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RESOLUTION NO. 40190

1 A RESOLUTION related to the purchase of materials, supplies or equipment,
2 and the furnishing of services; authorizing the waiver of competitive
3 procurement procedures as it is not practical to bid; and authorizing the
4 execution of a contract with Miles Resources LLC, in the amount of
5 \$493,600, plus applicable taxes, plus a 20 percent contingency, for a
6 cumulative total of \$592,320, budgeted from the Surface Water Fund, for
7 field testing construction of new permeable pavement mix designs and a
8 storm water collection system with bio retention treatment facilities.

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

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

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

17 Section 1. That the Council of the City of Tacoma concurs with the
18 Board of Contracts and Awards to adopt the recommendation for award as set
19 forth in the attached Exhibit "A," and authorizes the waiver of competitive
20 procurement procedures as it is not practical to bid.

21 Section 2. That the proper officers of the City are hereby authorized to
22 enter into a contract with Miles Resources LLC, in the amount of \$493,600, plus
23 applicable taxes, plus a 20 percent contingency, for a cumulative total of
24 \$592,320, budgeted from the Surface Water Fund, for field testing construction of
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1 new permeable pavement mix designs and a storm water collection system with
2 bio retention treatment facilities, consistent with Exhibit "A."

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4 Adopted _____

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7 Mayor

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9 Attest: _____
10 City Clerk

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12 Approved as to form: _____
13 City Attorney

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RESOLUTION NO. 40191

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and
2 the furnishing of services; authorizing the increase of Contract No. C209
3 with United Site Services Nevada, Inc., in the amount of \$400,000, plus
4 applicable taxes, for a cumulative total of \$600,000, budgeted from various
department funds, for the rental and service of portable toilets, sinks, and
handwashing stations, pursuant to Specification No. CT17-0097F.

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

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

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

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

17 Section 2. That the proper officers of the City are hereby authorized to
18 increase Contract No. C209 with United Site Services Nevada, Inc., in the amount
19 of \$400,000, plus applicable taxes, for a cumulative total of \$600,000, budgeted
20 from various department funds, for the rental and service of portable toilets, sinks,
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1 and handwashing stations, pursuant to Specification No. CT17-0097F, consistent
2 with Exhibit "A."

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4 Adopted _____

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7 Mayor

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9 Attest: _____
10 City Clerk

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12 Approved as to form: _____
13 City Attorney

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RESOLUTION NO. 40192

1 A RESOLUTION related to the purchase of materials, supplies or equipment,
2 and the furnishing of services; authorizing the increase of Contract
3 No. 4600012266 with Life Assist, Inc., in the amount of \$200,000, plus
4 applicable taxes, for a cumulative total of \$540,000, budgeted from the
5 Emergency Medical Services Special Revenue Fund, for emergency
6 medical supplies, pursuant to East Pierce Fire and Rescue District
7 Agreement No. 98390FDS.

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, Therefore,

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

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

18 Section 2. That the proper officers of the City are hereby authorized to
19 increase Contract No. 4600012266 with Life Assist, Inc., in the amount of \$200,000,
20 plus applicable taxes, for a cumulative total of \$540,000, budgeted from the
21 Emergency Medical Services Special Revenue Fund, for emergency medical
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1 supplies, pursuant to East Pierce Fire and Rescue District Agreement

2 No. 98390FDS, consistent with Exhibit "A."

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4 Adopted _____

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6 _____
Mayor

7 Attest:

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City Clerk

10 Approved as to form:

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13 City Attorney

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RESOLUTION NO. 40193

1 A RESOLUTION relating to community and economic development; approving
2 the 2019-2020 Administration and Operating Budget for the Tacoma
Community Redevelopment Authority.

3 WHEREAS the Tacoma Community Redevelopment Authority ("TCRA") is
4 a public corporation, organized and existing pursuant to its charter, Chapter 1.60
5 of the Tacoma Municipal Code, and the laws of the state of Washington, and
6

7 WHEREAS, every two years, the TCRA is required to present its
8 administrative budget for the upcoming biennium to the City Council for
9 consideration, and
10

11 WHEREAS the Director of the Community and Economic Development
12 Department is recommending that the TCRA's biennial administrative and
13 operational budget of \$329,187 for 2019, and \$338,534 for 2020, be approved, all
14 as more specifically set forth in the attached Exhibit "A," 2019-2020 Budget
15 Proposal, and Exhibit "B," 2019-2020 Budget Summary, and
16

17 WHEREAS approval of the biennial budget will allow the TCRA to maintain
18 its operational effectiveness and support of affordable housing and economic
19 development activities through the administration of federal and state funds
20 awarded to the City, and
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22 WHEREAS, on December 6, 2018, the TCRA Board approved the
23 2019-2020 Administration and Operating Budget; Now, Therefore,
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the 2019-2020 Administration and Operating Budget for the Tacoma Community Redevelopment Authority, as set forth in the attached Exhibit "A" and Exhibit "B," is hereby approved.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

EXHIBIT A
Tacoma Community Redevelopment Authority
2019 - 2020
Budget Proposal

Account Title	2017 Projected	2018 Projected	2019 Estimated	2020 Estimated
Program Income	83,094	249,664	131,267	136,656
Interest Income	187,048	132,052	134,693	137,387
Grants - Administrative	293,876	55,060	60,661	61,874
Miscellaneous Revenue	14,239	2,515	2,565	2,617
Total Revenues	578,258	439,291	329,187	338,534

Salaries & Wages	58,027	59,968	62,966	66,115
Employee Benefits	24,220	25,700	26,214	26,738
Non-TCRA Staff Reimbursement	24,804	46,794	49,134	51,590
Personnel Services	107,051	132,462	138,314	144,443

Housing Development	270,222	49,000	49,980	50,980
Home Repair Admin Fees	55,228	48,190	49,154	50,137
Construction Management Services	6,468	5,649	5,762	5,877
Affordable Housing Projects	-	114,950	-	-
Audit Fee	26,087	29,000	30,000	30,000
Legal Fees	13,849	12,702	12,956	13,215
Other Professional Fees	47,750	5,304	3,910	3,988
Insurance	20,289	17,914	21,568	21,999
Memberships & Subscription	2,945	5,100	5,202	5,306
Interest Expense	-	5,000	-	-
Utilities	6,402	4,338	2,466	2,515
Advertising	4,650	2,180	2,224	2,268
Inspections Fee	1,494	4,300	4,386	4,474
Permit Fees	580	500	510	520
Other Fees	5,412	1,320	1,346	1,373
Miscellaneous Expense	9,831	1,382	1,410	1,438
Supplies, services, & charges	471,207	306,829	190,873	194,090

Total Expenses	578,258	439,291	329,187	338,534
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Net Profit / (Loss)	-	-	-	-
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Lakewood Activities Administered By TCRA

Revenue Source 1 - Program Income	13,500	10,429	10,638	10,850
Revenue Source 2 - Grants	50,780	55,381	54,489	57,618
Total Revenues - Lakewood	64,280	65,810	65,126	68,469

Lakewood Expenses	64,280	65,810	67,126	68,469
Indirect costs & fees	64,280	65,810	67,126	68,469

Exhibit B

Tacoma Community Redevelopment Authority

2019–2020 Budget Summary

The Tacoma Community Redevelopment Authority (TCRA) is a municipal corporation created in 1973, originally as The Municipal Authority (MA), to facilitate the flow of federal funds through the City for housing, community and economic development activities. The City authorizes TCRA to budget its funds to perform defined duties, including certain administrative functions for which the TCRA is responsible. The following is an overview of the TCRA Budget line items for 2019 – 2020.

Revenues

Program Income – This represents income from repayment or payoff of previously issued loans. The amount used for administrative activities represents only a fraction of the actual loan repayments received as the TCRA is statutorily limited in the percentage of program income that can be allocated to administration. The majority of the program income is redirected back to programs and projects.

Interest Income – Interest Income is derived from revenue earned on interest bearing loans and interest earned on cash investments.

Grant - Administrative – These funds are available to pay for administration of the grant and are derived from a portion of new allocations of grant funds each year. Typically, the amount of administration is capped at a predetermined amount, for example only 20% of new CDBG funds can be allocated to administrative activities and must be spent in the year it is received.

Miscellaneous Revenue – This represents late fees associated with the repayment of loans.

Personnel Services

Salaries and Wages – This line item covers the salaries and wages for the TCRA Accountant. The Accountant is responsible for maintaining the financial records of the TCRA and its loan portfolio. The TCRA has assets in excess of fifty million dollars and more than 1,500 loans outstanding.

Employee Benefits – This line item covers the benefits for the TCRA Accountant.

Non-TCRA Staff Reimbursement – Under the terms of its sub-recipient agreement with the City, TCRA agrees to reimburse the City for a portion of the salary and benefits of Economic Development staff. This includes the pay and benefits for a portion of two staff members.

Supplies, Services & Charges

Housing Development – The Homeownership Center of Tacoma (HCT) is a Community Housing Development Organization (CHDO) under the federal HOME Investment Partnership Program. Costs associated with this line item pay for some of the administrative costs of HCT.

Home Repair Admin Fees – The TCRA contracts with both In Time Renovations the Pierce County CDC to administer its home repair program. This program provides up to \$30,000 in low-interest loans to provide necessary home repairs for low-moderate income households. Costs associated with this line items pay for the administrative costs of the two contractors.

Construction Management Services – A portion of the TCRA administered funds go toward the new construction or rehabilitation of units to house low income households. Prior to the payment of funds, the TCRA requires verification of the construction costs incurred. The TCRA currently contracts with the Tacoma Housing Authority (THA) to provide such service on non-THA projects. Costs associated with this line item go toward fees charged by the THA to complete said service.

Audit Fees – Audit fees are paid annually to the State Auditor for audits mandated by federal and state laws and regulations. As the complexity of the TCRA accounting increases, the cost of the audit also increases. The exact cost of upcoming audits is difficult to determine, but the 2019 and 2020 amounts budgeted are expected to cover costs from the State Auditor.

Legal Fees – TCRA retains its own outside legal counsel (Eisenhower Carlson, PLLC). Legal fees are incurred for the preparation of contracts and attorney reviews. Litigation costs can only be estimated. With stepped up loan administration and proper enforcement of loan provisions, it is anticipated legal costs will continue to rise modestly in the coming two-year period.

Other Professional Fees – These fees consist of market feasibility, underwriting and related reports for specific projects the TCRA may be interested in funding or potentially supporting.

Insurance – This line item covers the cost of the following insurance coverages: General liability, \$1,000,000 each occurrence/annual aggregate; Errors and Omissions, \$2,000,000 each occurrence/annual aggregate; Security Bond, Employee Dishonesty Coverage, \$100,000; and Property, needed on a site specific, case-by-case basis only.

Memberships & Subscriptions– The majority of this line item relates to the Tacoma/Pierce County Affordable Housing Consortium, a network of affordable housing lenders, developers, agencies and advocates, both public and private. The network provides policy direction, monitors

changing federal and state fund requirements, and court decisions that could affect various affordable housing initiatives.

Utilities – This line items covers utility costs of properties owned by the TCRA and are scheduled for reuse or sale at a future date.

Advertising – This line items covers the costs associated with publication of required notices.

Inspections Fee – This line items covers the costs of property inspections of multifamily projects that have received TCRA funding in the past and that have a current affordability restriction in effect.

Permit Fees – This line items covers City permit fees associated with homes purchased by the TCRA with the intent to rehabilitate them and sell them to a low income homebuyer.

Other Fees – This line item covers largely title and recording fees, credit report and various processing fees.

Miscellaneous Expense – This line items covers a variety of expenses to include office supplies, postage, computer expenses, and property tax payments on properties owned by the TCRA.



RESOLUTION NO. 40194

1 A RESOLUTION relating to funding for a crisis residential center; authorizing the
2 execution of a grant agreement with the Tacoma Community
3 Redevelopment Authority, in the amount of \$800,000, budgeted from the
4 Mental Health and Substance Use Disorder Fund, for construction of
5 Tacoma Housing Authority's Youth Crisis Residential Center.

6 WHEREAS the Tacoma Housing Authority ("THA") owns a 3.5 acre parcel
7 adjacent to the Salishan neighborhood and buffered by First Creek Gulch, and

8 WHEREAS THA is proposing to use one acre of said land to develop a
9 one-story, 5,000 square-foot Youth Crisis Residential Center ("Project"), to include
10 12 dorm-style bedrooms, two common bathrooms, a staff office, kitchen and living
11 room space, and on-site parking, and

12 WHEREAS the Project is part of a larger planning effort between the City,
13 Pierce County, Tacoma Housing Redevelopment Authority ("TCRA"), and the THA,
14 and

15 WHEREAS the Project will serve a limited clientele that meets the definition
16 of a public purpose for Community Development Block Grant ("CDBG") funds, and
17 is consistent with the City's Consolidated Plan for Housing and Community
18 Development 2015-2019, and

19 WHEREAS the Consolidated Plan places a high priority on the development
20 of affordable housing for low-income households, reducing homelessness, and
21 increasing stability for all residents, including support for self-sufficiency, and

22 WHEREAS, on May 11, 2017, the TCRA Board authorized staff to negotiate
23 and execute a 30-year forgivable loan agreement, deed of trust, promissory note,
24 and regulatory agreement with the THA for \$1,000,000, for Project construction
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and permanent financing costs, funded as follows: \$300,000 in TCRA CDBG funds and \$700,000 in City funds, budgeted from the Mental Health and Substance Use Disorder Fund, and

WHEREAS the proposed grant agreement between the City and the TCRA would allow an additional \$800,000 of City funds, budgeted from the Mental Health and Substance Use Disorder Fund, to be included by the TCRA in a single agreement with the THA to fund the capital costs of the Center, and the TCRA, in turn, would create a single agreement with the THA that includes the \$800,000, together with the previously approved funding of \$1,000,000, bringing the total funding for this project to \$1,800,000, and

WHEREAS this funding represents the City's maximum contribution to the Center; the Center's operations and operating costs will be the responsibility of the THA, and

WHEREAS City staff recommends the approval of this grant agreement with the TCRA, in the amount of \$800,000, to assist in funding the Project; Now, Therefore,

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

That the proper officers of the City are hereby authorized to enter into a Grant Agreement with the Tacoma Community Redevelopment Authority, in the amount of \$800,000, budgeted from the Mental Health and Substance Use Disorder Fund, for construction of Tacoma Housing Authority's Youth Crisis



1 Residential Center, said document to be substantially in the form of the proposed
2 grant agreement on file in the office of the City Clerk.

3
4 Adopted _____

5

6 _____
Mayor

7 Attest:

8

9 _____
City Clerk

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11 Approved as to form:

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13 _____
Deputy City Attorney

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RESOLUTION NO. 40195

1 A RESOLUTION relating to government relations; authorizing the adoption of
2 priority issues for the 2019 sessions of the United States Congress and
Washington State Legislature.

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

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

11 WHEREAS the City Council has identified priority issues for the City for the
12 2019 Session of the United States Congress and Washington State Legislature;
13 Now, Therefore,
14

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

16 That the Council of the City of Tacoma does hereby adopt the 2019 City of
17 Tacoma State and Federal Legislative Agendas, said documents to be substantially
18 in the form of the legislative agendas on file in the office of the City Clerk.
19

20 Adopted _____

21 _____
22 Mayor

23 Attest:
24 _____

25 City Clerk

26 Approved as to form:

City Attorney



RESOLUTION NO. 40196

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBERS BLOCKER
2 AND McCARTHY

3 A RESOLUTION affirming the City of Tacoma's support for the human rights of all
4 persons, including immigrants and refugees, who live, work, travel through,
5 or seek services within its boundaries.

6 WHEREAS, pursuant to Ordinance No. 18301, passed May 31, 1967, the
7 City established the Tacoma Human Rights Commission, codified as Chapter 1.29
8 of the Tacoma Municipal Code, to study and investigate problems of prejudice,
9 racism, bigotry, and discrimination, and to encourage and coordinate the
10 implementation of programs consistent with the needs and rights of all residents of
11 the City of Tacoma, and

12 WHEREAS, pursuant to Resolution No. 39019, adopted September 30,
13 2014, the City passed the Equity and Empowerment Initiative to support, among
14 several goals, human rights and opportunities for all persons within the City to
15 achieve their full potential, including immigrants and refugees who live, work, travel
16 through, or seek services within the City, and

17 WHEREAS, pursuant to Resolution No. 39116, adopted February 17, 2015,
18 the City passed the Welcoming Cities and Counties Initiative, which encourages
19 communities to create more welcoming, immigrant-friendly environments that
20 maximize opportunities for economic growth and cultural vitality to make the City a
21 more vibrant, inclusive, and welcoming place for all people regardless of
22 immigration status, and

23 WHEREAS in 2017, pursuant to Resolution No. 39892, adopted
24 December 12, 2017, the City established a Commission on Immigrant and Refugee
25 Affairs to work with community partners, City departments, and within the City's
26



Equity and Empowerment framework to identify and advance positive outcomes for members of the City's refugee and immigrant communities to enhance their access to and participation in Tacoma's economic, cultural, and civic life, and

WHEREAS in 2017, pursuant to Resolution No. 39849, adopted October 24, 2017, the City established the creation of a Deportation Defense Fund, and allocated \$50,000 to kick off said fund, with the ability for the public to donate to the fund, for the purpose of assisting indigent Tacoma residents facing deportation with legal counsel at deportation hearings, and

WHEREAS the City recognizes that the United States was implementing a "zero tolerance" immigration policy that directly conflicted with the City's Welcoming Cities and Counties Initiative, resulting in (1) separating minor children, including infants and toddlers, from their parents at the U.S.-Mexico border, including those fleeing threats of violence or death in their countries of origin, mainly the Central American countries of El Salvador, Guatemala, and Honduras, who have entered or attempted to enter the United States legally as asylum seekers, which is permitted by federal law; (2) incarcerating parents on the misdemeanor charge of alleged illegal entry into the United States so that their minor children were separated from them, including asylum-seeking and other parents detained at the Northwest Detention Center in Tacoma, rather than releasing such families from custody so that they can remain together during pending misdemeanor and/or immigration proceedings, which practice the United States followed prior to implementing the zero-tolerance policy; (3) failing to address in such Executive Order reuniting separated children with their parents; (4) failing to track the location of many of the separated children, so that their safety can be assured and they can be reunited



1 with their parents; (5) deporting parents in expedited removal proceedings,
2 including those seeking asylum, without their children and often without information
3 regarding the location of such children; (6) deporting parents in "voluntary"
4 departure proceedings, including those with asylum claims, after they are pressured
5 to agree to voluntary departure as the best way to be reunited with their separated
6 children; and (7) diverting limited federal resources to prosecute thousands of
7 asylum seekers and others for misdemeanor border-crossing, instead of using such
8 resources to investigate and prosecute far more serious criminal activities, and

9 WHEREAS, at the urging of the City's Human Rights Commission and with
10 the support of the City's Commission on Immigrant and Refugee Affairs, the City,
11 consistent with its long-standing commitment to human rights and in support of the
12 humane and equitable treatment of all persons within its boundaries and throughout
13 the country, joins the state of Washington, the United States Commission on Civil
14 Rights, and other public and private organizations and officials in calling for the
15 reunification of the families of separated children and parents; the release from
16 federal custody of all parents, children, and families, pending their misdemeanor
17 and/or immigration proceedings, including all parents held at the Northwest
18 Detention Center; and the following of an asylum law for all those crossing the
19 border and seeking asylum; Now, Therefore,
20

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

22 Section 1. That the City affirms its support for the human rights of all
23 persons, including immigrants and refugees who live, work, travel through, or seek
24 services within its boundaries.
25
26



Section 2. That the City calls upon the United States to:

(1) reunite the families of all separated children;

(2) cease charging asylum seekers with misdemeanors for crossing the U.S.-Mexico border;

(3) cease pressuring parents to give up their right to seek asylum and accept voluntary departure in order to be reunited with their separated children;

(4) release from custody all separated children and parents, and families detained after the June 20, 2018, Executive Order, pending their misdemeanor and/or immigration proceedings, including any parents held at the Northwest Detention Center;

(5) stay the deportation proceedings of separated parents until they have been reunited with their children; and

(6) follow an asylum law for all those crossing the border and seeking asylum.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



RESOLUTION NO. 40197

1 BY REQUEST OF MAYOR WOODARDS

2 A RESOLUTION relating to City Council meetings; approving the cancellation
3 of six regular City Council Meetings in 2019.

4 WHEREAS, pursuant to City Charter Section 2.8, the City Council shall meet
5 weekly at least 46 times per calendar year, and

6 WHEREAS the City Council can, by a majority vote, cancel up to six
7 meetings in 2019 while still meeting its regular meeting requirements, and
8

9 WHEREAS, after discussion at the December 4, 2018, Study Session, the
10 City Council determined that the following regular City Council meetings scheduled
11 for 2019 would be cancelled: January 2; March 12; May 28; September 3;
12 November 26; and December 26; Now, Therefore,

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

14 That the following City Council meetings scheduled for 2019 are hereby
15 cancelled: January 2; March 12; May 28; September 3; November 26; and
16 December 26.
17

18
19 Adopted _____

20 _____
21 Mayor

22 Attest:

23 _____
City Clerk

24 Approved as to form:
25

26 _____
City Attorney



RESOLUTION NO. 40198

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBERS HUNTER,
2 McCARTHY, AND MELLO

3 A RESOLUTION authorizing the one-time use of City Council Contingency Funds,
4 in the amount of \$25,000, for the purpose of supporting the Pierce County
5 Complete Count Committee, to be directed to the Greater Tacoma
6 Community Foundation "Pierce County Census 2020" Fund.

7 WHEREAS the United States census count is the basis for many important
8 fiscal decisions, including the allocation of state and federal funding, and
9 businesses also use this data when choosing where to launch products or build
10 new stores, and

11 WHEREAS, historically, local governments and community groups have
12 played a key role in educating and motivating residents to participate in the census
13 by forming "complete count committees," and

14 WHEREAS, in 2010, the City independently operated a Complete Count
15 Committee; however, partnership with countywide partners has the potential to
16 increase the efficiency and effectiveness of census outreach and education efforts,
17 and

18 WHEREAS, for Census 2020, the Pierce County Auditor's Office is taking
19 the lead on the census count in Pierce County in partnership with the Greater
20 Tacoma Community Foundation ("GTCF"), and

21 WHEREAS the Pierce County Auditor's Office and the GTCF have
22 connected to the statewide "Complete Count Committee," with a staff member from
23 the state Office of Financial Management participating in the Tacoma-Pierce
24 County work group, and
25
26



WHEREAS the Pierce County Auditor's Office and the GTCF welcome
1 assistance and seeks active involvement from all local jurisdictions, and

2 WHEREAS the costs for public outreach associated with this Pierce County
3 effort are estimated to be \$250,000; some funds may be pooled with the King
4 County Complete Count Committee for media coverage to extend the reach of the
5 campaign, but the majority of funds will be used for local outreach tailored to reach
6 Pierce County's "Hard to Count" population, which will require translation,
7 outreach, and grassroots engagement, and
8

9 WHEREAS, in addition to a potential question on citizenship status being
10 added to the 2020 Census, two other significant changes may require additional
11 outreach: (1) active military personnel will be included in 2020, a broad departure
12 from past counts; and (2) the Census Bureau has set a goal of 70 percent of
13 surveys completed online, and
14

15 WHEREAS, at the December 4, 2018, Study Session, a Council
16 Consideration Request was shared to authorize the one-time use of \$25,000 from
17 the City Council Contingency Fund for support of the 2020 Census Complete Count
18 Committee, and
19

20 WHEREAS the proposed contribution will help ensure a complete count and
21 prevent the potential loss of state and federal dollars through underrepresentation
22 of City residents, which may affect allocations to schools, hospitals, and more, and
23 is key to services that provide for the wellbeing of all of Tacoma's residents, and
24

25 WHEREAS RCW 35.33.145 and 35.34.250 authorize a withdrawal from the
26 City Council Contingency Fund for any municipal expense, the necessity or extent



of which could not have been foreseen or reasonably evaluated at the time of
adopting the budget, and

WHEREAS the need for funding related to the Pierce County Complete
Count Committee could not have been foreseen or reasonably evaluated at the
time the City adopted its biennial budget, and

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

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

That one-time funding in the amount of \$25,000, budgeted from the City
Council Contingency Fund, is hereby approved for the purpose of supporting the
Pierce County Complete Count Committee, said funds to be directed to the Greater
Tacoma Community Foundation "Pierce County Census 2020" Fund.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 40199

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBERS BLOCKER
2 AND MELLO

3 A RESOLUTION authorizing the one-time use of City Council Contingency Funds,
4 in the amount of up to \$10,000, for expenses related to the 2019
5 Tacoma Roots' Summit events; and directing the City Manager to
6 negotiate and execute an agreement with Citizens for a Healthy Bay for
7 the City's sponsorship of said events.

8 WHEREAS, in August 2017, a group of Tacoma residents founded
9 "Tacoma Roots: Environmental Justice Reform," an anti-racist environmental
10 justice community forum for learning and discussion which strives to provide a
11 safe place to engage in conversations about environmental issues, especially as
12 they intersect with race, justice, health, community, and equity, with a focus on
13 Tacoma and Pierce County, and

14 WHEREAS, in addition to an online forum, Tacoma Roots hosts a
15 quarterly summit event to bring people together to discuss these issues, and

16 WHEREAS Tacoma Roots has held three events in 2018, on the topics of
17 the Tideflats Subarea Plan, Health Disparities in Pierce County, and Affordable
18 Housing, which were all of significant community interest and well attended, and

19 WHEREAS the work being done by Tacoma Roots directly supports the
20 Tacoma 2025 goal of having outstanding stewardship of the natural and built
21 environment, and

22 WHEREAS, at the December 4, 2018, City Council Study Session, a
23 Council Consideration Request was shared to use up to \$10,000 of City Council
24
25
26



Contingency Funds for expenses related to the 2019 Tacoma Roots' Summit events, and

WHEREAS this request would provide funding through Citizens for a Healthy Bay for City sponsorship of four 2019 Tacoma Roots' Summit events, which will ensure the continuation of these valuable events by supporting Tacoma Roots' ongoing goals of expanding outreach, providing for speaker fees, and increasing youth engagement, and

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

WHEREAS the need for funding related to the 2019 Tacoma Roots' Summit events could not have reasonably been foreseen or evaluated at the time the City Council adopted the budget, and

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

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

Section 1. That one-time funding in the amount of up to \$10,000, budgeted from the City Council Contingency Fund, is hereby approved for expenses related to the 2019 Tacoma Roots' Summit events.



Section 2. That the City Manager is hereby directed to negotiate and
execute an agreement with Citizens for a Healthy Bay for the City's sponsorship
of the events outlined in Section 1.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 40200

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBERS McCARTHY
2 AND THOMS

3 A RESOLUTION authorizing the one-time use of City Council Contingency Funds,
4 in an amount of up to \$5,000, for expenses related to the Pierce County
5 Opioid Summit 2019.

6 WHEREAS, in 2017, Pierce County declared a "State of Opioid Crisis,"
7 which paralleled a Presidential declaration, and sent a letter to Governor
8 Jay Inslee, urging him to declare Pierce County in a state of emergency, and

9 WHEREAS the City filed a lawsuit against three opioid manufacturers in
10 2017, with Pierce County following suit in early 2018, and

11 WHEREAS, also in 2017, Pierce County Council Member Young and
12 Tacoma City Council Member McCarthy convened representatives from multiple
13 sectors to form the Tacoma-Pierce County Opioid Task Force ("Task Force"), and

14 WHEREAS, in February 2018, the Task Force convened a community
15 summit on the opioid epidemic to receive input for an action plan, with more than
16 150 leaders from cities, healthcare, social services, fire, public health, law
17 enforcement, and criminal justice joining in the discussion, and

18 WHEREAS members of Pierce County's Congressional Delegation were
19 also in attendance, and

20 WHEREAS Task Force leaders used this information to formulate an action
21 plan, focusing on wellness and the full spectrum of prevention in its three domains:
22 (1) prevention/education; (2) access to treatment; and (3) ensuring "the right
23 services at the right time," and
24
25
26



WHEREAS Task Force leaders recruited volunteers to serve on committees
1 under each of these domains to refine goals and work plans, and the committees
2 are currently executing their work plans, and

3
4 WHEREAS the Task Force will reconvene a broad group of community
5 leaders to report on its work and outcomes at the Pierce County Opioid Summit
6 2019, and

7
8 WHEREAS the summit will be critical for defining the purpose and scope of
9 the Task Force's continued work in 2019 and beyond, and

10
11 WHEREAS, at the December 11, 2018, Study Session, a Council
12 Consideration Request was shared to use up to \$5,000 of City Council Contingency
13 Funds for expenses related to the Pierce County Opioid Summit 2019 event, and

14
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
20 WHEREAS the need for funding related to the Pierce County Opioid
21 Summit 2019 could not have been foreseen or reasonably evaluated at the time
22 the City adopted its biennial budget, and

23
24 WHEREAS Ordinance No. 22569 requires an affirmative vote of not less
25 than six members of the Council in order to withdraw moneys from this fund; Now,
26 Therefore,



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

That one-time funding in an amount of up to \$5,000, budgeted from the City Council Contingency Fund, is hereby approved for expenses related to the Pierce County Opioid Summit 2019.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 40201

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBERS McCARTHY
2 AND MELLO

3 A RESOLUTION authorizing the one-time use of City Council Contingency Funds,
4 in the amount of \$15,000, for the purpose of working with the Puget Sound
5 Clean Air Agency ("PSCAA") to purchase air sensors, and to create a
6 two-year pilot program in order to educate and engage the public in air
7 quality monitoring, to be evaluated thereafter; and directing the City Manager
8 to negotiate and execute an agreement with the PSCA, outlining the scope
9 of work and deliverables for said funding, to include consultation regarding
10 the most optimal locations for pollution detection, and to provide public
11 education regarding air quality and the use of air sensors.

12 WHEREAS, at one time, the Environmental Protection Agency formally
13 designated part of Tacoma – the Wapato Hills-Puyallup River Valley area – as
14 "nonattainment," meaning that the air quality did not meet federal health standards,
15 and

16 WHEREAS air quality in our community is influenced by the topography and
17 shape of the land, meteorology and weather patterns, and the sources of pollution
18 located in our community, and

19 WHEREAS poor air quality affects everyone; however, children, the elderly,
20 and those with respiratory or cardiac health problems are most at risk, and

21 WHEREAS monitoring air quality is essential to understanding and
22 addressing air quality, and while the City is not responsible for managing local air
23 quality, it has a duty to better understand and improve community health, and

24 WHEREAS the Puget Sound Clean Air Agency ("PSCAA") is piloting the
25 deployment of "PurpleAir" air sensors, which provides information that is shared
26



and mapped with the "PurpleAir" website, and may be used by PSCAA to obtain additional information regarding air quality in a variety of locations, and

WHEREAS a Council Consideration Request was shared at Study Session to authorize the one-time use of \$15,000 from the City Council Contingency Fund to increase the use of fine particle pollution air sensors throughout the City in order to educate and engage the public in air quality monitoring, and

WHEREAS these funds will be directed to the PSCAA to purchase the air sensors for a two-year pilot project, to provide consultation regarding the most optimal locations for pollution detection, and to provide public education regarding air quality and the use of air sensors, and

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

WHEREAS the need for funding related to fine air particle pollution sensors could not have been foreseen or reasonably evaluated at the time the City adopted its biennial budget, and

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

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

Section 1. That one-time funding in the amount of \$15,000, budgeted from the City Council Contingency Fund, is hereby approved for the purpose of working



with the Puget Sound Clean Air Agency ("PSCAA") to purchase air sensors, and to
create a two-year pilot program in order to educate and engage the public in air
quality monitoring, to be evaluated thereafter.

Section 2. That the City Manager is hereby directed to negotiate and
execute an agreement with the PSCAA, outlining the scope of work and
deliverables for said funding, to include consultation regarding the most optimal
locations for pollution detection, and to provide public education regarding air
quality and the use of air sensors.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

**ORDINANCE NO. 28567**

AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the Tacoma Municipal Code to implement rates of pay and compensation for represented and non-represented employees, and to implement changes to reflect the organizational structure; and declaring the effective dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.355 of the Tacoma Municipal Code ("TMC") is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	<u>31.10</u>	<u>35.51</u>	<u>37.23</u>	<u>39.04</u>	<u>40.97</u>	<u>42.98</u>
4204		Police Sergeant	<u>49.49</u>	<u>51.97</u>				
4207		Police Detective	<u>44.99</u>	<u>47.24</u>				

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	<u>32.22</u>	<u>36.79</u>	<u>38.57</u>	<u>40.45</u>	<u>42.44</u>	<u>44.53</u>
4204		Police Sergeant	<u>51.27</u>	<u>53.84</u>				
4207		Police Detective	<u>46.61</u>	<u>48.94</u>				

Section 2. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2
4205		Police Lieutenant	<u>62.33</u>	<u>65.45</u>
4206		Police Captain	<u>71.69</u>	<u>75.27</u>

Code	A	Job Title	1	2
4205		Police Lieutenant	<u>64.10</u>	<u>67.30</u>
4206		Police Captain	<u>73.71</u>	<u>77.40</u>

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>26.26</u>	<u>27.50</u>	<u>31.31</u>	<u>32.85</u>	<u>34.45</u>	<u>36.18</u>
4002		Fire Lieutenant	<u>41.71</u>	<u>43.78</u>				



Code	A	Job Title	1	2	3	4	5	6
4003		Fire Captain	<u>47.94</u>	<u>50.36</u>				
4004		Fire Chief Battalion	<u>55.13</u>	<u>57.93</u>				
4005		Fire Battalion Chief Aide	<u>41.71</u>	<u>43.78</u>				
4006		Firefighter-Paramedic	<u>39.70</u>	<u>41.72</u>				
4007		Firefighter Paramedic Supervisor	<u>45.68</u>	<u>47.93</u>				
4008	A	Fire Medical Services Officer	<u>68.37</u>	<u>71.82</u>				
4011		Fire Boat Pilot	<u>41.71</u>	<u>43.78</u>				
4015		Fire Inspector	<u>48.08</u>	<u>50.51</u>				
4016		Fire Marshal Deputy	<u>55.32</u>	<u>58.11</u>				
4022		Harbor Master Deputy	<u>56.68</u>	<u>59.43</u>				
4101		Fire Communications Center Lieutenant	<u>50.53</u>	<u>53.06</u>				
4102		Fire Captain Dispatcher	<u>56.70</u>	<u>59.52</u>				
4103	A	Fire Communications Center Supervisor	<u>60.92</u>	<u>64.01</u>				

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>27.50</u>	<u>28.80</u>	<u>32.79</u>	<u>34.41</u>	<u>36.08</u>	<u>37.89</u>
4002		Fire Lieutenant	<u>43.69</u>	<u>45.86</u>				
4003		Fire Captain	<u>50.21</u>	<u>52.75</u>				
4004		Fire Chief Battalion	<u>57.74</u>	<u>60.68</u>				
4005		Fire Battalion Chief Aide	<u>43.69</u>	<u>45.86</u>				
4006		Firefighter-Paramedic	<u>41.58</u>	<u>43.70</u>				
4007		Firefighter Paramedic Supervisor	<u>47.85</u>	<u>50.20</u>				
4008	A	Fire Medical Services Officer	<u>71.61</u>	<u>75.22</u>				
4011		Fire Boat Pilot	<u>43.69</u>	<u>45.86</u>				
4015		Fire Inspector	<u>50.36</u>	<u>52.90</u>				
4016		Fire Marshal Deputy	<u>57.94</u>	<u>60.86</u>				
4022		Harbor Master Deputy	<u>59.37</u>	<u>62.25</u>				
4101		Fire Communications Center Lieutenant	<u>52.93</u>	<u>55.58</u>				
4102		Fire Captain Dispatcher	<u>59.39</u>	<u>62.34</u>				
4103	A	Fire Communications Center Supervisor	<u>63.81</u>	<u>67.04</u>				

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>38.26</u>	<u>47.82</u>

Code	A	Job Title	1	2
7115		Railway Yardmaster	<u>39.64</u>	<u>49.54</u>



Section 5. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<u>77.56</u>	<u>81.44</u>	<u>85.51</u>	<u>89.79</u>
0765	A	Fire Chief, Deputy	<u>81.44</u>	<u>85.51</u>	<u>89.79</u>	<u>94.28</u>
0770	A	Police Chief, Assistant	<u>84.32</u>	<u>88.54</u>	<u>92.97</u>	<u>97.62</u>

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<u>81.24</u>	<u>85.30</u>	<u>89.57</u>	<u>94.05</u>
0765	A	Fire Chief, Deputy	<u>85.30</u>	<u>89.57</u>	<u>94.05</u>	<u>98.75</u>
0770	A	Police Chief, Assistant	<u>85.58</u>	<u>89.86</u>	<u>94.35</u>	<u>99.07</u>

Section 6. That Section 1.12.355 of the TMC is hereby amended, effective

January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
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>	
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>	
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>	
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>	
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>

Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	<u>16.88</u>	<u>17.72</u>	<u>18.62</u>	<u>19.55</u>	<u>20.52</u>	
5051		Tacoma Venues & Events Electrician	<u>29.08</u>	<u>30.53</u>	<u>32.06</u>	<u>33.66</u>	<u>35.34</u>	
5050		Tacoma Venues & Events HVAC Mechanic	<u>28.47</u>	<u>29.90</u>	<u>31.40</u>	<u>32.97</u>	<u>34.62</u>	
5048		Tacoma Venues & Events Maintenance Chief	<u>31.64</u>	<u>33.21</u>	<u>34.88</u>	<u>36.62</u>	<u>38.46</u>	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	<u>25.83</u>	<u>27.12</u>	<u>28.49</u>	<u>29.91</u>	<u>31.40</u>	
6014		Tacoma Venues & Events Maintenance Worker I	<u>17.71</u>	<u>18.60</u>	<u>19.54</u>	<u>20.51</u>	<u>21.54</u>	



Code	A	Job Title	1	2	3	4	5	6
6015		Tacoma Venues & Events Maintenance Worker II	22.55	23.67	24.86	26.10	27.41	28.78

Section 7. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	16.88	17.72	18.62	19.55	20.52	
5051		Tacoma Venues & Events Electrician	29.08	30.53	32.06	33.66	35.34	
5050		Tacoma Venues & Events HVAC Mechanic	28.47	29.90	31.40	32.97	34.62	
5048		Tacoma Venues & Events Maintenance Chief	31.64	33.21	34.88	36.62	38.46	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	25.83	27.12	28.49	29.91	31.40	
6014		Tacoma Venues & Events Maintenance Worker I	17.71	18.60	19.54	20.51	21.54	
6015		Tacoma Venues & Events Maintenance Worker II	22.55	23.67	24.86	26.10	27.41	28.78

Code	A	Job Title	1	2	3	4	5	6
6225		Tacoma Venues & Events Custodian	17.13	17.99	18.90	19.84	20.83	
5051		Tacoma Venues & Events Electrician	29.95	31.45	33.02	34.67	36.40	
5050		Tacoma Venues & Events HVAC Mechanic	29.32	30.80	32.34	33.96	35.66	
5048		Tacoma Venues & Events Maintenance Chief	32.11	33.71	35.40	37.17	39.04	
5049		Tacoma Venues & Events Maintenance Chief, Assistant	26.22	27.53	28.92	30.36	31.87	
6014		Tacoma Venues & Events Maintenance Worker I	17.98	18.88	19.83	20.82	21.86	
6015		Tacoma Venues & Events Maintenance Worker II	22.89	24.03	25.23	26.49	27.82	29.21

Section 8. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2018, to read as follows:



Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>28.86</u>	<u>30.62</u>	<u>32.39</u>	<u>34.16</u>	<u>35.91</u>
7141		Locomotive Mechanic, Senior	<u>39.12</u>				
7142		Railway Shop Worker	<u>22.25</u>	<u>23.34</u>	<u>24.48</u>	<u>25.66</u>	<u>27.03</u>

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>29.73</u>	<u>31.54</u>	<u>33.36</u>	<u>35.18</u>	<u>36.99</u>
7141		Locomotive Mechanic, Senior	<u>40.29</u>				
7142		Railway Shop Worker	<u>22.92</u>	<u>24.04</u>	<u>25.21</u>	<u>26.43</u>	<u>27.84</u>

Section 9. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>29.73</u>	<u>31.54</u>	<u>33.36</u>	<u>35.18</u>	<u>36.99</u>
7141		Locomotive Mechanic, Senior	<u>40.29</u>				
7142		Railway Shop Worker	<u>22.92</u>	<u>24.04</u>	<u>25.21</u>	<u>26.43</u>	<u>27.84</u>

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>31.53</u>	<u>33.10</u>	<u>34.76</u>	<u>36.50</u>	<u>38.32</u>
7141		Locomotive Mechanic, Senior	<u>41.74</u>				
7142		Railway Shop Worker	<u>24.55</u>	<u>25.78</u>	<u>27.07</u>	<u>28.42</u>	<u>29.84</u>

Section 10. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>31.53</u>	<u>33.10</u>	<u>34.76</u>	<u>36.50</u>	<u>38.32</u>
7141		Locomotive Mechanic, Senior	<u>41.74</u>				
7142		Railway Shop Worker	<u>24.55</u>	<u>25.78</u>	<u>27.07</u>	<u>28.42</u>	<u>29.84</u>

Code	A	Job Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>32.47</u>	<u>34.10</u>	<u>35.80</u>	<u>37.59</u>	<u>39.47</u>
7141		Locomotive Mechanic, Senior	<u>42.99</u>				
7142		Railway Shop Worker	<u>25.29</u>	<u>26.55</u>	<u>27.88</u>	<u>29.27</u>	<u>30.74</u>

Section 11. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2018, to read as follows:



Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	28.23	29.97	31.70	33.41	35.16	
7119		Railway Track Inspector	23.77	25.35	26.94	28.52	30.11	31.69
7119A		Railway Track Inspector w 5+yr exp	23.77	25.35	28.52	31.69		
7121		Railway Track Maintenance Supervisor	25.51	27.21	28.91	30.61	32.31	34.01
7121A		Railway Track Maintenance Supervisor w 5+yr exp	25.51	27.21	30.61	34.01		
7120		Railway Track Maintenance Worker	22.66	24.17	25.68	27.19	28.70	30.21
7120A		Railway Track Maintenance Worker w 5+yr exp	22.66	24.17	27.19	30.21		

Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	29.08	30.87	32.65	34.41	36.21	
7119		Railway Track Inspector	24.48	26.11	27.75	29.38	31.01	32.64
7119A		Railway Track Inspector w 5+yr exp	24.48	26.11	29.38	32.64		
7121		Railway Track Maintenance Supervisor	26.28	28.03	29.78	31.53	33.28	35.03
7121A		Railway Track Maintenance Supervisor w 5+yr exp	26.28	28.03	31.53	35.03		
7120		Railway Track Maintenance Worker	23.34	24.90	26.45	28.01	29.56	31.12
7120A		Railway Track Maintenance Worker w 5+yr exp	23.34	24.90	28.01	31.12		

Section 12. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2019, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	29.08	30.87	32.65	34.41	36.21	-
7119		Railway Track Inspector	24.48	26.11	27.75	29.38	31.01	32.64
7119A		Railway Track Inspector w 5+yr exp	24.48	26.11	29.38	32.64		
7121		Railway Track Maintenance Supervisor	26.28	28.03	29.78	31.53	33.28	35.03
7121A		Railway Track Maintenance Supervisor w 5+yr exp	26.28	28.03	31.53	35.03		
7120		Railway Track Maintenance Worker	23.34	24.90	26.45	28.01	29.56	31.12
7120A		Railway Track Maintenance Worker w 5+yr exp	23.34	24.90	28.01	31.12		



Code	A	Job Title	1	2	3	4	5	6
7145		Railway Track Equipment Mechanic-Welder	33.77	37.52				
7119		Railway Track Inspector	31.03	34.48				
7121		Railway Track Maintenance Supervisor	33.11	36.79				
7120		Railway Track Maintenance Worker	29.47	32.74				

Section 13. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2
7145		Railway Track Equipment Mechanic-Welder	33.77	37.52
7119		Railway Track Inspector	31.03	34.48
7121		Railway Track Maintenance Supervisor	33.11	36.79
7120		Railway Track Maintenance Worker	29.47	32.74

Code	A	Job Title	1	2
7145		Railway Track Equipment Mechanic-Welder	34.78	38.64
7119		Railway Track Inspector	31.96	35.51
7121		Railway Track Maintenance Supervisor	34.11	37.90
7120		Railway Track Maintenance Worker	30.35	33.72

Section 14. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2019, as set forth in the attached Exhibit "A."

Section 15. That Section 1.12.640 of the TMC is hereby amended, effective January 1, 2019, to read as follows:

1.12.640 Application of Additional Rates

* * *

117 TVE An employee in a classification represented by the Teamsters Local Union No 117, Tacoma Venues & Events Unit, who is actively employed as of January 1, 2019, shall receive a one-time lump sum payment of one hundred dollars (\$100.00), to be paid in the first pay period of 2019 or upon ratification, whichever is later.

* * *

160 BLM An employee in a classification represented by the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit, and hired after the ratification of the 2018-2020 collective bargaining agreement will not be eligible to receive longevity pay.

* * *



160 BLU An employee in a classification represented by the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Track Workers Unit, and hired after the ratification of the 2018-2020 collective bargaining agreement will not be eligible to receive longevity pay.

* * *

Section 16. That Sections 1, 2, 3, 4, 5, 6, 9, 12, 14, and 15, shall become effective January 1, 2019. That Sections 7, 10, and 13 shall become effective January 1, 2020. That Sections 8 and 11 shall become effective retroactive to January 1, 2018.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	37.20	37.66	38.13	38.61	39.09	39.58	40.07	40.57	41.08	41.59	42.11	42.64	43.17	43.71	44.26	44.81	45.37	45.94	46.51	47.09	47.68
0618	A	Account Executive, Senior	40.83	41.34	41.86	42.38	42.91	43.45	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.81	50.43	51.06	51.70	52.35
1129	A	Benefits Manager	41.95	42.47	43.00	43.54	44.08	44.63	45.19	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77
0751	A	Budget Director Officer	64.65	65.46	66.28	67.11	67.95	68.80	69.66	70.53	71.41	72.30	73.20	74.12	75.05	75.99	76.94	77.90	78.87	79.86	80.86	81.87	82.89
0146	A	Business Development Manager	49.23	49.85	50.47	51.10	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
0139	A	Cable & Franchise Production Coordinator	48.59	49.20	49.81	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.11	57.82	58.54	59.27	60.01	60.76	61.52	62.29
0715	A	City Attorney	87.25	88.34	89.44	90.56	91.69	92.84	94.00	95.17	96.36	97.56	98.78	100.01	101.26	102.53	103.81	105.11	106.42	107.75	109.10	110.46	111.84
1002	A	City Attorney, Assistant	46.79	47.37	47.96	48.56	49.17	49.78	50.40	51.03	51.67	52.32	52.97	53.63	54.30	54.98	55.67	56.37	57.07	57.78	58.50	59.23	59.97
1005	A	City Attorney, Chief Deputy	72.49	73.40	74.32	75.25	76.19	77.14	78.10	79.08	80.07	81.07	82.08	83.11	84.15	85.20	86.27	87.35	88.44	89.55	90.67	91.80	92.95
1004	A	City Attorney, Deputy	58.03	58.76	59.49	60.23	60.98	61.74	62.51	63.29	64.08	64.88	65.69	66.51	67.34	68.18	69.03	69.89	70.76	71.64	72.54	73.45	74.37
1001	A	City Attorney, Prosecuting	37.42	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98
0700	A	City Clerk	34.39	34.82	35.26	35.70	36.15	36.60	37.06	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09
0746	A	City Manager, Assistant	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73	89.84	90.96	92.10	93.25	94.42	95.60	96.79	98.00	99.23	100.47
0745	A	City Manager, Deputy	87.25	88.34	89.44	90.56	91.69	92.84	94.00	95.17	96.36	97.56	98.78	100.01	101.26	102.53	103.81	105.11	106.42	107.75	109.10	110.46	111.84
0744	A	City Manager, Assistant to the	55.11	55.80	56.50	57.21	57.93	58.65	59.38	60.12	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07	68.92	69.78	70.65
0710	A	City Treasurer	52.98	53.64	54.31	54.99	55.68	56.38	57.08	57.79	58.51	59.24	59.98	60.73	61.49	62.26	63.04	63.83	64.63	65.44	66.26	67.09	67.93

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2210	A	Community & Economic Development Division Manager	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59
1176	A	Community & Economic Development Supervisor	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
0750	A	Community & Economic Development Director	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64
2208	A	Community & Economic Development Director, Assistant	54.36	55.04	55.73	56.43	57.14	57.85	58.57	59.30	60.04	60.79	61.55	62.32	63.10	63.89	64.69	65.50	66.32	67.15	67.99	68.84	69.70
0805	A	Community & Media Services Manager	55.69	56.39	57.09	57.80	58.52	59.25	59.99	60.74	61.50	62.27	63.05	63.84	64.64	65.45	66.27	67.10	67.94	68.79	69.65	70.52	71.40
1211	A	Community Relations Officer	36.34	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	43.21	43.75	44.30	44.85	45.41	45.98	46.55
0802	A	Community Relations Specialist	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92	41.43	41.95
1128	A	Compensation & Benefits Manager, Senior	48.35	48.96	49.57	50.19	50.82	51.45	52.09	52.75	53.40	54.07	54.75	55.43	56.13	56.83	57.54	58.26	58.98	59.72	60.47	61.22	61.99
0619	A	Conservation Manager	53.79	54.46	55.14	55.83	56.53	57.24	57.96	58.68	59.41	60.15	60.90	61.66	62.43	63.21	64.00	64.80	65.61	66.43	67.26	68.10	68.95
2326	A	Conservation Manager, Assistant	46.78	47.36	47.95	48.55	49.16	49.77	50.39	51.02	51.66	52.31	52.96	53.62	54.29	54.97	55.66	56.36	57.06	57.77	58.49	59.22	59.96
0631		Conservation Program Associate	23.57	23.86	24.16	24.46	24.77	25.08	25.39	25.71	26.03	26.36	26.69	27.02	27.36	27.70	28.05	28.40	28.76	29.12	29.48	29.85	30.22

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0632		Conservation Program Coordinator	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.37	30.75	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24
0630	A	Conservation Program Manager	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62
0620	A	Conservation Supervisor	42.72	43.25	43.79	44.34	44.89	45.45	46.02	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83	51.47	52.11	52.76	53.42	54.09	54.77
1124	A	Contract & Program Auditor	29.47	29.84	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.86	37.32	37.79
0521	A	Controller	64.65	65.46	66.28	67.11	67.95	68.80	69.66	70.53	71.41	72.30	73.20	74.12	75.05	75.99	76.94	77.90	78.87	79.86	80.86	81.87	82.89
4311	A	Court Administrator	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	62.76	63.54	64.33
4308	A	Court Operations Supervisor	37.18	37.64	38.11	38.59	39.07	39.56	40.05	40.55	41.06	41.57	42.09	42.62	43.15	43.69	44.24	44.79	45.35	45.92	46.49	47.07	47.66
0609	A	Customer Service Supervisor I	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	40.72	41.23	41.75	42.27	42.80	43.34
0610	A	Customer Service Supervisor II	37.20	37.66	38.13	38.61	39.09	39.58	40.07	40.57	41.08	41.59	42.11	42.64	43.17	43.71	44.26	44.81	45.37	45.94	46.51	47.09	47.68
0554		Customer Service Training Analyst	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18	39.67
0727	A	Customer Services Assistant Manager	56.55	57.26	57.98	58.70	59.43	60.17	60.92	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12	68.97	69.83	70.70	71.58	72.47
0616	A	Customer Services Manager	76.55	77.51	78.48	79.46	80.45	81.46	82.48	83.51	84.55	85.61	86.68	87.76	88.86	89.97	91.09	92.23	93.38	94.55	95.73	96.93	98.14
4605		Department Aide	12.54	12.70	12.86	13.02	13.18	13.34	13.51	13.68	13.85	14.02	14.20	14.38	14.56	14.74	14.92	15.11	15.30	15.49	15.68	15.88	16.08
2349	A	Development Specialist I	28.08	28.43	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99
2351	A	Development Specialist II	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45	37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2352	A	Development Specialist III	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42	50.04
2070	A	Engineer	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	48.40	49.01
8028		Engineer in Training	26.14	26.47	26.80	27.14	27.48	27.82	28.17	28.52	28.88	29.24	29.61	29.98	30.35	30.73	31.11	31.50	31.89	32.29	32.69	33.10	33.51
2068	A	Engineer, Associate	33.20	33.61	34.03	34.46	34.89	35.33	35.77	36.22	36.67	37.13	37.59	38.06	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57
2073	A	Engineer, Principal	48.26	48.86	49.47	50.09	50.72	51.35	51.99	52.64	53.30	53.97	54.64	55.32	56.01	56.71	57.42	58.14	58.87	59.61	60.36	61.11	61.87
2082	A	Engineer, Professional	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16	47.75	48.35	48.95	49.56	50.18	50.81	51.45	52.09	52.74	53.40	54.07	54.75	55.43
2083	A	Engineer, Senior	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16	47.75	48.35	48.95	49.56	50.18	50.81	51.45	52.09	52.74	53.40	54.07	54.75	55.43
2060	A	Engineer, Senior Principal	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.35	61.10	61.86	62.63	63.41	64.20	65.00	65.81	66.63	67.46	68.30
2059	A	Environmental Services Director, Assistant	70.46	71.34	72.23	73.13	74.04	74.97	75.91	76.86	77.82	78.79	79.77	80.77	81.78	82.80	83.83	84.88	85.94	87.01	88.10	89.20	90.31
0758	A	Environmental Services Director	84.58	85.64	86.71	87.79	88.89	90.00	91.13	92.27	93.42	94.59	95.77	96.97	98.18	99.41	100.65	101.91	103.18	104.47	105.78	107.10	108.44
2056	A	Environmental Services Division Manager	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07	68.92	69.78	70.65	71.53	72.42	73.33	74.25	75.18	76.12	77.07	78.03
2057	A	Environmental Services Division Manager, Assistant	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.15	61.91	62.68	63.46	64.25	65.05	65.86	66.68	67.51	68.35	69.20	70.06	70.94
2092		Environmental Specialist	31.14	31.53	31.92	32.32	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91
2093		Environmental Specialist, Senior	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	44.16	44.71	45.27	45.84	46.41
2097		Environmental Technician	25.73	26.05	26.38	26.71	27.04	27.38	27.72	28.07	28.42	28.78	29.14	29.50	29.87	30.24	30.62	31.00	31.39	31.78	32.18	32.58	32.99

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2098		Environmental Technician, Senior	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	34.53	34.96	35.40	35.84	36.29
0753	A	Equity & Human Rights Director	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64
0820	A	Executive Assistant	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	46.15	46.73	47.31	47.90	48.50	49.11	49.72
0712	A	Finance Director	77.37	78.34	79.32	80.31	81.31	82.33	83.36	84.40	85.45	86.52	87.60	88.70	89.81	90.93	92.07	93.22	94.39	95.57	96.76	97.97	99.19
0520	A	Financial Manager	41.54	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.19	48.79	49.40	50.02	50.65	51.28	51.92	52.57	53.23
0522	A	Financial Manager, Senior	48.85	49.46	50.08	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.34	61.09	61.85	62.62
0524	A	Financial Supervisor	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04
4020		Fire & Life Safety Educator	29.67	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04
0767	A	Fire Chief	88.24	89.34	90.46	91.59	92.73	93.89	95.06	96.25	97.45	98.67	99.90	101.15	102.41	103.69	104.99	106.30	107.63	108.98	110.34	111.72	113.12
0519	A	Fire Code Official	58.73	59.47	60.21	60.96	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.18	69.03	69.89	70.77	71.65	72.55	73.45	74.37	75.30
0518	A	Fire Department Manager	49.84	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.10	57.81	58.53	59.26	60.00	60.75	61.51	62.28	63.06	63.85
5341	A	Fleet Manager, Assistant	39.84	40.34	40.84	41.35	41.87	42.39	42.92	43.46	44.00	44.55	45.11	45.67	46.24	46.82	47.41	48.00	48.60	49.21	49.83	50.45	51.08
4215	A	Forensics Manager	44.42	44.98	45.54	46.11	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95
0726	A	Government Relations Analyst	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	60.49	61.25	62.02	62.80	63.59
0724	A	Government Relations Officer	61.54	62.28	63.06	63.85	64.65	65.46	66.28	67.11	67.95	68.80	69.66	70.53	71.41	72.30	73.20	74.11	75.04	75.98	76.93	77.89	78.86
0717	A	Hearing Examiner	71.16	72.05	72.95	73.86	74.78	75.71	76.66	77.62	78.59	79.57	80.56	81.57	82.59	83.62	84.67	85.73	86.80	87.88	88.98	90.09	91.22

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2310	A	Historic Preservation Coordinator	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50
2309	A	Historic Preservation Officer	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42	50.04
2336		Housing Rehabilitation Specialist	28.86	29.22	29.59	29.96	30.33	30.71	31.09	31.48	31.87	32.27	32.67	33.08	33.49	33.91	34.33	34.76	35.19	35.63	36.08	36.53	36.99
1131	A	Human Resources Analyst, Senior	36.46	36.92	37.38	37.85	38.32	38.80	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75
0735	A	Human Resources Director	69.82	70.69	71.57	72.46	73.37	74.29	75.22	76.16	77.11	78.07	79.05	80.04	81.04	82.05	83.08	84.12	85.17	86.23	87.31	88.40	89.51
1125	A	Human Resources Director, Assistant	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66	74.58
1136	A	Human Resources Manager	42.19	42.72	43.25	43.79	44.34	44.89	45.45	46.02	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83	51.47	52.11	52.76	53.42	54.09
2533		Human Services Program Assistant	18.85	19.09	19.33	19.57	19.81	20.06	20.31	20.56	20.82	21.08	21.34	21.61	21.88	22.15	22.43	22.71	22.99	23.28	23.57	23.86	24.16
5151	A	Hydro Project Manager	59.08	59.82	60.57	61.33	62.10	62.88	63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35	71.23	72.12	73.02	73.93	74.85	75.79
5150	A	Hydro Project Manager, Assistant	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92	65.73	66.55	67.38	68.22
0140	A	Information Technology Manager	53.61	54.28	54.96	55.65	56.35	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.80	64.60	65.41	66.23	67.06	67.90	68.75
0136	A	Information Technology Supervisor	48.59	49.29	49.81	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.11	57.82	58.54	59.27	60.01	60.76	61.52	62.29

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0835	A	Information Technology Director	79.88	80.88	81.89	82.91	83.95	85.00	86.06	87.14	88.23	89.33	90.45	91.58	92.72	93.88	95.05	96.24	97.44	98.66	99.89	101.14	102.40
0837	A	Information Technology Director, Assistant	66.61	66.43	67.26	68.10	68.95	69.81	70.68	71.56	72.45	73.36	74.28	75.21	76.15	77.10	78.06	79.04	80.03	81.03	82.04	83.07	84.11
0707	A	Information Technology Project Manager	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.19	48.79	49.40	50.02	50.65	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94
0708	A	Information Technology Project Manager, Senior	47.32	47.91	48.51	49.12	49.73	50.35	50.98	51.62	52.27	52.92	53.58	54.25	54.93	55.62	56.32	57.02	57.73	58.45	59.18	59.92	60.67
1118	A	Labor Negotiator	44.75	45.31	45.88	46.45	47.03	47.62	48.22	48.82	49.43	50.05	50.68	51.31	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38
1123		Labor Relations Analyst	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40
1132	A	Labor Relations Manager	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	62.51	63.29	64.08	64.88
0760	A	Labor Relations Manager, Senior	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66	74.58
2207	A	Land Use Administrator	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.67	60.42	61.18	61.94	62.71
0031		Legal Assistant	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98	25.29	25.61	25.93	26.25	26.58	26.91	27.25	27.59	27.93	28.28	28.63	28.99
0032		Legal Assistant, Senior	25.13	25.44	25.76	26.08	26.41	26.74	27.07	27.41	27.75	28.10	28.45	28.81	29.17	29.53	29.90	30.27	30.65	31.03	31.42	31.81	32.21
1007	A	Legal Intern	15.52	15.71	15.91	16.11	16.31	16.51	16.72	16.93	17.14	17.35	17.57	17.79	18.01	18.24	18.47	18.70	18.93	19.17	19.41	19.65	19.90
0553		LEOFF 1 Specialist	28.58	28.94	29.30	29.67	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20	36.65
1109	A	Management Analyst I	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.77	29.13	29.49	29.86	30.23	30.61	30.99	31.38	31.77	32.17	32.57	32.98	33.39

EXHIBIT “A”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1120	A	Management Analyst II	32.67	33.08	33.49	33.91	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45	37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88
1135	A	Management Analyst III	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	48.40	49.01	49.62	50.24	50.87	51.51	52.15
4607		Management Fellow	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
4615		Management Intern	17.52	17.74	17.96	18.18	18.41	18.64	18.87	19.11	19.35	19.59	19.83	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17	22.45
0841	A	Market Development Program Manager	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37	67.20
0842	A	Market Development Research Analyst	46.91	47.50	48.09	48.69	49.30	49.92	50.54	51.17	51.81	52.46	53.12	53.78	54.45	55.13	55.82	56.52	57.23	57.95	58.67	59.40	60.14
0840	A	Marketing & Development Manager	61.09	61.85	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
1165	A	Marketing Assistant	18.66	18.89	19.13	19.37	19.61	19.86	20.11	20.36	20.61	20.87	21.13	21.39	21.66	21.93	22.20	22.48	22.76	23.04	23.33	23.62	23.92
5506	A	Marketing Coordinator	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	35.12
1151		Master Control Technician	19.48	19.72	19.97	20.22	20.47	20.73	20.99	21.25	21.52	21.79	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98
0804	A	Media & Communications Director	53.58	54.25	54.93	55.62	56.32	57.02	57.73	58.45	59.18	59.92	60.67	61.43	62.20	62.98	63.77	64.57	65.38	66.20	67.03	67.87	68.72
5508	A	Media Specialist	34.67	35.10	35.54	35.98	36.43	36.89	37.35	37.82	38.29	38.77	39.25	39.74	40.24	40.74	41.25	41.77	42.29	42.82	43.36	43.90	44.45
2091	A	Natural Resources Manager	60.78	61.54	62.31	63.09	63.88	64.68	65.49	66.31	67.14	67.98	68.83	69.69	70.56	71.44	72.33	73.23	74.15	75.08	76.02	76.97	77.93
2106	A	Natural Resources Biologist I	32.45	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61
2089	A	Natural Resources Biologist II	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2094	A	Natural Resources Biologist III	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16	47.75	48.35	48.95	49.56	50.18	50.81	51.45	52.09	52.74	53.40	54.07	54.75
2107		Natural Resources Technician I	20.37	20.62	20.88	21.14	21.40	21.67	21.94	22.21	22.49	22.77	23.05	23.34	23.63	23.93	24.23	24.53	24.84	25.15	25.46	25.78	26.10
2090	A	Natural Resources Technician II	28.54	28.87	29.23	29.60	29.97	30.34	30.72	31.10	31.49	31.88	32.28	32.68	33.09	33.50	33.92	34.34	34.77	35.20	35.64	36.09	36.54
0754	A	Neighborhood & Community Services Program Manager	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.38	47.97	48.57	49.18	49.79
0759	A	Neighborhood & Community Services Director	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64
2058	A	Neighborhood & Community Services Division Manager	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59
2532		Neighborhood & Community Services Specialist	26.92	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.05	32.45	32.86	33.27	33.69	34.11	34.54
2534		Neighborhood & Community Services Supervisor	32.32	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92	41.43
4602		Occupational Intern, Skilled	12.54	12.70	12.86	13.02	13.18	13.34	13.51	13.68	13.85	14.02	14.20	14.38	14.56	14.74	14.92	15.11	15.30	15.49	15.68	15.88	16.08
0738	A	Office Administrator	29.25	29.62	29.99	30.36	30.74	31.12	31.51	31.90	32.30	32.70	33.11	33.52	33.94	34.36	34.79	35.22	35.66	36.11	36.56	37.02	37.48
0739	A	Office Manager	33.64	34.03	34.46	34.89	35.33	35.77	36.22	36.67	37.13	37.59	38.06	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10
0533	A	Operations Manager	47.94	48.54	49.15	49.76	50.38	51.01	51.65	52.30	52.95	53.61	54.28	54.96	55.65	56.35	57.05	57.76	58.48	59.21	59.95	60.70	61.46
1009	A	Paralegal	27.43	27.77	28.12	28.47	28.83	29.19	29.55	29.92	30.29	30.67	31.05	31.44	31.83	32.23	32.63	33.04	33.45	33.87	34.29	34.72	35.15

EXHIBIT “A”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1010	A	Paralegal, Senior	32.94	33.32	33.74	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26	37.73	38.20	38.68	39.16	39.65	40.15	40.65	41.16	41.67	42.19
2085	A	Park Supervisor	31.94	32.34	32.74	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.90
2086	A	Park Supervisor, Assistant	28.98	29.34	29.74	30.08	30.46	30.84	31.23	31.62	32.02	32.42	32.83	33.24	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18
2105		Permit Supervisor	32.68	33.09	33.50	33.92	34.34	34.77	35.20	35.64	36.09	36.54	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36	40.86	41.37	41.89
2209		Planner, Associate	28.08	28.43	28.79	29.15	29.54	29.88	30.25	30.63	31.04	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99
2221		Planner, Principal	39.02	39.54	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42	50.04
2203		Planner, Senior	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45	37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01
0719	A	Planning & Development Services Director	69.07	69.93	70.80	71.68	72.58	73.49	74.41	75.34	76.28	77.23	78.20	79.18	80.17	81.17	82.18	83.21	84.25	85.30	86.37	87.45	88.54
2219	A	Planning & Development Division Manager	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59
2222	A	Planning Manager	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	58.95	59.69	60.44	61.20	61.96
2038	A	Plans Examiner I	33.20	33.64	34.03	34.46	34.89	35.33	35.77	36.22	36.67	37.13	37.59	38.06	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57
2039	A	Plans Examiner II	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90
2040	A	Plans Examiner III	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16	47.75	48.35	48.95	49.56	50.18	50.81	51.45	52.09	52.74	53.40	54.07	54.75	55.43
0772	A	Police Chief	88.24	89.34	90.46	91.59	92.73	93.89	95.06	96.25	97.45	98.67	99.90	101.15	102.41	103.69	104.99	106.30	107.63	108.98	110.34	111.72	113.12
5123	A	Power Analyst	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.43	52.07	52.72	53.38	54.05	54.73	55.41	56.10	56.80	57.51	58.23	58.96	59.70	60.45
5128	A	Power Analyst, Senior	52.40	53.05	53.71	54.38	55.06	55.75	56.45	57.16	57.87	58.59	59.32	60.06	60.81	61.57	62.34	63.12	63.91	64.71	65.52	66.34	67.17
2131	A	Power Engineer I	34.29	34.72	35.15	35.59	36.03	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
2132	A	Power Engineer II	38.40	38.88	39.37	39.86	40.36	40.86	41.37	41.89	42.41	42.94	43.48	44.02	44.57	45.13	45.69	46.26	46.84	47.43	48.02	48.62	49.23
2133	A	Power Engineer III	45.13	45.69	46.26	46.84	47.43	48.02	48.62	49.23	49.85	50.47	51.10	51.74	52.39	53.04	53.70	54.37	55.05	55.74	56.44	57.15	57.86

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2134	A	Power Engineer IV	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	67.14	67.98	68.83
0815	A	Power Section Assistant Manager I	68.46	69.32	70.19	71.07	71.96	72.86	73.77	74.69	75.62	76.57	77.53	78.50	79.48	80.47	81.48	82.50	83.53	84.57	85.63	86.70	87.78
0817	A	Power Section Assistant Manager II	78.32	79.30	80.29	81.29	82.31	83.34	84.38	85.43	86.50	87.58	88.67	89.78	90.90	92.04	93.19	94.35	95.53	96.72	97.93	99.15	100.39
0816	A	Power Section Manager	101.81	103.08	104.37	105.67	106.99	108.33	109.68	111.05	112.44	113.85	115.27	116.71	118.17	119.65	121.15	122.66	124.19	125.74	127.31	128.90	130.51
5248	A	Power Supervisor I	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01	44.56	45.12	45.68	46.25	46.83	47.42	48.01	48.61	49.22
5251	A	Power Supervisor II	47.99	48.59	49.20	49.82	50.44	51.07	51.71	52.36	53.01	53.67	54.34	55.02	55.71	56.41	57.12	57.83	58.55	59.28	60.02	60.77	61.53
5249	A	Power Supervisor III	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.15	61.91	62.68	63.46	64.25	65.05	65.86	66.68	67.51	68.35	69.20	70.07	70.95	71.84
2322		Program Development Specialist	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50
2321		Program Development Specialist, Lead	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56
1100		Program Technician	23.58	23.87	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.77	29.13	29.49	29.86	30.23
0720	A	Project Manager	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16	47.75	48.35	48.95	49.56	50.18	50.81	51.45	52.09	52.74	53.40	54.07	54.75	55.43
0721	A	Project Manager, Senior	54.47	55.15	55.84	56.54	57.25	57.97	58.69	59.42	60.16	60.91	61.67	62.44	63.22	64.01	64.81	65.62	66.44	67.27	68.11	68.96	69.82
2502		Project Specialist	24.01	24.31	24.61	24.92	25.23	25.55	25.87	26.19	26.52	26.85	27.19	27.53	27.87	28.22	28.57	28.93	29.29	29.66	30.03	30.41	30.79
1142	A	Public Disclosure Manager	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.24	48.84	49.45	50.07	50.70	51.33
0757	A	Public Works Director	74.16	75.09	76.03	76.98	77.94	78.91	79.90	80.90	81.91	82.93	83.97	85.02	86.08	87.16	88.25	89.35	90.47	91.60	92.74	93.90	95.07

EXHIBIT “A”

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0755	A	Public Works Director, Assistant	64.46	65.27	66.09	66.92	67.76	68.61	69.47	70.34	71.22	72.11	73.01	73.92	74.84	75.78	76.73	77.69	78.66	79.64	80.64	81.65	82.67
2055	A	Public Works Division Manager, Assistant	53.34	53.98	54.65	55.33	56.02	56.72	57.43	58.15	58.88	59.62	60.37	61.12	61.88	62.65	63.43	64.22	65.02	65.83	66.65	67.48	68.32
2054	A	Public Works Division Manager	58.63	59.36	60.10	60.85	61.61	62.38	63.16	63.95	64.75	65.56	66.38	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.31	74.23	75.16
7128	A	Rail Chief Administrative Officer	51.77	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37
7129	A	Rail Chief Information/ Financial Officer	51.77	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37
7130	A	Rail Chief Mechanical Officer	58.15	58.88	59.62	60.37	61.12	61.88	62.65	63.43	64.22	65.02	65.83	66.65	67.48	68.32	69.17	70.03	70.91	71.80	72.70	73.61	74.53
7152	A	Rail Superintendent, Assistant	64.75	65.56	66.38	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.31	74.23	75.16	76.10	77.05	78.01	78.99	79.98	80.98	81.99	83.01
7127	A	Rail Supervisor of Operations	41.46	41.98	42.50	43.03	43.57	44.11	44.66	45.22	45.79	46.36	46.94	47.53	48.12	48.72	49.33	49.95	50.57	51.20	51.84	52.49	53.15
7126	A	Railway Roadmaster	51.77	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37
2343		Real Estate Officer	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28	45.85	46.42	47.00	47.59	48.18
2344	A	Real Estate Officer, Senior	41.34	41.86	42.38	42.91	43.45	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.81	50.43	51.06	51.70	52.35	53.00
2069	A	Real-Time Energy Trader	51.83	52.48	53.14	53.80	54.47	55.15	55.84	56.54	57.25	57.97	58.69	59.42	60.16	60.91	61.67	62.44	63.22	64.01	64.81	65.62	66.44
0740	A	Records Management Supervisor	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	39.87	40.37	40.87
5033		Recycling Supervisor	30.59	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	36.85	37.31	37.78	38.25	38.73	39.21

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0845	A	Relicensing Coordinator	45.37	45.94	46.51	47.09	47.68	48.28	48.88	49.49	50.11	50.74	51.37	52.01	52.66	53.32	53.99	54.66	55.34	56.03	56.73	57.44	58.16
5052		Resource Conservation Specialist	26.92	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.05	32.45	32.86	33.27	33.69	34.11	34.54
0560	A	Retirement System Director	73.97	74.89	75.83	76.78	77.74	78.71	79.69	80.69	81.70	82.72	83.75	84.80	85.86	86.93	88.02	89.12	90.23	91.36	92.50	93.66	94.83
0559	A	Retirement System Director, Assistant	51.90	52.55	53.21	53.88	54.55	55.23	55.92	56.62	57.33	58.05	58.78	59.51	60.25	61.00	61.76	62.53	63.31	64.10	64.90	65.71	66.53
1110		Risk Analyst	27.51	27.85	28.20	28.55	28.91	29.27	29.64	30.01	30.39	30.77	31.15	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39	34.82	35.26
1137	A	Risk Analyst, Senior	31.92	32.32	32.72	33.13	33.54	33.96	34.38	34.81	35.25	35.69	36.14	36.59	37.05	37.51	37.98	38.45	38.93	39.42	39.91	40.41	40.92
0703	A	Risk Manager	47.31	47.90	48.50	49.11	49.72	50.34	50.97	51.61	52.26	52.91	53.57	54.24	54.92	55.61	56.31	57.01	57.72	58.44	59.17	59.91	60.66
1204	A	Safety Manager	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	49.77	50.39	51.02
1122		Safety Officer	34.61	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	41.18	41.69	42.21	42.74	43.27	43.81	44.36
2530		Senior Center Cook	12.78	12.94	13.10	13.26	13.43	13.60	13.77	13.94	14.11	14.29	14.47	14.65	14.83	15.02	15.21	15.40	15.59	15.78	15.98	16.18	16.38
2529		Senior Center Van Driver	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59	18.82	19.06	19.30	19.54	19.78	20.03	20.28
2556		Seniors Center Supervisor	24.24	24.54	24.85	25.16	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06
0138	A	T&D Work Practices Specialist	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08	46.66	47.24
1170	A	Tacoma Arts Commission Administrator	40.69	41.20	41.71	42.23	42.76	43.29	43.83	44.38	44.93	45.49	46.06	46.64	47.22	47.81	48.41	49.02	49.63	50.25	50.88	51.52	52.16
6220	A	Tacoma Venues & Events Attendant	12.36	12.51	12.67	12.83	12.99	13.15	13.31	13.48	13.65	13.82	13.99	14.16	14.34	14.52	14.70	14.88	15.07	15.26	15.45	15.64	15.84

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0730	A	Tacoma Venues & Events Director	66.44	66.94	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
0731	A	Tacoma Venues & Events Director Deputy	50.23	50.86	51.50	52.14	52.79	53.45	54.12	54.80	55.48	56.17	56.87	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42
0732	A	Tacoma Venues & Events Division Manager	38.44	38.62	39.40	39.59	40.08	40.58	41.09	41.60	42.12	42.65	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10	47.69	48.29	48.89
1164	A	Tacoma Venues & Events Event Services Coordinator	28.43	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99	36.44
1168	A	Tacoma Venues & Events Event Services Manager	31.59	31.98	32.38	32.78	33.19	33.60	34.02	34.45	34.88	35.32	35.76	36.21	36.66	37.12	37.58	38.05	38.53	39.01	39.50	39.99	40.49
0728	A	Tacoma Venues & Events Marketing Manager	35.74	36.46	36.64	37.07	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21	45.78
0733	A	Tacoma Venues & Events Operations Manager	45.24	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
1215	A	Tacoma Venues & Events Sales Coordinator	24.08	24.38	24.68	24.99	25.30	25.62	25.94	26.26	26.59	26.92	27.26	27.60	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1156		Tacoma Venues & Events Technical Services Coordinator	22.44	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.73	25.04	25.35	25.67	25.99	26.31	26.64	26.97	27.31	27.65	28.00	28.35
5526	A	Telecommunications Broadband Services Manager	52.38	53.03	53.69	54.36	55.04	55.73	56.43	57.14	57.85	58.57	59.30	60.04	60.79	61.55	62.32	63.10	63.89	64.69	65.50	66.32	67.15
5531	A	Telecommunications Customer Care & Marketing Manager	40.90	41.44	41.93	42.45	42.98	43.52	44.06	44.61	45.17	45.73	46.30	46.88	47.47	48.06	48.66	49.27	49.89	50.51	51.14	51.78	52.43
5532	A	Telecommunications Customer Care Supervisor	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50	36.96	37.42	37.89	38.36	38.84	39.33	39.82	40.32
5535	A	Telecommunications Engineer	42.53	43.06	43.60	44.14	44.69	45.25	45.82	46.39	46.97	47.56	48.15	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.51
5530	A	Telecommunications Franchise Contract Specialist	37.82	38.29	38.77	39.25	39.74	40.24	40.74	41.25	41.77	42.29	42.82	43.36	43.90	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49
5515	A	Telecommunications Manager, Assistant	68.05	68.90	69.76	70.63	71.51	72.40	73.31	74.23	75.16	76.10	77.05	78.01	78.99	79.98	80.98	81.99	83.01	84.05	85.10	86.16	87.24
5539		Telecommunications Planning & Design Technician	28.79	29.15	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99	36.44	36.90
5560	A	Telecommunications Sales Coordinator	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.81	33.22	33.64	34.06	34.49	34.92	35.36	35.80	36.25

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5562	A	Telecom- munications Technical Services Supervisor	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96	41.47	41.99	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95
5523	A	Telecom- munications Technical Administrator	31.98	32.38	32.78	33.19	33.60	34.02	34.45	34.88	35.32	35.76	36.21	36.66	37.12	37.58	38.05	38.53	39.01	39.50	39.99	40.49	41.00
5500	A	Telecom- munications Manager	88.52	89.63	90.75	91.88	93.03	94.19	95.37	96.56	97.77	98.99	100.23	101.48	102.75	104.03	105.33	106.65	107.98	109.33	110.70	112.08	113.48
1154		Television Production Coordinator	35.05	35.49	35.93	36.38	36.83	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92
2072	A	Term Energy Trader	65.32	66.14	66.97	67.81	68.66	69.52	70.39	71.27	72.16	73.06	73.97	74.89	75.83	76.78	77.74	78.71	79.69	80.69	81.70	82.72	83.75
1121	A	Training & Development Manager	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	48.40	49.01	49.62	50.24	50.87	51.51	52.15
0823	A	Utilities Director, Deputy Water Superintendent	84.52	85.58	86.65	87.73	88.83	89.94	91.06	92.20	93.35	94.52	95.70	96.90	98.11	99.34	100.58	101.84	103.11	104.40	105.71	107.03	108.37
0825	A	Utilities Director, Deputy Power Superintendent	117.04	118.50	119.98	121.48	123.00	124.54	126.10	127.68	129.28	130.90	132.54	134.20	135.88	137.58	139.30	141.04	142.80	144.59	146.40	148.23	150.08
0830	A	Utilities Director, Deputy Rail Superintendent	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73	89.84	90.96	92.10	93.25	94.42	95.60	96.79	98.00	99.22	100.46	101.72
0819	A	Utilities Director, Deputy	80.50	81.51	82.53	83.56	84.60	85.66	86.73	87.81	88.91	90.02	91.15	92.29	93.44	94.61	95.79	96.99	98.20	99.43	100.67	101.93	103.20
0582	A	Utilities Economist, Senior	49.38	50.00	50.63	51.26	51.90	52.55	53.21	53.88	54.55	55.23	55.92	56.62	57.33	58.05	58.78	59.51	60.25	61.00	61.76	62.53	63.31
0580	A	Utilities Economist	39.50	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.19	48.79	49.40	50.02	50.65

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0581	A	Utilities Economist, Associate	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.77	29.13	29.49	29.86	30.23	30.61	30.99	31.38	31.77	32.17	32.57	32.98	33.39
1207	A	Utilities Safety Manager	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14	61.90
1153		Video Production Assistant	19.48	19.72	19.97	20.22	20.47	20.73	20.99	21.25	21.52	21.79	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98
1152		Video Specialist	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
2064	A	Water Division Superintendent, Deputy	70.45	71.33	72.22	73.12	74.03	74.96	75.90	76.85	77.81	78.78	79.76	80.76	81.77	82.79	83.82	84.87	85.93	87.00	88.09	89.19	90.30
2061	A	Water Division Manager, Assistant	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.15	61.91	62.68	63.46	64.25	65.05	65.86	66.68	67.51	68.35	69.20	70.06	70.94
2066	A	Water Division Manager	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07	68.92	69.78	70.65	71.53	72.42	73.33	74.25	75.18	76.12	77.07	78.03
2100	A	Water Program Specialist	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56
5068		Water Supply Supervisor	37.23	37.70	38.17	38.65	39.13	39.62	40.12	40.62	41.13	41.64	42.16	42.69	43.22	43.76	44.31	44.86	45.42	45.99	46.56	47.14	47.73
2084	A	Wildlife & Recreation Coordinator	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	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	46.15	46.73	47.31	47.90	48.50	49.11
0618	A	Account Executive, Senior	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42	50.04	50.67	51.30	51.94	52.59	53.25	53.92
1129	A	Benefits Manager	43.20	43.74	44.29	44.84	45.40	45.97	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
0751	A	Budget Director Officer	66.61	67.44	68.28	69.13	69.99	70.86	71.75	72.65	73.56	74.48	75.41	76.35	77.30	78.27	79.25	80.24	81.24	82.26	83.29	84.33	85.38

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0146	A	Business Development Manager	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.35	61.10	61.86	62.63	63.41	64.20	65.00
0139	A	Cable & Franchise Production Coordinator	50.05	50.68	51.31	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16
0715	A	City Attorney	89.85	90.97	92.11	93.26	94.43	95.61	96.81	98.02	99.25	100.49	101.75	103.02	104.31	105.61	106.93	108.27	109.62	110.99	112.38	113.78	115.20
1002	A	City Attorney, Assistant	48.18	48.78	49.39	50.01	50.64	51.27	51.91	52.56	53.22	53.89	54.56	55.24	55.93	56.63	57.34	58.06	58.79	59.52	60.26	61.01	61.77
1005	A	City Attorney, Chief Deputy	74.68	75.61	76.56	77.52	78.49	79.47	80.46	81.47	82.49	83.52	84.56	85.62	86.69	87.77	88.87	89.98	91.10	92.24	93.39	94.56	95.74
1004	A	City Attorney, Deputy	59.74	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60
1001	A	City Attorney, Prosecuting	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44	47.02	47.61	48.21	48.81	49.42
0700	A	City Clerk	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	43.21	43.75	44.30	44.85	45.41
0746	A	City Manager, Assistant	80.71	81.72	82.74	83.77	84.82	85.88	86.95	88.04	89.14	90.25	91.38	92.52	93.68	94.85	96.04	97.24	98.46	99.69	100.94	102.20	103.48
0745	A	City Manager, Deputy	89.85	90.97	92.11	93.26	94.43	95.61	96.81	98.02	99.25	100.49	101.75	103.02	104.31	105.61	106.93	108.27	109.62	110.99	112.38	113.78	115.20
0744	A	City Manager, Assistant to the	56.77	57.48	58.20	58.93	59.67	60.42	61.18	61.94	62.71	63.49	64.28	65.08	65.89	66.71	67.54	68.38	69.23	70.10	70.98	71.87	72.77
0710	A	City Treasurer	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77	66.59	67.42	68.26	69.11	69.97
2210	A	Community & Economic Development Division Manager	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41
1176	A	Community & Economic Development Supervisor	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	48.40	49.01	49.62	50.24	50.87	51.51	52.15

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0750	A	Community & Economic Development Director	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.30	74.22	75.15	76.09	77.04	78.00	78.98	79.97	80.97	81.98	83.00	84.04	85.09	86.15
2208	A	Community & Economic Development Director, Assistant	56.01	56.71	57.42	58.14	58.87	59.61	60.36	61.11	61.87	62.64	63.42	64.21	65.01	65.82	66.64	67.47	68.31	69.16	70.02	70.90	71.79
0805	A	Community & Media Services Manager	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77	66.59	67.42	68.26	69.11	69.97	70.84	71.73	72.63	73.54
1211	A	Community Relations Officer	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	47.36	47.95
0802	A	Community Relations Specialist	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	43.21
1128	A	Compensation & Benefits Manager, Senior	49.81	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.10	57.81	58.53	59.26	60.00	60.75	61.51	62.28	63.06	63.85
0619	A	Conservation Manager	55.40	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02
2326	A	Conservation Manager, Assistant	48.17	48.77	49.38	50.00	50.63	51.26	51.90	52.55	53.21	53.88	54.55	55.23	55.92	56.62	57.33	58.05	58.78	59.51	60.25	61.00	61.76
0631		Conservation Program Associate	24.28	24.58	24.89	25.20	25.52	25.84	26.16	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.37	30.75	31.13
0632		Conservation Program Coordinator	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.05	32.45	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30
0630	A	Conservation Program Manager	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05
0620	A	Conservation Supervisor	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.82	50.44	51.07	51.71	52.36	53.01	53.67	54.34	55.02	55.71	56.41
1124	A	Contract & Program Auditor	30.37	30.75	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0521	A	Controller	66.61	67.44	68.28	69.13	69.99	70.86	71.75	72.65	73.56	74.48	75.41	76.35	77.30	78.27	79.25	80.24	81.24	82.26	83.29	84.33	85.38
4311	A	Court Administrator	51.68	52.33	52.98	53.64	54.31	54.99	55.68	56.38	57.08	57.79	58.51	59.24	59.98	60.73	61.49	62.26	63.04	63.83	64.63	65.44	66.26
4308	A	Court Operations Supervisor	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.35	43.89	44.44	45.00	45.56	46.13	46.71	47.29	47.88	48.48	49.09
0609	A	Customer Service Supervisor I	34.82	35.26	35.70	36.15	36.60	37.06	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64
0610	A	Customer Service Supervisor II	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	46.15	46.73	47.31	47.90	48.50	49.11
0554		Customer Service Training Analyst	31.88	32.28	32.68	33.09	33.50	33.92	34.34	34.77	35.20	35.64	36.09	36.54	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36	40.86
0727	A	Customer Services Assistant Manager	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91	72.81	73.72	74.64
0616	A	Customer Services Manager	78.83	79.82	80.82	81.83	82.85	83.89	84.94	86.00	87.08	88.17	89.27	90.39	91.52	92.66	93.82	94.99	96.18	97.38	98.60	99.83	101.08
4605		Department Aide	12.92	13.08	13.24	13.41	13.58	13.75	13.92	14.09	14.27	14.45	14.63	14.81	15.00	15.19	15.38	15.57	15.76	15.96	16.16	16.36	16.56
2349	A	Development Specialist I	28.92	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07
2351	A	Development Specialist II	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57	39.05	39.54	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33
2352	A	Development Specialist III	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	51.54
2070	A	Engineer	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	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48
8028		Engineer in Training	26.91	27.25	27.59	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
2068	A	Engineer, Associate	34.21	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85
2073	A	Engineer, Principal	49.71	50.33	50.96	51.60	52.24	52.89	53.55	54.22	54.90	55.59	56.28	56.98	57.69	58.41	59.14	59.88	60.63	61.39	62.16	62.94	63.73
2082	A	Engineer, Professional	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2083	A	Engineer, Senior	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09
2060	A	Engineer, Senior Principal	54.84	55.53	56.22	56.92	57.63	58.35	59.08	59.82	60.57	61.33	62.10	62.88	63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35
2059	A	Environmental Services Director, Assistant	72.55	73.46	74.38	75.31	76.25	77.20	78.17	79.15	80.14	81.14	82.15	83.18	84.22	85.27	86.34	87.42	88.51	89.62	90.74	91.87	93.02
0758	A	Environmental Services Director	87.12	88.21	89.31	90.43	91.56	92.70	93.86	95.03	96.22	97.42	98.64	99.87	101.12	102.38	103.66	104.96	106.27	107.60	108.95	110.31	111.69
2056	A	Environmental Services Division Manager	62.71	63.49	64.28	65.08	65.89	66.71	67.54	68.38	69.23	70.10	70.98	71.87	72.77	73.68	74.60	75.53	76.47	77.43	78.40	79.38	80.37
2057	A	Environmental Services Division Manager, Assistant	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.93	63.72	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40	71.28	72.17	73.07
2092		Environmental Specialist	32.05	32.45	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.10	40.60	41.11
2093		Environmental Specialist, Senior	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
2097		Environmental Technician	26.51	26.84	27.18	27.52	27.86	28.21	28.56	28.92	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98
2098		Environmental Technician, Senior	29.17	29.53	29.90	30.27	30.65	31.03	31.42	31.81	32.21	32.61	33.02	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38
0753	A	Equity & Human Rights Director	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.30	74.22	75.15	76.09	77.04	78.00	78.98	79.97	80.97	81.98	83.00	84.04	85.09	86.15
0820	A	Executive Assistant	39.95	40.45	40.96	41.47	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
0712	A	Finance Director	79.68	80.68	81.69	82.71	83.74	84.79	85.85	86.92	88.01	89.11	90.22	91.35	92.49	93.65	94.82	96.01	97.21	98.43	99.66	100.91	102.17
0520	A	Financial Manager	42.77	43.30	43.84	44.39	44.94	45.50	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.53	52.17	52.82	53.48	54.15	54.83
0522	A	Financial Manager, Senior	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

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0524	A	Financial Supervisor	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.14	44.69	45.25	45.82	46.39
4020		Fire & Life Safety Educator	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	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18
0767	A	Fire Chief	90.88	92.02	93.17	94.33	95.51	96.70	97.91	99.13	100.37	101.62	102.89	104.18	105.48	106.80	108.14	109.49	110.86	112.25	113.65	115.07	116.51
0519	A	Fire Code Official	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56
0518	A	Fire Department Manager	51.31	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16	64.96	65.77
5341	A	Fleet Manager, Assistant	41.03	41.54	42.06	42.59	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
4215	A	Forensics Manager	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66
0726	A	Government Relations Analyst	51.09	51.73	52.38	53.03	53.69	54.36	55.04	55.73	56.43	57.14	57.85	58.57	59.30	60.04	60.79	61.55	62.32	63.10	63.89	64.69	65.50
0724	A	Government Relations Officer	63.38	64.17	64.97	65.78	66.60	67.43	68.27	69.12	69.98	70.85	71.74	72.64	73.55	74.47	75.40	76.34	77.29	78.26	79.24	80.23	81.23
0717	A	Hearing Examiner	73.29	74.21	75.14	76.08	77.03	77.99	78.96	79.95	80.95	81.96	82.98	84.02	85.07	86.13	87.21	88.30	89.40	90.52	91.65	92.80	93.96
2310	A	Historic Preservation Coordinator	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60
2309	A	Historic Preservation Officer	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	51.54
2336		Housing Rehabilitation Specialist	29.70	30.07	30.45	30.83	31.22	31.61	32.01	32.41	32.82	33.23	33.65	34.07	34.50	34.93	35.37	35.81	36.26	36.71	37.17	37.63	38.10
1131	A	Human Resources Analyst, Senior	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21	45.78	46.35	46.93	47.52	48.11	48.71	49.32	49.94	50.56
0735	A	Human Resources Director	71.92	72.82	73.73	74.65	75.58	76.52	77.48	78.45	79.43	80.42	81.43	82.45	83.48	84.52	85.58	86.65	87.73	88.83	89.94	91.06	92.20

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1125	A	Human Resources Director, Assistant	59.89	60.64	61.40	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00	74.93	75.87	76.82
1136	A	Human Resources Manager	43.45	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.82	50.44	51.07	51.71	52.36	53.01	53.67	54.34	55.02	55.71
1138	A	Human Resources Manager, Senior	49.81	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.10	57.81	58.53	59.26	60.00	60.75	61.51	62.28	63.06	63.85
2533		Human Services Program Assistant	19.41	19.65	19.90	20.15	20.40	20.65	20.91	21.17	21.43	21.70	21.97	22.24	22.52	22.80	23.09	23.38	23.67	23.97	24.27	24.57	24.88
5151	A	Hydro Project Manager	60.90	61.66	62.43	63.21	64.00	64.80	65.61	66.43	67.26	68.10	68.95	69.81	70.68	71.56	72.45	73.36	74.28	75.21	76.15	77.10	78.06
5150	A	Hydro Project Manager, Assistant	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.02	66.85	67.69	68.54	69.40	70.27
0140	A	Information Technology Manager	55.25	55.94	56.64	57.35	58.07	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81
0136	A	Information Technology Supervisor	50.05	50.68	51.31	51.95	52.60	53.26	53.93	54.60	55.28	55.97	56.67	57.38	58.10	58.83	59.57	60.31	61.06	61.82	62.59	63.37	64.16
0835	A	Information Technology Director	82.28	83.31	84.35	85.40	86.47	87.55	88.64	89.75	90.87	92.01	93.16	94.32	95.50	96.69	97.90	99.12	100.36	101.61	102.88	104.17	105.47
0837	A	Information Technology Director, Assistant	67.56	68.40	69.26	70.13	71.01	71.90	72.80	73.71	74.63	75.56	76.50	77.46	78.43	79.41	80.40	81.41	82.43	83.46	84.50	85.56	86.63
0707	A	Information Technology Project Manager	44.94	45.50	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.53	52.17	52.82	53.48	54.15	54.83	55.52	56.21	56.91	57.62

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0708	A	Information Technology Project Manager, Senior	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.51	55.19	55.88	56.58	57.29	58.01	58.74	59.47	60.21	60.96	61.72	62.49
1118	A	Labor Negotiator	46.10	46.68	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10
1123		Labor Relations Analyst	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.90	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17	45.73
1132	A	Labor Relations Manager	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
0760	A	Labor Relations Manager, Senior	59.89	60.64	61.40	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00	74.93	75.87	76.82
2207	A	Land Use Administrator	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
0031		Legal Assistant	23.29	23.58	23.87	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.77	29.13	29.49	29.86
0032		Legal Assistant, Senior	25.88	26.20	26.53	26.86	27.20	27.54	27.88	28.23	28.58	28.94	29.30	29.67	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18
1007	A	Legal Intern	16.00	16.20	16.40	16.60	16.81	17.02	17.23	17.45	17.67	17.89	18.11	18.34	18.57	18.80	19.03	19.27	19.51	19.75	20.00	20.25	20.50
0553		LEOFF 1 Specialist	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	35.92	36.37	36.82	37.28	37.75
1109	A	Management Analyst I	26.83	27.17	27.51	27.85	28.20	28.55	28.91	29.27	29.64	30.01	30.39	30.77	31.15	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39
1120	A	Management Analyst II	33.65	34.07	34.50	34.93	35.37	35.81	36.26	36.71	37.17	37.63	38.10	38.58	39.06	39.55	40.04	40.54	41.05	41.56	42.08	42.61	43.14
1135	A	Management Analyst III	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71
4607		Management Fellow	24.24	24.54	24.85	25.16	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06
4615		Management Intern	18.03	18.26	18.49	18.72	18.95	19.19	19.43	19.67	19.92	20.17	20.42	20.68	20.94	21.20	21.46	21.73	22.00	22.27	22.55	22.83	23.12
0841	A	Market Development Program Manager	54.01	54.69	55.37	56.06	56.76	57.47	58.19	58.92	59.66	60.41	61.17	61.93	62.70	63.48	64.27	65.07	65.88	66.70	67.53	68.37	69.22

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0842	A	Market Development Research Analyst	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	60.42	61.18	61.94
0840	A	Marketing & Development Manager	62.87	63.66	64.46	65.27	66.09	66.92	67.76	68.61	69.47	70.34	71.22	72.11	73.01	73.92	74.84	75.78	76.73	77.69	78.66	79.64	80.64
1165	A	Marketing Assistant	19.21	19.45	19.69	19.94	20.19	20.44	20.70	20.96	21.22	21.49	21.76	22.03	22.31	22.59	22.87	23.16	23.45	23.74	24.04	24.34	24.64
5506	A	Marketing Coordinator	28.22	28.57	28.93	29.29	29.66	30.03	30.41	30.79	31.17	31.56	31.95	32.35	32.75	33.16	33.57	33.99	34.41	34.84	35.28	35.72	36.17
1151		Master Control Technician	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17	22.45	22.73	23.01	23.30	23.59	23.88	24.18	24.48	24.79	25.10	25.41	25.73
0804	A	Media & Communications Director	55.23	55.92	56.62	57.33	58.05	58.78	59.51	60.25	61.00	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.36	68.20	69.05	69.91	70.78
5508	A	Media Specialist	35.71	36.16	36.61	37.07	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21	45.78
2091	A	Natural Resources Manager	62.63	63.41	64.20	65.00	65.81	66.63	67.46	68.30	69.15	70.01	70.89	71.78	72.68	73.59	74.51	75.44	76.38	77.33	78.30	79.28	80.27
2106	A	Natural Resources Biologist I	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86
2089	A	Natural Resources Biologist II	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05
2094	A	Natural Resources Biologist III	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39
2107		Natural Resources Technician I	20.96	21.22	21.49	21.76	22.03	22.31	22.59	22.87	23.16	23.45	23.74	24.04	24.34	24.64	24.95	25.26	25.58	25.90	26.22	26.55	26.88
2090	A	Natural Resources Technician II	29.34	29.71	30.08	30.46	30.84	31.23	31.62	32.02	32.42	32.83	33.24	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.64
0754	A	Neighborhood & Community Services Program Manager	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.19	48.79	49.40	50.02	50.65	51.28

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0759	A	Neighborhood & Community Services Director	67.21	68.05	68.90	69.76	70.63	71.51	72.40	73.30	74.22	75.15	76.09	77.04	78.00	78.98	79.97	80.97	81.98	83.00	84.04	85.09	86.15
2058	A	Neighborhood & Community Services Division Manager	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41
2532		Neighborhood & Community Services Specialist	27.76	28.11	28.46	28.82	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58
2534		Neighborhood & Community Services Supervisor	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.10	40.60	41.11	41.62	42.14	42.67
4602		Occupational Intern, Skilled	12.92	13.08	13.24	13.41	13.58	13.75	13.92	14.09	14.27	14.45	14.63	14.81	15.00	15.19	15.38	15.57	15.76	15.96	16.16	16.36	16.56
0738	A	Office Administrator	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	36.28	36.73	37.19	37.65	38.12	38.60
0739	A	Office Manager	34.63	35.06	35.50	35.94	36.39	36.84	37.30	37.77	38.24	38.72	39.20	39.69	40.19	40.69	41.20	41.72	42.24	42.77	43.30	43.84	44.39
0533	A	Operations Manager	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.87	54.54	55.22	55.91	56.61	57.32	58.04	58.77	59.50	60.24	60.99	61.75	62.52	63.30
1009	A	Paralegal	28.23	28.58	28.94	29.30	29.67	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20
1010	A	Paralegal, Senior	33.90	34.32	34.75	35.18	35.62	36.07	36.52	36.98	37.44	37.91	38.38	38.86	39.35	39.84	40.34	40.84	41.35	41.87	42.39	42.92	43.46
2085	A	Park Supervisor	32.86	33.27	33.69	34.11	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13
2086	A	Park Supervisor, Assistant	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	35.99	36.44	36.90	37.36	37.83	38.30
2105		Permit Supervisor	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.64	38.11	38.59	39.07	39.56	40.05	40.55	41.06	41.57	42.09	42.62	43.15
2209		Planner, Associate	28.92	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07
2221		Planner, Principal	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	51.54
2203		Planner, Senior	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57	39.05	39.54	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0719	A	Planning & Development Services Director	71.14	72.03	72.93	73.84	74.76	75.69	76.64	77.60	78.57	79.55	80.54	81.55	82.57	83.60	84.65	85.71	86.78	87.86	88.96	90.07	91.20
2219	A	Planning & Development Division Manager	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22	57.94	58.66	59.39	60.13	60.88	61.64	62.41
2222	A	Planning Manager	49.78	50.40	51.03	51.67	52.32	52.97	53.63	54.30	54.98	55.67	56.37	57.07	57.78	58.50	59.23	59.97	60.72	61.48	62.25	63.03	63.82
2038	A	Plans Examiner I	34.21	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85
2039	A	Plans Examiner II	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86	43.40	43.94	44.49	45.05	45.61	46.18	46.76	47.34	47.93	48.53	49.14	49.75	50.37
2040	A	Plans Examiner III	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09
0772	A	Police Chief	90.88	92.02	93.17	94.33	95.51	96.70	97.91	99.13	100.37	101.62	102.89	104.18	105.48	106.80	108.14	109.49	110.86	112.25	113.65	115.07	116.51
5123	A	Power Analyst	48.57	49.18	49.79	50.41	51.04	51.68	52.33	52.98	53.64	54.31	54.99	55.68	56.38	57.08	57.79	58.51	59.24	59.98	60.73	61.49	62.26
5128	A	Power Analyst, Senior	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14	61.90	62.67	63.45	64.24	65.04	65.85	66.67	67.50	68.34	69.19
2131	A	Power Engineer I	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28
2132	A	Power Engineer II	39.55	40.04	40.54	41.05	41.56	42.08	42.61	43.14	43.68	44.23	44.78	45.34	45.91	46.48	47.06	47.65	48.25	48.85	49.46	50.08	50.71
2133	A	Power Engineer III	46.48	47.06	47.65	48.25	48.85	49.46	50.08	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60
2134	A	Power Engineer IV	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.35	61.10	61.86	62.63	63.41	64.20	65.00	65.81	66.63	67.46	68.30	69.15	70.01	70.89
0815	A	Power Section Assistant Manager I	70.52	71.40	72.29	73.19	74.10	75.03	75.97	76.92	77.88	78.85	79.84	80.84	81.85	82.87	83.91	84.96	86.02	87.10	88.19	89.29	90.41
0817	A	Power Section Assistant Manager II	80.65	81.66	82.68	83.71	84.76	85.82	86.89	87.98	89.08	90.19	91.32	92.46	93.62	94.79	95.97	97.17	98.38	99.61	100.86	102.12	103.40
0816	A	Power Section Manager	104.86	106.17	107.50	108.84	110.20	111.58	112.97	114.38	115.81	117.26	118.73	120.21	121.71	123.23	124.77	126.33	127.91	129.51	131.13	132.77	134.43
5248	A	Power Supervisor I	39.54	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.24	48.84	49.45	50.07	50.70
5251	A	Power Supervisor II	49.44	50.06	50.69	51.32	51.96	52.61	53.27	53.94	54.61	55.29	55.98	56.68	57.39	58.11	58.84	59.58	60.32	61.07	61.83	62.60	63.38

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5249	A	Power Supervisor III	57.70	58.42	59.15	59.89	60.64	61.40	62.17	62.95	63.74	64.54	65.35	66.17	67.00	67.84	68.69	69.55	70.42	71.30	72.19	73.09	74.00
2322		Program Development Specialist	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60
2321		Program Development Specialist, Lead	32.59	33.00	33.41	33.83	34.25	34.68	35.11	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
1100		Program Technician	24.28	24.58	24.89	25.20	25.52	25.84	26.16	26.49	26.82	27.16	27.50	27.84	28.19	28.54	28.90	29.26	29.63	30.00	30.38	30.76	31.14
0720	A	Project Manager	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65	54.32	55.00	55.69	56.39	57.09
0721	A	Project Manager, Senior	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91
2502		Project Specialist	24.74	25.05	25.36	25.68	26.00	26.32	26.65	26.98	27.32	27.66	28.01	28.36	28.71	29.07	29.43	29.80	30.17	30.55	30.93	31.32	31.71
1142	A	Public Disclosure Manager	41.23	41.75	42.27	42.80	43.34	43.88	44.43	44.99	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
0757	A	Public Works Director	76.39	77.34	78.31	79.29	80.28	81.28	82.30	83.33	84.37	85.42	86.49	87.57	88.66	89.77	90.89	92.03	93.18	94.34	95.52	96.71	97.92
0755	A	Public Works Director, Assistant	66.42	67.25	68.09	68.94	69.80	70.67	71.55	72.44	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.06	84.10	85.15
2055	A	Public Works Division Manager, Assistant	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.12	62.90	63.69	64.49	65.30	66.12	66.95	67.79	68.64	69.50	70.37
2054	A	Public Works Division Manager	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66	74.58	75.51	76.45	77.41
7128	A	Rail Chief Administrative Officer	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36
7129	A	Rail Chief Information/Financial Officer	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
7130	A	Rail Chief Mechanical Officer	59.85	60.60	61.36	62.13	62.91	63.70	64.50	65.31	66.13	66.96	67.80	68.65	69.51	70.38	71.26	72.15	73.05	73.96	74.88	75.82	76.77
7152	A	Rail Superintendent, Assistant	66.69	67.52	68.36	69.21	70.08	70.96	71.85	72.75	73.66	74.58	75.51	76.45	77.41	78.38	79.36	80.35	81.35	82.37	83.40	84.44	85.50
7127	A	Rail Supervisor of Operations	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.44	52.08	52.73	53.39	54.06	54.74
7126	A	Railway Roadmaster	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26	65.06	65.87	66.69	67.52	68.36
2343		Real Estate Officer	38.72	39.20	39.69	40.19	40.69	41.20	41.71	42.23	42.76	43.29	43.83	44.38	44.93	45.49	46.06	46.64	47.22	47.81	48.41	49.02	49.63
2344	A	Real Estate Officer, Senior	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71	54.38	55.06	55.75	56.45	57.16	57.87
2069	A	Real-Time Energy Trader	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	62.76	63.54	64.33	65.13	65.94	66.76	67.59	68.43
0740	A	Records Management Supervisor	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58	42.10
5033		Recycling Supervisor	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.23	35.67	36.12	36.57	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39
0845	A	Relicensing Coordinator	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.30	57.00	57.71	58.43	59.16	59.90
5052		Resource Conservation Specialist	27.76	28.11	28.46	28.82	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58
0560	A	Retirement System Director	76.18	77.13	78.09	79.07	80.06	81.06	82.07	83.10	84.14	85.19	86.25	87.33	88.42	89.53	90.65	91.78	92.93	94.09	95.27	96.46	97.67
0559	A	Retirement System Director, Assistant	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.77	63.55	64.34	65.14	65.95	66.77	67.60	68.45	69.31	70.18	71.06	71.95
1110		Risk Analyst	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	34.56	34.99	35.43	35.87	36.32
1137	A	Risk Analyst, Senior	32.87	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
0703	A	Risk Manager	48.74	49.35	49.97	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.18	55.87	56.57	57.28	58.00	58.73	59.46	60.20	60.95	61.71	62.48

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1204	A	Safety Manager	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	51.26	51.90	52.55
1122		Safety Officer	37.42	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98
2530		Senior Center Cook	13.16	13.32	13.49	13.66	13.83	14.00	14.17	14.35	14.53	14.71	14.89	15.08	15.27	15.46	15.65	15.85	16.05	16.25	16.45	16.66	16.87
2529		Senior Center Van Driver	16.30	16.50	16.71	16.92	17.13	17.34	17.56	17.78	18.00	18.22	18.45	18.68	18.91	19.15	19.39	19.63	19.88	20.13	20.38	20.63	20.89
2556		Seniors Center Supervisor	24.95	25.26	25.58	25.90	26.22	26.55	26.88	27.22	27.56	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99
0138	A	T&D Work Practices Specialist	37.97	38.44	38.92	39.41	39.90	40.40	40.90	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17	45.73	46.30	46.88	47.47	48.06	48.66
1170	A	Tacoma Arts Commission Administrator	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.06	53.72
6220	A	Tacoma Venues & Events Attendant	12.73	12.89	13.05	13.21	13.38	13.55	13.72	13.89	14.06	14.24	14.42	14.60	14.78	14.96	15.15	15.34	15.53	15.72	15.92	16.12	16.32
0730	A	Tacoma Venues & Events Director	68.11	68.96	69.82	70.69	71.57	72.46	73.37	74.29	75.22	76.16	77.11	78.07	79.05	80.04	81.04	82.05	83.08	84.12	85.17	86.23	87.31
0731	A	Tacoma Venues & Events Director Deputy	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	60.82	61.58	62.35	63.13	63.92	64.72	65.53	66.35
0732	A	Tacoma Venues & Events Division Manager	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52	49.13	49.74	50.36
1164	A	Tacoma Venues & Events Event Services Coordinator	29.28	29.65	30.02	30.40	30.78	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53
1168	A	Tacoma Venues & Events Event Services Manager	32.53	32.94	33.35	33.77	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0728	A	Tacoma Venues & Events Marketing Manager	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	46.57	47.15
0733	A	Tacoma Venues & Events Operations Manager	46.57	47.15	47.74	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
1215	A	Tacoma Venues & Events Sales Coordinator	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	30.26	30.64	31.02	31.41	31.80
1156		Tacoma Venues & Events Technical Services Coordinator	22.78	23.06	23.35	23.64	23.94	24.24	24.54	24.85	25.16	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20
5526	A	Telecom-munications Broadband Services Manager	53.97	54.64	55.32	56.01	56.71	57.42	58.14	58.87	59.61	60.36	61.11	61.87	62.64	63.42	64.21	65.01	65.82	66.64	67.47	68.31	69.16
5531	A	Telecom-munications Customer Care & Marketing Manager	42.12	42.65	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00
5532	A	Telecom-munications Customer Care Supervisor	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53
5535	A	Telecom-munications Engineer	43.80	44.35	44.90	45.46	46.03	46.61	47.19	47.78	48.38	48.98	49.59	50.21	50.84	51.48	52.12	52.77	53.43	54.10	54.78	55.46	56.15
5530	A	Telecom-munications Franchise Contract Specialist	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21	45.78	46.35	46.93	47.52	48.11	48.71	49.32	49.94

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
5515	A	Telecom- munications Manager, Assistant	70.08	70.96	71.85	72.75	73.66	74.58	75.51	76.45	77.41	78.38	79.36	80.35	81.35	82.37	83.40	84.44	85.50	86.57	87.65	88.75	89.86
5539		Telecom- munications Planning & Design Technician	29.66	30.03	30.41	30.79	31.17	31.56	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
5560	A	Telecom- munications Sales Coordinator	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	34.66	35.09	35.53	35.97	36.42	36.88	37.34
5562	A	Telecom- munications Technical Services Supervisor	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33	44.88	45.44	46.01	46.59	47.17	47.76	48.36
5523	A	Telecom- munications Technical Administrator	34.91	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56	39.04	39.53	40.02	40.52	41.03	41.54	42.06	42.59	43.12	43.66	44.21	44.76
5500	A	Telecom- munications Manager	91.17	92.31	93.46	94.63	95.81	97.01	98.22	99.45	100.69	101.95	103.22	104.51	105.82	107.14	108.48	109.84	111.21	112.60	114.01	115.44	116.88
1154		Television Production Coordinator	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	46.27
2072	A	Term Energy Trader	67.30	68.14	68.99	69.85	70.72	71.60	72.49	73.40	74.32	75.25	76.19	77.14	78.10	79.08	80.07	81.07	82.08	83.11	84.15	85.20	86.26
1121	A	Training & Development Manager	41.90	42.42	42.95	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71
0823	A	Utilities Director, Deputy Water Superintendent	87.06	88.15	89.25	90.37	91.50	92.64	93.80	94.97	96.16	97.36	98.58	99.81	101.06	102.32	103.60	104.90	106.21	107.54	108.88	110.24	111.62
0825	A	Utilities Director, Deputy Power Superintendent	120.58	122.09	123.62	125.17	126.73	128.31	129.91	131.53	133.17	134.83	136.52	138.23	139.96	141.71	143.48	145.27	147.09	148.93	150.79	152.67	154.58

EXHIBIT "A"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0830	A	Utilities Director, Deputy Rail Superintendent	81.72	82.74	83.77	84.82	85.88	86.95	88.04	89.14	90.25	91.38	92.52	93.68	94.85	96.04	97.24	98.46	99.69	100.94	102.20	103.48	104.77
0819	A	Utilities Director, Deputy	82.92	83.96	85.01	86.07	87.15	88.24	89.34	90.46	91.59	92.73	93.89	95.06	96.25	97.45	98.67	99.90	101.15	102.41	103.69	104.99	106.30
0582	A	Utilities Economist, 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
0580	A	Utilities Economist	40.69	41.20	41.72	42.24	42.77	43.30	43.84	44.39	44.94	45.50	46.07	46.65	47.23	47.82	48.42	49.03	49.64	50.26	50.89	51.53	52.17
0581	A	Utilities Economist, Associate	26.83	27.17	27.51	27.85	28.20	28.55	28.91	29.27	29.64	30.01	30.39	30.77	31.15	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39
1207	A	Utilities Safety Manager	49.72	50.34	50.97	51.61	52.26	52.91	53.57	54.24	54.92	55.61	56.31	57.01	57.72	58.44	59.17	59.91	60.66	61.42	62.19	62.97	63.76
1153		Video Production Assistant	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17	22.45	22.73	23.01	23.30	23.59	23.88	24.18	24.48	24.79	25.10	25.41	25.73
1152		Video Specialist	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55
2064	A	Water Division Superintendent, Deputy	72.55	73.46	74.38	75.31	76.25	77.20	78.16	79.14	80.13	81.13	82.14	83.17	84.21	85.26	86.33	87.41	88.50	89.61	90.73	91.86	93.01
2061	A	Water Division Manager, Assistant	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.93	63.72	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40	71.28	72.17	73.07
2066	A	Water Division Manager	62.71	63.49	64.28	65.08	65.89	66.71	67.54	68.38	69.23	70.10	70.98	71.87	72.77	73.68	74.60	75.53	76.47	77.43	78.40	79.38	80.37
2100	A	Water Program Specialist	32.59	33.00	33.41	33.83	34.25	34.68	35.11	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
5068		Water Supply Supervisor	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	47.36	47.95	48.55	49.16