



Legislation Passed December 3, 2019

The Tacoma City Council, at its regular City Council meeting of December 3, 2019, 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. 40489

A resolution setting Thursday, January 16, 2020, at 9:00 a.m., as the date for a hearing by the Hearing Examiner on the request to vacate the air rights of the north 5.66 feet of South 15th Street, abutting the parcel known as 1351 Fawcett Avenue, to extend air rights from 16.5 feet above the existing grade at the Southwest corner of another point 73.5 feet directly above, and extend 16.5 feet above the existing grade at the Southeast corner to another point 91.2 feet directly above, to facilitate future development.

(1351 Fawcett, LLC; File No. 124.1401)

[Troy Stevens, Senior Real Estate Specialist; Kurtis D. Kingsolver, P.E., Director, Public Works]

Resolution No. 40490

A resolution amending Resolution No. 37631, relating to the Sustainable Tacoma Commission, to increase the number of members from 11 to 13.

[Deputy Mayor McCarthy and Council Members Beale, Ibsen, and Mello]

Resolution No. 40491

A resolution authorizing the execution of an amendment to the Receipt Service Agreement with Puget Sound Energy, Inc., to clarify and modify gas quality testing program requirements for siloxane compounds found in bio-methane from wastewater treatment plants.

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

Resolution No. 40492

A resolution adopting the 2019 Urban Forest Management Plan which consolidates and clarifies existing City goals and policies, establishes prioritized strategies and actions for improving urban forest management, and establishes targets to assess progress annually.

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

Resolution No. 40493

A resolution authorizing the execution of a Collective Bargaining Agreement and Letters of Agreement with the Professional and Technical Employees, Local 17, retroactive to January 1, 2019, through December 31, 2022.

[Dylan Carlson, Senior Labor Relations Manager; Bill Fosbre, City Attorney]

Resolution No. 40494

A resolution authorizing the execution of a Collective Bargaining Agreement and Letters of Understanding with the Teamsters Local Union No. 117, General Unit, retroactive to January 1, 2019, through December 31, 2022.

[Dylan Carlson, Senior Labor Relations Manager; Bill Fosbre, City Attorney]

Resolution No. 40495

A resolution authorizing the execution of a Collective Bargaining Agreement with District Lodge No. 160, on behalf of Local Lodge No. 282 of the International Association of Machinists and Aerospace Workers, Wastewater Treatment Plant Maintenance Supervisors' Unit, consisting of three budgeted full-time equivalent positions, effective January 1, 2020, through December 31, 2023.

[Dylan Carlson, Senior Labor Relations Manager; Bill Fosbre, City Attorney]

Resolution No. 40496

A resolution authorizing the execution of a Collective Bargaining Agreement with District Lodge No. 160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, Local 160, General Unit, consisting of 93 budgeted full-time equivalent positions, effective January 1, 2020, through December 31, 2023.

[Dylan Carlson, Senior Labor Relations Manager; Bill Fosbre, City Attorney]

Resolution No. 40497

A resolution authorizing the execution of a Collective Bargaining Agreement and a Memorandum of Understanding with District Lodge No. 160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit, consisting of five budgeted full-time equivalent positions, effective January 1, 2020, through December 31, 2023.

[Dylan Carlson, Senior Labor Relations Manager; Bill Fosbre, City Attorney]

Resolution No. 40498

A resolution authorizing the execution of a Letter of Understanding with the Tacoma Police Union, Local 6, I.U.P.A., to replace Article 3 - Union Membership and Dues with new language from state law.

[Dylan Carlson, Senior Labor Relations Manager; Bill Fosbre, City Attorney]

Substitute Ordinance No. 28626

An ordinance amending Title 1 of the Municipal Code, relating to Administration and Personnel, by adding a new Chapter 1.55, entitled "Tacoma Creates", for the implementation of a cultural access program, and establishing an advisory board.

[Amy McBride, Arts Administrator; Kim Bedier, Director, Tacoma Venues and Events]

Ordinance No. 28635

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]

Substitute Ordinance No. 28636

An ordinance amending Chapter 13.06 of the Municipal Code, relating to Zoning, by amending Section 13.06.635, entitled "Temporary Use", to update geographic location and square footage requirements for temporary shelter sites.

[Erica Azcueta, Homelessness and Household Stability Program Manager; Linda Stewart, Director, Neighborhood and Community Services]

Amended Ordinance No. 28638

(First and Final Reading) An ordinance providing for the issuance of Local Improvement District (LID) No. 8645 Bonds, Series 2019, in an approximate amount not to exceed \$4,695,721.92, to finance and/or reimburse the City for costs of certain improvements in LID No. 8645 (commonly referred to as the Broadway LID), and delegating the authority to approve the final terms of the bonds.

[Andy Cherullo, Director, Finance]



RESOLUTION NO. 40489

1 A RESOLUTION relating to the vacation of City right-of-way; setting Thursday,
2 January 16, 2020, at 9:00 a.m., as the date for a hearing before the City of
3 Tacoma Hearing Examiner on the petition of 1351 Fawcett, LLC, to vacate
4 the air rights of the north 5.66 feet of South 15th Street abutting the parcel
5 known as 1351 Fawcett Avenue, to extend air rights from 16.5 feet above
6 the existing grade at the Southwest corner of another point 73.5 feet directly
7 above, and extend 16.5 feet above the existing grade at the Southeast
8 corner to another point 91.2 feet directly above, to facilitate future
9 development.

10 WHEREAS 1351 Fawcett, LLC, having received the consent of the
11 owners of more than two-thirds of the properties abutting the parcel known as
12 1351 Fawcett Avenue, has petitioned for the vacation of air rights within the
13 following legally described right-of-way area:

14 The northerly 5.66 feet of that portion of South 15th Street lying adjacent
15 to the following:

16 South one-half of Lot 24, and all of Lots 25 and 26, Block 1309, Map of
17 New Tacoma, W.T., according to plat filed for record February 3, 1875 in
18 the Office of the County Auditor; and lying between the elevations of
19 195.34 and 268.84 feet at the Southwest corner and between 177.66
20 and 268.84 feet at the Southeast corner (NGVD29 Vertical datum).

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

22 Now, Therefore,

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

24 Section 1. That Thursday, January 16, 2020, at 9:00 a.m., is hereby
25 fixed as the date and time, and the Council Chambers on the first floor of the
26 Tacoma Municipal Building, 747 Market Street, in the City of Tacoma, as the
place when and where said request will be heard by the Hearing Examiner and



1 his recommendations thereafter transmitted to the Council of the City of
2 Tacoma.

3 Section 2. That the Clerk of the City of Tacoma shall give proper notice
4 of the time and place of said hearing.
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6 Adopted _____

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8 _____
Attest: Mayor

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10 _____
11 City Clerk

12 Approved as to form:

Property description approved:

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14 _____
Deputy City Attorney

15 _____
Chief Surveyor
Public Works Department

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17 Location: Air rights over the north 5.66 feet of South 15th Street abutting the
parcel known as 1351 Fawcett Avenue

18 Petitioner: 1351 Fawcett, LLC

19 File No.: 124.1401
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RESOLUTION NO. 40490

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

3 A RESOLUTION relating to committees, boards, and commissions; amending
4 Resolution No. 37631, relating to the Sustainable Tacoma Commission, to
5 increase the number of members from eleven to thirteen.

6 WHEREAS the Infrastructure, Planning, and Sustainability Committee, at its
7 November 6, 2019 meeting, discussed the composition of the Sustainable Tacoma
8 Commission, and Committee Members requested to have an increase of members
9 from eleven to thirteen; Now, Therefore,

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

11 That Resolution No. 37631, adopted October 21, 2008, relating to the
12 Sustainable Tacoma Commission, is hereby amended to increase the number of
13 members from eleven to thirteen.
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15 Adopted _____

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17 _____
18 Mayor

19 Attest:

20 _____
21 City Clerk

22 Approved as to form:

23 _____
24 City Attorney
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RESOLUTION NO. 40491

1 A RESOLUTION relating to renewable energy; authorizing the execution of
2 Amendment No. 1 to the Receipt Service Agreement with Puget Sound
3 Energy, Inc., to clarify and modify gas quality testing program requirements
4 for siloxane compounds found in bio-methane from wastewater treatment
5 plants.

6 WHEREAS on January 30, 2018, the City Council approved a series of
7 agreements allowing the Environmental Services Department (“ESD”) to process
8 bio-gas from the Central Treatment Plant’s (“CTP”) digester into pipeline grade
9 renewable natural gas that could then be transported via Puget Sound Energy’s
10 (“PSE”) pipeline system to various locations to be used as vehicle fuel, and

11 WHEREAS according to the Environmental Protection Agency (“EPA”),
12 using methane from this source will reduce greenhouse gases by at least
13 60 percent compared to diesel fuel or natural gas extracted from the earth, and

14 WHEREAS this project supports the City’s commitment to reducing
15 greenhouse gas emissions called for in the 2008 Climate Action Plan and the
16 Environmental Action Plan, and

17 WHEREAS this amendment is necessary to modify conditions of the
18 Receipt Services Agreement adopted on January 30, 2018 by Resolution
19 No. 39926 related to gas quality testing program requirements for siloxane
20 compounds; Now, Therefore,

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

23 Section 1. That the proper officers of the City are hereby authorized to
24 execute Amendment No. 1 to the Receipt Service Agreement with Puget Sound
25 Energy, Inc. (“PSE”) for the purpose of clarifying and modifying gas quality testing
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1 program requirements for siloxane compounds found in bio-methane from
2 wastewater treatment plants.

3 Section 2. That the City Manager, or designee, is hereby authorized to take
4 and execute any additional measures or documents that may be necessary to
5 complete this transaction which are consistent with the approved form of
6 documents attached to this Resolution, and the intent of this Resolution.
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8 Adopted _____
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10 _____
11 Mayor

12 Attest:
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14 _____
15 City Clerk

16 Approved as to form:
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19 Chief Deputy City Attorney
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RESOLUTION NO. 40492

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

3 A RESOLUTION relating to urban forestry and open space; adopting the 2019
4 Urban Forest Management Plan which consolidates and clarifies existing
5 City goals and policies, establishes prioritized strategies and actions for
6 improving urban forest management, and establishes targets to assess
7 progress annually.

8 WHEREAS across the Puget Sound, urban tree canopy is declining at a
9 rapid rate, with the City having the lowest assessed tree canopy in the region when
10 compared to other Puget Sound cities, and

11 WHEREAS in 2019, the City solicited the development of the Urban Forest
12 Management Plan ("UFMP"), with a contract being awarded to urban forest and
13 green industry planning firms PlanIT Geo, LLC, Peninsula Environmental Group,
14 and Conservation Technix, known collectively as the Urban Forestry Team
15 ("UFT"), and

16 WHEREAS the UFT led the development of the UFMP with the assistance
17 of the Sustainable Tacoma Commission, internal and external stakeholders, and
18 the public, and

19 WHEREAS the UFMP serves as a road map outlining meaningful, high-
20 priority actions the City will take to support our community between 2019 and 2030
21 to strive towards a goal of a healthy, thriving 30 percent overall tree canopy
22 coverage, as well as standardize a reporting system for tracking progress toward
23 the City's goals, and includes five-year indicator targets which will help the City
24 track progress on outputs and outcomes, and
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1 WHEREAS the UFMP uses goals and policies previously approved by the
2 City Council to identify and prioritize actions that lead to the implementation of
3 these policies and achievement of these goals, and

4 WHEREAS implementation of the actions in the UFMP will result in
5 beneficial impacts to economic and social factors, including community
6 engagement, improved equity, enhanced human health, and environmental
7 improvements, and

8 WHEREAS the Infrastructure, Planning, and Sustainability Committee
9 ("IPS") received presentations on the plan at their meetings of August 21,
10 October 16, and November 20, 2019; Now, Therefore,

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

12 Section 1. That the 2019 Urban Forest Management Plan ("UFMP"), which
13 consolidates and clarifies existing City goals and policies, establishes prioritized
14 strategies and actions for improving urban forest management, and establishes
15 targets to assess progress annually, is hereby adopted as the City of Tacoma
16 Urban Forest Management Plan.
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Section 2. That the City Manager, or designee, is hereby authorized to take and execute any additional measures or documents that may be reasonably necessary to implement the City Urban Forest Management Plan.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Chief Deputy City Attorney



RESOLUTION NO. 40493

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement and two Letters of Agreement
3 between the City and Professional & Technical Employees, Local 17
4 (PROTEC 17), effective retroactive to January 1, 2019, through December
5 31, 2022.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS this resolution allows for the execution of a four-year Collective
10 Bargaining Agreement ("CBA") between the City and Professional & Technical
11 Employees, Local 17 (PROTEC 17) ("Union"), on behalf of the employees
12 represented by said Union, and

13 WHEREAS the CBA will provide for a wage increase of 3 percent and wage
14 adjustments to 16 classifications due to market, compression, and/or parity,
15 retroactive to January 1, 2019; effective January 1, 2020, wages will increase by 3
16 percent; effective January 1, 2021, wages will increase by 2.5 percent; and
17 effective January 1, 2022, wages will increase by 2.25 percent, and

18 WHEREAS other changes to the CBA include: (1) modifying Article 5 –
19 grievance procedure to clarify process and provide more time to consider whether
20 to arbitrate a grievance; (2) retitling the classification of Utility Services
21 Representative I (CSC 0613) to Utility Services Representative; (3) retitling the
22 classification of Utility Services Representative II (CSC 0614) to Utility Services
23 Supervisor; (4) adding a new classification of Utility Services Representative,
24 Senior (CSC 0608) with a pay range between Utility Services Representative and
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Utility Services Supervisor, to provide for a better path for promotion of qualified employees; (5) aligning base wages for the Engineering Construction Coordinator with those of the Associate Construction Manager classification, due to their similar requirements, which provides an adjustment of 1.73 percent; and (6) providing for gender-neutral language throughout the agreement, and

WHEREAS the first proposed Letter of Agreement will add a Commercial Driver's License (CDL) requirement to employees currently in the Collection Systems Worker (CSC 5007) and Collection Systems Technician (CSC 5008) classifications in the Environmental Services Department; current employees with a CDL will be eligible to advance the equivalent of one pay step, and employees who do not have a CDL will be eligible for a step increase upon obtaining a CDL, and

WHEREAS the second proposed Letter of Agreement will create applications of rate for Planning & Development Department and Neighborhood & Community Services Department employees in the classifications of Inspector, Senior Inspector, and Code Inspector Supervisor, who obtain International Code Council certifications, and

WHEREAS the CBA and two Letters of Agreement were considered and approved by the Public Utility Board at its meeting of November 13, 2019, and

WHEREAS it appears in the best interests of the City that the CBA and two Letters of Agreement negotiated by said Union and the City be approved; Now, Therefore,



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

That the proper officers of the City are hereby authorized to execute the four-year Collective Bargaining Agreement and two Letters of Agreement between the City and Professional & Technical Employees, Local 17 (PROTEC 17), effective retroactive to January 1, 2019, through December 31, 2022, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11122



RESOLUTION NO. 40494

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement and Letters of Understanding
3 between the City and Teamsters Local Union No. 117, General Unit,
4 effective retroactive to January 1, 2019, through December 31, 2022.

5 WHEREAS the City has, for years, adopted the policy of collective
6 bargaining between the various labor organizations representing employees and
7 the administration, and

8 WHEREAS this resolution allows for the execution of a four-year Collective
9 Bargaining Agreement ("CBA") between the City and Teamsters Local Union
10 No. 117, General Unit ("Union"), on behalf of the employees represented by said
11 Union, and

12 WHEREAS the CBA will provide for a general wage increase of 3 percent
13 retroactive to January 1, 2019; additionally, retroactive to January 1, 2019, the
14 Crime Analyst classification series will receive a market adjustment of 5.2 percent,
15 and the Laborer classification (CSC 5001) will receive a market-based increase of
16 18 percent and a wage scale reduction from 5 pay steps to 3 pay steps; effective
17 January 1, 2020, all base wages will increase by 3 percent; effective January 1,
18 2021, wages will increase by 2.5 percent; and effective January 1, 2022, wages
19 will increase by 2.25 percent, and

20 WHEREAS other changes to the CBA include: (1) adding language
21 regarding extensions of time for issuing disciplinary letters; (2) providing more time
22 to determine if a grievance will go to arbitration; (3) providing that members
23 working in the Tacoma Police Department will receive a lump sum payment of
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\$500 annually, retroactive to January 1, 2019, in recognition of CALEA accreditation and successful maintenance; (4) adjusting various Applications of Rate; (5) eliminating the annual clothing and boot allowance for Tax & License Compliance Officers in 2020, and providing for a one-time lump sum payment of \$200; (6) clarifying that Tacoma Municipal Code 1.24.710 will be followed when hiring Laborers; and (7) changing the language in the Department/Division Addenda to increase operational efficiencies, and

WHEREAS other changes include a Letter of Understanding revision regarding set-ups for the Grounds Maintenance Worker Upgrade-Cowlitz River Project, and a continuation of an existing Letter of Understanding relating to the Western Conference of Teamsters Pension Trust, and

WHEREAS the CBA and Letters of Understanding were considered and approved by the Public Utility Board at its meeting of November 13, 2019, and

WHEREAS it appears in the best interests of the City that the CBA and Letters of Understanding negotiated by said Union and the City be approved; Now, Therefore,

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

That the proper officers of the City are hereby authorized to execute the four-year Collective Bargaining Agreement and Letters of Understanding between the City and Teamsters Local Union No. 117, General Unit, effective retroactive to



1 January 1, 2019, through December 31, 2022, said document to be substantially in
2 the form of the agreement on file in the office of the City Clerk.

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4 Adopted _____

5 _____
6 Mayor

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8 Attest:

9 _____
10 City Clerk

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12 Approved as to form:

13 _____
14 Deputy City Attorney

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16 Requested by Public Utility Board
17 Resolution No. U-11121
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RESOLUTION NO. 40495

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement between the City and District
3 Lodge #160, on behalf of Local Lodge #282 of the International Association
4 of Machinists and Aerospace Workers, Wastewater Treatment Plant
Maintenance Supervisors' Unit, effective January 1, 2020, through
December 31, 2023.

5 WHEREAS the City has, for years, adopted the policy of collective
6 bargaining between the various labor organizations representing employees and
7 the administration, and
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9 WHEREAS this resolution allows for the execution of a four-year Collective
10 Bargaining Agreement ("CBA") between the City and District Lodge #160, on
11 behalf of Local Lodge #282 of the International Association of Machinists and
12 Aerospace Workers, Wastewater Treatment Plant Maintenance Supervisors' Unit
13 ("Union"), on behalf of the employees represented by said Union, and
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15 WHEREAS the bargaining unit consists of approximately three budgeted,
16 full-time equivalent ("FTE") positions, and
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18 WHEREAS the CBA will provide for a wage increase of two percent
19 effective January 1 of each year of the agreement, and
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21 WHEREAS other significant changes include: (1) withdrawing the unit from
22 the Western Metal Industry Pension Fund, with the City assuming withdrawal
23 liabilities in accordance with the plan procedures and applicable law; (2) providing
24 that employees hired January 1, 2020 or later, will not be eligible for longevity, and
25 will be required to enroll in the Personal Time Off plan, in lieu of Vacation and Sick
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1 Leave; (3) clarifying language regarding travel time for callbacks and standby; and
2 (4) providing changes throughout the agreement for gender neutral language, and

3 WHEREAS it appears in the best interests of the City that the CBA
4 negotiated by said Union and the City be approved; Now, Therefore,

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

6 That the proper officers of the City are hereby authorized to execute the
7 four-year Collective Bargaining Agreement between the City and District Lodge
8 #160, on behalf of Local Lodge #282 of the International Association of Machinists
9 and Aerospace Workers, Wastewater Treatment Plant Maintenance Supervisors'
10 Unit, effective January 1, 2020, through December 31, 2023, said document to be
11 substantially in the form of the agreement on file in the office of the City Clerk.
12

13 Adopted _____
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15 _____
16 Mayor

17 Attest:
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19 _____
20 City Clerk

21 Approved as to form:
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23 _____
24 Deputy City Attorney
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RESOLUTION NO. 40496

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement between the City and District
3 Lodge #160, on behalf of Local Lodge #297 of the International Association
4 of Machinists and Aerospace Workers, Local 160, General Unit, effective
5 January 1, 2020, through December 31, 2023.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS this resolution allows for the execution of a four-year Collective
10 Bargaining Agreement ("CBA") between the City and District Lodge #160, on
11 behalf of Local Lodge #297 of the International Association of Machinists and
12 Aerospace Workers, Local 160, General Unit ("Union"), on behalf of the
13 employees represented by said Union, and

14 WHEREAS the bargaining unit consists of approximately 93 budgeted,
15 full-time equivalent ("FTE") positions, and

16 WHEREAS the CBA will provide for a wage increase of two percent
17 effective January 1 of each year of the agreement, and

18 WHEREAS other significant changes include: (1) withdrawing the unit from
19 the Western Metal Industry Pension Fund, with the City assuming withdrawal
20 liabilities in accordance with plan procedures and applicable law; (2) providing that
21 employees hired January 1, 2020 or later will not be eligible for longevity; (3)
22 clarifying that unused compensatory time will be paid at the end of the year in
23 which it was earned; (4) requiring that employees hired on January 1, 2020 or
24 later, will be required to enroll in the Personal Time Off plan, in lieu of Vacation and
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1 Sick Leave; (5) eliminating language that required mutual agreement between the
2 City and the Union before changes could be made to work schedules; (6) replacing
3 language regarding emergency shifts, to state the shifts will be for 12 hours; (7)
4 adding Welder to the classifications that will receive a five percent application of
5 rate when assigned to work in a lead capacity; (8) providing language to promote
6 operational efficiencies, including language regarding travel time for call back and
7 standby, and reorganizing the Waste Water Treatment Plant Maintenance
8 classifications; and (9) providing changes throughout the agreement for gender
9 neutral language, and
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11 WHEREAS the CBA was considered and approved by the Public Utility
12 Board at its meeting of November 13, 2019, and

13 WHEREAS it appears in the best interests of the City that the CBA
14 negotiated by said Union and the City be approved; Now, Therefore,
15

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

17 That the proper officers of the City are hereby authorized to execute the
18 four-year Collective Bargaining Agreement between the City and District Lodge
19 #160, on behalf of Local Lodge #297 of the International Association of Machinists
20 and Aerospace Workers, Local 160, General Unit , effective January 1, 2020,
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1 through December 31, 2023, said document to be substantially in the form of the
2 agreement on file in the office of the City Clerk.

3 Adopted _____
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5 _____
6 Mayor

7 Attest:

8 _____
9 City Clerk

10 Approved as to form:

11 _____
12 Deputy City Attorney

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14 Requested by Public Utility Board
15 Resolution No. U-11120
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RESOLUTION NO. 40497

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement and Memorandum of
3 Understanding between the City and District Lodge #160, on behalf of Local
4 Lodge #297 of the International Association of Machinists & Aerospace
5 Workers, Local 160, Yard Clerk Unit, effective January 1, 2020, through
6 December 31, 2023.

7 WHEREAS the City has, for years, adopted the policy of collective
8 bargaining between the various labor organizations representing employees and
9 the administration, and

10 WHEREAS this resolution allows for the execution of a four-year Collective
11 Bargaining Agreement ("CBA") between the City and District Lodge #160, on
12 behalf of Local Lodge #297 of the International Association of Machinists &
13 Aerospace Workers, Local 160, Yard Clerk Unit ("Union"), on behalf of the
14 employees represented by said Union, and

15 WHEREAS the bargaining unit consists of approximately five budgeted,
16 full-time equivalent ("FTE") positions, and

17 WHEREAS the CBA covers four years and will provide for a wage increase
18 in each year of the agreement; effective January 1, 2020, the hourly rate for
19 Railway Yard Clerk will be set to \$38.65; effective January 1, 2021, the rate will
20 increase to \$39.50; effective January 1, 2022, the rate will increase to \$40.00; and
21 effective January 1, 2023, the rate will increase to \$40.50, and

22 WHEREAS other significant changes include: (1) withdrawal of the unit
23 from the Western Metal Industry Pension Fund, with the City assuming withdrawal
24 liabilities in accordance with plan procedures and applicable law; (2) employees
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1 hired after January 1, 2020, will not be eligible for longevity, and (3) new
2 employees hired after the second pay period in January 2020 will be eligible for
3 reimbursement for the required footwear of up to \$200, in lieu of the 2020 annual
4 boot allowance provided, and

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6 WHEREAS the Memorandum of Understanding ("MOU") is attached to the
7 CBA and provides for a pilot project for guaranteed position 4/10 scheduling, with
8 the goal of improving schedule predictability, and

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10 WHEREAS it appears in the best interests of the City that the CBA and the
11 MOU negotiated by said Union and the City be approved; Now, Therefore,

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

13 That the proper officers of the City are hereby authorized to execute the
14 four-year Collective Bargaining Agreement between the City and District Lodge
15 #160, on behalf of Local Lodge #297 of the International Association of Machinists
16 & Aerospace Workers, Local 160, Yard Clerk Unit, effective January 1, 2020,
17 through December 31, 2023, including the Memorandum of Understanding, said
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1 documents to be substantially in the form of the agreement on file in the office of
2 the City Clerk.

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4 Adopted _____

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6 _____
Mayor

7 Attest:

8 _____
City Clerk

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10 Approved as to form:

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12 _____
Deputy City Attorney

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RESOLUTION NO. 40498

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Understanding negotiated between the City of Tacoma and Tacoma
3 Police Union, Local 6, I.U.P.A.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

7 WHEREAS Resolution No. 39983, adopted April 10, 2018, authorized the
8 execution of the three-year Collective Bargaining Agreement ("CBA") between the
9 City of Tacoma and Tacoma Police Union, Local 6, I.U.P.A. ("Union"), on behalf of
10 the employees represented by said Union, and

11 WHEREAS the City and Union have negotiated a Letter of Understanding
12 ("LOU") to the CBA which provides for the replacement of Article 3 – Union
13 Membership and Dues, in its entirety, with new language to reflect the recent
14 changes to RCW 41.56 regarding union dues and fees, and

15 WHEREAS it appears in the best interest of the City that the LOU negotiated
16 by said Union and the City be approved; Now, Therefore,

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

18 That the proper officers of the City are hereby authorized to execute the
19 Letter of Understanding negotiated between the City of Tacoma and Tacoma Police
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1 Union, Local 6, I.U.P.A., said document to be substantially in the form of the
2 document on file in the office of the City Clerk.

3
4 Adopted _____

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6 _____
Mayor

7 Attest:

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9 _____
City Clerk

10 Approved as to form:

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12 _____
Deputy City Attorney

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SUBSTITUTE
ORDINANCE NO. 28626

1 AN ORDINANCE relating to cultural access; amending Title 1 of the Tacoma
2 Municipal Code, relating to Administration and Personnel, by the addition of
3 a new Chapter 1.55, to be known as "Tacoma Creates," for the purpose of
4 implementing a cultural access program, as authorized by state law and
approved by Tacoma voters in November 2018; establishing an Advisory
Board; and defining eligibility.

5 WHEREAS RCW 36.160, signed into law on July 6, 2015, authorizes any
6 county or city in the state to create a cultural access program for the purpose of
7 reducing barriers and increasing access to arts, culture, heritage, and science
8 activities and experiences, and
9

10 WHEREAS, in 2017, pursuant to Resolution No. 40046, the City Council
11 unanimously approved bringing Tacoma Creates to voters, and in November
12 2018, Tacoma voters approved Tacoma Creates, and
13

14 WHEREAS the voter's approval of Tacoma Creates opened an opportunity
15 to systemically support existing and nascent efforts to actively engage the
16 community; reach traditionally underserved populations; increase civic
17 participation in arts, culture, heritage, and science experiences; and grow talent
18 and creativity across the City, and
19

20 WHEREAS Tacoma Creates will leverage and grow the significant public
21 and private investment that has been committed to the revitalization of Tacoma
22 through its cultural sector, and
23

24 WHEREAS Tacoma Creates will equitably expand access to arts, culture,
25 heritage and science events, venues, performances, and opportunities throughout
26 the City, and



WHEREAS Tacoma Creates will enhance and extend arts, culture,
1 heritage, and science education for Tacoma Public Schools students through the
2 Public School Cultural Access Program, and

3
4 WHEREAS it is anticipated that the overall economy of Tacoma will benefit
5 from Tacoma Creates activity, including increased economic activity generated by
6 an enhanced cultural sector, greater tourism and attraction of visitors to Tacoma
7 for cultural activities, and promotion and support for jobs in creative fields and
8 enterprises, and

9
10 WHEREAS the City's Office of Arts & Cultural Vitality will be the designated
11 public agency that will administer Tacoma Creates, and

12 WHEREAS an advisory board will be established and appointed by the City
13 Council to guide Tacoma Creates, and

14 WHEREAS Tacoma Creates gratefully acknowledges that we rest on the
15 traditional lands of the Puyallup People, where they make their home and speak
16 the Lushootseed language, and

17
18 WHEREAS Tacoma Creates will (1) invest in organizations whose primary
19 purpose is to advance or preserve arts, culture, heritage, and/or science, and
20 provide public programming in those areas; (2) support a diversity of arts, culture,
21 heritage, and/or science programs that are Tacoma based and occur in Tacoma;
22 (3) support neighborhood activities, such as festivals, fairs, and creative
23 place-making; (4) prioritize equity and access in programming and funding
24 decisions; (5) invest in youth education opportunities and support the partnerships
25 and systems that increase access to these opportunities; and (6) provide capacity
26



building support to strengthen and grow the ability of organizations to thrive and meet the needs of the community, and

WHEREAS the City Council finds that these Recitals and the attached regulations in the new Chapter 1.55, "Tacoma Creates," are a careful and good faith interpretation and application of the terms of RCW 36.160 to the Tacoma community and fully effectuate the state's legislative intent; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That the City Council hereby adopts the Recitals of this Ordinance as its formal legislative findings.

Section 2. That pilot funding for cultural sector programming in calendar year 2020 shall be awarded to cultural sector organizations of various sizes to provide services that directly benefit Tacoma residents, with broad outreach and clear evaluation measures that meet the overall guidelines of Tacoma Creates. Such pilot funding shall be within the annual organizational limits, and shall be implemented in advance of the appointment of an Advisory Board, based on proposals that respond to published application guidelines and review criteria, and funding recommendations made by an interim panel.

Section 3. That Title 1 of the Tacoma Municipal Code is hereby amended by the addition of a new Chapter 1.55, to be known and designated as "Tacoma Creates," as set forth in the attached Exhibit "A."

Section 4. That the City Clerk, in consultation with the City Attorney, is authorized to make necessary corrections to this ordinance, including, but not



1 limited to, the correction of scrivener's/clerical errors, references, ordinance
2 numbering, section/subsection numbers, and any references thereto.

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4 Passed _____

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6 _____
Mayor

7 Attest:
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9 _____
City Clerk

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11 Approved as to form:
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13 _____
Deputy City Attorney

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EXHIBIT "A"

Chapter 1.55 TACOMA CREATES

Sections:

1.55.010 Creation of Tacoma Creates.

1.55.020 Declaration of purpose.

1.55.030 Allocation of funding.

1.55.040 Definitions.

1.55.050 Eligibility.

1.55.060 Funding programs.

1.55.070 Application review panels.

1.55.080 Public School Cultural Access Program ("PSCAP").

1.55.090 Tacoma Creates Advisory Board.

1.55.100 Administration.

1.55.010 Creation of Tacoma Creates.

There is hereby established a Cultural Access Program in the City of Tacoma, enabled by RCW 36.160 and approved by Tacoma voters in November 2019 by a vote of 67.2 percent, to be known as "Tacoma Creates."

This chapter may also be referred to as the "Tacoma Creates Code."

1.55.020 Declaration of purpose.

It is hereby declared, as a matter of public policy, that support for arts, culture, heritage, and science organizations throughout the City is in the public interest, and will serve multiple public purposes including, among others, enhancing and extending the education reach and offerings of cultural organizations; ensuring continued and expanded access to the facilities and programs of organizations by economically and geographically underserved populations; and providing financial stability to organizations to continue and extend the numerous public benefits they provide. Tacoma Creates will invest in cultural organizations of all types and sizes, and will ensure that equity and access goals are central in all funding programs.

The purpose of Tacoma Creates is to:

A. Systemically support existing and nascent efforts of the cultural sector and aligned partners to actively engage the community, reach traditionally underserved populations, increase civic participation, and grow the talent, participation, and creativity across the City.

B. Leverage and grow the significant public and private investment that has been committed to the revitalization of Tacoma through its cultural sector; expand investments to reach deeper into the neighborhoods; and expand access for all Tacoma residents to arts, culture, heritage and science events, venues, performances, large-scale City events, exhibits, and neighborhood activities.

C. Increase and expand access to arts, culture, heritage, and/or science activities and experiences by creating welcoming places, relevant and diverse programming, and affordable and free programs.

D. Support an increase in cultural activities in neighborhoods that reflect diverse cultures, lifestyles and interests, including, but not limited to, community festivals, street fairs, and creative place-making.

E. Invest in organizations whose primary purpose is to advance or preserve arts, culture, heritage, and/or science, and who provide public programming in these areas.

F. Support a diversity of arts, culture, heritage, and/or science programs that are Tacoma based and occur in Tacoma.

G. Prioritize equity and access in programming and funding decisions.



H. Invest in youth education opportunities and the partnerships and systems that increase access to these opportunities; and enhance and extend arts, culture, heritage, and science education for Tacoma Public Schools students through the Public School Cultural Access Program ("PSCAP").

I. Provide capacity building funding, training, and programs to support to strengthen, sustain and grow the ability of organizations to thrive and meet the needs of the community.

J. To increase public awareness and highlight the importance of tribal cultural resources and the history of all the region's native and indigenous peoples.

1.55.030 Allocation of funding.

Pursuant to Resolution No. 40046, the following funding allocations were proposed and approved by the voters:

A. Neighborhood Funding. A minimum of 52 percent of all revenues will equitably support programming located throughout Tacoma's neighborhoods.

Programming in neighborhoods will include all public programs, youth education programs, and community events that occur outside of Tacoma's downtown core but within the boundaries of the City of Tacoma.

Funding for the Public School Cultural Access Program will be a portion of Neighborhood Funding.

B. Increased Public Access. Up to 26 percent of all revenues will support enhanced access to cultural sector programming for the benefit of Tacoma residents.

This may include the development or expansion of free or reduced-price admission programs or scholarship programs; expansion of open public hours at cultural facilities; expansion of programming locations or transportation options; displays and installations in all communities that raise awareness of cultural resources within the City; expansion of inclusive programming that considers cultural relevance, language access, and ADA accessibility; strengthening and supporting existing work in any of these areas; and/or other efforts to reduce barriers to access for people across Tacoma.

C. Capacity Building. Up to 6 percent of all revenues will support efforts that build capacity for developing and implementing Tacoma Creates programming.

This may include funding for cultural organizations to improve or expand their internal capacity to deliver equitable public programs; professional development programs for cultural organization staff to enhance skills related to Tacoma Creates programming; providing technical support for cultural organizations in responding to Tacoma Creates application, grant management, or reporting requirements; and other opportunities to support growth and development for the cultural sector.

D. Transportation. Up to 8 percent of all revenues will support transportation options for students enrolled in Tacoma Public Schools to increase their access to cultural sector programming.

E. Administration. Up to 8 percent of all revenues will support administrative costs related to program management.

1.55.040 Definitions.

"Arts organization" means an organization that provides programming across one or more of the following artistic fields: creative place-making, dance, design, folk and traditional arts, literary arts, multi-disciplinary arts, music, media arts, theater, and visual arts.

"Cultural organizations" and/or "Cultural sector" means, collectively, organizations whose primary purpose is to advance and/or preserve arts, culture, heritage, and/or science, and who provide public programming in these areas.

"Culture organization" means an organization that provides programming that focuses on extending or sustaining the traditions, customs, language, knowledge, skills, trades, and/or celebrate the achievements of a particular nation, people, or other social identity group.



“Downtown core” means the area within the following boundaries: North border is 6th Avenue; West border is Thea Foss Waterway and East L Street; South border is I-5; East border is Tacoma Avenue South.

“Equity” means minimizing historical, systematic, and institutional disparities and maximizing opportunities for all people. Equity takes into account context, history, current realities, and future outcomes. The purpose of equity in Tacoma Creates programming is to foster greater inclusiveness, increase diversity, and broaden participation in arts, culture, science, and heritage experiences.

“Fiscal sponsorship” means a formal arrangement in which a 501(c)(3) organization, based in Washington State, provides financial management and other administrative services for an organization that provides public benefit but lacks 501(c)(3) status. Fiscal sponsors will be eligible to receive and manage a funding contract from Tacoma Creates on behalf of the sponsored organization; fees charged by the fiscal sponsor to cover administrative costs may not exceed 10% of any funding contract.

“Heritage organization” means an organization that provides programming that focuses on the identification, documentation, exhibition, interpretation, and/or preservation of the past, including the people, places, events, and physical spaces of any community of people.

“Panel” means a group of individuals convened by staff to review applications or nominations using published review criteria, and make recommendations to the Advisory Board.

“Science organization” means an organization that provides programming across one or more of the following scientific fields: physical sciences, life sciences, natural sciences, earth and space sciences, engineering, technology, and work that applies scientific methods or engineering design cycles.

“Tacoma Creates Administration” means the Office of Arts & Cultural Vitality within the Tacoma Venues and Events Department, or its successor within Tacoma’s administration.

1.55.050 Eligibility.

A. Organizations which fulfill the following eligibility criteria may apply for Tacoma Creates funding programs. Specific eligibility and criteria may vary, depending on the funding program, and may be revised from time to time by the Tacoma Creates Administration, in consultation with the Tacoma Creates Advisory Board, based on experience with the program to ensure it continues to fulfill its purpose.

1. Eligibility Category A – Organizations meet all five primary eligibility criteria.

a. Primary Purpose: The organization’s primary purpose must be to advance and/or preserve arts, culture, heritage, and/or science.

b. Non-Profit Status: The organization must be a 501(c)(3) nonprofit corporation, incorporated under the laws of the state of Washington and recognized by the Internal Revenue Service.

c. Location: The organization’s official business address is in the City of Tacoma.

d. Program Delivery: The organization must directly provide programming or experiences to the general public in the City of Tacoma.

e. Track Record: The organization must have a two-year track record of providing programming or experiences to the general public in the City of Tacoma.

2. Eligibility Category B – An organization that does not meet the Track Record criteria, but meets all other criteria listed in Category A.

3. Eligibility Category C – An organization that does not meet the Non-Profit Status criteria, and may not meet the Track Record criteria, but does meet all other criteria listed in Category A. Organizations in this category may apply with a Fiscal Sponsor.

4. Eligibility Category D – An organization that does not meet the Location criteria, but meets all other criteria listed in Category A, and has a business address within Pierce County, and is able to demonstrate that at least 65 percent of its public programming occurs within the City of Tacoma.



5. Eligibility Category E – Affiliate Cultural Programs within a larger non-profit. Established and distinct cultural programs that meet the Primary Purpose, Location, and Program Delivery criteria, and are part of a larger non-profit, public-serving organization, may apply if the following additional eligibility criteria are met:

a. Independent mission: Have a published mission statement independent of the parent organization.

b. Independent board: Have a board or steering committee that guides the program, independent of the parent organization's board.

c. Independent budget: Have a distinct, balanced budget, independent of the parent organization.

d. Track record: Five years providing public programming in arts, culture, heritage, and/or science.

e. Staff: Have dedicated, paid staff, equal to at least one full-time employee.

f. Matching Funds: Provide a 1:1 cash match for Tacoma Creates funds.

g. The parent organization must:

(1) Be a public-serving 501(c)(3) or 501(c)(6) non-profit organization.

(2) Be based in the City of Tacoma.

(3) Retain no more than 10 percent of any Tacoma Creates grant to support administrative services.

6. Eligibility Category F – Business District Associations and Neighborhood Councils. Business District Associations (Tacoma Municipal Code (“TMC”) 1.47) and Neighborhood Councils (TMC 1.45) recognized by the City of Tacoma may apply for funding for neighborhood-based arts, culture, heritage, and/or science programs or events, especially fairs and festivals, but must have a Fiscal Sponsor that is a 501(c)(3) organization in Tacoma that meets the Primary Purpose criteria of advancing or preserving arts, culture, heritage, and/or science.

B. Eligibility exclusions.

The specific eligibility exclusions noted in RCW 36.160 apply to all eligibility categories:

Funding cannot be distributed to any agency of the state or any of its political subdivisions; any municipal corporation; any organization that raises funds for redistribution to multiple cultural organizations; or any radio or television broadcasting network or station, cable communications system, internet-based communications venture or service, newspaper, or magazine.

1.55.060 Funding Programs.

Tacoma Creates funding programs will be designed to support a variety of types and sizes of organizations and programs that will provide public benefit in Tacoma, with a demonstrated commitment to improving equity and access. Organizational requirements for equity and inclusion, which will be detailed in funding application guidelines and evaluation criteria, will be designed to ensure a rigorous focus on addressing historical inequities in the cultural sector and in Tacoma.

Funding programs may be revised from time to time by the Tacoma Creates Administration, in consultation with the Tacoma Creates Advisory Board, based on experience with the program to ensure it continues to fulfill its purpose.

A. Funding Category 1. Organizations in any eligibility category may apply for funding that will support public programs in arts, culture, heritage, and/or science, and will address one or more of these primary public benefit areas:

1. Increasing public access to cultural programs and/or facilities;

2. Providing neighborhood and community-based programs; or

3. Providing educational programs for youth.



Funding levels will be determined by the Advisory Board.

B. Funding Category 2. Organizations in Eligibility Category A may apply for funding in this category if they commit to meeting all three primary public benefit areas:

1. Increasing public access to cultural programs and/or facilities;

2. Providing neighborhood and community-based programs; and

3. Providing educational programs for youth.

Organizations applying in this funding category will be encouraged to demonstrate collaborative efforts and continuous improvement towards sustainability of the organization. Funding levels in this grant category will be determined by the Advisory Board, but set at a maximum of 15 percent of an organization's total budget, up to a maximum of \$400,000 per year.

Eligible organizations may apply in either Funding Category 1 or Category 2, but not both.

Eligible organizations may participate in the PSCAP.

Additional funding programs may be developed over the life of the Tacoma Creates program in order to meet emerging needs and opportunities.

Funding program guidelines and associated evaluation criteria will be developed by staff for approval by the Advisory Board.

1.55.070 Application review Panels.

A. An independent panel will be convened to review applications for each round of funding. The application review panel will consist of members of the Advisory Board, in addition to a diverse representation of community members who provide content expertise and community-based knowledge.

B. Panel members may be recommended by the Advisory Board, as well as staff.

C. A unique group of individuals will be convened for each application review panel.

D. Panels will review applications using published review criteria, and submit funding recommendations to the Advisory Board for review and approval.

1.55.080 Public School Cultural Access Program ("PSCAP").

Pursuant to RCW 36.160.110, Tacoma Creates must designate a percentage of total funds available annually to be reserved for a public school cultural access program established and managed by the City to increase access to cultural activities and programming for public school students resident in the City. Tacoma Creates will dedicate 15-30 percent of total funds to support PSCAP, inclusive of systems support.

PSCAP programs will be developed for the benefit of Tacoma Public Schools ("TPS") students and teachers. Tacoma Creates will invest in cultural organizations that provide programming, and in district level partnerships and systems that increase access to these opportunities.

PSCAP will offer benefits to every public school in TPS, while prioritizing schools based on various indicators of gaps in equity and opportunity, including free and reduced-price meals percentages.

Tacoma Creates will support a wide range of programming within the PSCAP, as described below.

Tacoma Creates will build the capacity of cultural organizations to develop and deliver high quality and inclusive programs that help TPS meet their goals for student success, academically and socially, and in alignment with the Whole Child Initiative. Tacoma Creates will support the development of tools and materials to support alignment with school curricula and state standards.



A. Programming that may be covered by PSCAP funds:

1. Expanded Learning Opportunities (“ELO”): Before/after-school classes, summer classes, offered in partnership with and on the campuses of TPS, and in collaboration with one or more ELO partners that manage logistics required to enable successful programming.

2. Systems support for ELO: Tacoma Creates will help support ELO partner(s) expenses related to staffing, marketing, coordinating registration, transportation, snacks, etc. necessary to support a comprehensive ELO system that serves all students.

3. School Day Programs at TPS sites: Learning opportunities offered by Tacoma Creates-funded organizations that occur during the regular school day, as part of basic education.

4. School Day and School Break Field Trips: TPS classes traveling off-campus to an arts, culture, heritage, and/or science learning experience led by a Tacoma Creates-funded organization. Tacoma Creates funding would cover bus transportation as well as the cost of the learning experience.

5. Professional Development and Curriculum Support: Tacoma Creates-supported organizations may collaborate with TPS to offer professional learning programs for certified teachers/district staff, and/or collaborative curriculum development, in order to improve schools’ capacity to deliver high-quality learning experiences in arts, culture, heritage, and science.

6. Capacity Building for Cultural Organization Educators: Professional learning programming offered by Tacoma Creates to support high-quality instruction in PSCAP programs. This may include, but not be limited to, topics such as instructional design, social justice and racial equity in K-12 education, social emotional learning, and trauma-informed practice.

7. Early Learning Programs: Arts/culture/heritage/science education programs offered in collaboration with TPS pre-school programs (Head Start and Early Childhood Education and Assistance Program (“ECEAP”).

8. High School Internships: Opportunities for students in grades 9-12 to earn relevant work experience within an arts, culture, heritage, and/or science organization.

9. Emerging Opportunities: Additional opportunities not detailed here, but which support arts, culture, heritage, and/or science learning for TPS students and teachers may be included in PSCAP funding.

1.55.090 Tacoma Creates Advisory Board.

A. Composition of Tacoma Creates Advisory Board. The Advisory Board will consist of 12 volunteer members appointed by City Council. All members will be residents of the City of Tacoma. All members will have interest in and familiarity with public programming in the arts, culture, heritage, and/or science. All members will have an interest in Tacoma Creates goals regarding equity, access, and programs that provide public benefit for residents across Tacoma.

The Advisory Board, as a whole, will reflect the diversity of the City; board appointments will take into account racial and ethnic backgrounds, gender, age, and other aspects of personal and professional identity.

B. The Advisory Board shall consist of members who represent the following:

1. A community member from Council District 1.

2. A community member from Council District 2.

3. A community member from Council District 3.

4. A community member from Council District 4.

5. A community member from Council District 5.

6. Professional expertise in the arts.

7. Professional expertise in culture.

8. Professional expertise in heritage.



9. Professional expertise in science.

10. Professional expertise in **Pre**-K-12 public education in Tacoma.

11. Expertise in community engagement/community development

12. Youth Seat: A representative from the Mayor's Youth Commission.

C. Terms of Advisory Board Members. For the initial board appointments, the terms will be staggered as follows: four seats, for a one-year term; four seats, for a two-year term; and four seats, for a three-year term. Thereafter, all terms shall be for three years, except the youth seat, which shall be a one-year appointment. Members may be reappointed for a second term, but shall serve no more than six consecutive years. In the event that a position is vacated before the expiration of the term, the position shall be filled by the City Council for the remainder of the unexpired term.

D. Authority of the Advisory Board.

1. The Advisory Board will be advisory to the Tacoma Creates Administration on funding programs to support public benefit in arts, culture, heritage, and science programs throughout Tacoma.

E. Roles and Responsibilities of the Advisory Board. The Advisory Board will:

1. Act in an advisory capacity to the Tacoma Creates Administration on matters related to Tacoma Creates.

2. Review and recommend funding guidelines and review criteria, including funding levels.

3. Participate in application review panels, along with additional community member representatives.

4. Review and approve funding recommendations from review panels to ensure fidelity to review criteria and process.

5. Review and provide input on reporting processes to ensure alignment with public benefit goals.

6. Review outcomes from funded organizations to ensure compliance with Tacoma Creates mandates and to ensure effective stewardship of Tacoma Creates funds.

7. Participate in the preparation of annual reports to the City Council.

8. Review and provide input on a variety of Tacoma Creates efforts in addition to grant funding, such as capacity building efforts to support the sector, building collaborative partnerships, and advancing the visibility of the program in the community.

9. Serve as outreach ambassadors of Tacoma Creates to arts, culture, heritage, and science organizations, and the general public.

F. Meetings of the Advisory Board. The Advisory Board shall convene during a regular time and place of meeting, and shall hold a minimum of six regular meetings a year.

G. Organization and procedures.

1. In consultation with the Tacoma Creates Administration, the Advisory Board may make and alter any rules and regulations governing its organization and procedure not inconsistent with this chapter or any other ordinance of the City.

2. A simple majority of appointed, filled positions shall constitute a quorum.

3. A majority vote of the quorum is required to pass any motion.

4. A Chair and Vice-Chair will be elected by the Advisory Board, from among the Advisory Board members, to serve one-year terms. Chair and Vice-Chair terms are renewable by vote of the Advisory Board.

5. The Chair shall preside over all meetings of the Advisory Board. In the absence of the Chair, the Vice Chair is authorized to perform and carry out all of the duties and obligations of the Chair.



6. If the Chair relinquishes authority or quits before the Chair's term ends, the Vice Chair automatically becomes Chair.

7. In the event that the Vice Chair relinquishes authority or quits before the Vice Chair's term ends, a new general election will take place, electing a new Vice Chair for the completion of the term.

8. Committee chairs may be appointed by the Chair or elected by the Advisory Board as a whole.

1.55.100 Administration. Tacoma Creates will be administered by the Office of Arts & Cultural Vitality. Staff from the Office of Arts & Cultural Vitality will be dedicated to implementing Tacoma Creates and supporting the Advisory Board.

The Office of Arts & Cultural Vitality will adopt an Equity and Inclusion strategy to guide the work of the Office, the Advisory Board, grantmaking, and programming.

Staff will keep accurate records of the Advisory Board's proceedings and transactions, conduct official correspondence, organizing meetings and providing technical support to the Advisory Board to the extent required to administer this chapter.

In addition, the Office of Arts & Cultural Vitality staff will:

A. Implement and administer Tacoma Creates funding programs;

B. Develop and implement programming that supports the purposes of Tacoma Creates;

C. Act as resource and ombudsman for Tacoma Creates;

D. Coordinate the development of funding guidelines and review criteria, for review and approval by the Advisory Board;

E. Manage and implement the application review panels;

F. Manage contracting according to City procedures;

G. Make public presentations on issues related to Tacoma Creates;

H. Recommend such policies, rules, and regulations for adoption by the Advisory Board as are deemed necessary to carry out the purposes of this chapter;

I. Respond to requests for interpretations of the codes, policies, and procedures related to Tacoma Creates, as defined herein and within related documents adopted by the Advisory Board.

J. In addition to the Advisory Board, convene one or more technical work groups including perspectives such as, but not limited to, arts, culture, heritage and science sector representatives from various sized organizations, education, transportation delivery, and equity and inclusion to better inform and provide input on a regular basis on the delivery of Tacoma Creates for the benefit of the public.

K. Perform other duties as required to carry out the intent and purpose of Tacoma Creates.



ORDINANCE NO. 28635

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; 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, 2020, to read as follows:

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



Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	28.60	29.95	34.10	35.79	37.52	39.41
4002		Fire Lieutenant	45.44	47.69				
4003		Fire Captain	52.22	54.86				
4004		Fire Chief Battalion	60.05	63.11				
4005		Fire Battalion Chief Aide	45.44	47.69				
4006		Firefighter-Paramedic	43.24	45.45				
4007		Firefighter Paramedic Supervisor	49.76	52.21				
4008	A	Fire Medical Services Officer	74.47	78.23				
4011		Fire Boat Pilot	45.44	47.69				
4022		Harbor Master Deputy	61.74	64.74				
4015		Fire Inspector	52.37	55.02				
4016		Fire Marshal Deputy	60.26	63.29				
4101		Fire Communications Center Lieutenant	55.05	57.80				
4102		Fire Captain Dispatcher	61.77	64.83				
4103	A	Fire Communications Center Supervisor	66.36	69.72				

Section 2. 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
0764	A	Fire Chief, Assistant	81.24	85.30	89.57	94.05
0765	A	Fire Chief, Deputy	85.30	89.57	94.05	98.75

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	84.49	88.71	93.15	97.81
0765	A	Fire Chief, Deputy	88.71	93.15	97.81	102.70



Section 3. That Section 1.12.355 of the TMC is hereby amended, effective April 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8
4122		Communications System Technician I	34.30	36.02	37.81	39.70	41.68			
4120		Communications System Technician II	50.02							
4121		Communications System Technician, III	53.13							
4119		Communications Systems Technician, Apprentice	34.59	35.50	36.60	37.70	38.80	39.90	40.92	
5004		Craft Helper	21.63	22.71	23.84	25.05	26.30			
2125		Electrical Inspector	41.45	43.52	45.69					
5230		Electrical Meter & Relay Technician	47.83							
5242A		Electrical Meter & Relay Technician, Apprentice	35.79	36.70	37.85	38.99	40.14	41.29	42.43	
5239		Electrical Trainee	25.60	29.09						
5240		Electrical Worker	29.02	30.47	31.99	33.59				
5236		Electrician	40.79							
0623		Energy Services Representative	31.89	33.48	35.14	36.92	38.76			
6008		Facilities Maintenance Mechanic	34.17	35.86	37.65					
6009		Facilities Maintenance Mechanic, Lead	37.55	39.45	41.42					
5270		Fire Maintenance Electrician	45.93							
5244		Fire Maintenance Electrician, Apprentice	35.83	36.74	37.89	39.04	40.19	41.34	42.49	
5145		Heating/AC Maintenance Mechanic Supervisor	39.70	41.68	43.78	45.96	48.25			
5132		Hydro Project Electrician	48.65							
5285		Hydro Project Electrician, Apprentice	36.54	37.51	38.48	39.46	40.43	41.40	42.37	43.35
5301		Hydro Project Mechanic	48.65							
5287		Hydro Project Mechanic, Apprentice	36.54	37.51	38.48	39.46	40.43	41.40	42.37	43.35
5056		Hydro Utility Worker	31.53	33.11	34.77	36.50				
5057		Hydro Utility Worker, Senior	41.99							
5253		Line Clearance Tree Trimmer	42.52							
5254		Line Clearance Tree Trimmer, Senior	46.32							
5255		Line Electrician	49.46							
5241A		Line Electrician, Apprentice	35.32	36.22	37.34	38.47	39.58	40.71	41.83	
5257		Line Electrician, Senior	55.38							
5256		Line Equipment Operator	40.96							



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5275		Signal & Lighting Electrician	<u>42.68</u>							
5273		Signal & Lighting Electrician, Apprentice	<u>33.27</u>	<u>34.12</u>	<u>35.18</u>	<u>36.23</u>	<u>37.30</u>	<u>38.35</u>	<u>39.41</u>	
5274		Signal & Lighting Electrician, Senior	<u>50.24</u>							
5116		Substation Operator, Senior	<u>46.41</u>	<u>48.73</u>						
5120		Systems Power Dispatcher Generation	<u>60.12</u>							
5119		Systems Power Dispatcher Candidate	<u>42.56</u>	<u>44.69</u>	<u>46.92</u>	<u>49.26</u>	<u>51.73</u>			
5238		Tool & Equipment Room Coordinator	<u>35.62</u>	<u>37.39</u>						
5252		Transmission & Distribution Arborist	<u>49.89</u>							
5003		Transmission & Distribution Flagger	<u>21.12</u>	<u>22.27</u>	<u>23.44</u>					
0617		Utility Service Specialist	<u>38.86</u>	<u>40.81</u>	<u>42.85</u>	<u>44.99</u>	<u>47.25</u>	<u>49.59</u>	<u>52.08</u>	
5245		Wire Electrician	<u>48.67</u>							
5243A		Wire Electrician, Apprentice	<u>35.04</u>	<u>35.53</u>	<u>36.65</u>	<u>37.76</u>	<u>38.93</u>	<u>40.04</u>	<u>41.13</u>	
5246		Wire Electrician, Senior	<u>54.38</u>							
5302		Wynoochee Project Maintenance Technician	<u>37.78</u>	<u>38.67</u>	<u>39.57</u>	<u>40.52</u>				
Code	A	Job Title	1	2	3	4	5	6	7	8
4122		Communications System Technician I	<u>35.07</u>	<u>36.83</u>	<u>38.66</u>	<u>40.59</u>	<u>42.62</u>			
4120		Communications System Technician II	<u>51.15</u>							
4121		Communications System Technician, III	<u>54.33</u>							
4119		Communications Systems Technician, Apprentice	<u>35.38</u>	<u>36.30</u>	<u>37.43</u>	<u>38.55</u>	<u>39.68</u>	<u>40.80</u>	<u>41.85</u>	
5004		Craft Helper	<u>22.12</u>	<u>23.22</u>	<u>24.38</u>	<u>25.61</u>	<u>26.89</u>			
2125		Electrical Inspector	<u>42.38</u>	<u>44.50</u>	<u>46.72</u>					
5230		Electrical Meter & Relay Technician	<u>48.91</u>							
5242A		Electrical Meter & Relay Technician, Apprentice	<u>36.59</u>	<u>36.59</u>	<u>36.59</u>	<u>36.59</u>	<u>36.59</u>	<u>36.59</u>	<u>36.59</u>	
5239		Electrical Trainee	<u>26.18</u>	<u>29.74</u>						
5240		Electrical Worker	<u>29.67</u>	<u>31.16</u>	<u>32.71</u>	<u>34.35</u>				
5236		Electrician	<u>41.71</u>							
0623		Energy Services Representative	<u>32.61</u>	<u>34.23</u>	<u>35.93</u>	<u>37.75</u>	<u>39.63</u>			
6008		Facilities Maintenance Mechanic	<u>34.94</u>	<u>36.67</u>	<u>38.50</u>					
6009		Facilities Maintenance Mechanic, Lead	<u>38.39</u>	<u>40.34</u>	<u>42.35</u>					
5270		Fire Maintenance Electrician	<u>46.96</u>							
5244		Fire Maintenance Electrician, Apprentice	<u>36.63</u>	<u>37.57</u>	<u>38.74</u>	<u>39.92</u>	<u>41.09</u>	<u>42.26</u>	<u>43.44</u>	
5145		Heating/AC Maintenance Mechanic Supervisor	<u>40.59</u>	<u>42.62</u>	<u>44.77</u>	<u>46.99</u>	<u>49.34</u>			
5132		Hydro Project Electrician	<u>49.74</u>							



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5285	Hydro Project Electrician, Apprentice	37.35	38.35	39.34	40.34	41.33	42.33	43.32	44.32
5301	Hydro Project Mechanic	49.74							
5287	Hydro Project Mechanic, Apprentice	37.35	38.35	39.34	40.34	41.33	42.33	43.32	44.32
5056	Hydro Utility Worker	32.24	33.85	35.55	37.32				
5057	Hydro Utility Worker, Senior	42.93							
5253	Line Clearance Tree Trimmer	43.48							
5254	Line Clearance Tree Trimmer, Senior	47.36							
5255	Line Electrician	50.57							
5241A	Line Electrician, Apprentice	36.11	37.03	38.18	39.33	40.47	41.62	42.77	
5257	Line Electrician, Senior	56.63							
5256	Line Equipment Operator	41.88							
5275	Signal & Lighting Electrician	43.54							
5273	Signal & Lighting Electrician, Apprentice	34.02	34.88	35.97	37.05	38.14	39.21	40.30	
5274	Signal & Lighting Electrician, Senior	51.38							
5116	Substation Operator, Senior	47.45	49.83						
5120	Systems Power Dispatcher Generation	61.47							
5119	Systems Power Dispatcher Candidate	43.51	45.69	47.97	50.37	52.89			
5238	Tool & Equipment Room Coordinator	36.42	38.23						
5252	Transmission & Distribution Arborist	51.01							
5003	Transmission & Distribution Flagger	21.60	22.77	23.97					
0617	Utility Service Specialist	39.73	41.73	43.81	46.00	48.31	50.71	53.25	
5245	Wire Electrician	49.77							
5243A	Wire Electrician, Apprentice	35.80	36.33	37.48	38.62	39.81	40.91	41.02	
5246	Wire Electrician, Senior	55.60							
5302	Wynoochee Project Maintenance Technician	38.63	39.54	40.46	41.43				



Section 4. That Section 1.12.355 of the TMC is hereby amended,
effective as provided by law, to read as follows:

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D
0762	A	Safety Director	60.82	61.58	62.35	63.13	63.92	64.72	65.53	66.35	67.18	68.02	68.87	69.73
			4A	4B	4C	4D	5A	5B	5C	5D	6A			
			70.60	71.48	72.37	73.27	74.19	75.12	76.06	77.01	77.97			
Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D
3126		Registered Nurse Case Manager	32.67	33.08	33.49	33.91	34.33	34.76	35.19	35.63	36.08	36.53	36.99	37.45
			4A	4B	4C	4D	5A	5B	5C	5D	6A			
			37.92	38.39	38.87	39.36	39.85	40.35	40.85	41.36	41.88			
Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D
3032		Designated Crisis Responder I	32.90	33.31	33.73	34.15	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72
			4A	4B	4C	4D	5A	5B	5C	5D	6A			
			38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18			
Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D
3033		Designated Crisis Responder II	34.54	34.97	35.41	35.85	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60
			4A	4B	4C	4D	5A	5B	5C	5D	6A			
			40.10	40.60	41.11	41.62	42.14	42.67	43.20	43.74	44.29			

Section 5. That Section 1.12.355 of the TMC is hereby amended,
effective January 1, 2020, as set forth in the attached Exhibit "A".



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Section 6. That Sections 1, 2, and 5 shall become effective January 1,
2020. That Section 3 shall become effective April 1, 2020. That Section 4 shall
become effective as provided by law.

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	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 Officer	66.64	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
0146	A	Business Development Manager	50.74	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	51.34	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	80.74	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
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
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
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
0750	A	Community & Economic Development Director	67.24	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	56.04	56.74	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
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

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
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
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
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

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
0147	A	Data Architecture 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
4605		Department Aide	42.92	43.08	43.24	43.41	43.58	43.75	43.92	44.09	44.27	44.45	44.63	44.81	45.00	45.19	45.38	45.57	45.76	45.96	46.16	46.36	46.56
3032		Designated Crisis Responder I	32.90	33.34	33.73	34.15	34.58	35.04	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18
3033		Designated Crisis Responder II	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	43.20	43.74	44.29
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	26.94	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	34.24	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	49.74	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
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
0758	A	Environmental Services Director	87.42	88.24	89.34	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
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
2056	A	Environmental Services Division Manager	62.74	63.49	64.28	65.08	65.89	66.74	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	26.54	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

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	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	67.24	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
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
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

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
1138	A	Human Resources Manager, Senior	49.84	50.43	51.06	51.70	52.35	53.00	53.66	54.33	55.04	55.70	56.40	57.10	57.84	58.53	59.26	60.00	60.75	61.51	62.28	63.06	63.85
2533		Human Services Program Assistant	49.44	49.65	49.90	20.15	20.40	20.65	20.94	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	65.64	66.43	67.26	68.10	68.95	69.84	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	59.04	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
0835	A	Information Technology Director	82.28	83.34	84.35	85.40	86.47	87.55	88.64	89.75	90.87	92.04	93.16	94.32	95.50	96.69	97.90	99.12	100.36	101.64	102.88	104.17	105.47
0837	A	Information Technology Director, Assistant	67.56	68.40	69.26	70.13	71.04	71.90	72.80	73.74	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
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	70.84
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	56.94	57.62
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
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	60.34	61.06	61.82	62.59	63.37	64.16
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	62.84	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	16.84	17.02	17.23	17.45	17.67	17.89	18.14	18.34	18.57	18.80	19.03	19.27	19.54	19.75	20.00	20.25	20.50
0553		LEOFF 1 Specialist	29.44	29.84	30.18	30.56	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.64	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	28.94	29.27	29.64	30.04	30.39	30.77	31.15	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39

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	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	54.04	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
0842	A	Market Development Research Analyst	48.34	48.94	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
3125		Mobile Unit Registered Nurse	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	40.17	40.67	41.18	41.69
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 Specialist 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 Specialist 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 Specialist 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
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

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
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
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
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
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
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
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

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
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
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
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
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

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
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
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
<u>3126</u>		<u>Registered Nurse Case Manager</u>	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
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
<u>0762</u>	<u>A</u>	<u>Safety Director</u>	<u>60.82</u>	<u>61.58</u>	<u>62.35</u>	<u>63.13</u>	<u>63.92</u>	<u>64.72</u>	<u>65.53</u>	<u>66.35</u>	<u>67.18</u>	<u>68.02</u>	<u>68.87</u>	<u>69.73</u>	<u>70.60</u>	<u>71.48</u>	<u>72.37</u>	<u>73.27</u>	<u>74.19</u>	<u>75.12</u>	<u>76.06</u>	<u>77.01</u>	<u>77.97</u>
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

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
2530		Senior Center Cook	13.46	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	16.74	16.92	17.13	17.34	17.56	17.78	18.00	18.22	18.45	18.68	18.94	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
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	Telecommunications 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

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
5531	A	Telecommunications Customer Care & Marketing Manager	42.42	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	Telecommunications 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	Telecommunications 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	Telecommunications 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
5500	A	Telecommunications 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
5515	A	Telecommunications 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		Telecommunications 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	Telecommunications 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
5523	A	Telecommunications 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
5562	A	Telecommunications 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
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
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
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
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

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
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
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
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
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
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
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
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
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

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	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	47.54	48.13	48.73	49.34	49.96	50.58
0618	A	Account Executive, Senior	43.31	43.85	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54
1129	A	Benefits Manager	44.49	45.05	45.61	46.18	46.76	47.34	47.93	48.53	49.14	49.75	50.37	51.00	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04
0751	A	Budget Officer	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.70	77.66	78.63	79.61	80.61	81.62	82.64	83.67	84.72	85.78	86.85	87.94
0146	A	Business Development Manager	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	61.35	62.12	62.90	63.69	64.49	65.30	66.12	66.95
0139	A	Cable & Franchise Production Coordinator	51.52	52.16	52.81	53.47	54.14	54.82	55.51	56.20	56.90	57.61	58.33	59.06	59.80	60.55	61.31	62.08	62.86	63.65	64.45	65.26	66.08
0715	A	City Attorney	92.55	93.71	94.88	96.07	97.27	98.49	99.72	100.97	102.23	103.51	104.80	106.11	107.44	108.78	110.14	111.52	112.91	114.32	115.75	117.20	118.66
1002	A	City Attorney, Assistant	49.61	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
1005	A	City Attorney, Chief Deputy	76.91	77.87	78.84	79.83	80.83	81.84	82.86	83.90	84.95	86.01	87.09	88.18	89.28	90.40	91.53	92.67	93.83	95.00	96.19	97.39	98.61
1004	A	City Attorney, Deputy	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	78.90
1001	A	City Attorney, Prosecuting	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08	46.66	47.24	47.83	48.43	49.04	49.65	50.27	50.90
0700	A	City Clerk	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41	43.95	44.50	45.06	45.62	46.19	46.77
0746	A	City Manager, Assistant	83.12	84.16	85.21	86.28	87.36	88.45	89.56	90.68	91.81	92.96	94.12	95.30	96.49	97.70	98.92	100.16	101.41	102.68	103.96	105.26	106.58
0744	A	City Manager, Assistant to the	58.44	59.17	59.91	60.66	61.42	62.19	62.97	63.76	64.56	65.37	66.19	67.02	67.86	68.71	69.57	70.44	71.32	72.21	73.11	74.02	74.95
0745	A	City Manager, Deputy	92.55	93.71	94.88	96.07	97.27	98.49	99.72	100.97	102.23	103.51	104.80	106.11	107.44	108.78	110.14	111.52	112.91	114.32	115.75	117.20	118.66
0710	A	City Treasurer	56.17	56.87	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07
0750	A	Community & Economic Development Director	69.20	70.06	70.94	71.83	72.73	73.64	74.56	75.49	76.43	77.39	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73
2208	A	Community & Economic Development Director, Assistant	57.64	58.36	59.09	59.83	60.58	61.34	62.11	62.89	63.68	64.48	65.29	66.11	66.94	67.78	68.63	69.49	70.36	71.24	72.13	73.03	73.94
2210	A	Community & Economic Development Division Manager	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	63.49	64.28

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
1176	A	Community & Economic Development Supervisor	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
0805	A	Community & Media Services Manager	59.04	59.78	60.53	61.29	62.06	62.84	63.63	64.43	65.24	66.06	66.89	67.73	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75
1211	A	Community Relations Officer	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	48.78	49.39
0802	A	Community Relations Specialist	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	44.51
1128	A	Compensation & Benefits Manager, Senior	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
0619	A	Conservation Manager	57.05	57.76	58.48	59.21	59.95	60.70	61.46	62.23	63.01	63.80	64.60	65.41	66.23	67.06	67.90	68.75	69.61	70.48	71.36	72.25	73.15
2326	A	Conservation Manager, Assistant	49.60	50.22	50.85	51.49	52.13	52.78	53.44	54.11	54.79	55.47	56.16	56.86	57.57	58.29	59.02	59.76	60.51	61.27	62.04	62.82	63.61
0631		Conservation Program Associate	25.00	25.31	25.63	25.95	26.27	26.60	26.93	27.27	27.61	27.96	28.31	28.66	29.02	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.06
0632		Conservation Program Coordinator	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39
0630	A	Conservation Program Manager	39.41	39.90	40.40	40.91	41.42	41.94	42.46	42.99	43.53	44.07	44.62	45.18	45.74	46.31	46.89	47.48	48.07	48.67	49.28	49.90	50.52
0620	A	Conservation Supervisor	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	58.10
1124	A	Contract & Program Auditor	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	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09
0521	A	Controller	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.70	77.66	78.63	79.61	80.61	81.62	82.64	83.67	84.72	85.78	86.85	87.94
4311	A	Court Administrator	53.25	53.92	54.59	55.27	55.96	56.66	57.37	58.09	58.82	59.56	60.30	61.05	61.81	62.58	63.36	64.15	64.95	65.76	66.58	67.41	68.25
4308	A	Court Operations Supervisor	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
0609	A	Customer Service Supervisor I	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	45.98
0610	A	Customer Service Supervisor II	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	47.54	48.13	48.73	49.34	49.96	50.58
0554		Customer Service Training Analyst	32.83	33.24	33.66	34.08	34.51	34.94	35.38	35.82	36.27	36.72	37.18	37.64	38.11	38.59	39.07	39.56	40.05	40.55	41.06	41.57	42.09
0727	A	Customer Services Assistant Manager	59.95	60.70	61.46	62.23	63.01	63.80	64.60	65.41	66.23	67.06	67.90	68.75	69.61	70.48	71.36	72.25	73.15	74.06	74.99	75.93	76.88
0616	A	Customer Services Manager	81.20	82.22	83.25	84.29	85.34	86.41	87.49	88.58	89.69	90.81	91.95	93.10	94.26	95.44	96.63	97.84	99.06	100.30	101.55	102.82	104.11

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
0147	A	Data Architecture Manager	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.01	66.84	67.68	68.53	69.39	70.26	71.14	72.03	72.93
4605		Department Aide	13.50	13.67	13.84	14.01	14.19	14.37	14.55	14.73	14.91	15.10	15.29	15.48	15.67	15.87	16.07	16.27	16.47	16.68	16.89	17.10	17.31
3032		Designated Crisis Responder I	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.33	40.83	41.34	41.86	42.38	42.91	43.45
3033		Designated Crisis Responder II	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41	43.95	44.50	45.06	45.62
2349	A	Development Specialist I	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44	35.88	36.33	36.78	37.24	37.71	38.18
2351	A	Development Specialist II	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	43.33	43.87	44.42	44.98	45.54	46.11	46.69
2352	A	Development Specialist III	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	49.27	49.89	50.51	51.14	51.78	52.43	53.09
2070	A	Engineer	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	48.26	48.86	49.47	50.09	50.72	51.35	51.99
8028		Engineer in Training	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	35.56
2068	A	Engineer, Associate	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.90	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17
2073	A	Engineer, Principal	51.21	51.85	52.50	53.16	53.82	54.49	55.17	55.86	56.56	57.27	57.99	58.71	59.44	60.18	60.93	61.69	62.46	63.24	64.03	64.83	65.64
2082	A	Engineer, Professional	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	56.64	57.35	58.07	58.80
2083	A	Engineer, Senior	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	56.64	57.35	58.07	58.80
2060	A	Engineer, Senior Principal	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	70.69	71.57	72.46
0758	A	Environmental Services Director	89.74	90.86	92.00	93.15	94.31	95.49	96.68	97.89	99.11	100.35	101.60	102.87	104.16	105.46	106.78	108.11	109.46	110.83	112.22	113.62	115.04
2059	A	Environmental Services Director, Assistant	74.74	75.67	76.62	77.58	78.55	79.53	80.52	81.53	82.55	83.58	84.62	85.68	86.75	87.83	88.93	90.04	91.17	92.31	93.46	94.63	95.81
2056	A	Environmental Services Division Manager	64.56	65.37	66.19	67.02	67.86	68.71	69.57	70.44	71.32	72.21	73.11	74.02	74.95	75.89	76.84	77.80	78.77	79.75	80.75	81.76	82.78
2057	A	Environmental Services Division Manager, Assistant	58.72	59.45	60.19	60.94	61.70	62.47	63.25	64.04	64.84	65.65	66.47	67.30	68.14	68.99	69.85	70.72	71.60	72.50	73.41	74.33	75.26
2092		Environmental Specialist	33.03	33.44	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34
2093		Environmental Specialist, Senior	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
2097		Environmental Technician	27.29	27.63	27.98	28.33	28.68	29.04	29.40	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00

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	30.04	30.42	30.80	31.18	31.57	31.96	32.36	32.76	33.17	33.58	34.00	34.42	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50
0753	A	Equity & Human Rights Director	69.20	70.06	70.94	71.83	72.73	73.64	74.56	75.49	76.43	77.39	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73
0820	A	Executive Assistant	41.15	41.66	42.18	42.71	43.24	43.78	44.33	44.88	45.44	46.01	46.59	47.17	47.76	48.36	48.96	49.57	50.19	50.82	51.46	52.10	52.75
0712	A	Finance Director	82.08	83.11	84.15	85.20	86.26	87.34	88.43	89.54	90.66	91.79	92.94	94.10	95.28	96.47	97.68	98.90	100.14	101.39	102.66	103.94	105.24
0520	A	Financial Manager	44.04	44.59	45.15	45.71	46.28	46.86	47.45	48.04	48.64	49.25	49.87	50.49	51.12	51.76	52.41	53.07	53.73	54.40	55.08	55.77	56.47
0522	A	Financial Manager, Senior	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
0524	A	Financial Supervisor	37.27	37.74	38.21	38.69	39.17	39.66	40.16	40.66	41.17	41.68	42.20	42.73	43.26	43.80	44.35	44.90	45.46	46.03	46.61	47.19	47.78
4020		Fire & Life Safety Educator	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	37.00	37.46	37.93	38.40	38.88	39.37	39.86	40.36
0767	A	Fire Chief	93.61	94.78	95.96	97.16	98.37	99.60	100.85	102.11	103.39	104.68	105.99	107.31	108.65	110.01	111.39	112.78	114.19	115.62	117.07	118.53	120.01
0519	A	Fire Code Official	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	78.90	79.89
0518	A	Fire Department Manager	52.80	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44	65.25	66.07	66.90	67.74
5341	A	Fleet Manager, Assistant	42.27	42.80	43.33	43.87	44.42	44.98	45.54	46.11	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19
4215	A	Forensics Manager	47.12	47.71	48.31	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.67	60.42
0726	A	Government Relations Analyst	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	62.64	63.42	64.21	65.01	65.82	66.64	67.47
0724	A	Government Relations Officer	65.24	66.06	66.89	67.73	68.58	69.44	70.31	71.19	72.08	72.98	73.89	74.81	75.75	76.70	77.66	78.63	79.61	80.61	81.62	82.64	83.67
0717	A	Hearing Examiner	75.48	76.42	77.38	78.35	79.33	80.32	81.32	82.34	83.37	84.41	85.47	86.54	87.62	88.72	89.83	90.95	92.09	93.24	94.41	95.59	96.78
2310	A	Historic Preservation Coordinator	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	36.85	37.31	37.78	38.25	38.73
2309	A	Historic Preservation Officer	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	49.27	49.89	50.51	51.14	51.78	52.43	53.09
2336		Housing Rehabilitation Specialist	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	37.81	38.28	38.76	39.24
1131	A	Human Resources Analyst, Senior	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.44	52.08
0735	A	Human Resources Director	74.07	75.00	75.94	76.89	77.85	78.82	79.81	80.81	81.82	82.84	83.88	84.93	85.99	87.06	88.15	89.25	90.37	91.50	92.64	93.80	94.97
1125	A	Human Resources Director, Assistant	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53	73.44	74.36	75.29	76.23	77.18	78.14	79.12
1136	A	Human Resources Manager	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

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
1138	A	Human Resources Manager, Senior	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
2533		Human Services Program Assistant	19.99	20.24	20.49	20.75	21.01	21.27	21.54	21.81	22.08	22.36	22.64	22.92	23.21	23.50	23.79	24.09	24.39	24.69	25.00	25.31	25.63
5151	A	Hydro Project Manager	62.73	63.51	64.30	65.10	65.91	66.73	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
5150	A	Hydro Project Manager, Assistant	56.47	57.18	57.89	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54	66.36	67.19	68.03	68.88	69.74	70.61	71.49	72.38
0835	A	Information Technology Director	84.74	85.80	86.87	87.96	89.06	90.17	91.30	92.44	93.60	94.77	95.95	97.15	98.36	99.59	100.83	102.09	103.37	104.66	105.97	107.29	108.63
0837	A	Information Technology Director, Assistant	69.60	70.47	71.35	72.24	73.14	74.05	74.98	75.92	76.87	77.83	78.80	79.79	80.79	81.80	82.82	83.86	84.91	85.97	87.04	88.13	89.23
0140	A	Information Technology Manager	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.01	66.84	67.68	68.53	69.39	70.26	71.14	72.03	72.93
0707	A	Information Technology Project Manager	46.29	46.87	47.46	48.05	48.65	49.26	49.88	50.50	51.13	51.77	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35
0708	A	Information Technology Project Manager, Senior	50.19	50.82	51.46	52.10	52.75	53.41	54.08	54.76	55.44	56.13	56.83	57.54	58.26	58.99	59.73	60.48	61.24	62.01	62.79	63.57	64.36
0136	A	Information Technology Supervisor	51.52	52.16	52.81	53.47	54.14	54.82	55.51	56.20	56.90	57.61	58.33	59.06	59.80	60.55	61.31	62.08	62.86	63.65	64.45	65.26	66.08
1118	A	Labor Negotiator	47.48	48.07	48.67	49.28	49.90	50.52	51.15	51.79	52.44	53.10	53.76	54.43	55.11	55.80	56.50	57.21	57.93	58.65	59.38	60.12	60.87
1123		Labor Relations Analyst	36.74	37.20	37.67	38.14	38.62	39.10	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
1132	A	Labor Relations Manager	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
0760	A	Labor Relations Manager, Senior	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02	69.88	70.75	71.63	72.53	73.44	74.36	75.29	76.23	77.18	78.14	79.12
2207	A	Land Use Administrator	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
0031		Legal Assistant	23.98	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
0032		Legal Assistant, Senior	26.66	26.99	27.33	27.67	28.02	28.37	28.72	29.08	29.44	29.81	30.18	30.56	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18
1007	A	Legal Intern	16.47	16.68	16.89	17.10	17.31	17.53	17.75	17.97	18.19	18.42	18.65	18.88	19.12	19.36	19.60	19.85	20.10	20.35	20.60	20.86	21.12
0553		LEOFF 1 Specialist	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	37.00	37.46	37.93	38.40	38.88
1109	A	Management Analyst I	27.61	27.96	28.31	28.66	29.02	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.06	32.46	32.87	33.28	33.70	34.12	34.55	34.98	35.42

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	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	43.88	44.43
1135	A	Management Analyst III	43.15	43.69	44.24	44.79	45.35	45.92	46.49	47.07	47.66	48.26	48.86	49.47	50.09	50.72	51.35	51.99	52.64	53.30	53.97	54.64	55.32
4607		Management Fellow	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
4615		Management Intern	18.57	18.80	19.04	19.28	19.52	19.76	20.01	20.26	20.51	20.77	21.03	21.29	21.56	21.83	22.10	22.38	22.66	22.94	23.23	23.52	23.81
0841	A	Market Development Program Manager	55.60	56.29	56.99	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
0842	A	Market Development Research Analyst	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	62.23	63.01	63.80
0840	A	Marketing & Development Manager	64.79	65.60	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
1165	A	Marketing Assistant	19.80	20.05	20.30	20.55	20.81	21.07	21.33	21.60	21.87	22.14	22.42	22.70	22.98	23.27	23.56	23.85	24.15	24.45	24.76	25.07	25.38
5506	A	Marketing Coordinator	29.06	29.42	29.79	30.16	30.54	30.92	31.31	31.70	32.10	32.50	32.91	33.32	33.74	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26
1151		Master Control Technician	20.67	20.93	21.19	21.45	21.72	21.99	22.26	22.54	22.82	23.11	23.40	23.69	23.99	24.29	24.59	24.90	25.21	25.53	25.85	26.17	26.50
0804	A	Media & Communications Director	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.59	64.38	65.18	65.99	66.81	67.65	68.50	69.36	70.23	71.11	72.00	72.90
5508	A	Media Specialist	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
3125		Mobile Unit Registered Nurse	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	42.41	42.94
2091	A	Natural Resources Manager	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35	71.23	72.12	73.02	73.93	74.85	75.79	76.74	77.70	78.67	79.65	80.65	81.66	82.68
2106	A	Natural Resources Specialist I	34.42	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15
2089	A	Natural Resources Specialist II	39.41	39.90	40.40	40.91	41.42	41.94	42.46	42.99	43.53	44.07	44.62	45.18	45.74	46.31	46.89	47.48	48.07	48.67	49.28	49.90	50.52
2094	A	Natural Resources Specialist III	45.29	45.86	46.43	47.01	47.60	48.20	48.80	49.41	50.03	50.66	51.29	51.93	52.58	53.24	53.91	54.58	55.26	55.95	56.65	57.36	58.08
2107		Natural Resources Technician I	21.60	21.87	22.14	22.42	22.70	22.98	23.27	23.56	23.85	24.15	24.45	24.76	25.07	25.38	25.70	26.02	26.35	26.68	27.01	27.35	27.69
2090	A	Natural Resources Technician II	30.24	30.62	31.00	31.39	31.78	32.18	32.58	32.99	33.40	33.82	34.24	34.67	35.10	35.54	35.98	36.43	36.89	37.35	37.82	38.29	38.77
0759	A	Neighborhood & Community Services Director	69.20	70.06	70.94	71.83	72.73	73.64	74.56	75.49	76.43	77.39	78.36	79.34	80.33	81.33	82.35	83.38	84.42	85.48	86.55	87.63	88.73

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
2058	A	Neighborhood & Community Services Division Manager	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	63.49	64.28
0754	A	Neighborhood & Community Services Program Manager	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	52.82
2532		Neighborhood & Community Services 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
2534		Neighborhood & Community Services Supervisor	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41	43.95
4602		Occupational Intern, Skilled	13.50	13.67	13.84	14.01	14.19	14.37	14.55	14.73	14.91	15.10	15.29	15.48	15.67	15.87	16.07	16.27	16.47	16.68	16.89	17.10	17.31
0738	A	Office Administrator	31.02	31.41	31.80	32.20	32.60	33.01	33.42	33.84	34.26	34.69	35.12	35.56	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.27	39.76
0739	A	Office Manager	35.67	36.12	36.57	37.03	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.89	41.40	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72
0533	A	Operations Manager	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	65.20
1009	A	Paralegal	29.09	29.45	29.82	30.19	30.57	30.95	31.34	31.73	32.13	32.53	32.94	33.35	33.77	34.19	34.62	35.05	35.49	35.93	36.38	36.83	37.29
1010	A	Paralegal, Senior	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
2085	A	Park Supervisor	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39
2086	A	Park Supervisor, Assistant	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	38.00	38.48	38.96	39.45
2105		Permit Supervisor	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.81	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.35	43.89	44.44
2209		Planner, Associate	29.77	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44	35.88	36.33	36.78	37.24	37.71	38.18
2221		Planner, Principal	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	49.27	49.89	50.51	51.14	51.78	52.43	53.09
2203		Planner, Senior	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	43.33	43.87	44.42	44.98	45.54	46.11	46.69
2219	A	Planning & Development Division Manager	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	63.49	64.28
0719	A	Planning & Development Services Director	73.27	74.19	75.12	76.06	77.01	77.97	78.94	79.93	80.93	81.94	82.96	84.00	85.05	86.11	87.19	88.28	89.38	90.50	91.63	92.78	93.94
2222	A	Planning Manager	51.28	51.92	52.57	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
2038	A	Plans Examiner I	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.90	41.41	41.93	42.45	42.98	43.52	44.06	44.61	45.17
2039	A	Plans Examiner II	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15	44.70	45.26	45.83	46.40	46.98	47.57	48.16	48.76	49.37	49.99	50.61	51.24	51.88
2040	A	Plans Examiner III	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	56.64	57.35	58.07	58.80

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
0772	A	Police Chief	93.61	94.78	95.96	97.16	98.37	99.60	100.85	102.11	103.39	104.68	105.99	107.31	108.65	110.01	111.39	112.78	114.19	115.62	117.07	118.53	120.01
5123	A	Power Analyst	50.02	50.65	51.28	51.92	52.57	53.23	53.90	54.57	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
5128	A	Power Analyst, Senior	55.57	56.26	56.96	57.67	58.39	59.12	59.86	60.61	61.37	62.14	62.92	63.71	64.51	65.32	66.14	66.97	67.81	68.66	69.52	70.39	71.27
2131	A	Power Engineer I	36.39	36.84	37.30	37.77	38.24	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
2132	A	Power Engineer II	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	49.70	50.32	50.95	51.59	52.23
2133	A	Power Engineer III	47.89	48.49	49.10	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
2134	A	Power Engineer IV	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	71.23	72.12	73.02
0815	A	Power Section Assistant Manager I	72.63	73.54	74.46	75.39	76.33	77.28	78.25	79.23	80.22	81.22	82.24	83.27	84.31	85.36	86.43	87.51	88.60	89.71	90.83	91.97	93.12
0817	A	Power Section Assistant Manager II	83.07	84.11	85.16	86.22	87.30	88.39	89.49	90.61	91.74	92.89	94.05	95.23	96.42	97.63	98.85	100.09	101.34	102.61	103.89	105.19	106.50
0816	A	Power Section Manager	107.98	109.33	110.70	112.08	113.48	114.90	116.34	117.79	119.26	120.75	122.26	123.79	125.34	126.91	128.50	130.11	131.74	133.39	135.06	136.75	138.46
5248	A	Power Supervisor I	40.72	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
5251	A	Power Supervisor II	50.90	51.54	52.18	52.83	53.49	54.16	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
5249	A	Power Supervisor III	59.47	60.21	60.96	61.72	62.49	63.27	64.06	64.86	65.67	66.49	67.32	68.16	69.01	69.87	70.74	71.62	72.52	73.43	74.35	75.28	76.22
2322		Program Development Specialist	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	36.85	37.31	37.78	38.25	38.73
2321		Program Development Specialist, Lead	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53	38.00	38.48	38.96	39.45	39.94	40.44	40.95	41.46	41.98	42.50	43.03
1100		Program Technician	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.97	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.07
0720	A	Project Manager	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	56.64	57.35	58.07	58.80
0721	A	Project Manager, Senior	57.77	58.49	59.22	59.96	60.71	61.47	62.24	63.02	63.81	64.61	65.42	66.24	67.07	67.91	68.76	69.62	70.49	71.37	72.26	73.16	74.07
2502		Project Specialist	25.48	25.80	26.12	26.45	26.78	27.11	27.45	27.79	28.14	28.49	28.85	29.21	29.58	29.95	30.32	30.70	31.08	31.47	31.86	32.26	32.66
1142	A	Public Disclosure Manager	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10	48.70	49.31	49.93	50.55	51.18	51.82	52.47	53.13	53.79	54.46
0757	A	Public Works Director	78.67	79.65	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
0755	A	Public Works Director, Assistant	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	81.40	82.42	83.45	84.49	85.55	86.62	87.70
2054	A	Public Works Division Manager	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	77.78	78.75	79.73
2055	A	Public Works Division Manager, Assistant	56.56	57.27	57.99	58.71	59.44	60.18	60.93	61.69	62.46	63.24	64.03	64.83	65.64	66.46	67.29	68.13	68.98	69.84	70.71	71.59	72.48

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
7128	A	Rail Chief Administrative Officer	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	64.53	65.34	66.16	66.99	67.83	68.68	69.54	70.41
7129	A	Rail Chief Information/Financial Officer	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	64.53	65.34	66.16	66.99	67.83	68.68	69.54	70.41
7130	A	Rail Chief Mechanical Officer	61.69	62.46	63.24	64.03	64.83	65.64	66.46	67.29	68.13	68.98	69.84	70.71	71.59	72.48	73.39	74.31	75.24	76.18	77.13	78.09	79.07
7152	A	Rail Superintendent, Assistant	68.70	69.56	70.43	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07
7127	A	Rail Supervisor of Operations	43.98	44.53	45.09	45.65	46.22	46.80	47.38	47.97	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
7126	A	Railway Roadmaster	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	64.53	65.34	66.16	66.99	67.83	68.68	69.54	70.41
2343		Real Estate Officer	39.88	40.38	40.88	41.39	41.91	42.43	42.96	43.50	44.04	44.59	45.15	45.71	46.28	46.86	47.45	48.04	48.64	49.25	49.87	50.49	51.12
2344	A	Real Estate Officer, Senior	46.49	47.07	47.66	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
2069	A	Real-Time Energy Trader	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	69.61	70.48
0740	A	Records Management Supervisor	33.82	34.24	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
5033		Recycling Supervisor	32.44	32.85	33.26	33.68	34.10	34.53	34.96	35.40	35.84	36.29	36.74	37.20	37.67	38.14	38.62	39.10	39.59	40.08	40.58	41.09	41.60
3126		Registered Nurse Case Manager	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
0845	A	Relicensing Coordinator	48.14	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	58.72	59.45	60.19	60.94	61.70
5052		Resource Conservation 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
0560	A	Retirement System Director	78.47	79.45	80.44	81.45	82.47	83.50	84.54	85.60	86.67	87.75	88.85	89.96	91.08	92.22	93.37	94.54	95.72	96.92	98.13	99.36	100.60
0559	A	Retirement System Director, Assistant	57.81	58.53	59.26	60.00	60.75	61.51	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
1110		Risk Analyst	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	36.04	36.49	36.95	37.41
1137	A	Risk Analyst, Senior	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30	41.82	42.34	42.87	43.41
0703	A	Risk Manager	50.18	50.81	51.45	52.09	52.74	53.40	54.07	54.75	55.43	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.78	63.56	64.35
0762	A	Safety Director	62.66	63.44	64.23	65.03	65.84	66.66	67.49	68.33	69.18	70.04	70.92	72.81	72.71	73.62	74.54	75.47	76.41	77.37	78.34	79.32	80.31
1204	A	Safety Manager	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	52.80	53.46	54.13
1122		Safety Officer	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

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
2530		Senior Center Cook	13.57	13.74	13.91	14.08	14.26	14.44	14.62	14.80	14.98	15.17	15.36	15.55	15.74	15.94	16.14	16.34	16.54	16.75	16.96	17.17	17.38
2529		Senior Center Van Driver	16.78	16.99	17.20	17.42	17.64	17.86	18.08	18.31	18.54	18.77	19.00	19.24	19.48	19.72	19.97	20.22	20.47	20.73	20.99	21.25	21.52
2556		Seniors Center Supervisor	25.70	26.02	26.35	26.68	27.01	27.35	27.69	28.04	28.39	28.74	29.10	29.46	29.83	30.20	30.58	30.96	31.35	31.74	32.14	32.54	32.95
0138	A	T&D Work Practices Specialist	39.10	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	49.50	50.12
1170	A	Tacoma Arts Commission Administrator	43.16	43.70	44.25	44.80	45.36	45.93	46.50	47.08	47.67	48.27	48.87	49.48	50.10	50.73	51.36	52.00	52.65	53.31	53.98	54.65	55.33
6220	A	Tacoma Venues & Events Attendant	13.50	13.67	13.84	14.01	14.19	14.37	14.55	14.73	14.91	15.10	15.29	15.48	15.67	15.87	16.07	16.27	16.47	16.68	16.89	17.10	17.31
0730	A	Tacoma Venues & Events Director	70.14	71.02	71.91	72.81	73.72	74.64	75.57	76.51	77.47	78.44	79.42	80.41	81.42	82.44	83.47	84.51	85.57	86.64	87.72	88.82	89.93
0731	A	Tacoma Venues & Events Director Deputy	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	62.67	63.45	64.24	65.04	65.85	66.67	67.50	68.34
0732	A	Tacoma Venues & Events Division Manager	40.46	40.97	41.48	42.00	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
1164	A	Tacoma Venues & Events Event Services Coordinator	30.14	30.52	30.90	31.29	31.68	32.08	32.48	32.89	33.30	33.72	34.14	34.57	35.00	35.44	35.88	36.33	36.78	37.24	37.71	38.18	38.66
1168	A	Tacoma Venues & Events Event Services Manager	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89	39.38	39.87	40.37	40.87	41.38	41.90	42.42	42.95
0728	A	Tacoma Venues & Events Marketing Manager	37.88	38.35	38.83	39.32	39.81	40.31	40.81	41.32	41.84	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.37	47.96	48.56
0733	A	Tacoma Venues & Events Operations Manager	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	57.80	58.52	59.25	59.99	60.74	61.50
1215	A	Tacoma Venues & Events Sales Coordinator	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	31.17	31.56	31.95	32.35	32.75
1156		Tacoma Venues & Events Technical Services Coordinator	23.47	23.76	24.06	24.36	24.66	24.97	25.28	25.60	25.92	26.24	26.57	26.90	27.24	27.58	27.92	28.27	28.62	28.98	29.34	29.71	30.08
5526	A	Telecommunications Broadband Services Manager	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	71.23

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
5531	A	Telecommunications Customer Care & Marketing Manager	43.38	43.92	44.47	45.03	45.59	46.16	46.74	47.32	47.91	48.51	49.12	49.73	50.35	50.98	51.62	52.27	52.92	53.58	54.25	54.93	55.62
5532	A	Telecommunications Customer Care Supervisor	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	39.70	40.20	40.70	41.21	41.73	42.25	42.78
5535	A	Telecommunications Engineer	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	57.12	57.83
5530	A	Telecommunications Franchise Contract Specialist	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.44
5500	A	Telecommunications Manager	93.91	95.08	96.27	97.47	98.69	99.92	101.17	102.43	103.71	105.01	106.32	107.65	109.00	110.36	111.74	113.14	114.55	115.98	117.43	118.90	120.39
5515	A	Telecommunications Manager, Assistant	72.21	73.11	74.02	74.95	75.89	76.84	77.80	78.77	79.75	80.75	81.76	82.78	83.81	84.86	85.92	86.99	88.08	89.18	90.29	91.42	92.56
5539		Telecommunications Planning & Design Technician	30.53	30.91	31.30	31.69	32.09	32.49	32.90	33.31	33.73	34.15	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15
5560	A	Telecommunications Sales Coordinator	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	35.70	36.15	36.60	37.06	37.52	37.99	38.46
5523	A	Telecommunications Technical Administrator	35.95	36.40	36.86	37.32	37.79	38.26	38.74	39.22	39.71	40.21	40.71	41.22	41.74	42.26	42.79	43.32	43.86	44.41	44.97	45.53	46.10
5562	A	Telecommunications Technical Services Supervisor	38.85	39.34	39.83	40.33	40.83	41.34	41.86	42.38	42.91	43.45	43.99	44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.81
1154		Television Production Coordinator	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
2072	A	Term Energy Trader	69.30	70.17	71.05	71.94	72.84	73.75	74.67	75.60	76.54	77.50	78.47	79.45	80.44	81.45	82.47	83.50	84.54	85.60	86.67	87.75	88.85
1121	A	Training & Development Manager	43.15	43.69	44.24	44.79	45.35	45.92	46.49	47.07	47.66	48.26	48.86	49.47	50.09	50.72	51.35	51.99	52.64	53.30	53.97	54.64	55.32
0819	A	Utilities Director, Deputy	85.41	86.48	87.56	88.65	89.76	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
0825	A	Utilities Director, Deputy Power Superintendent	124.21	125.76	127.33	128.92	130.53	132.16	133.81	135.48	137.17	138.88	140.62	142.38	144.16	145.96	147.78	149.63	151.50	153.39	155.31	157.25	159.22
0830	A	Utilities Director, Deputy Rail Superintendent	84.16	85.21	86.28	87.36	88.45	89.56	90.68	91.81	92.96	94.12	95.30	96.49	97.70	98.92	100.16	101.41	102.68	103.96	105.26	106.58	107.91

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
0823	A	Utilities Director, Deputy Water Superintendent	89.68	90.80	91.94	93.09	94.25	95.43	96.62	97.83	99.05	100.29	101.54	102.81	104.10	105.40	106.72	108.05	109.40	110.77	112.15	113.55	114.97
0580	A	Utilities Economist	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72	46.29	46.87	47.46	48.05	48.65	49.26	49.88	50.50	51.13	51.77	52.42	53.08	53.74
0581	A	Utilities Economist, Associate	27.61	27.96	28.31	28.66	29.02	29.38	29.75	30.12	30.50	30.88	31.27	31.66	32.06	32.46	32.87	33.28	33.70	34.12	34.55	34.98	35.42
0582	A	Utilities Economist, 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
1207	A	Utilities Safety Manager	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	63.27	64.06	64.86	65.67
1153		Video Production Assistant	20.67	20.93	21.19	21.45	21.72	21.99	22.26	22.54	22.82	23.11	23.40	23.69	23.99	24.29	24.59	24.90	25.21	25.53	25.85	26.17	26.50
1152		Video Specialist	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.86	37.32	37.79	38.26	38.74	39.22	39.71
2066	A	Water Division Manager	64.56	65.37	66.19	67.02	67.86	68.71	69.57	70.44	71.32	72.21	73.11	74.02	74.95	75.89	76.84	77.80	78.77	79.75	80.75	81.76	82.78
2061	A	Water Division Manager, Assistant	58.72	59.45	60.19	60.94	61.70	62.47	63.25	64.04	64.84	65.65	66.47	67.30	68.14	68.99	69.85	70.72	71.60	72.50	73.41	74.33	75.26
2064	A	Water Division Superintendent, Deputy	74.73	75.66	76.61	77.57	78.54	79.52	80.51	81.52	82.54	83.57	84.61	85.67	86.74	87.82	88.92	90.03	91.16	92.30	93.45	94.62	95.80
2100	A	Water Program Specialist	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53	38.00	38.48	38.96	39.45	39.94	40.44	40.95	41.46	41.98	42.50	43.03



SUBSTITUTE
ORDINANCE NO. 28636

1 AN ORDINANCE relating to zoning; making minor adjustments to Chapter 13.06 of
2 the Tacoma Municipal Code, relating to Zoning, by amending
3 Section 13.06.635, entitled "Temporary Use," to update geographic location
4 and square footage requirements for temporary shelter sites.

5 WHEREAS, in April 2018, following extensive study by the Planning
6 Commission and a February 2018 public hearing held by the Planning Commission,
7 the City Council passed regulations for temporary shelters through Substitute
8 Ordinance No. 28498, and

9 WHEREAS these regulations allow for the establishment of temporary
10 shelter sites by non-profit, faith-based, and governmental organizations, and

11 WHEREAS, since the passage of Substitute Ordinance No. 28498,
12 Neighborhood and Community Services ("NCS") staff conducted more than
13 50 consultations with religious and non-profit organizations which are interested in
14 obtaining permits to operate a shelter on their properties, and

15 WHEREAS, during consultations with NCS staff, prospective shelter hosts
16 stated a variety of perceived barriers and reasons for not utilizing the regulations to
17 establish a temporary shelter site, and

18 WHEREAS one of the perceived barriers is the restriction of one shelter per
19 police sector, which was originally put in place to allow for equitable distribution of
20 services, access to services for individuals experiencing homelessness across the
21 City, and limiting impacts to City services in any given location in the City, and
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WHEREAS NCS staff recommends refining the limitation on geographic location to address the number of individuals served in any given area, rather than limiting the number of sites, and

WHEREAS a second perceived barrier is the minimum square footage requirement, which is a difficult threshold to meet, and NCS staff recommends refining language related to required square footage for sheltering sites, and

WHEREAS, in response to the declared public health emergency related to homelessness (Ordinance No. 28430), recent changes to legislation regarding structures in parks that will become effective December 1, 2019 (Ordinance No. 28615), and the increased desire of prospective service providers to provide temporary shelters, it is in the best interest of the City to enact emergency modifications to the Emergency Temporary Shelters Permanent Regulations (Substitute Ordinance No. 28498), and

WHEREAS the proposed minor adjustments to Section 13.06.635 of the Tacoma Municipal Code will allow more achievable thresholds for the size, location, and dispersal of temporary homeless shelters, and are fully consistent with the intent of the original recommendations of the Planning Commission and the intent and findings of Substitute Ordinance No. 28498; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That the Recitals are hereby adopted as the City Council's legislative findings.

Section 2. That Section 13.06.635 of the Tacoma Municipal Code is hereby amended as set forth in the attached Exhibit "A."



Section 3. That the City Clerk, in consultation with the City Attorney, is authorized to make necessary corrections to this ordinance, including, but not limited to, the correction of scrivener's/clerical errors, references, ordinance numbering, section/subsection numbers, and any references thereto.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



EXHIBIT "A"

13.06.635 Temporary use.

* * *

B. Temporary uses.

* * *

4. Temporary Shelters.

* * *

c. Safety and health requirements. A temporary shelter shall be established in accordance with the following standards:

(2) A minimum of ~~7,500~~150 square feet of site area per resident shall be required for any given shelters, provided that the site meets all safety, health, logistical, operational, and site plan requirements for temporary shelters, as set forth in this section serving up to 50 people. TheSuch minimum site area may be proportionally reduced if adjacent existing buildings are used for sleeping or support facilities such as kitchen, dining hall, showers, and latrines.

~~(3) For a shelter serving more than 50 residents, the minimum 7,500 square foot site area shall be increased by 150 square feet for each additional resident, up to a total of 100 residents.~~

~~(34)~~ The maximum duration of a temporary shelter shall be 185 consecutive days, except as provided below:

* * *

~~(45)~~ A temporary shelter may only return to the same site after six-months has lapsed since the end date of the previous temporary shelter.

~~(56)~~ In no event shall there be located in any one Police Sector shelter sites serving more than a cumulative total of 150 residents at any given time, and a minimum of one mile must separate each temporary shelter site, except where the Director determines adjusting proximity will not result in over-concentration or an adverse impact to the surrounding community. Prior to approving shelter sites, the total capacity of temporary shelter sites in a given sector will be evaluated. As part of the process for approving additional locations within a sector, the City shall determine whether there are adequate services to support additional locations in a sector. ~~In no event shall more than six temporary shelter sites be permitted within the City at any given time. Additionally, a maximum of two (2) shelters should be allowed in any single Police Sector at any given time and a minimum of one mile must separate each temporary shelter site. Prior to approving a request for a second temporary shelter location within a sector, all other sectors shall have a temporary shelter location. As part of process for approving a second location within a sector, the City shall determine whether there are adequate City services to support the second location in a sector.~~

~~(67)~~ Outdoor shelters shall be enclosed on all sides with a minimum six-foot tall, sight-obscuring fence. No fence will be required if the site is out of view of adjacent properties.

~~(78)~~ Permanent structures are prohibited from being constructed within the temporary shelter site. Existing permanent structures may be used for sheltering or service provision.

~~(89)~~ Temporary shelters are prohibited in Shoreline Districts, critical areas, and their buffers.

~~(940)~~ The sponsoring religious, non-profit, or governmental organization shall work with Neighborhood and Community Services and other agencies to find more permanent housing solutions for the inhabitants of the shelter during its operation.

~~(1044)~~ One security/office/operations structure shall be provided for the site manager. The manager must be on site at all times. Persons who are acting as the on-site manager must be awake while on shift to monitor



the security of the shelter and be ready and able to alert police and/or other emergency responders if the need arises.

(1112) The minimum age for unaccompanied shelter residents is 18 years of age. Individuals under the age of 18 will only be allowed if accompanied by a guardian.

(1213) Each resident shall be pre-screened for warrants and a background check shall be completed by the sponsor religious, non-profit, or governmental organization. No sex offenders will be permitted as shelter residents.

(1314) The temporary shelter must be located within one-half mile of a transit stop that is in service seven days per week.

(1415) The following facilities and provisions must be made available on-site and approved for adequacy and location by the Tacoma-Pierce County Health Department prior to occupancy:

* * *

(1516) Premises must be maintained as approved by the Tacoma Fire Department ("TFD"), including:

* * *

(1617) Parking standards.

* * *

(1718) Refuse and recycling containers shall be provided on-site, with service provided by Solid Waste Management and paid for by the applicant.



ORDINANCE NO. 28638

1 AN ORDINANCE of the City of Tacoma, Washington, authorizing the issuance of
2 its Local Improvement District No. 8645 bonds in the aggregate principal
3 amount of not to exceed \$4,695,721.92 to finance and/or reimburse the
4 City for costs of certain improvements within Local Improvement District
5 No. 8645; fixing the interest rate on local improvement district assessment
6 installments; amending Ordinance No. 28605; delegating the authority to
7 approve the final terms of the bonds; and providing for related matters.

8 WHEREAS the City Council of the City of Tacoma, Washington ("City"),
9 previously created Local Improvement District No. 8645 ("LID No. 8645," and
10 commonly referred to as the "Broadway LID") for various local improvement
11 purposes, and

12 WHEREAS the City Council now desires to authorize the issuance of the
13 local improvement district bonds in the aggregate principal amount not to exceed
14 \$4,695,721.92 ("Bonds") to finance and/or reimburse the City for the costs of certain
15 improvements in LID No. 8645, to make a deposit into the Guaranty Fund,
16 segregate funds for the limited maintenance of landscaping, if any is required, and
17 to pay costs of issuance of the Bonds, and

18 WHEREAS the City Council wishes to delegate authority to the City Finance
19 Director, Treasurer, and Assistant Finance Director, or their designee, for a limited
20 time, to approve the interest rates, maturity dates, redemption terms and principal
21 maturities for the Bonds within the parameters set by this ordinance, and

22 WHEREAS the City expects to receive a proposal from D.A. Davidson & Co.
23 ("Underwriter") and now desires to issue and sell the Bonds to the Underwriter as
24 set forth herein; Now, Therefore,

25 BE IT ORDAINED BY THE CITY OF TACOMA:
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* This Table of Contents is provided for convenience only and is not a part of this ordinance.



1 Section 1. Definitions and Interpretation of Terms.

2 A. Definitions. As used in this ordinance, the following words shall have the
3 following meanings:

4 “Assessments” mean the assessments levied pursuant to the LID Ordinance
5 and not prepaid during the legal prepayment period without interest or otherwise on
6 or prior to October 18, 2019 for LID No. 8645.

7 “Beneficial Owner” means any person that has or shares the power, directly
8 or indirectly, to make investment decisions concerning ownership of any Bonds
9 (including persons holding Bonds through nominees, depositories or other
10 intermediaries).
11

12 “Bonds” mean the City of Tacoma, Washington, Local Improvement District
13 No. 8645 Bonds, 2019, authorized to be issued by the City pursuant to this
14 ordinance.
15

16 “Bond Fund” means the “Local Improvement Fund, District No. 8645,” the
17 special fund created by Substitute Ordinance No. 27475.
18

19 “Bond Purchase Contract” means the contract for the purchase of any Bonds
20 between the Underwriter and the City, authorized to be executed pursuant to
21 Section 12 of this ordinance.

22 “Bond Register” means the registration records for the Bonds maintained by
23 the Bond Registrar.
24

25 “Bond Registrar” means the fiscal agency of the state of Washington.

26 “City” means the City of Tacoma, Washington, a municipal corporation duly
organized and existing under the laws of the State of Washington.



1 "City Council" or "Council" means the City Council of the City as the general
2 legislative authority of the City, as the same shall be duly and regularly constituted
3 from time to time.

4 "City Clerk" means the duly appointed and acting City Clerk of the City or the
5 successor to the duties of that office.

6 "Code" means the Internal Revenue Code of 1986 as in effect on the date of
7 issuance of the Bonds or (except as otherwise referenced herein) as it may be
8 amended to apply to obligations issued on the date of issuance of the Bonds,
9 together with applicable proposed, temporary and final regulations promulgated,
10 and applicable official public guidance published, under the Code.

11 "Commission" means the Securities and Exchange Commission.

12 "Continuing Disclosure Certificate" means the written undertaking for the
13 benefit of the owners and Beneficial Owners of the Bonds as required by
14 Section (b)(5) of the Rule.

15 "Designated Representative" means the City Finance Director, Treasurer,
16 and Assistant Finance Director, or his or her designee. The signature of one
17 Designated Representative shall be sufficient to bind the City.

18 "DTC" means The Depository Trust Company, New York, New York.

19 "Fair Market Value" means the price at which a willing buyer would purchase
20 an investment from a willing seller in a bona fide, arm's-length transaction, except
21 for specified investments as described in Treasury Regulation §1.148-5(d)(6),
22 including United States Treasury obligations, certificates of deposit, guaranteed
23 investment contracts, and investments for yield restricted defeasance escrows.



1 Fair Market Value is generally determined on the date on which a contract to
2 purchase or sell an investment becomes binding, and, to the extent required by the
3 applicable regulations under the Code, the term "investment" will include a hedge.

4 "Federal Tax Certificate" means the certificate executed by the Finance
5 Director setting forth the requirements of the Code for maintaining the tax
6 exemption of interest on the Bonds, and attachments thereto.

7 "Finance Director" means the duly appointed and acting Finance Director of
8 the City or the successor to the duties of that office.

9 "Government Obligations" mean those obligations now or hereafter defined
10 as such in chapter 39.53 RCW constituting direct obligations of, or obligations the
11 principal of and interest on which are unconditionally guaranteed by the United
12 States of America, as such chapter may be hereafter amended or restated.

13 "Guaranty Fund" means the Local Improvement Guaranty Fund of the City
14 created by Ordinance No. 8414, as codified at Tacoma Municipal Code 10.08.

15 "LID No. 8645" means Local Improvement District No. 8645 created pursuant
16 to the LID Ordinance.

17 "LID Ordinance" means Substitute Ordinance No. 27475, passed April 18,
18 2006, authorizing the creation of LID No. 8645.

19 "Letter of Representations" mean the blanket issuer letter of representations
20 from the City to DTC.

21 "MSRB" means the Municipal Securities Rulemaking Board or any successor
22 to its functions.



1 "Official Statement" means the disclosure documents prepared and delivered
2 in connection with the issuance of the Bonds.

3 "Permitted Investments" means any investment permissible for the
4 investment of public funds under Washington law, but only to the extent that the
5 same is acquired at Fair Market Value.
6

7 "Project" means the local improvements completed pursuant to the LID
8 Ordinance.

9 "Record Date" means the close of business for the Bond Registrar that is
10 15 days preceding any interest and/or principal payment or redemption date.
11

12 "Registered Owner" means the person in whose name the Bond is registered
13 on the Bond Register.

14 "Rule" means the Securities and Exchange Commission's Rule 15c2-12
15 under the Securities Act of 1934, as the same may be amended from time to time.
16

17 "Securities Act" means the Securities Act of 1933 as the same may be
18 amended from time to time.

19 "Underwriter" means D.A. Davidson & Co., or its successors.

20 B. Interpretation. In this ordinance, unless the context otherwise requires:

21 1. The terms "hereby," "hereof," "hereto," "herein," "hereunder" and
22 any similar terms, as used in this ordinance, refer to this ordinance as a whole and
23 not to any particular article, section, subdivision or clause hereof, and the term
24 "hereafter" shall mean after, and the term "heretofore" shall mean before, the date
25 of this ordinance;
26



2. Words of any gender shall mean and include correlative words of any other gender and words importing the singular number shall mean and include the plural number and vice versa;

3. Words importing persons shall include firms, associations, partnerships (including limited partnerships), limited liability companies, trusts, corporations and other legal entities, including public bodies, as well as natural persons;

4. Any headings preceding the text of the several articles and sections of this ordinance, and any table of contents or marginal notes appended to copies hereof, shall be solely for convenience of reference and shall not constitute a part of this ordinance, nor shall they affect its meaning, construction or effect; and

5. All references herein to "articles," "sections," and other subdivisions or clauses are to the corresponding articles, sections, subdivisions or clauses hereof.

Section 2. Local Improvement District No. 8645. The 30-day period for making cash payment of assessments without interest in the following local improvement district ("LID No. 8645") has expired, and the City now desires to finance and/or reimburse itself for improvements made in such local improvement district from proceeds of the Bonds authorized in Section 3 below:

LID No.	LID Formation Ordinance		Confirmed Assessment Roll Amount	Assessment Balance After 30-day Prepayme Period
	No.	Date		
8645	27475	4/18/2006	\$9,025,367.79	\$ 4,695,721.92



1 Section 3. Authorization of the Bonds. For the purpose of financing and/or
2 reimbursing the City for the costs of the Project, making a deposit, if any, into the
3 Guaranty Fund and paying costs of issuance of the Bonds, the City is hereby
4 authorized to issue and sell the Bonds in the aggregate principal amount of not to
5 exceed \$4,695,721.92; provided, such final principal amount of the Bonds may not
6 exceed the total amount on the assessment roll of LID No. 8645 remaining
7 uncollected after the expiration of the 30-day interest-free prepayment period for
8 assessments on such assessment roll and remaining outstanding as of October 18,
9 2019.
10

11 The Bonds shall be designated "City of Tacoma, Washington, Local
12 Improvement District No. 8645 Bonds, 2019" with additional designation in the Bond
13 Purchase Contract and as approved by the Designated Representative.
14

15 The Bonds shall be dated as of their date of delivery, shall be fully registered
16 as to both principal and interest, shall be in denominations of \$5,000 each, or any
17 integral multiple thereof, except one bond shall be in the amount set forth in the
18 Bond Purchase Contract, within a maturity, shall be numbered separately in such
19 manner and with any additional designation as the Bond Registrar deems
20 necessary for purposes of identification, shall bear interest from their date payable
21 on the dates and commencing as provided in the Bond Purchase Contract, and
22 shall mature on the dates and in the principal amounts set forth in the Bond
23 Purchase Contract, as approved and executed by a Designated Representative
24 pursuant to Section 12 of this ordinance. The Bonds are obligations only of the
25 Bond Fund and the Guaranty Fund and are not general obligations of the City.
26



1 Section 4. Registration, Exchange and Payments.

2 A. Bond Registrar/Bond Register. The City hereby specifies and adopts the
3 system of registration approved by the Washington State Finance Committee from
4 time to time through the appointment of state fiscal agencies. The City shall cause a
5 Bond Register to be maintained by the Bond Registrar. So long as any Bonds
6 remain outstanding, the Bond Registrar shall make all necessary provisions to
7 permit the exchange or registration or transfer of Bonds at its designated office.
8 The Bond Registrar may be removed at any time at the option of the Finance
9 Director upon prior notice to the Bond Registrar and a successor Bond Registrar
10 appointed by the Finance Director. No resignation or removal of the Bond Registrar
11 shall be effective until a successor shall have been appointed and until the
12 successor Bond Registrar shall have accepted the duties of the Bond Registrar
13 hereunder. The Bond Registrar is authorized, on behalf of the City, to authenticate
14 and deliver Bonds transferred or exchanged in accordance with the provisions of
15 such Bonds and this ordinance and to carry out all of the Bond Registrar's powers
16 and duties under this ordinance. The Bond Registrar shall be responsible for its
17 representation contained in the Certificate of Authentication of the Bonds.
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21 B. Registered Ownership. The City and the Bond Registrar, each in its
22 discretion, may deem and treat the Registered Owner of each Bond as the absolute
23 owner thereof for all purposes (except as provided in the Continuing Disclosure
24 Certificate), and neither the City nor the Bond Registrar shall be affected by any
25 notice to the contrary. Payment of any such Bond shall be made only as described
26 in Section D.7, but such Bond may be transferred as herein provided. All such



1 payments made as described in Section D.7 shall be valid and shall satisfy and
2 discharge the liability of the City upon such Bond to the extent of the amount or
3 amounts so paid.

4 C. DTC Acceptance/Letters of Representations. The Bonds initially shall be
5 held by DTC acting as depository. The City has executed and delivered to DTC a
6 Blanket Issuer Letter of Representations. Neither the City nor the Bond Registrar
7 shall have any responsibility or obligation to DTC participants or the persons for
8 whom they act as nominees (or any successor depository) with respect to the
9 Bonds in respect to the accuracy of any records maintained by DTC (or any
10 successor depository) or any DTC participant, the payment by DTC (or any
11 successor depository) or any DTC participant of any amount in respect of the
12 principal of or interest on Bonds, any notice which is permitted or required to be
13 given to Registered Owners under this ordinance (except such notices as shall be
14 required to be given by the City to the Bond Registrar or to DTC (or any successor
15 depository)).
16
17
18

19 D. Use of Depository.

20 1. The Bonds shall be registered initially in the name of "Cede & Co.",
21 as nominee of DTC, with one Bond maturing on each of the maturity dates for the
22 Bonds in a denomination corresponding to the total principal therein designated to
23 mature on such date. Registered ownership of such Bonds, or any portions thereof,
24 may not thereafter be transferred except (a) to any successor of DTC or its
25 nominee, provided that any such successor shall be qualified under any applicable
26 laws to provide the service proposed to be provided by it; (b) to any substitute



1 depository appointed by the Finance Director pursuant to Subsection 2 below or
2 such substitute depository's successor; or (c) to any person as provided in
3 Subsection 4 below.

4 2. Upon the resignation of DTC or its successor (or any substitute
5 depository or its successor) from its functions as depository or a determination by
6 the Finance Director to discontinue the system of book entry transfers through DTC
7 or its successor (or any substitute depository or its successor), the Finance Director
8 may hereafter appoint a substitute depository. Any such substitute depository shall
9 be qualified under any applicable laws to provide the services proposed to be
10 provided by it.
11

12 3. In the case of any transfer pursuant to clause (a) or (b) of
13 Subsection 1 above, the Bond Registrar shall, upon receipt of all outstanding
14 Bonds, together with a written request on behalf of the Finance Director, issue a
15 single new Bond for each maturity of that series then outstanding, registered in the
16 name of such successor or such substitute depository, or their nominees, as the
17 case may be, all as specified in such written request of the Finance Director.
18

19 4. In the event that (a) DTC or its successor (or substitute depository
20 or its successor) resigns from its functions as depository, and no substitute
21 depository can be obtained, or (b) the Finance Director determines that it is in the
22 best interest of the beneficial owners of the Bonds that such owners be able to
23 obtain physical Bond certificates, the ownership of such Bonds may then be
24 transferred to any person or entity as herein provided, and shall no longer be held
25 by a depository. The Finance Director shall deliver a written request to the Bond
26



1 Registrar, together with a supply of physical Bonds, to issue Bonds as herein
2 provided in any authorized denomination. Upon receipt by the Bond Registrar of all
3 then outstanding Bonds together with a written request on behalf of the Finance
4 Director to the Bond Registrar, new Bonds of such series shall be issued in the
5 appropriate denominations and registered in the names of such persons as are
6 requested in such written request.
7

8 5. Registration of Transfer of Ownership or Exchange; Change in
9 Denominations. The transfer of any Bond may be registered and Bonds may be
10 exchanged, but no transfer of any such Bond shall be valid unless it is surrendered
11 to the Bond Registrar with the assignment form appearing on such Bond duly
12 executed by the Registered Owner or such Registered Owner's duly authorized
13 agent in a manner satisfactory to the Bond Registrar. Upon such surrender, the
14 Bond Registrar shall cancel the surrendered Bond and shall authenticate and
15 deliver, without charge to the Registered Owner or transferee therefor, a new Bond
16 (or Bonds at the option of the new Registered Owner) of the same date, maturity,
17 and interest rate and for the same aggregate principal amount in any authorized
18 denomination, naming as Registered Owner the person or persons listed as the
19 assignee on the assignment form appearing on the surrendered Bond, in exchange
20 for such surrendered and cancelled Bond. Any Bond may be surrendered to the
21 Bond Registrar and exchanged, without charge, for an equal aggregate principal
22 amount of Bonds of the same date, maturity, and interest rate, in any authorized
23 denomination. The Bond Registrar shall not be obligated to register the transfer of
24
25
26



1 or to exchange any Bond between the Record Date and the next principal payment
2 or redemption date.

3 6. Bond Registrar's Ownership of Bonds. The Bond Registrar may
4 become the Registered Owner of any Bond with the same rights it would have if it
5 were not the Bond Registrar, and to the extent permitted by law, may act as
6 depository for and permit any of its officers or directors to act as a member of, or in
7 any other capacity with respect to, any committee formed to protect the right of the
8 Registered Owners or beneficial owners of Bonds.
9

10 7. Place and Medium of Payment. Both principal of and interest on
11 the Bonds shall be payable in lawful money of the United States of America.
12 Interest on the Bonds shall be calculated on the basis of a year of 360 days and
13 twelve 30-day months. For so long as all Bonds are held by a depository,
14 payments of principal thereof and interest thereon shall be made as provided in
15 accordance with the operational arrangements of DTC referred to in the Letter of
16 Representations. In the event that the Bonds are no longer held by a depository,
17 interest on the Bonds shall be paid by check or draft mailed to the Registered
18 Owners at the addresses for such Registered Owners appearing on the Bond
19 Register on the Record Date, or upon the written request of a Registered Owner of
20 more than \$1,000,000 of Bonds (received by the Bond Registrar at least by the
21 Record Date), such payment shall be made by the Bond Registrar by wire transfer
22 to the account within the United States designated by the Registered Owner.
23
24 Principal of the Bonds shall be payable upon presentation and surrender of such
25 Bonds by the Registered Owners at the designated office of the Bond Registrar.
26



1 If any Bond is duly presented for payment and funds have not been provided
2 by the City on the applicable payment date, then interest will continue to accrue
3 thereafter on the unpaid principal thereof at the rate stated on the Bond until the
4 Bond is paid.

5 Section 5. Redemption Prior to Maturity and Purchase of Bonds.

6 A. The City reserves the right to redeem the Bonds prior to their stated
7 maturity on any interest payment date, in order of the estimated redemption
8 schedule set forth in the Bond Purchase Contract, if any, and shall call Bonds for
9 redemption whenever there shall be sufficient money in the Bond Fund to pay the
10 Bonds so called over and above the amount required for the payment of the interest
11 payable on that interest payment date on all unpaid Bonds.

12 B. Purchase of Bonds. The City hereby reserves the right at any time to
13 purchase any of the Bonds from amounts available for such purchase.

14 C. Selection of Bonds for Redemption. For as long as the Bonds are held in
15 book entry only form, the selection of particular Bonds within a maturity to be
16 redeemed shall be made in accordance with the operational arrangements then in
17 effect at DTC. If the Bonds are no longer held by a depository, the selection of
18 such Bonds to be redeemed and the surrender and reissuance thereof, as
19 applicable, shall be made as provided in the following provisions of this
20 Subsection C. If the City redeems at any one time fewer than all of the Bonds
21 having the same maturity date, the particular Bonds or portions of Bonds of such
22 maturity to be redeemed shall be selected by lot (or in such manner determined by
23 the Bond Registrar) in increments of the denominated amount. In the case of a
24
25
26



1 Bond of a denomination greater than \$5,000, the City and the Bond Registrar shall
2 treat each Bond as representing such number of separate Bonds each of the
3 denomination of \$5,000 as is obtained by dividing the actual principal amount of
4 such Bond by \$5,000. In the event that only a portion of the principal sum of a
5 Bond is redeemed, upon surrender of such Bond at the designated office of the
6 Bond Registrar there shall be issued to the Registered Owner, without charge
7 therefor, for the then unredeemed balance of the principal sum thereof, at the
8 option of the Registered Owner, a Bond or Bonds of like maturity and interest rate
9 in any of the denominations herein authorized.
10

11
12 D. Notice of Redemption.

13 1. Official Notice. For so long as the Bonds are held by a depository,
14 notice of redemption shall be given in accordance with the operational
15 arrangements of DTC as then in effect, and neither the City nor the Bond Registrar
16 shall provide any notice of redemption to any beneficial owners. The notice of
17 redemption may be conditional. Unless waived by any owner of Bonds to be
18 redeemed, official notice of any such redemption (which redemption may be
19 conditioned by the Bond Registrar on the receipt of sufficient funds for redemption
20 or otherwise) shall be given by the Bond Registrar on behalf of the City by mailing a
21 copy of an official redemption notice by email or first class mail at least 20 days and
22 not more than 60 days prior to the date fixed for redemption to the Registered
23 Owner of the Bond or Bonds to be redeemed at the address shown on the Bond
24 Register or at such other address as is furnished in writing by such Registered
25 Owner to the Bond Registrar.
26



1 All official notices of redemption shall be dated and shall state:

- 2 a. the redemption date,
- 3 b. the redemption price,
- 4 c. if fewer than all outstanding Bonds are to be redeemed, the
- 5 identification by maturity (and, in the case of partial redemption, the respective
- 6 principal amounts) of the Bonds to be redeemed,
- 7 d. any conditions to redemption, and
- 8 e. the place where such Bonds are to be surrendered for
- 9 payment of the redemption price, which place of payment shall be the principal
- 10 office of the Bond Registrar.
- 11
- 12

13 On or prior to any redemption date, unless such redemption has been

14 rescinded or revoked, or any condition to redemption has not been satisfied, the

15 City shall deposit with the Bond Registrar an amount of money sufficient to pay the

16 redemption price of all the Bonds or portions of such Bonds which are to be

17 redeemed on that date. The City retains the right to rescind any redemption notice

18 and the related optional redemption of Bonds by giving notice of rescission to the

19 affected registered owners at any time on or prior to the scheduled redemption

20 date. Any notice of optional redemption that is so rescinded shall be of no effect,

21 and the Bonds for which the notice of optional redemption has been rescinded shall

22 remain outstanding. Notice of an optional redemption that is subject to conditions

23 that are not satisfied or waived on or before the scheduled redemption date shall be

24 deemed to be rescinded on the scheduled redemption date.

25

26



1 2. Effect of Notice; Bonds Due. If notice of redemption has
2 been given and not rescinded or revoked, or if the conditions set forth in a
3 conditional notice of redemption have been satisfied or waived, the Bonds or
4 portions of Bonds to be redeemed shall, on the redemption date, become due and
5 payable at the redemption price therein specified, and from and after such date
6 such Bonds or portions of Bonds shall cease to bear interest. Upon surrender of
7 such Bonds for redemption in accordance with said notice, such Bonds shall be
8 paid by the Bond Registrar at the redemption price. Installments of interest due on
9 or prior to the redemption date shall be payable as herein provided for payment of
10 interest. All Bonds which have been redeemed shall be canceled by the Bond
11 Registrar and shall not be reissued.
12

13 3. Additional Notice. In addition to the foregoing notice, further
14 notice shall be given by the City as set out below, but no defect in said further
15 notice nor any failure to give all or any portion of such further notice shall in any
16 manner defeat the effectiveness of a call for redemption if notice thereof is given as
17 above prescribed. Each further notice of redemption given hereunder shall contain
18 the information required above for an official notice of redemption plus (A) the
19 CUSIP numbers of all Bonds being redeemed; (B) the date of issue of the Bonds as
20 originally issued; (C) the rate of interest borne by each Bond being redeemed;
21 (D) the maturity date of each Bond being redeemed; and (E) any other descriptive
22 information needed to identify accurately the Bonds being redeemed. Each further
23 notice of redemption may be sent at least 20 days before the redemption date to
24 each party entitled to receive notice pursuant to Section 13 and with such additional
25
26



1 information as the City shall deem appropriate, but such mailings shall not be a
2 condition precedent to the redemption of such Bonds.

3 4. Amendment of Notice Provisions. The foregoing notice
4 provisions of this Section 5, including, but not limited to, the information to be
5 included in redemption notices and the persons designated to receive notices, may
6 be amended by additions, deletions and changes in order to maintain compliance
7 with duly promulgated regulations and recommendations regarding notices of
8 redemption of municipal securities.
9

10 Section 6. Form of Bonds. The Bonds shall be in substantially the form set
11 forth at Exhibit A, which form is determined to comply with Tacoma Municipal
12 Code 10.06.010.
13

14 Section 7. Execution of Bonds. As provided in Tacoma Municipal
15 Code 10.06.020, the Bonds shall be signed by the Mayor, countersigned by the
16 Director of Finance, and attested by the City Clerk, who shall affix the corporate
17 seal of the City thereto.
18

19 In the event any officer who shall have signed or whose facsimile signatures
20 appear on any of the Bonds shall cease to be such officer of the City before said
21 Bonds shall have been authenticated or delivered by the Bond Registrar or issued
22 by the City, such Bonds may nevertheless be authenticated, delivered and issued
23 and, upon such authentication, delivery and issuance, shall be as binding upon the
24 City as though said person had not ceased to be such officer. Any Bond may be
25 signed and attested on behalf of the City by such persons who, at the actual date of
26



1 execution of such Bond shall be the proper officer of the City, although at the
2 original date of such Bond such persons were not such officers of the City.

3 Only such Bonds as shall bear thereon a Certificate of Authentication
4 manually executed by an authorized representative of the Bond Registrar shall be
5 valid or obligatory for any purpose or entitled to the benefits of this ordinance. Such
6 Certificate of Authentication shall be conclusive evidence that the Bonds so
7 authenticated have been duly executed, authenticated and delivered hereunder and
8 are entitled to the benefits of this ordinance.
9

10 Section 8. Application of Bond Proceeds. Proceeds of the Bonds and
11 prepaid assessments shall be applied as follows:
12

13 A. An amount up to 10 percent of the principal amount of the Bonds may be
14 deposited into the Guaranty Fund, as directed by the Finance Director; and

15 B. The balance of the Bond proceeds, prepaid assessments and
16 installments of assessments and interest received on or prior to October 18, 2019,
17 or such later date prior to the issuance of the Bonds specified by the Finance
18 Director shall be applied to finance and/or reimburse the City for costs of the Project
19 (including, without limitation, repayment of interim financing), and to pay all
20 expenses incidental thereto and to the issuance of the Bonds.
21

22 Section 9. Bond Fund. There has been created and established in the office
23 of the Finance Director a special local improvement district fund known and
24 designated as the "Local Improvement Fund, District No. 8645" (the "Bond Fund").
25 The Bond Fund shall be a trust fund and shall be drawn upon only for the payment
26 of the principal of and interest on the Bonds. Except as provided in Section 8.B, all



1 money presently on hand representing collections pertaining to installments of
2 Assessments and interest thereon in LID No. 8645 shall be deposited in the Bond
3 Fund, and all collections pertaining to Assessments on the assessment roll of such
4 local improvement district shall, when hereafter received, be deposited in the Bond
5 Fund to redeem outstanding Bonds. The Bond shall be an obligation only of the
6 Bond Fund and the Guaranty Fund and is not a general obligation of the City.

8 The City hereby covenants that (a) it will diligently commence and pursue the
9 collection of all delinquent assessments, which pursuit shall include the timely
10 initiation of foreclosure proceedings on assessments of properties in LID No. 8645
11 which are delinquent; and (b) it will maintain money or lawful investments from time
12 to time in the Guaranty Fund in an amount (based on Fair Market Values), subject
13 only to constitutional or statutory limitations, that shall be at least equal to (i) so long
14 as the City's Consolidated Local Improvement District No. 64 Bonds or
15 Consolidated Local Improvement District No. 65 Bonds are outstanding, 10 percent
16 of the total principal amount of all obligations guaranteed by the Guaranty Fund,
17 plus accrued but unpaid interest thereon, and less the total amount of money and
18 lawful investments in the respective bond funds for payment and redemption of all
19 outstanding obligations guaranteed by the Guaranty Fund; and (ii) thereafter,
20 5 percent of the total principal amount of all outstanding obligations guaranteed by
21 the Guaranty Fund.

22 The City may invest funds in the Bond Fund in any Permitted Investment and
23 the investment earnings shall be retained therein and applied to the purposes of the
24 Bond Fund.



1 Section 10. Pledge of Assessment Payments. Assessments collected in
2 LID No. 8645, together with interest and penalties, if any, are pledged to the
3 payment of the Bonds, which are payable solely out of the Bond Fund and the
4 Guaranty Fund in the manner provided by law. The Bonds are not general
5 obligations of the City.
6

7 Section 11. Defeasance. In the event that the City, in order to effect the
8 payment, retirement or redemption of any Bond, sets aside in the Bond Fund or in
9 another special account, cash or noncallable Government Obligations, or any
10 combination of cash and/or noncallable Government Obligations, in amounts and
11 maturities which, together with the known earned income therefrom, are sufficient to
12 redeem or pay and retire such Bond in accordance with its terms and to pay when
13 due the interest and redemption premium, if any, thereon, and such cash and/or
14 noncallable Government Obligations are irrevocably set aside and pledged for such
15 purpose, then no further payments need be made into the Bond Fund for the
16 payment of the principal of and interest on such Bond. The owner of a Bond so
17 provided for shall cease to be entitled to any lien, benefit or security of this
18 ordinance except the right to receive payment of principal, premium, if any, and
19 interest from the Bond Fund or such special account, and such Bond shall be
20 deemed to be not outstanding under this ordinance. The City shall give written
21 notice of defeasance of the Bonds in accordance with the Continuing Disclosure
22 Certificate.
23
24
25
26



1 Section 12. Sale of the Bonds.

2 A. Bond Sale. The Bonds shall be sold at negotiated sale to the Underwriter
3 pursuant to the terms of the Bond Purchase Contract. The Council hereby
4 determines that it is in the best interest of the City to delegate to the Designated
5 Representatives for a limited time the authority to approve the final interest rates,
6 aggregate principal amount, maturity date, and redemption rights (including the
7 estimated redemption schedule for the Bonds, if any).

8
9 Subject to the terms and conditions set forth in this Section 12, each
10 Designated Representative is hereby authorized approve the final interest rates,
11 aggregate principal amount, maturity date, and redemption rights (including the
12 estimated redemption schedule for the Bonds, if any) in the manner provided
13 hereafter so long as:
14

15 1. the aggregate principal amount of the Bonds does not exceed
16 \$4,695,721.92;
17

18 2. the final maturity date of the Bond is December 1, 2049;

19 3. the aggregate purchase price for the Bonds shall not be less than
20 95 percent and not greater than 105 percent of the aggregate stated principal
21 amount of the Bonds, excluding any original issue discount, and
22

23 4. the true interest cost of the Bonds (in the aggregate) does not
24 exceed 5.00 percent.

25 Subject to the terms and conditions set forth in this section, each Designated
26 Representative is hereby authorized to execute the Bond Purchase Contract on
behalf of the City.



1 Following the execution of the Bond Purchase Contract, a Designated
2 Representative shall provide a report to the Council, describing the final terms of
3 the Bonds approved pursuant to the authority delegated in this section.

4 The authority granted to the Designated Representatives by this Section 12
5 shall expire 180 days after the effective date of this ordinance. If a Bond Purchase
6 Contract for the Bonds has not been executed within 180 days after the effective
7 date of this ordinance, the authorization for the issuance of the Bonds shall be
8 rescinded, and the Bonds shall not be issued nor their sale approved unless such
9 Bonds shall have been re-authorized by ordinance of the Council. The ordinance
10 re-authorizing the issuance and sale of such Bonds may be in the form of a new
11 ordinance repealing this ordinance in whole or in part or may be in the form of an
12 amendatory ordinance.
13
14

15 B. Delivery of Bonds; Documentation. Following the passage and approval
16 of this ordinance and execution of the Bond Purchase Contract, the proper officials
17 of the City, including the Finance Director, Treasurer, and Assistant Finance
18 Director, are authorized and directed to undertake all action necessary for the
19 prompt execution and delivery of the Bonds to the Underwriter and further to
20 execute all closing certificates and documents required to effect the closing and
21 delivery of the Bonds in accordance with the terms of this ordinance and the Bond
22 Purchase Contract. Such documents may include, but are not limited to,
23 documents related to a municipal bond insurance policy delivered by an insurer to
24 insure the payment when due of the principal of and interest on all or a portion of
25
26



1 the Bonds as provided therein, if such insurance is determined by the Designated
2 Representative to be in the best interest of the City.

3 Section 13. Preliminary and Final Official Statements. Any Designated
4 Representative is hereby authorized to deem final the preliminary Official Statement
5 relating to the Bonds for the purposes of the Rule. Any Designated Representative
6 is further authorized to approve for purposes of the Rule, on behalf of the City, the
7 final Official Statement relating to the issuance and sale of the Bonds and the
8 distribution of the final Official Statement pursuant thereto with such changes, if
9 any, as may be deemed by him or her to be appropriate.
10

11 Section 14. Ongoing Disclosure; Covenants.
12

13 A. Ongoing Disclosure. The City covenants to execute and deliver a
14 Continuing Disclosure Certificate. Each Designated Representative is hereby
15 authorized to execute and deliver a Continuing Disclosure Certificate upon the
16 issuance, delivery, and sale of the Bonds with such terms and provisions as such
17 shall officer shall deem appropriate and in the best interest of the City.
18

19 B. Tax Covenants. The City will take all actions necessary to assure the
20 exclusion of interest on the Bonds from the gross income of the owners of the Bond
21 to the same extent as such interest is permitted to be excluded from gross income
22 under the Code as in effect on the date of issuance of the Bonds, including, but not
23 limited to, the following:
24

25 1. Private Activity Bond Limitation. The City will assure that the
26 proceeds of the Bonds are not so used as to cause the Bonds to satisfy the private



1 business tests of Section 141(b) of the Code or the private loan financing test of
2 Section 141(c) of the Code.

3 2. Limitations on Disposition of Project. The City will not sell or
4 otherwise transfer or dispose of (i) any personal property components of the Project
5 other than in the ordinary course of an established government program under
6 Treasury Regulation 1.141-2(d)(4) or (ii) any real property components of the
7 Project, unless it has received an opinion of nationally recognized bond counsel to
8 the effect that such disposition will not adversely affect the treatment of interest on
9 the Bonds as excludable from gross income for federal income tax purposes.
10

11 3. Federal Guarantee Prohibition. The City will not take any action or
12 permit or suffer any action to be taken if the result of such action would be to cause
13 any of the Bonds to be "federally guaranteed" within the meaning of Section 149(b)
14 of the Code.
15

16 4. Rebate Requirement. The City will take any and all actions
17 necessary to assure compliance with Section 148(f) of the Code, relating to the
18 rebate of excess investment earnings, if any, to the federal government, to the
19 extent that such section is applicable to the Bonds.
20

21 5. No Arbitrage. The City will not take, or permit or suffer to be taken
22 by the City or otherwise, any action with respect to the proceeds of the Bonds that,
23 if such action had been reasonably expected to have been taken, or had been
24 deliberately and intentionally taken, on the date of issuance of the Bonds would
25 have caused the Bonds to be "arbitrage bonds" within the meaning of Section 148
26 of the Code.



1 6. Registration Covenant. The City will maintain a system for
2 recording the ownership of the Bonds that complies with the provisions of
3 Section 149 of the Code until all the Bonds have been surrendered and canceled.

4 7. Record Retention. The City will retain its records of all accounting
5 and monitoring it carries out with respect to the Bonds for at least three years after
6 the Bonds mature or are redeemed (whichever is earlier); however, if the Bonds are
7 redeemed and refunded, the City will retain its records of accounting and monitoring
8 at least three years after the earlier of the maturity or redemption of the obligations
9 that refunded the Bonds.
10

11 8. Compliance with Tax Certificate. The City will comply with the
12 provisions of the Tax Certificate with respect to the Bonds, which are incorporated
13 herein as if fully set forth herein. In the event of any conflict between this Section
14 and the Tax Certificate, the provisions of the Tax Certificate will prevail.
15

16 9. Survival. The covenants of this Section will survive payment in full
17 or defeasance of the Bonds.
18

19 Section 15. Interest Rate on Installments and Delinquent Payments. The
20 interest rate on the installments of Assessments in LID No. 8645 shall be
21 established by the Finance Director at a rate per annum equal to the interest rate
22 for the Bonds plus 0.50 percent. Delinquent payments of Assessments shall bear
23 a penalty of 12 percent on the assessment or installment and the interest thereon
24 until sale of certificate of delinquency pursuant to Tacoma Municipal
25 Code 10.04.110.
26



1 Section 16. Lost, Stolen, or Destroyed Bonds. In case any Bonds are lost,
2 stolen, or destroyed, the Bond Registrar may authenticate and deliver a new Bond
3 or Bonds of like amount, date, and tenor to the Registered Owner thereof if the
4 owner pays the expenses and charges for the Bond Registrar and the City in
5 connection therewith and files with the Bond Registrar and the City evidence
6 satisfactory to both that such Bond or Bonds were actually lost, stolen, or destroyed
7 and of his or her ownership thereof, and furnishes the City and the Bond Registrar
8 with indemnity satisfactory to both.
9

10 Section 17. Amendment to the LID Confirmation Ordinance. Ordinance
11 No. 28605, confirming the final assessment roll for LID No. 8645, is amended to
12 include the following Section 4:
13

14 Pursuant to RCW 35.49.020, any assessment against property levied by
15 this ordinance may be paid during the 30-day period allowed for
16 payment of assessments without penalty or interest and thereafter the
17 sum remaining unpaid shall be paid in 28 equal annual principal
18 payment installments, together with interest on the outstanding balance
19 thereof.
20

21 Section 18. Severability; Ratification. If any one or more of the covenants
22 or agreements provided in this ordinance to be performed on the part of the City
23 shall be declared by any court of competent jurisdiction to be contrary to law, then
24 such covenant or covenants, agreement or agreements shall be null and void and
25 shall be deemed separable from the remaining covenants and agreements of this
26 ordinance and shall in no way affect the validity of the other provisions of this



1 ordinance or of the Bonds. All acts taken pursuant to the authority granted in this
2 ordinance but prior to its effective date are hereby ratified and confirmed.

3 Section 19. Effective Date of Ordinance. This ordinance shall take effect
4 and be in force as provided by law.
5

6 Passed _____
7

8 _____
9 Mayor

10 Attest:
11 _____
12 City Clerk

13 Approved as to form:
14 PACIFICA LAW GROUP LLP
15

16 _____
17 Bond Counsel
18
19
20
21
22
23
24
25
26



EXHIBIT A
Form of Bond

[DTC Language]
UNITED STATES OF AMERICA

NO. \$ _____

STATE OF WASHINGTON
CITY OF TACOMA
LOCAL IMPROVEMENT DISTRICT NO. 8645 BOND, 2019

INTEREST RATE: _____ %
ESTIMATED REDEMPTION DATE: _____
REGISTERED OWNER: CEDE & CO.
PRINCIPAL AMOUNT: _____ AND NO/100 DOLLARS

RCW 35.45.070 provides, in part, as follows:

Neither the holder nor owner of any bond, interest coupon, warrant, or other short-term obligation issued against a local improvement fund shall have any claim therefor against the city or town by which it is issued, except for payment from the special assessments made for the improvement for which the bond or warrant was issued and except also for payment from the local improvement guaranty fund of the city or town as to bonds issued after the creation of a local improvement guaranty fund of that city or town. The city or town shall not be liable to the holder or owner of any bond, interest coupon, warrant, or other short-term obligation for any loss to the local improvement guaranty fund occurring in the lawful operation thereof.

The City of Tacoma, Washington (the "City"), hereby acknowledges itself to owe and for value received promises to pay to the Registered Owner identified above from the City's Local Improvement District No. 8645 Bond Redemption Fund (the "Bond Fund") created by Ordinance No. _____ (the "Bond Ordinance"), the Principal Amount indicated above and to pay interest thereon from _____ on _____, 20____, and on each _____ thereafter to maturity or earlier redemption (each, an "Interest Payment Date"). Both principal of and interest on this bond are payable in lawful money of the United States of America. The fiscal agency of the State of Washington has been appointed by the City as the authenticating agent, paying agent and registrar for the bonds of this issue (the "Bond Registrar"). For so long as the bonds of this issue are held in fully immobilized form, payments of principal and interest thereon shall be made as provided in accordance with the operational arrangements of The Depository



1 Company ("DTC") referred to in the Blanket Issuer Letter of Representations (the
2 "Letter of Representations") from the City to DTC.

3 The bonds of this issue are issued under and in accordance with the
4 provisions of the Constitution and applicable statutes of the State of Washington and
5 Ordinance No. ____ duly passed by the City Council on _____, 2019 (the "Bond
6 Ordinance"). Capitalized terms used in this bond have the meanings given such
7 terms in the Bond Ordinance.

8 This bond is one of an authorized issue of bonds of like series, date, tenor,
9 and date of maturity, except as to number, interest rate, estimated redemption date
10 and amount in the aggregate principal amount of \$_____ and is issued pursuant
11 to the Bond Ordinance to provide a portion of the funds necessary to (a) pay costs
12 of improvements for Local Improvement District No. 8645, (b) to fund the Guaranty
13 Fund, if any deposit is required, and (c) to pay costs of issuance for the Bonds.

14 The bonds of this issue may be redeemed prior to, on or after their estimated
15 redemption date on any Interest Payment Date if sufficient assessment payments
16 are available in the Bond Fund over and above the amount necessary to pay
17 interest currently due on all outstanding bonds of this issue.

18 This bond is not a general obligation of the City. This bond is payable solely
19 from the Bond Fund and from the City's Local Improvement Guaranty Fund. The
20 City has irrevocably obligated and bound itself to pay into the Bond Fund all
21 assessments levied within LID No. 8645 and received after the legal prepayment
22 period or otherwise not collected on or before October 18, 2019 except as
23 otherwise provided in the Bond Ordinance.

24 The City hereby covenants and agrees with the owner of this bond that it will
25 keep and perform all the covenants of this bond and of the Bond Ordinance to be
26 by it kept and performed. Reference is hereby made to the Bond Ordinance for the
27 definitions of defined terms used herein. Reference to the Bond Ordinance and any
28 and all modifications and amendments thereto is made for a description of the
29 nature and extent of the security for this bond, the funds pledged, and the terms
30 and conditions upon which this bond is issued.

31 This bond shall not be valid or become obligatory for any purpose or be
32 entitled to any security or benefit under the Bond Ordinance until the Certificate of
33 Authentication hereon shall have been manually signed by the Bond Registrar.

34 It is hereby certified that all acts, conditions and things required by the
35 Constitution and statutes of the State of Washington to exist, to have happened,
36 been done and performed precedent to and in the issuance of this bond exist, have
37 happened, been done and performed and that the issuance of this bond does not



1 violate any constitutional, statutory or other limitation upon the amount of bonded
2 indebtedness that the City may incur.

3 IN WITNESS WHEREOF, the City of Tacoma, Washington, has caused this
4 bond to be executed by the manual or facsimile signature of the Mayor of the City,
5 countersigned by the Finance Director, and attested by the manual or facsimile
6 signature of the Clerk, as of this _____ day of _____, 2019.

7 [SEAL]

CITY OF TACOMA, WASHINGTON

8 By _____ /s/_____
9 Mayor

10 _____
11 Finance Director

12
13 ATTEST

14
15 _____ /s/_____
16 City Clerk

17 **CERTIFICATE OF AUTHENTICATION**

18 Date of Authentication: _____
19

20 This Bond is one of the bonds described in the within-mentioned Bond
21 Ordinance and is one of the Local Improvement District No. 8645 Bonds, 2019 of
22 the City of Tacoma, Washington, dated _____, 2019.

23 WASHINGTON STATE FISCAL AGENT,
24 as Bond Registrar

25 By _____
26



CERTIFICATE

I, the undersigned, the Clerk of the City Council ("City Council") of City of Tacoma, Washington (herein called the "City"), DO HEREBY CERTIFY:

1. That the attached ordinance numbered _____ (herein called the "Ordinance") is a true and correct copy of an ordinance of the City, as finally adopted at a regular meeting of the City Council held on the [19th] day of [November], 2019, and duly recorded in my office.

2. That the meeting was duly convened and held in all respects in accordance with law, and to the extent required by law, due and proper notice of such meeting was given; that a quorum of the City Council was present throughout the meeting and a legally sufficient number of members of the City Council voted in the proper manner for the passage of said Ordinance; that all other requirements and proceedings incident to the proper adoption of said Ordinance have been duly fulfilled, carried out and otherwise observed, and that I am authorized to execute this certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City as of this ____ day of _____, 2019.

City Clerk
City of Tacoma, Washington