



Legislation Passed December 8, 2020

The Tacoma City Council, at its regular City Council meeting of December 8, 2020, 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. 40708

A resolution appointing individuals to the Core Coordinating Team.
[Doris Sorum, City Clerk; Bill Fosbre, City Attorney]

Resolution No. 40709

A resolution reappointing individuals to the Greater Tacoma Regional Convention Center Public Facilities District Board.
[Mayor Woodards]

Resolution No. 40710

A resolution expressing opposition to Pierce County Council Ordinance No. 2020-136; opposing the dissolution of the Interlocal Agreement that creates and maintains the Tacoma-Pierce County Health Department; and inviting a cooperative discussion, after the current pandemic has passed, on whether dissolution of the current structure is in the best interests of the City and Pierce County residents.
[Mayor Woodards]

Ordinance No. 28721

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 classifications and classification changes to reflect the organizational structure.
[Kari L. Louie, Senior Compensation and Benefits Manager; Gary Buchanan, Director, Human Resources]

Ordinance No. 28722

An ordinance modifying the 2019-2020 Biennial Budget to appropriate funds for additional changes in transfers and other budget adjustments as well as appropriating additional estimated revenues.
[Katie Johnston, Budget Officer; Andy Cherullo, Director, Finance]

Ordinance No. 28723

An ordinance amending the Heidelberg-Davis site, located in the vicinity of South 19th Street and South Tyler Street, from a Parks and Open Space land use designation to a Major Institutional Campus designation, as part of the 2020 Amendments to the Comprehensive Plan and Land Use Regulatory Code, effective January 1, 2021.
[Stephen Atkinson, Principal Planner; Peter Huffman, Director, Planning and Development Services]

Amended Ordinance No. 28724

An ordinance amending Chapter 13.06 of the Municipal Code, relating to Zoning, by amending Section 13.06.070, entitled "Overlay Districts", to establish a View Sensitive Overlay District - 20, with a 20-foot building height limit, and an area-wide rezone for specified areas within the View Sensitive Overlay District, as part of the 2020 Amendments to the Comprehensive Plan and the Land Use Regulatory Code, effective January 1, 2021.

[Stephen Atkinson, Principal Planner; Peter Huffman, Director,
Planning and Development Services]

Ordinance No. 28725

An ordinance amending Title 13 of the Municipal Code, relating to the Land Use Regulatory Code, by amending various chapters to adopt the minor plan and code amendments as part of the 2020 Amendments to the Comprehensive Plan and Land Use Regulatory Code, effective January 1, 2021.

[Stephen Atkinson, Principal Planner; Peter Huffman, Director,
Planning and Development Services]



RESOLUTION NO. 40708

1 BY REQUEST OF DEPUTY MAYOR BLOCKER AND COUNCIL
2 MEMBERS BEALE, HINES, AND USHKA

3 A RESOLUTION appointing individuals to the Core Coordinating Team to support
4 the community-led Heal the Heart of Tacoma initiative.

5 WHEREAS the nomination of individuals to the Core Coordinating Team
6 supports Resolution No. 40667, authorizing the one-time use of \$75,000,
7 budgeted from the Council Contingency Fund, to stand-up a community-led,
8 multi-sector systems transformation effort known as the Heal the Heart of
9 Tacoma initiative to address all institutions, systems, policies, practices, and
10 contracts impacted by systemic racism, with initial priority being given to policing
11 in the City; and Resolution No. 40622, affirming the City's commitment to
12 anti-racist systems transformation across the City, and

14 WHEREAS the Core Coordinating Team will support the community-led
15 effort to reduce racial and other inequities, disparities, or discrimination to
16 under-represented communities through multi-sector systems transformations for
17 the benefit of the City and its residents, and

19 WHEREAS, at the November 19 and November 23, 2020, Community
20 Vitality and Safety Committee special meetings, the Committee conducted
21 interviews and recommended the appointment of the individuals listed on the
22 attached Exhibit "A" to the Core Coordinating Team, Now, Therefore,
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the individuals listed on Exhibit "A" attached hereto are hereby confirmed and appointed as members of the Core Coordinating Team.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



EXHIBIT "A"

CORE COORDINATING TEAM

- Marcia Tate Arunga
- Lawrence Coleman
- Keysha-Rae Cooper
- Kayla Davis
- Ronnie Gordon
- Fahren Johnson
- Bruce Kadden
- Marquis King Mason
- Annalycia Matthews
- Vhonda McElroy
- Salvador Mungia
- Anna Nepomuceno
- Priya Saxena
- Vanna Sing
- Anaid Yarena
- Patricia Flores, as the Commission on Immigrant and Refugee Affairs Representative
- Verda Washington, as the Human Services Commission Representative
- Chris Tubig, as the alternate



RESOLUTION NO. 40709

1 BY REQUEST OF MAYOR WOODARDS

2 A RESOLUTION relating to committees, boards, and commissions; reappointing
3 individuals to the Greater Tacoma Regional Convention Center Public
4 Facilities District Board.

5 WHEREAS vacancies exist on the Greater Tacoma Regional Convention
6 Center Public Facilities District Board, and

7 WHEREAS, under Tacoma City Charter Section 2.4, appointments may be
8 made by a majority vote of the City Council from names presented in writing to the
9 City Council by the Mayor, and

10 WHEREAS the Mayor has nominated Colleen Barta to be reappointed to
11 serve on the Greater Tacoma Regional Convention Center Public Facilities District
12 Board to serve a four-year term, effective January 1, 2021, to expire December 31,
13 2024, and

14 WHEREAS the Mayor has nominated Dean Burke to be reappointed to serve
15 on the Greater Tacoma Regional Convention Center Public Facilities District Board
16 to serve a four-year term, effective January 1, 2021, to expire December 31, 2024;
17 Now, Therefore,

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

19 Section 1. That Colleen Barta is hereby reappointed to serve on the Greater
20 Tacoma Regional Convention Center Public Facilities District Board to serve a four-
21 year term, effective January 1, 2021, to expire December 31, 2024, or until a
22 successor is appointed.
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Section 2. That Dean Burke is hereby reappointed to serve on the Greater Tacoma Regional Convention Center Public Facilities District Board to serve a four-year term, effective January 1, 2021, to expire December 31, 2024, or until a successor is appointed.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



RESOLUTION NO. 40710

1 BY REQUEST OF MAYOR WOODARDS, DEPUTY MAYOR BLOCKER, AND
2 COUNCIL MEMBER USHKA

3 A RESOLUTION expressing the Mayor and City Council's opposition to Pierce
4 County Council Ordinance No. 2020-136s, which establishes a County
5 Board of Health and Department of Public Health and terminates the
6 Agreement Creating a Combined County-City Health Department Known as
7 the Tacoma-Pierce County Health Department ("TPCHD"); opposing the
8 dissolution of the Agreement that creates and maintains the TPCHD; and
9 inviting a cooperative discussion, after the current pandemic has passed, on
10 whether dissolution of the current structure is in the best interests of the City
11 and Pierce County residents.

12 WHEREAS, for nearly 50 years, the City of Tacoma and Pierce County
13 have operated a combined County-City Health Department, known as the Tacoma-
14 Pierce County Health Department ("TPCHD"), pursuant to Chapters 70.05, 70.08,
15 and 70.12 of the Revised Code of Washington, and

16 WHEREAS, pursuant to Pierce County Council ("PCC") proposed
17 Ordinance No. 2020-136, introduced on December 1, 2020, and considered on
18 initial reading by the PCC on the same date, the PCC desires to eliminate the
19 TPCHD by terminating the interlocal agreement between the City and Pierce
20 County, and

21 WHEREAS, under proposed PCC Ordinance No. 2020-136, Pierce County
22 would also create a new Health Department as part of Pierce County government,
23 dissolve the current public health board and install the County Council members to
24 perform the function of the public health board, and

25 WHEREAS the PCC has since made some amendments to the ordinance,
26 and it is currently pending before the PCC as Ordinance No. 2020-136s, and



WHEREAS the PCC's intent remains the same, to terminate the current
1 interlocal agreement between the City and the County for the TPCHD, and

2 WHEREAS the City of Tacoma was not consulted on the termination of the
3 nearly 50-year agreement between the City and County, and none of the cities and
4 towns in Pierce County, the TPCHD, nor the medical community were consulted as
5 stakeholders on this matter, and
6

7 WHEREAS the proposal to eliminate the TPCHD, our community's
8 independent authority on public health matters, during the time of global pandemic
9 is drastic and disrupts and endangers public health by distracting TPCHD staff, the
10 medical community, and the public from critical work, and,
11

12 WHEREAS the PCC proposal is already eroding public trust in public health
13 during this pandemic, which will make people more resistant to following
14 instructions or collaborating with contact tracing, resulting in fuller hospitals,
15 medical personnel more at risk, and more lives lost, and
16

17 WHEREAS the expedited timeline by which the PCC is considering this
18 legislation does not allow for meaningful input from the public and community
19 stakeholders, and
20

21 WHEREAS the proposed ordinance does not contain any fiscal analysis,
22 as required under Pierce County Code Section 1.28.075, so the impact to the City
23 of Tacoma, which contributes over \$1 million dollars to the TPCHD's and the
24 County's budget, cannot be fully contemplated under this proposal, and
25
26



WHEREAS the current independent nature of the TPCHD is also relevant
in a number of grants currently received by it, and this dollar amount is also
currently unknown, and

WHEREAS the Mayor and City Council invite Pierce County to have a
cooperative discussion with related partners about this topic to determine whether
dissolving the current interlocal agreement is in the best interests of the City and
Pierce County residents after the pandemic crisis has passed; Now, Therefore,

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

Section 1. That the City of Tacoma remains committed to the health of
people throughout Pierce County, and invites the Pierce County Council to engage
in meaningful dialogue to improve services at a later date.

Section 2. That the Mayor and City Council oppose Pierce County Council
Ordinance No. 2020-136 that dissolves the interlocal agreement creating and
maintaining the Tacoma-Pierce County Health Department ("TPCHD"), and the
City Manager is directed to forward a copy of this resolution to the Pierce County
Council.



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Section 3. That the Mayor and City Council urge the Pierce County Council
to reconsider the timeline for consideration of this legislation, thereby avoiding
undue chaos and uncertainty for TPCHD staff and the community at large.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



ORDINANCE NO. 28721

1 AN ORDINANCE relating to the Compensation Plan; amending Chapter 1.12 of
2 the Tacoma Municipal Code, to implement rates of pay and compensation
3 for represented and non-represented classifications and classification
4 changes to reflect the organizational structure; and declaring the effective
5 dates thereof.

6 BE IT ORDAINED BY THE CITY OF TACOMA:

7 Section 1. That Section 1.12.096 of the Tacoma Municipal Code is hereby
8 amended, effective as provided by law, to read as follows:

9 * * *

10 The City shall pay 50 percent or more, as budgeted therefor, of the cost of premiums for
11 employee group life insurance covering each eligible permanent, project, appointive, and
12 temporary pending exam employee, officer, and official of the City electing to participate. The
13 minimum group life insurance coverage shall be \$5,000; provided, that employees hired into a
14 part-time status after January 1, 1983, electing to participate shall receive group life insurance
15 prorated on the hours hired to work (such as three-quarter time, half-time, and so forth).
16 Payments for premiums not paid by the City shall be by payroll deduction.

17 ~~Whenever, as of January 1 and July 1, the insured's annual basic salary exceeds the amount of~~
18 ~~insurance in force, the insurance coverage for said insured shall be raised to the next highest~~
19 ~~thousand.~~

20 Authority is also extended for an optional supplemental group life insurance plan, the premiums
21 for which shall be the sole responsibility of the participating employee.

22 * * *

23 Section 2. That Section 1.12.115 of the Tacoma Municipal Code is hereby
24 amended, effective as provided by law, to read as follows:

25 * * *

26 ~~F. The City will match the deferred compensation contribution of Rail personnel covered by the Federal~~
27 ~~Railroad Retirement Act in the classifications of Administrative Secretary (CSC 0023) to a maximum~~
28 ~~City contribution of 7.38 percent of base salary; of Utilities Director, Deputy, Rail Superintendent~~
29 ~~(CSC 0830) to a maximum City contribution of 9.0 percent of base salary; and Railway Roadmaster~~
30 ~~(CSC 7126) to a maximum City contribution of 7.26 percent of the base salary; provided, however, that~~
31 ~~as to any personnel hired after the effective date of the ordinance codified in this section, t~~
32 ~~The City will~~
33 ~~match the deferred compensation contribution of Rail personnel in classifications that are unrepresented,~~
34 ~~appointive, and covered by the Federal Railroad Retirement Act to a maximum contribution of 3 percent~~
35 ~~of the base salary for such positions; and, provided further, that all contributions are subject to the~~
36 ~~limitations of the IRC maximum contribution requirements for Section 457 plans.~~

37 * * *



Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to August 6, 2020, to read as follows:

Code	A	Title	1	2	3	4	5	6	7	8
5511		Sales & Service Representative	21.93	23.03	24.17	25.39	26.66	-	-	-
5512		Sales & Service Representative, Lead	27.24	28.60	30.03	31.54	33.11	-	-	-
5517		Network Operations Center Technician	24.74	25.98	27.28	28.64	30.08	-	-	-
5518		Telecommunications Technician 1	26.46	27.79	29.18	30.63	32.17	-	-	-
5519		Telecommunications Supervisor, Assistant	32.90	34.54	36.28	38.08	39.99	-	-	-
5524		Broadband Services Technician, Lead	36.59	38.42	40.34	42.36	44.48	46.70	49.04	51.49
5525		Broadband Services Technician	32.93	34.58	36.31	38.13	40.04	42.04	44.14	46.35
5538		Converter Inventory Technician	19.42	20.39	21.41	22.48	23.60	-	-	-

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

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
0557	A	Retirement Chief Investment Officer, Deputy	56.06	56.76	57.47	58.19	58.92	59.66	60.41	61.17	61.93	62.70	63.48
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			64.27	65.07	65.88	66.70	67.53	68.37	69.22	70.09	70.97	71.86	

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2021, to read as follows:

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
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
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			63.67	64.47	65.28	66.10	66.93	67.77	68.62	69.48	70.35	71.23	-



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Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
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
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			49.73	50.35	50.98	51.62	52.27	52.92	53.58	54.25	54.93	55.62	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
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
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
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
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			46.00	46.57	47.15	47.74	48.34	48.94	49.55	50.17	50.80	51.44	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
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
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			107.65	109.00	110.36	111.74	113.14	114.55	115.98	117.43	118.90	120.39	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
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
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			82.78	83.81	84.86	85.92	86.99	88.08	89.18	90.29	91.42	92.56	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
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
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			34.39	34.82	35.26	35.70	36.15	36.60	37.06	37.52	37.99	38.46	-
Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C
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
			3D	4A	4B	4C	4D	5A	5B	5C	5D	6A	
			44.54	45.10	45.66	46.23	46.81	47.40	47.99	48.59	49.20	49.81	-



Section 6. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2021, to read as indicated in the attached Exhibit "A."

Section 7. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:

* * *

~~5517 A Network Operations Center Technician (CSC 5517) when designated by management as Lead shall receive an additional 10 percent above the current step.~~

~~5517 A Network Operations Center Technician (CSC 5517) may advance to non-automatic Step 5, upon the approval of management, when certain criteria are met as outlined in the collective bargaining agreement.~~

~~5518 A Telecommunications Technician I (CSC 5518) must pass a skills test prior to advancing beyond step 2. A Telecommunications Technician I, when designated by management as Lead, shall receive an additional 10 percent above the current step.~~

~~5518 A Telecommunications Technician I (CSC 5518) assigned to work in a vault or manhole that exceeds 60 inches in depth and contains either (1) exposed energized secondary bus or (2) energized primary wire or equipment, shall be paid a 3 percent application of rate above his or her regular rate of pay for the time actually worked in the vault, with a two-hour minimum.~~

5540 A Telecommunications Network Construction Technician (CSC 5540) must pass a skills test prior to advancing to step 3 and must pass a skills test prior to advancing to step 5. A Telecommunications Network Construction Technician, when assigned by management as Lead over a group or project, shall receive an additional 10 percent above the current step.

5540 A Telecommunications Network Construction Technician (CSC 5540) assigned to work in a vault or manhole that exceeds 60 inches in depth and contains either (1) exposed energized secondary bus or (2) energized primary wire or equipment, shall be paid a 3 percent application of rate above his or her regular rate of pay for the time actually worked in the vault, with a two-hour minimum.

~~5543 A Telecommunications Network Technician (CSC 5543) must pass a skills test prior to advancing to step 3 and must pass a skills test prior to advancing to step 5. A Telecommunications Network Technician, when assigned by management as Lead over a group or project, shall receive an additional 10 percent above the current step.~~

~~5543 A Telecommunications Network Technician (CSC 5543) assigned to work in a vault or manhole that exceeds 60 inches in depth and contains either (1) exposed energized secondary bus or (2) energized primary wire or equipment, shall be paid a 3 percent application of rate above his or her regular rate of pay for the time actually worked in the vault, with a two-hour minimum.~~

* * *



~~L6 An employee represented by the 2017-2019 collective bargaining agreement with the Tacoma Police Union, I.U.P.A., Local 6, who is employed on July 1, 2019, shall receive a one-time, lump sum payment of \$500.~~

~~* * *~~

~~L26 An employee represented by the Tacoma Police Management Association, Local 26, on February 20, 2020, will receive a one-time, lump sum payment of \$500, per the terms of a Letter of Agreement.~~

~~* * *~~

~~L31 Fire. An employee represented by the Tacoma Firefighters Union, Local 31, who has voluntarily elected to retire during the 2nd half of 2021 per the terms of a Letter of Agreement, will be eligible to receive a one-time, lump sum payment of \$700 per month, up to \$3500 for each month beyond June 2021 that the retirement is delayed, through November 30, 2021.~~

~~* * *~~

~~L117 TVE. An employee in a classification represented by the Teamsters Local Union No. 117, Tacoma Venues & Events Unit, who is actively employed as of January 1, 2019, shall receive a one-time lump sum payment of one hundred dollars (\$100.00), to be paid in the first pay period of 2019 or upon ratification, whichever is later.~~

~~* * *~~

~~L160 Yard Clerks. An employee in the classification of Yard Clerk (CSC 7101) as of November 15, 2017, and represented by the District Lodge #160, International Association of Machinists and Aerospace Workers, Yard Clerk Unit, will receive a one-time, lump sum payment of \$1,000.00.~~

~~* * *~~

~~L483 CK. An employee represented by International Brotherhood of Electrical Workers, Local 483, Click! Unit, who remains in a frozen pay rate upon ratification of the 2019 collective bargaining agreement, shall receive a one-time lump sum payment of \$1,500.~~

~~L483 CK, CL, SUPV. An employee represented by International Brotherhood of Electrical Workers, Local 483, may be eligible for retention incentive compensation pursuant to a Letter of Agreement negotiated between the City of Tacoma and International Brotherhood of Electrical Workers, Local 483, Click! Unit and the Washington State Council of County and City Employees, Local 120.~~

~~* * *~~

~~L483 Power. An employee represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, whose base wage remains redlined after the wage increase for 2017 as provided in the 2017-2021 collective bargaining agreement, shall receive a one-time lump sum payment of \$750.00.~~

~~L483 Power. Effective April 1, 2020, an employee in the classification of Telecommunications Network Construction Technician (CSC 5540), Telecommunications Network Technician (CSC 5543) and Telecommunications Utility Worker (CSC 5516) as of March 31, 2020 shall receive a one-time, lump sum payment in the amount of \$700.00.~~

~~* * *~~



NRE. Classifications within the nonrepresented executive salary plan are not eligible for longevity pay and are comprised of all non-automatic steps, with progression based on market and/or an executive performance appraisal conducted by the appropriate hiring authority. The executive salary plan includes the classifications of Information Technology Director (CSC 0835); City Attorney (CSC 0715); City Manager (CSC 0747); City Manager, Deputy (CSC 0745); City Manager, Assistant (CSC 0746); Customer Services Manager (CSC 0616); Community and Economic Development Director (CSC 0750); Environmental Services Director (CSC 0758); Finance Director (CSC 0712); Fire Chief (CSC 0767); Hearing Examiner (CSC 0717); Human Resources Director (CSC 0735); Neighborhood & Community Services Director (CSC 0759); PAF Director (CSC 0730); Police Chief (CSC 0772); Planning & Development Services Director (CSC 0719); Power Section Manager (CSC 0816); Public Works Director (CSC 0757); Retirement Systems Director (CSC 0560); ~~Telecommunications Manager (CSC 5500)~~; Utilities Director (CSC 0822); Utilities Director, Deputy (CSC 0819); Utilities Director, Deputy Power Superintendent (CSC 0825); Utilities Director, Deputy Rail Superintendent (CSC 0830); and Utilities Director, Deputy Water Superintendent (CSC 0823).

Section 8. That Sections 1, 2, 4, and 7 are effective as provided by law.

That Section 3 is effective retroactive to August 6, 2020. That Sections 5 and 6 are effective January 1, 2021.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	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	43.34	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	49.64	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	76.94	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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2208	A	Community & Economic Development Director, Assistant	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
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0620	A	Conservation Supervisor	45.34	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	36.34	36.76	37.22	37.69	38.16	38.64	39.12	39.61	40.11	40.61	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.85	45.41	45.98
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
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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	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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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	A	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
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
0859	A	Neighborhood & Community Services 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
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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	34.94	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
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
0557	A	Retirement Chief Investment Officer, Deputy	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	70.09	70.97	71.86
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	71.81	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
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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

EXHIBIT “A”

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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
5535	A	Telecommunications Engineer	45.40	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
5539		Telecommunications Planning & Design Technician	30.53	30.94	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
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
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
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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
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

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0621	A	Account Executive	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01	44.56	45.12	45.68	46.25	46.83	47.42	48.01	48.61	49.22	49.84	50.46	51.09
0618	A	Account Executive, Senior	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	51.43	52.07	52.72	53.38	54.05	54.73	55.41	56.10
1129	A	Benefits Manager	44.93	45.49	46.06	46.64	47.22	47.81	48.41	49.02	49.63	50.25	50.88	51.52	52.16	52.81	53.47	54.14	54.82	55.51	56.20	56.90	57.61
0751	A	Budget Officer	69.27	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
0146	A	Business Development Manager	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	65.16	65.97	66.79	67.62
0139	A	Cable & Franchise Production Coordinator	52.06	52.71	53.37	54.04	54.72	55.40	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74
0715	A	City Attorney	93.49	94.66	95.84	97.04	98.25	99.48	100.72	101.98	103.25	104.54	105.85	107.17	108.51	109.87	111.24	112.63	114.04	115.47	116.91	118.37	119.85
1002	A	City Attorney, Assistant	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.16	61.92	62.69	63.47	64.26
1005	A	City Attorney, Chief Deputy	77.69	78.66	79.64	80.64	81.65	82.67	83.70	84.75	85.81	86.88	87.97	89.07	90.18	91.31	92.45	93.61	94.78	95.96	97.16	98.37	99.60
1004	A	City Attorney, Deputy	62.14	62.92	63.71	64.51	65.32	66.14	66.97	67.81	68.66	69.52	70.39	71.27	72.16	73.06	73.97	74.89	75.83	76.78	77.74	78.71	79.69

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1001	A	City Attorney, Prosecuting	40.11	40.61	41.12	41.63	42.15	42.68	43.21	43.75	44.30	44.85	45.41	45.98	46.55	47.13	47.72	48.32	48.92	49.53	50.15	50.78	51.41
0700	A	City Clerk	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08	46.66	47.24
0746	A	City Manager, Assistant	83.97	85.02	86.08	87.16	88.25	89.35	90.47	91.60	92.75	93.91	95.08	96.27	97.47	98.69	99.92	101.17	102.43	103.71	105.01	106.32	107.65
0744	A	City Manager, Assistant to the	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.02	66.85	67.69	68.54	69.40	70.27	71.15	72.04	72.94	73.85	74.77	75.70
0745	A	City Manager, Deputy	93.49	94.66	95.84	97.04	98.25	99.48	100.72	101.98	103.25	104.54	105.85	107.17	108.51	109.87	111.24	112.63	114.04	115.47	116.91	118.37	119.85
0710	A	City Treasurer	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.96	62.73	63.51	64.30	65.10	65.91	66.73	67.56	68.40	69.25	70.12	71.00	71.89	72.79
0750	A	Community & Economic Development Director	69.90	70.77	71.65	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
2208	A	Community & Economic Development Director, Assistant	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	72.85	73.76	74.68
2210	A	Community & Economic Development Division Manager	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	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92
1176	A	Community & Economic Development Supervisor	42.31	42.84	43.38	43.92	44.47	45.03	45.59	46.16	46.74	47.32	47.91	48.51	49.12	49.73	50.35	50.98	51.62	52.27	52.92	53.58	54.25
0805	A	Community & Media Services Manager	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	75.57	76.51
1211	A	Community Relations Officer	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	46.29	46.87	47.46	48.05	48.65	49.26	49.88
0802	A	Community Relations Specialist	35.07	35.51	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.96
1128	A	Compensation & Benefits Manager, Senior	51.82	52.47	53.13	53.79	54.46	55.14	55.83	56.53	57.24	57.96	58.68	59.41	60.15	60.90	61.66	62.43	63.21	64.00	64.80	65.61	66.43
0619	A	Conservation Manager	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88
2326	A	Conservation Manager, Assistant	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.68	55.36	56.05	56.75	57.46	58.18	58.91	59.65	60.40	61.15	61.91	62.68	63.46	64.25
0631		Conservation Program Associate	25.25	25.57	25.89	26.21	26.54	26.87	27.21	27.55	27.89	28.24	28.59	28.95	29.31	29.68	30.05	30.43	30.81	31.20	31.59	31.98	32.38

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0632		Conservation Program Coordinator	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	37.76
0630	A	Conservation Program Manager	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	49.17	49.78	50.40	51.03
0620	A	Conservation Supervisor	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	55.14	55.83	56.53	57.24	57.96	58.68
1124	A	Contract & Program Auditor	31.59	31.98	32.38	32.78	33.19	33.60	34.02	34.45	34.88	35.32	35.76	36.21	36.66	37.12	37.58	38.05	38.53	39.01	39.50	39.99	40.49
0521	A	Controller	69.27	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
4311	A	Court Administrator	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	63.19	63.98	64.78	65.59	66.41	67.24	68.08	68.93
4308	A	Court Operations Supervisor	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	49.82	50.44	51.07
0609	A	Customer Service Supervisor I	36.22	36.67	37.13	37.59	38.06	38.54	39.02	39.51	40.00	40.50	41.01	41.52	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.87	46.44
0610	A	Customer Service Supervisor II	39.85	40.35	40.85	41.36	41.88	42.40	42.93	43.47	44.01	44.56	45.12	45.68	46.25	46.83	47.42	48.01	48.61	49.22	49.84	50.46	51.09
0554		Customer Service Training Analyst	33.16	33.57	33.99	34.41	34.84	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96	41.47	41.99	42.51
0727	A	Customer Services Assistant Manager	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18	72.07	72.97	73.88	74.80	75.74	76.69	77.65
0616	A	Customer Services Manager	82.01	83.04	84.08	85.13	86.19	87.27	88.36	89.46	90.58	91.71	92.86	94.02	95.20	96.39	97.59	98.81	100.05	101.30	102.57	103.85	105.15
0147	A	Data Architecture Manager	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	69.21	70.08	70.96	71.85	72.75	73.66
4605		Department Aide	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55
3032		Designated Crisis Responder I	34.22	34.65	35.08	35.52	35.96	36.41	36.87	37.33	37.80	38.27	38.75	39.23	39.72	40.22	40.72	41.23	41.75	42.27	42.80	43.34	43.88
3033		Designated Crisis Responder II	35.95	36.40	36.85	37.31	37.78	38.25	38.73	39.21	39.70	40.20	40.70	41.21	41.73	42.25	42.78	43.31	43.85	44.40	44.95	45.51	46.08
2349	A	Development Specialist I	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.48	34.91	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56
2351	A	Development Specialist II	36.78	37.24	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16
2352	A	Development Specialist III	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.95	48.55	49.16	49.77	50.39	51.02	51.66	52.31	52.96	53.62
2070	A	Engineer	40.97	41.48	42.00	42.52	43.05	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14	48.74	49.35	49.97	50.59	51.22	51.86	52.51
8028		Engineer in Training	28.02	28.37	28.72	29.08	29.44	29.81	30.18	30.56	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92
2068	A	Engineer, Associate	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
2073	A	Engineer, Principal	51.71	52.36	53.01	53.67	54.34	55.02	55.71	56.41	57.12	57.83	58.55	59.28	60.02	60.77	61.53	62.30	63.08	63.87	64.67	65.48	66.30

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2082	A	Engineer, Professional	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	59.39
2083	A	Engineer, Senior	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	59.39
2060	A	Engineer, Senior Principal	57.08	57.79	58.51	59.24	59.98	60.73	61.49	62.26	63.04	63.83	64.63	65.44	66.26	67.09	67.93	68.78	69.64	70.51	71.39	72.28	73.18
0758	A	Environmental Services Director	90.62	91.75	92.90	94.06	95.24	96.43	97.64	98.86	100.10	101.35	102.62	103.90	105.20	106.52	107.85	109.20	110.56	111.94	113.34	114.76	116.19
2059	A	Environmental Services Director, Assistant	75.47	76.41	77.37	78.34	79.32	80.31	81.31	82.33	83.36	84.40	85.46	86.53	87.61	88.71	89.82	90.94	92.08	93.23	94.40	95.58	96.77
2056	A	Environmental Services Division Manager	65.20	66.02	66.85	67.69	68.54	69.40	70.27	71.15	72.04	72.94	73.85	74.77	75.70	76.65	77.61	78.58	79.56	80.55	81.56	82.58	83.61
2057	A	Environmental Services Division Manager, Assistant	59.28	60.02	60.77	61.53	62.30	63.08	63.87	64.67	65.48	66.30	67.13	67.97	68.82	69.68	70.55	71.43	72.32	73.22	74.14	75.07	76.01
2092		Environmental Specialist	33.36	33.78	34.20	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	41.71	42.23	42.76
2093		Environmental Specialist, Senior	38.78	39.26	39.75	40.25	40.75	41.26	41.78	42.30	42.83	43.37	43.91	44.46	45.02	45.58	46.15	46.73	47.31	47.90	48.50	49.11	49.72
2097		Environmental Technician	27.56	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.48	34.91	35.35
2098		Environmental Technician, Senior	30.35	30.73	31.11	31.50	31.89	32.29	32.69	33.10	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89
0753	A	Equity & Human Rights Director	69.90	70.77	71.65	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
0820	A	Executive Assistant	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33	45.90	46.47	47.05	47.64	48.24	48.84	49.45	50.07	50.70	51.33	51.97	52.62	53.28
0712	A	Finance Director	82.91	83.95	85.00	86.06	87.14	88.23	89.33	90.45	91.58	92.72	93.88	95.05	96.24	97.44	98.66	99.89	101.14	102.40	103.68	104.98	106.29
0520	A	Financial Manager	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52	49.13	49.74	50.36	50.99	51.63	52.28	52.93	53.59	54.26	54.94	55.63	56.33	57.03
0522	A	Financial Manager, Senior	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	62.27	63.05	63.84	64.64	65.45	66.27	67.10
0524	A	Financial Supervisor	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	48.26
4020		Fire & Life Safety Educator	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	40.26	40.76
0767	A	Fire Chief	94.54	95.72	96.92	98.13	99.36	100.60	101.86	103.13	104.42	105.73	107.05	108.39	109.74	111.11	112.50	113.91	115.33	116.77	118.23	119.71	121.21
0519	A	Fire Code Official	62.92	63.71	64.51	65.32	66.14	66.97	67.81	68.66	69.52	70.39	71.27	72.16	73.06	73.97	74.89	75.83	76.78	77.74	78.71	79.69	80.69
0518	A	Fire Department Manager	53.38	54.05	54.73	55.41	56.10	56.80	57.51	58.23	58.96	59.70	60.45	61.21	61.98	62.75	63.53	64.32	65.12	65.93	66.75	67.58	68.42
5341	A	Fleet Manager, Assistant	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	51.43	52.07	52.72	53.38	54.05	54.73
4215	A	Forensics Manager	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	59.53	60.27	61.02

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0726	A	Government Relations Analyst	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	62.47	63.25	64.04	64.84	65.65	66.47	67.30	68.14
0724	A	Government Relations Officer	65.92	66.74	67.57	68.41	69.27	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
0717	A	Hearing Examiner	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	94.17	95.35	96.54	97.75
2310	A	Historic Preservation Coordinator	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	35.86	36.31	36.76	37.22	37.69	38.16	38.64	39.12
2309	A	Historic Preservation Officer	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.95	48.55	49.16	49.77	50.39	51.02	51.66	52.31	52.96	53.62
2336		Housing Rehabilitation Specialist	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	39.14	39.63
1131	A	Human Resources Analyst, Senior	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62	48.22	48.82	49.43	50.05	50.68	51.31	51.95	52.60
0735	A	Human Resources Director	74.80	75.74	76.69	77.65	78.62	79.60	80.60	81.61	82.63	83.66	84.71	85.77	86.84	87.93	89.03	90.14	91.27	92.41	93.57	94.74	95.92
1125	A	Human Resources Director, Assistant	62.33	63.11	63.90	64.70	65.51	66.33	67.16	68.00	68.85	69.71	70.58	71.46	72.35	73.25	74.17	75.10	76.04	76.99	77.95	78.92	79.91
1136	A	Human Resources Manager	45.20	45.76	46.33	46.91	47.50	48.09	48.69	49.30	49.92	50.54	51.17	51.81	52.46	53.12	53.78	54.45	55.13	55.82	56.52	57.23	57.95
1138	A	Human Resources Manager, Senior	51.82	52.47	53.13	53.79	54.46	55.14	55.83	56.53	57.24	57.96	58.68	59.41	60.15	60.90	61.66	62.43	63.21	64.00	64.80	65.61	66.43
2533		Human Services Program Assistant	20.18	20.43	20.69	20.95	21.21	21.48	21.75	22.02	22.30	22.58	22.86	23.15	23.44	23.73	24.03	24.33	24.63	24.94	25.25	25.57	25.89
5151	A	Hydro Project Manager	63.35	64.14	64.94	65.75	66.57	67.40	68.24	69.09	69.95	70.82	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20
5150	A	Hydro Project Manager, Assistant	57.00	57.71	58.43	59.16	59.90	60.65	61.41	62.18	62.96	63.75	64.55	65.36	66.18	67.01	67.85	68.70	69.56	70.43	71.31	72.20	73.10
0835	A	Information Technology Director	85.58	86.65	87.73	88.83	89.94	91.06	92.20	93.35	94.52	95.70	96.90	98.11	99.34	100.58	101.84	103.11	104.40	105.71	107.03	108.37	109.72
0837	A	Information Technology Director, Assistant	70.30	71.18	72.07	72.97	73.88	74.80	75.73	76.68	77.64	78.61	79.59	80.58	81.59	82.61	83.64	84.69	85.75	86.82	87.91	89.01	90.12
0140	A	Information Technology Manager	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	69.21	70.08	70.96	71.85	72.75	73.66
0707	A	Information Technology Project Manager	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	57.75	58.47	59.20	59.94
0708	A	Information Technology Project Manager, Senior	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.35	61.10	61.86	62.63	63.41	64.20	65.00

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0136	A	Information Technology Supervisor	52.06	52.71	53.37	54.04	54.72	55.40	56.09	56.79	57.50	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74
1118	A	Labor Negotiator	47.96	48.56	49.17	49.78	50.40	51.03	51.67	52.32	52.97	53.63	54.30	54.98	55.67	56.37	57.07	57.78	58.50	59.23	59.97	60.72	61.48
1123	A	Labor Relations Analyst	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	44.70	45.26	45.83	46.40	46.98	47.57
1132	A	Labor Relations Manager	54.20	54.88	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
0760	A	Labor Relations Manager, Senior	62.33	63.11	63.90	64.70	65.51	66.33	67.16	68.00	68.85	69.71	70.58	71.46	72.35	73.25	74.17	75.10	76.04	76.99	77.95	78.92	79.91
2207	A	Land Use Administrator	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55	66.37	67.20
0031		Legal Assistant	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	29.57	29.94	30.31	30.69	31.07
0032		Legal Assistant, Senior	26.91	27.25	27.59	27.93	28.28	28.63	28.99	29.35	29.72	30.09	30.47	30.85	31.24	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52
1007	A	Legal Intern	16.64	16.85	17.06	17.27	17.49	17.71	17.93	18.15	18.38	18.61	18.84	19.08	19.32	19.56	19.80	20.05	20.30	20.55	20.81	21.07	21.33
0553		LEOFF 1 Specialist	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	36.00	36.45	36.91	37.37	37.84	38.31	38.79	39.27
1109	A	Management Analyst I	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.61	34.03	34.46	34.89	35.33	35.77
1120	A	Management Analyst II	35.00	35.44	35.88	36.33	36.78	37.24	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87
1135	A	Management Analyst III	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14	48.74	49.35	49.97	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.18	55.87
4607		Management Fellow	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	31.52	31.91	32.31
4615		Management Intern	18.75	18.98	19.22	19.46	19.70	19.95	20.20	20.45	20.71	20.97	21.23	21.50	21.77	22.04	22.32	22.60	22.88	23.17	23.46	23.75	24.05
0841	A	Market Development Program Manager	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.39	65.19	66.00	66.82	67.66	68.51	69.37	70.24	71.12	72.01
0842	A	Market Development Research Analyst	50.24	50.87	51.51	52.15	52.80	53.46	54.13	54.81	55.50	56.19	56.89	57.60	58.32	59.05	59.79	60.54	61.30	62.07	62.85	63.64	64.44
0840	A	Marketing & Development Manager	65.43	66.25	67.08	67.92	68.77	69.63	70.50	71.38	72.27	73.17	74.08	75.01	75.95	76.90	77.86	78.83	79.82	80.82	81.83	82.85	83.89
1165	A	Marketing 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
5506	A	Marketing Coordinator	29.33	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
1151		Master Control Technician	20.89	21.15	21.41	21.68	21.95	22.22	22.50	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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0804	A	Media & Communications Director	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	70.05	70.93	71.82	72.72	73.63
5508	A	Media Specialist	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.20	44.75	45.31	45.88	46.45	47.03	47.62
3125		Mobile Unit Registered Nurse	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	42.30	42.83	43.37
2091	A	Natural Resources Manager	65.14	65.95	66.77	67.60	68.44	69.30	70.17	71.05	71.94	72.84	73.75	74.67	75.60	76.55	77.51	78.48	79.46	80.45	81.46	82.48	83.51
2106	A	Natural Resources Specialist I	34.79	35.22	35.66	36.11	36.56	37.02	37.48	37.95	38.42	38.90	39.39	39.88	40.38	40.88	41.39	41.91	42.43	42.96	43.50	44.04	44.59
2089	A	Natural Resources Specialist II	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	49.17	49.78	50.40	51.03
2094	A	Natural Resources Specialist III	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
2107		Natural Resources Technician I	21.82	22.09	22.37	22.65	22.93	23.22	23.51	23.80	24.10	24.40	24.70	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.97
2090	A	Natural Resources Technician II	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	37.73	38.20	38.68	39.16
0759	A	Neighborhood & Community Services Director	69.90	70.77	71.65	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
0859	A	Neighborhood & Community Services Director, Assistant	56.57	57.28	58.00	58.73	59.46	60.20	60.95	61.71	62.48	63.26	64.05	64.85	65.66	66.48	67.31	68.15	69.00	69.86	70.73	71.61	72.51
2058	A	Neighborhood & Community Services Division Manager	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	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92
0754	A	Neighborhood & Community Services Program Manager	41.62	42.14	42.67	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
2532		Neighborhood & Community Services Specialist	28.89	29.25	29.62	29.99	30.36	30.74	31.12	31.51	31.90	32.30	32.70	33.11	33.52	33.94	34.36	34.79	35.22	35.66	36.11	36.56	37.02
2534		Neighborhood & Community Services Supervisor	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
4602		Occupational Intern, Skilled	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55
0738	A	Office Administrator	31.32	31.71	32.11	32.51	32.92	33.33	33.75	34.17	34.60	35.03	35.47	35.91	36.36	36.81	37.27	37.74	38.21	38.69	39.17	39.66	40.16
0739	A	Office Manager	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	43.40	43.94	44.49	45.05	45.61	46.18
0533	A	Operations Manager	51.38	52.02	52.67	53.33	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14	61.90	62.67	63.45	64.24	65.04	65.85
1009	A	Paralegal	29.36	29.73	30.10	30.48	30.86	31.25	31.64	32.04	32.44	32.85	33.26	33.68	34.10	34.53	34.96	35.40	35.84	36.29	36.74	37.20	37.66

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1010	A	Paralegal, Senior	35.27	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
2085	A	Park Supervisor	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	42.22	42.75	43.28	43.82
2086	A	Park Supervisor, Assistant	31.08	31.47	31.86	32.26	32.66	33.07	33.48	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
2105		Permit Supervisor	35.01	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	42.71	43.24	43.78	44.33	44.88
2209		Planner, Associate	30.06	30.44	30.82	31.21	31.60	32.00	32.40	32.80	33.21	33.63	34.05	34.48	34.91	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56
2221		Planner, Principal	41.83	42.35	42.88	43.42	43.96	44.51	45.07	45.63	46.20	46.78	47.36	47.95	48.55	49.16	49.77	50.39	51.02	51.66	52.31	52.96	53.62
2203		Planner, Senior	36.78	37.24	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16
2219	A	Planning & Development Division Manager	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	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92
0719	A	Planning & Development Services Director	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	89.17	90.28	91.41	92.55	93.71	94.88
2222	A	Planning Manager	51.78	52.43	53.09	53.75	54.42	55.10	55.79	56.49	57.20	57.92	58.64	59.37	60.11	60.86	61.62	62.39	63.17	63.96	64.76	65.57	66.39
2038	A	Plans Examiner I	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
2039	A	Plans Examiner II	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	51.11	51.75	52.40
2040	A	Plans Examiner III	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	59.39
0772	A	Police Chief	94.54	95.72	96.92	98.13	99.36	100.60	101.86	103.13	104.42	105.73	107.05	108.39	109.74	111.11	112.50	113.91	115.33	116.77	118.23	119.71	121.21
5123	A	Power Analyst	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	61.63	62.40	63.18	63.97	64.77
5128	A	Power Analyst, Senior	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.63	68.48	69.34	70.21	71.09	71.98
2131	A	Power Engineer I	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11
2132	A	Power Engineer II	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
2133	A	Power Engineer III	48.35	48.95	49.56	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
2134	A	Power Engineer IV	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	68.44	69.30	70.17	71.05	71.94	72.84	73.75
0815	A	Power Section Assistant Manager I	73.36	74.28	75.21	76.15	77.10	78.06	79.04	80.03	81.03	82.04	83.07	84.11	85.16	86.22	87.30	88.39	89.49	90.61	91.74	92.89	94.05
0817	A	Power Section Assistant Manager II	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	99.84	101.09	102.35	103.63	104.93	106.24	107.57
0816	A	Power Section Manager	109.09	110.45	111.83	113.23	114.65	116.08	117.53	119.00	120.49	122.00	123.52	125.06	126.62	128.20	129.80	131.42	133.06	134.72	136.40	138.11	139.84
5248	A	Power Supervisor I	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.87	45.43	46.00	46.58	47.16	47.75	48.35	48.95	49.56	50.18	50.81	51.45	52.09	52.74
5251	A	Power Supervisor II	51.43	52.07	52.72	53.38	54.05	54.73	55.41	56.10	56.80	57.51	58.23	58.96	59.70	60.45	61.21	61.98	62.75	63.53	64.32	65.12	65.93
5249	A	Power Supervisor III	60.04	60.79	61.55	62.32	63.10	63.89	64.69	65.50	66.32	67.15	67.99	68.84	69.70	70.57	71.45	72.34	73.24	74.16	75.09	76.03	76.98

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
2322		Program Development Specialist	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	35.86	36.31	36.76	37.22	37.69	38.16	38.64	39.12
2321		Program Development Specialist, Lead	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
1100		Program Technician	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	32.39
0720	A	Project Manager	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	59.39
0721	A	Project Manager, Senior	58.31	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
2502		Project Specialist	25.73	26.05	26.38	26.71	27.04	27.38	27.72	28.07	28.42	28.78	29.14	29.50	29.87	30.24	30.62	31.00	31.39	31.78	32.18	32.58	32.99
1142	A	Public Disclosure Manager	42.90	43.44	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
0757	A	Public Works Director	79.46	80.45	81.46	82.48	83.51	84.55	85.61	86.68	87.76	88.86	89.97	91.09	92.23	93.38	94.55	95.73	96.93	98.14	99.37	100.61	101.87
0755	A	Public Works Director, Assistant	69.09	69.95	70.82	71.71	72.61	73.52	74.44	75.37	76.31	77.26	78.23	79.21	80.20	81.20	82.22	83.25	84.29	85.34	86.41	87.49	88.58
2054	A	Public Works Division Manager	62.81	63.60	64.39	65.19	66.00	66.83	67.67	68.52	69.38	70.25	71.13	72.02	72.92	73.83	74.75	75.68	76.63	77.59	78.56	79.54	80.53
2055	A	Public Works Division Manager, Assistant	57.10	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
7128	A	Rail Chief Administrative Officer	55.45	56.14	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
7129	A	Rail Chief Information/Financial Officer	55.45	56.14	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
7130	A	Rail Chief Mechanical Officer	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	74.12	75.05	75.99	76.94	77.90	78.87	79.86
7152	A	Rail Superintendent, Assistant	69.39	70.26	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	84.64	85.70	86.77	87.85	88.95
7127	A	Rail Supervisor of Operations	44.41	44.97	45.53	46.10	46.68	47.26	47.85	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94
7126	A	Railway Roadmaster	55.45	56.14	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
2343		Real Estate Officer	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	50.99	51.63
2344	A	Real Estate Officer, Senior	46.97	47.56	48.15	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.51	55.19	55.88	56.58	57.29	58.01	58.74	59.47	60.21
2069	A	Real-Time Energy Trader	55.48	56.17	56.87	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72	68.57	69.43	70.30	71.18

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0740	A	Records Management Supervisor	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26	37.73	38.20	38.68	39.16	39.65	40.15	40.65	41.16	41.67	42.19	42.72	43.25	43.79
5033		Recycling Supervisor	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02
3126		Registered Nurse Case Manager	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	43.57
0845	A	Relicensing Coordinator	48.61	49.22	49.84	50.46	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
5052		Resource Conservation Specialist	28.89	29.25	29.62	29.99	30.36	30.74	31.12	31.51	31.90	32.30	32.70	33.11	33.52	33.94	34.36	34.79	35.22	35.66	36.11	36.56	37.02
0557	A	Retirement Chief Investment Officer, Deputy	56.64	57.35	58.07	58.80	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92	65.73	66.55	67.38	68.22	69.07	69.93	70.80	71.68	72.58
0560	A	Retirement System Director	79.27	80.26	81.26	82.28	83.31	84.35	85.40	86.47	87.55	88.64	89.75	90.87	92.01	93.16	94.32	95.50	96.69	97.90	99.12	100.36	101.61
0559	A	Retirement System Director, Assistant	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	73.93	74.85
1110		Risk Analyst	29.47	29.84	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96	33.37	33.79	34.21	34.64	35.07	35.51	35.95	36.40	36.85	37.31	37.78
1137	A	Risk Analyst, Senior	34.20	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
0703	A	Risk Manager	50.71	51.34	51.98	52.63	53.29	53.96	54.63	55.31	56.00	56.70	57.41	58.13	58.86	59.60	60.34	61.09	61.85	62.62	63.40	64.19	64.99
0762	A	Safety Director	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	80.11	81.11
1204	A	Safety Manager	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	54.67
1122		Safety Officer	38.93	39.42	39.91	40.41	40.92	41.43	41.95	42.47	43.00	43.54	44.08	44.63	45.19	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91
2530		Senior Center Cook	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55
2529		Senior Center Van Driver	16.95	17.16	17.37	17.59	17.81	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	21.47	21.74
2556		Seniors Center Supervisor	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	32.46	32.87	33.28
0138	A	T&D Work Practices Specialist	39.48	39.97	40.47	40.98	41.49	42.01	42.54	43.07	43.61	44.16	44.71	45.27	45.84	46.41	46.99	47.58	48.17	48.77	49.38	50.00	50.62
1170	A	Tacoma Arts Commission Administrator	43.60	44.14	44.69	45.25	45.82	46.39	46.97	47.56	48.15	48.75	49.36	49.98	50.60	51.23	51.87	52.52	53.18	53.84	54.51	55.19	55.88
6220	A	Tacoma Venues & Events Attendant	13.69	13.86	14.03	14.21	14.39	14.57	14.75	14.93	15.12	15.31	15.50	15.69	15.89	16.09	16.29	16.49	16.70	16.91	17.12	17.33	17.55
0730	A	Tacoma Venues & Events Director	70.84	71.73	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

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0731	A	Tacoma Venues & Events Director Deputy	53.85	54.52	55.20	55.89	56.59	57.30	58.02	58.75	59.48	60.22	60.97	61.73	62.50	63.28	64.07	64.87	65.68	66.50	67.33	68.17	69.02
0732	A	Tacoma Venues & Events Division Manager	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	49.85	50.47	51.10	51.74	52.39
1164	A	Tacoma Venues & Events Event Services Coordinator	30.44	30.82	31.21	31.60	32.00	32.40	32.81	33.22	33.64	34.06	34.49	34.92	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57	39.05
1168	A	Tacoma Venues & Events Event Services Manager	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	40.26	40.76	41.27	41.79	42.31	42.84	43.38
0728	A	Tacoma Venues & Events Marketing 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
0733	A	Tacoma Venues & Events Operations Manager	48.45	49.06	49.67	50.29	50.92	51.56	52.20	52.85	53.51	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.12
1215	A	Tacoma Venues & Events Sales Coordinator	25.81	26.13	26.46	26.79	27.12	27.46	27.80	28.15	28.50	28.86	29.22	29.59	29.96	30.33	30.71	31.09	31.48	31.87	32.27	32.67	33.08
1156		Tacoma Venues & Events Technical Services Coordinator	23.68	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
5535	A	Telecommunications Engineer	45.57	46.14	46.72	47.30	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
5539		Telecommunications Planning & Design Technician	30.82	31.21	31.60	32.00	32.40	32.81	33.22	33.64	34.06	34.49	34.92	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57	39.05	39.54
5523	A	Telecommunications Technical Administrator	36.32	36.77	37.23	37.70	38.17	38.65	39.13	39.62	40.12	40.62	41.13	41.64	42.16	42.69	43.22	43.76	44.31	44.86	45.42	45.99	46.56
1154		Television Production Coordinator	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.52	43.05	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14
2072	A	Term Energy Trader	70.00	70.87	71.76	72.66	73.57	74.49	75.42	76.36	77.31	78.28	79.26	80.25	81.25	82.27	83.30	84.34	85.39	86.46	87.54	88.63	89.74
1121	A	Training & Development Manager	43.59	44.13	44.68	45.24	45.81	46.38	46.96	47.55	48.14	48.74	49.35	49.97	50.59	51.22	51.86	52.51	53.17	53.83	54.50	55.18	55.87
0819	A	Utilities Director, Deputy	86.23	87.31	88.40	89.51	90.63	91.76	92.91	94.07	95.25	96.44	97.65	98.87	100.11	101.36	102.63	103.91	105.21	106.53	107.86	109.21	110.58

EXHIBIT "A"

Code	A	Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
0825	A	Utilities Director, Deputy Power Superintendent	125.41	126.98	128.57	130.18	131.81	133.46	135.13	136.82	138.53	140.26	142.01	143.79	145.59	147.41	149.25	151.12	153.01	154.92	156.86	158.82	160.81
0830	A	Utilities Director, Deputy Rail Superintendent	85.02	86.08	87.16	88.25	89.35	90.47	91.60	92.74	93.90	95.07	96.26	97.46	98.68	99.91	101.16	102.42	103.70	105.00	106.31	107.64	108.99
0823	A	Utilities Director, Deputy Water Superintendent	90.57	91.70	92.85	94.01	95.19	96.38	97.58	98.80	100.04	101.29	102.56	103.84	105.14	106.45	107.78	109.13	110.49	111.87	113.27	114.69	116.12
0580	A	Utilities Economist	42.34	42.87	43.41	43.95	44.50	45.06	45.62	46.19	46.77	47.35	47.94	48.54	49.15	49.76	50.38	51.01	51.65	52.30	52.95	53.61	54.28
0581	A	Utilities Economist, Associate	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.21	31.60	31.99	32.39	32.79	33.20	33.61	34.03	34.46	34.89	35.33	35.77
0582	A	Utilities Economist, Senior	52.90	53.56	54.23	54.91	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
1207	A	Utilities Safety Manager	51.74	52.39	53.04	53.70	54.37	55.05	55.74	56.44	57.15	57.86	58.58	59.31	60.05	60.80	61.56	62.33	63.11	63.90	64.70	65.51	66.33
1153		Video Production Assistant	20.89	21.15	21.41	21.68	21.95	22.22	22.50	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
1152		Video Specialist	31.27	31.66	32.06	32.46	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
2066	A	Water Division Manager	65.20	66.02	66.85	67.69	68.54	69.40	70.27	71.15	72.04	72.94	73.85	74.77	75.70	76.65	77.61	78.58	79.56	80.55	81.56	82.58	83.61
2061	A	Water Division Manager, Assistant	59.28	60.02	60.77	61.53	62.30	63.08	63.87	64.67	65.48	66.30	67.13	67.97	68.82	69.68	70.55	71.43	72.32	73.22	74.14	75.07	76.01
2064	A	Water Division Superintendent, Deputy	75.47	76.41	77.37	78.34	79.32	80.31	81.31	82.33	83.36	84.40	85.45	86.52	87.60	88.70	89.81	90.93	92.07	93.22	94.39	95.57	96.76
2100	A	Water Program Specialist	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



ORDINANCE NO. 28722

1 AN ORDINANCE relating to the Biennial Operating Budget; amending the
2 Biennial Operating Budget of the City for fiscal years 2019-2020 to
3 appropriate funds for additional changes in transfers and other budget
adjustments, as well as appropriating additional estimated revenues.

4 WHEREAS, at the end of each biennium, it is necessary for City staff to
5 obtain authority from the City Council to perform various financial transactions
6 prior to the close of the biennium to ensure that fund accounting meets
7 GAAP (Generally Accepted Accounting Principles) and the City's financial
8 policies, and
9

10 WHEREAS the adjustments will increase expenditure appropriations
11 and revenues to align with updated conditions and projections, and
12

13 WHEREAS, under RCW 35.34.200, this ordinance is necessary to
14 amend the 2019-2020 Biennial Operating Budget to account for contract
15 obligations, transfers, and other budget adjustments that were not identifiable
16 in December 2018; Now, Therefore,

17 BE IT ORDAINED BY THE CITY OF TACOMA:

18 That the Biennial Operating Budget of the City for the fiscal years
19 2019-2020 ("Biennial Budget") is hereby amended by adopting the proposed
20 modifications set forth in Exhibit "A" and explained in narrative form in
21 Exhibit "B," which exhibits are attached hereto and incorporated as part of this
22
23
24
25
26



1 ordinance; and that the Biennial Budget shall be deemed to be and is hereby
2 amended to provide for the appropriation and expenditure of said funds.

3
4 Passed _____

5

6

Mayor

7 Attest:

8

9

City Clerk

10

Approved as to form:

11

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Deputy City Attorney

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EXHIBIT A

City of Tacoma, Washington
2019-2020 Biennial Operating Budget
Biennium-End Modification

Fund No.	Fund Name	Current Budget	Modification Ordinance	Modified Budget
0010	General Fund	539,136,481		\$539,136,481
Special Revenue Funds				
1020	Courts Special Revenue	156,330		156,330
1030	Contingency Fund	1,057,439		1,057,439
1050	PWS Transportation Revenues	12,538,442		12,538,442
1065	PW Street Fund (Street Ops, Eng, Transp)	55,842,343		55,842,343
1070	Transportation Benefit District	19,476,936		19,476,936
1085	Voted Streets Initiative	42,937,904		42,937,904
1090	TFD Special Revenue	6,732,789		6,732,789
1100	PWF Property Management	949,475		949,475
1110	Local Improvement Guaranty	28,952		28,952
1145	PWB Building & Land Use Services	1,466,158		1,466,158
1155	TFD EMS Special Revenue	41,457,990	1,500,000	42,957,990
1180	PAF Tourism & Conventions	9,901,314	100,000	10,001,314
1185	NCS Special Revenue	19,797,817		19,797,817
1195	CED Economic Development Grants	30,953,835		30,953,835
1200	Library Special Revenue	1,339,622		1,339,622
1236	CED Small Business Enterprise	632,355		632,355
1267	TPD Special Revenue	2,060,710	750,971	2,811,681
1431	CMO Municipal Cable TV	7,609,722		7,609,722
1500	CED Local Employment Apprenticeship Program	920,365		920,365
1650	Traffic Enforcement, Engineering & Education	7,428,010	300,000	7,728,010
	Total Special Revenue Funds	263,288,508	2,650,971	\$265,939,479
Debt Service Funds				
2010	Voted Bonds	5,440,750		5,440,750
2035	LTD GO Bonds 1997 A & B	8,478,340		8,478,340
2038	Public Works Trust Fund Loan	1,172,259		1,172,259
2040	LTGO 2009 Series A-F Bond Redemption	3,189,275		3,189,275
2041	2010 LTGO Bonds Series 2010B - 2010E	9,446,932	1,533,000	10,979,932
2042	2013 LTGO Refunding Bonds	0		0
2043	LTGO Bond Issuances	3,462,974		3,462,974
	Total Debt Service Funds	31,190,530	1,533,000	\$29,260,556
Capital Project Funds				
3209	1997 Bond Issue	0	50	50
3210	Real Estate Excise Tax	61,664,485		61,664,485
3216	Police Facility 2002	0		0
3220	2010 LTGO Bonds	307,966	690,000	997,966
	Total Capital Project Funds	61,972,451	690,050	\$62,662,501

EXHIBIT A

**City of Tacoma, Washington
2019-2020 Biennial Operating Budget
Biennium-End Modification**

Fund No.	Fund Name	Current Budget	Modification Ordinance	Modified Budget
Enterprise Funds				
4110	Permit Services Fund	35,690,712		35,690,712
4120	PW Tacoma Rail Mountain Division	4,789,504		4,789,504
4140	PWE Parking Operating	17,360,620	500,000	17,860,620
4165	Convention Center	25,457,769		25,457,769
4170	Cheney Stadium	3,265,368		3,265,368
4180	Tacoma Dome	27,436,873		27,436,873
4190	Performing Arts	5,519,551		5,519,551
4200	Solid Waste	158,507,616		158,507,616
4300	Wastewater	210,817,494		210,817,494
4301	Surface Water	110,557,978		110,557,978
4450	Union Station	7,935,530		7,935,530
4500	Tacoma Rail	75,366,006		75,366,006
4600	Water Utility	228,291,541		228,291,541
4700	Power	958,830,967		958,830,967
4800	TPU Self Insurance Claims	6,712,450		6,712,450
4805	Low Income Assistance	2,500,000		2,500,000
Total Enterprise Funds		1,879,039,979	500,000	\$1,879,539,979
Internal Service Funds				
5050	TPU Fleet Service	26,379,258		26,379,258
5086	Tacoma Training & Employment Program	647,010		647,010
5400	PW Fleet Equipment Rental	29,127,744		29,127,744
5453	PWS Asphalt Plant	3,251,760		3,251,760
5540	Comms Equipment - Replacement Reserve	6,066,899		6,066,899
5550	Third Party Liability Claims	9,838,600	500,000	10,338,600
5560	Unemployment Compensation	1,267,200	1,000,000	2,267,200
5570	Worker's Compensation	15,508,020		15,508,020
5700	Municipal Building Acquisition & Oper	11,975,526		11,975,526
5800	General Governmental Internal Services	133,635,812		133,635,812
Total Internal Service Funds		237,697,829	1,500,000	\$239,197,829
Trust & Agency Funds				
6050	Deferred Compensation Trust	431,501		431,501
6100	Employees Retirement	394,683,748		394,683,748
6120	Relief & Pension Police	10,398,343		10,398,343
6150	Relief & Pension Firefighters	11,950,709		11,950,709
6430	Health Care Trust Labor Management	146,710,893	500,000	147,210,893
6440	Group Life Trust	1,592,204		1,592,204
6450	Finance 415 Excess Compensation	0	52,000	52,000
6460	Dental Care Labor Management	10,755,630	650,000	11,405,630
6470	Health Care Trust Firefighters	7,194,025		7,194,025
6480	Health Care Trust Police	7,371,052		7,371,052
6795	Public Facilities Districts	9,263,448	100,000	9,363,448
Total Trust & Agency Funds		600,351,553	1,302,000	\$601,653,553
Total City of Tacoma Operating Budget		3,612,677,331	8,176,021	\$3,617,390,378

EXHIBIT B

City of Tacoma, Washington
2019-2020 Biennial Operating Budget
2019-2020 Biennium-End Modification

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2019-2020 Appropriations:

Special Revenue Funds

1155 - TFD EMS Special Revenue	Amount
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Revenues

Beginning Cash Balance	(630,000)
CARES Reimbursements	(870,000)
	<u>\$ (1,500,000)</u>

Expenditures

Overtime, GEMT Settlement, CARES-funded Medical Equipment	1,500,000
	<u>\$ 1,500,000</u>

1180 - PAF Tourism & Conventions	Amount
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Revenues

Beginning Cash Balance	(100,000)
	<u>\$ (100,000)</u>

Expenditures

Bank and Investment Fees	100,000
	<u>\$ 100,000</u>

1267 - TPD Special Revenue	Amount
-----------------------------------	---------------

Revenues

Beginning Cash Balance	(252,471)
Direct WA Auto Theft Prevention Auth	(278,000)
Narcotics Seizure/Forfeiture - State	(200,000)
Other Revenue - Misc	(11,000)
State Vessel Registration Fees	(9,500)
	<u>\$ (750,971)</u>

Expenditures

Labor Related to Grant Administration	278,000
Grant Purchase of Night Vision Goggles for SWAT and Motor Replacement (2) for Police Boat	198,971
Salaries and Wages Expense - Overtime	274,000
	<u>\$ 750,971</u>

EXHIBIT B

City of Tacoma, Washington
2019-2020 Biennial Operating Budget
2019-2020 Biennium-End Modification

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2019-2020 Appropriations:

1650 - Traffic Enforcement, Engineering & Education	Amount
--	---------------

Revenues

General Fund Transfer to Supplement Declined Revenue	(300,000)
	<u>\$ (300,000)</u>

Expenditures

Salaries and Wages Expense - Overtime	300,000
	<u>\$ 300,000</u>

<u>Total Special Revenue Funds</u>	<u>\$ 2,650,971</u>
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Debt Service Funds

2041 - 2010 LTGO Bond Series 2010B-2010E	Amount
---	---------------

Revenues

Planned Payments from General Fund, REET, Parking, and Convention Center	(1,533,000)
	<u>\$ (1,533,000)</u>

Expenditures

Revised Debt Schedule	1,533,000
	<u>\$ 1,533,000</u>

<u>Total Debt Service Funds</u>	<u>\$ 1,533,000</u>
--	----------------------------

Capital Projects Funds

3209 - 1997 Bond Issue	Amount
-------------------------------	---------------

Revenues

Beginning Cash Balance	(50)
	<u>\$ (50)</u>

Expenditures

Transfer to General Fund to Close Fund	50
	<u>\$ 50</u>

3220 - 2010 LTGO Bonds	Amount
-------------------------------	---------------

Prepared by Office of Management Budget

EXHIBIT B

City of Tacoma, Washington
2019-2020 Biennial Operating Budget
2019-2020 Biennium-End Modification

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2019-2020 Appropriations:

Revenues

Beginning Cash Balance	(690,000)
	<u>\$ (690,000)</u>

Expenditures

Investment Management Fees	690,000
	<u>\$ 690,000</u>

Total Capital Funds \$ 690,050

Enterprise Funds

4140 - PWE Parking Operating	Amount
-------------------------------------	---------------

Revenues

Beginning Cash Balance	(500,000)
	<u>\$ (500,000)</u>

Expenditures

Close Out Contractual Obligation to Convention Center Hotel Project	500,000
	<u>\$ 500,000</u>

Total Enterprise Funds \$ 500,000

Internal Service Funds

5550 - Third Party Liability Claims	Amount
--	---------------

Revenues

Beginning Cash Balance	(500,000)
	<u>\$ (500,000)</u>

Expenditures

Injuries Damages and Judgements	500,000
	<u>\$ 500,000</u>

EXHIBIT B

City of Tacoma, Washington
2019-2020 Biennial Operating Budget
2019-2020 Biennium-End Modification

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2019-2020 Appropriations:

5560 - Unemployment Compensation		Amount
Revenues		
CARES Reimbursements		(1,000,000)
	\$	(1,000,000)
Expenditures		
Unemployment Compensation Reimbursement (COVID-related Furloughs)		1,000,000
	\$	1,000,000
Total Internal Service Funds		\$ 1,500,000

Trust and Agency Funds

6430 - Health Care Turst Labor Management		Amount
Revenues		
Beginning Cash Balance		(500,000)
	\$	(500,000)
Expenditures		
Health and Wellness Claims Provider Payment		500,000
	\$	500,000

6450 - Finance 415 Excess Compensation		Amount
Revenues		
Beginning Cash Balance		(52,000)
	\$	(52,000)
Expenditures		
Labor Costs to Support Deferred Compensation Program		52,000
	\$	52,000

EXHIBIT B

City of Tacoma, Washington
2019-2020 Biennial Operating Budget
2019-2020 Biennium-End Modification

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2019-2020 Appropriations:

6460 - Dental Care Labor Management		Amount
Revenues		
Health and Wellness Other		(650,000)
	\$	(650,000)
Expenditures		
Employer Premium Payment		650,000
	\$	650,000
6795 - Public Facilities Districts		Amount
Revenues		
Beginning Cash Balance		(100,000)
	\$	(100,000)
Expenditures		
Bank and Investment Fees		100,000
	\$	100,000
Total Trust and Agency Funds		\$ 1,302,000
Grand Total Expenditures - All Funds		\$ 8,176,021



ORDINANCE NO. 28723

1 AN ORDINANCE relating to the One Tacoma Plan Future Land Use Map;
2 amending the Heidelberg-Davis site, located in the vicinity of South 19th
3 Street and South Tyler Street, from a Parks and Open Space land use
4 designation to a Major Institutional Campus designation, as recommended
5 by the Planning Commission as part of the 2020 Amendments to the
6 Comprehensive Plan and Land Use Regulatory Code, to become effective
7 January 1, 2021.

8 WHEREAS, on March 3, 2020, the City Council adopted Resolution
9 No. 40568, authorizing the execution of a non-binding Letter of Intent ("LOI")
10 between the Metropolitan Park District of Tacoma ("Metro Parks"), the Soccer
11 Club of Tacoma, and the City, establishing terms for the negotiation of future
12 agreements regarding a potential future soccer stadium and future adjacent
13 development in the vicinity of Cheney Stadium, and

14 WHEREAS Metro Parks seeks to change the land use designation for the
15 16-acre Heidelberg-Davis site, located in the vicinity of South 19th Street and
16 South Tyler Street and as shown in the attached Exhibit "A," from a Parks and
17 Open Space designation to a Major Institutional Campus designation to allow
18 future development of a soccer stadium and possible co-location of accessory
19 educational and healthcare facilities, and

20 WHEREAS the Planning Commission ("Commission") completed its review
21 of the 2020 Amendments to the Comprehensive Plan and Land Use Regulatory
22 Code through an extensive and inclusive public engagement process, including a
23 public hearing held on October 7, 2020, and

24 WHEREAS the Commission has recommended adoption of the proposed
25 land use designation change for the Heidelberg-Davis site, which is consistent with
26



1 the Growth Management Act; the One Tacoma Plan; Tacoma 2025; and the City's
2 health, equity, and sustainability policy, and

3 WHEREAS, given the large scale and complexity of potential developments
4 anticipated in and around this area, the Commission acknowledged the emerging
5 need for development of a master plan which would enable a more comprehensive
6 review of the general area surrounding the Heidelberg-Davis site, and
7

8 WHEREAS, pursuant to Tacoma Municipal Code ("TMC") 13.02.070, the
9 City Council must hold a public hearing before enacting any proposed
10 amendments to the Comprehensive Plan and development regulations, and
11

12 WHEREAS, on November 24, 2020, a public hearing was held before the
13 City Council on the proposed 2020 Amendments, and

14 WHEREAS staff is recommending that the proposed land use designation
15 change for the Heidelberg-Davis site, as recommended by the Planning
16 Commission, be approved, and further, that the Commission consider
17 amendments to zoning and permit procedures that support master planning or
18 other heightened public process for the general area of the Heidelberg-Davis site,
19 as part of the Planning Work Program for 2020-2022; Now, Therefore,
20

21 BE IT ORDAINED BY THE CITY OF TACOMA:

22 Section 1. That the Heidelberg-Davis site, located in the vicinity of
23 South 19th Street and South Tyler Street and as shown in the attached Exhibit "A,"
24 is hereby amended from a Parks and Open Space land use designation to a Major
25 Institutional Campus designation, as recommended by the Planning Commission
26



1 as part of the 2020 Amendments to the Comprehensive Plan and Land Use
2 Regulatory Code, to become effective January 1, 2021.

3 Section 2. That the City Clerk, in consultation with the City Attorney, is
4 authorized to make necessary corrections to this ordinance, including, but not
5 limited to, the correction of scrivener's/clerical errors, references, ordinance
6 numbering, section/subsection numbers, and any references thereto.
7

8 Passed _____
9

10 _____
11 Mayor

12 Attest:
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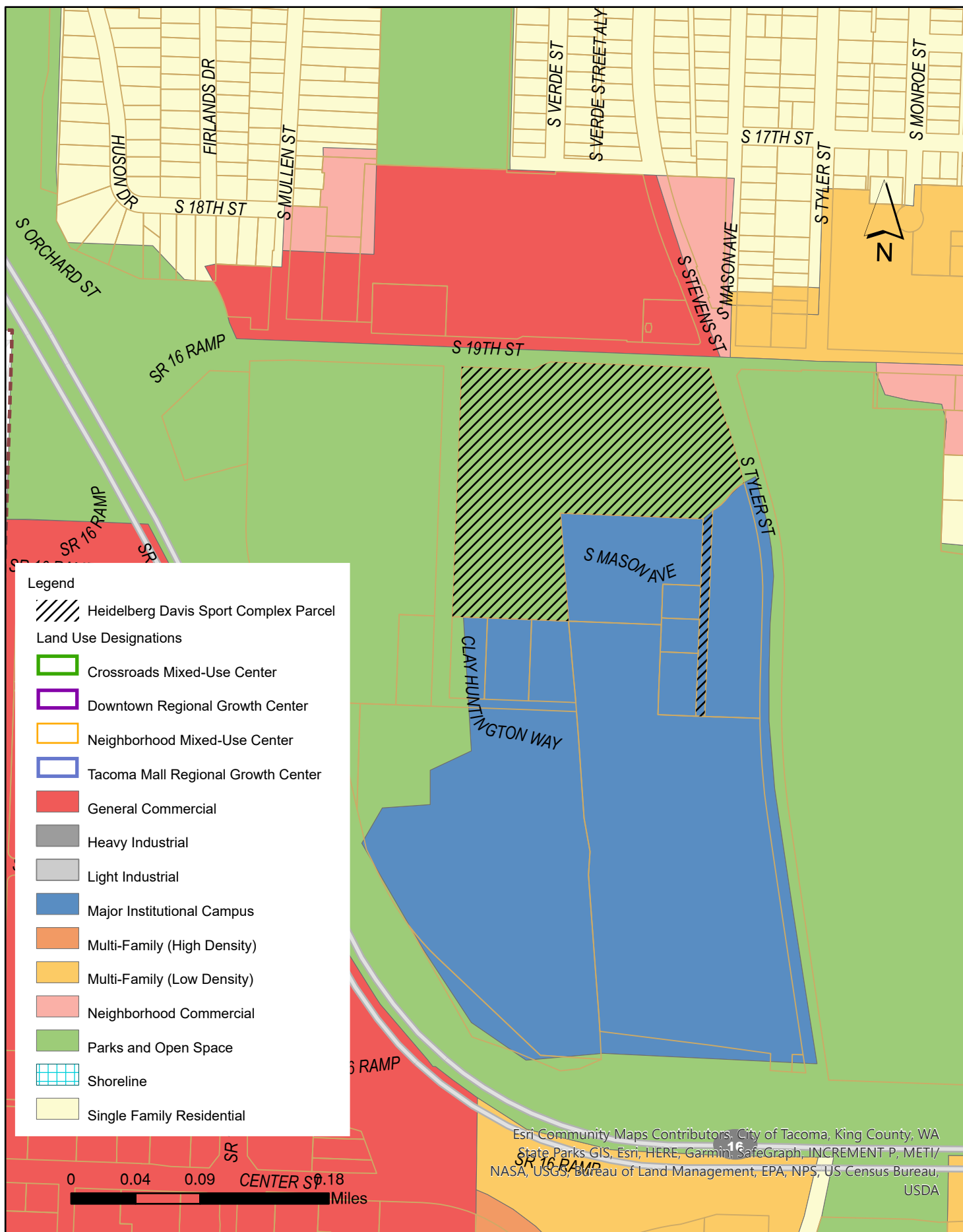
14 _____
15 City Clerk

16 Approved as to form:
17

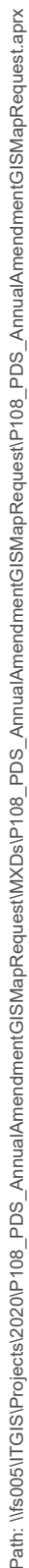
18 _____
19 Deputy City Attorney
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Current Land Use Designations in the Vicinity of the Heidelberg-Davis Site

EXHIBIT A



(Amending the Comprehensive Plan, Urban Form Element, Figure 2. Comprehensive Plan Future Land Use Map)





ORDINANCE NO. 28724

1 AN ORDINANCE relating to zoning; amending Chapter 13.06 of the Tacoma
2 Municipal Code, by amending Section 13.06.070, entitled "Overlay
3 Districts," to establish a View Sensitive Overlay District - 20, with a 20-foot
4 building height limit, and an area-wide rezone for specified areas within the
5 View Sensitive Overlay District, as part of the 2020 Amendment to the
6 Comprehensive Plan and the Land Use Regulatory Code, to become
7 effective January 1, 2021.

8 WHEREAS the state's Growth Management Act ("GMA"), RCW 36.70A,
9 requires that any amendments to the City's Comprehensive Plan and/or
10 development regulations conform to the requirements of the GMA, and that all
11 proposed amendments, with certain limited exceptions, be considered concurrently
12 so the cumulative effect of the various changes can be ascertained, and

13 WHEREAS proposed amendments must also be consistent with state,
14 regional, and local planning mandates, and

15 WHEREAS the 2020 Amendment includes the following three applications:
16 (1) a land use designation change to the Heidelberg-Davis site, (2) a height limit
17 change to the View Sensitive Overlay District, and (3) minor plan and code
18 amendments, and

19 WHEREAS this ordinance pertains to the height limit change for the View
20 Sensitive Overlay District ("VSD"), and

21 WHEREAS this application seeks to reduce the allowable building height
22 from 25 feet to 20 feet within the West End VSD, and the area under consideration
23 was expanded by the Planning Commission ("Commission") during the scoping
24 phase to include five areas within the existing VSD, referred to as Nodes 1 through
25 5, that exhibit similar development patterns, and
26



1 WHEREAS because the application is private, in the staff report to the
2 Planning Commission no recommendation was provided but staff did note that the
3 purpose of the View-Sensitive Overlay District is to maintain height compatibility
4 between new development and existing development in areas with long standing
5 residential development with views of the Puget Sound and the Narrows Bridge,
6 and that the View Sensitive Overlay District balanced the interests of new
7 development or remodel to existing development with the interests of the public
8 and surrounding property owners in preserving the character of the neighborhood
9 including public and private views, and
10
11

12 WHEREAS staff further noted that a View Sensitive Overlay District has
13 been previously established in areas with steep topography and patterns of larger
14 lots, and is consistent with the City's Comprehensive Plan and Ordinances, and
15

16 WHEREAS the Commission completed its review of the 2020 Amendment
17 through an extensive and inclusive public engagement process, including a public
18 hearing conducted on October 7, 2020, and
19

20 WHEREAS in response to public testimony, the Commission considered
21 two potential modifications to the proposal: (1) removing the entire Node 4 from
22 consideration for the proposed height reduction, and (2) adjusting the boundaries
23 of Node 2 by removing five lots along the uphill edge of the area from the
24 consideration for the proposed height reduction, and
25

26 WHEREAS the Planning Commission acknowledged the broad public
support the proposal received, and recognized that water views, topography, and



1 building height are character-giving attributes of many of our neighborhoods, and
2 expressed its support for the community's sentiment that Tacoma can both grow
3 and change, yet still maintain unique neighborhoods, and

4 WHEREAS the Commission did not incorporate either modification into the
5 proposal, and did not recommend approval of the application, and

6 WHEREAS the Commission put forth the Planning Commission's Findings
7 of Fact and Recommendations Report for the 2020 Amendment and its Letter of
8 Recommendation, both dated November 4, 2020, which document the public
9 review and community engagement process, as well as the Commission's
10 deliberations and recommendations concerning the three applications, and

11 WHEREAS the Planning Commission is a recommending body but final
12 legislative policy and decision-making authority on applications is vested solely in
13 the City Council, which on November 24, 2020, in accordance with Tacoma
14 Municipal Code 13.02, conducted a public hearing to receive public comments on
15 the proposed recommendations, and

16 WHEREAS the City Council has considered the public comments, staff
17 report and Planning Commission findings and recommendations and now desires
18 to directly consider the application for approval as consistent with the City's
19 Comprehensive Plan and Ordinances; Now, Therefore,



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BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That the recitals set forth above are hereby adopted as the Findings of the City Council and are by this reference incorporated herein as if set forth in their entirety.

Section 2. That the City Council hereby adopts the proposed updates to the Comprehensive Plan and the Land Use Regulatory Plan, as set forth in the attached Exhibits "A" and "B," to become effective January 1, 2021.

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



2020 Annual Amendment to the Comprehensive Plan and Land Use Regulatory Code



Note: These amendments show all of the changes to existing Land Use regulations.
The sections included are only those portions of the code that are associated with these amendments.
New text is underlined and text that has been deleted is shown as ~~strickethrough~~.

CHAPTER 13.06 ZONING

* * *

13.06.070 Overlay Districts.

A. View-Sensitive Overlay District.

1. Applicability.

a. The View Sensitive Overlay Districts (VS-20) and (VS-25) shall apply to all buildings, structures, or portions thereof, hereafter erected within the designated Overlay District.

The View Sensitive 20-Foot Overlay District – In areas with a predominant 20-foot development pattern which orient towards views of the Puget Sound and/or the Narrows Bridge. (VS-20)

The View Sensitive 25-Foot Overlay District - In areas with a predominant 25-foot development pattern which orient towards views of the Puget Sound and/or the Narrows Bridge. (VS-25)

~~a~~b. This section shall not apply to any building, structure, or portion thereof within any development or subdivision which is greater than 30 acres in size and which has an approved site plan or residential plat; provided, such site plans must have established the height or elevation of buildings, and such residential plats must have active architectural control committees, of which a resident or property owner of the plat shall be a member, and recorded covenants which give consideration to protection of views, and the architectural control committee must have reviewed and approved the plans of the building or structures before submittal to the City.

~~b~~c. Map.

<Approved Map to be inserted>

2. Purpose.

The purpose of the View-Sensitive Overlay District is to maintain height compatibility between new development and existing development in areas with long standing residential development with views of the Puget Sound and the Narrows Bridge. The View Sensitive Overlay District was established to balance the interests of new development or remodel to existing development with the interests of the surrounding property owners who wish to preserve the character of the neighborhood including public and private views. The View Sensitive Overlay District has been established in areas with steep topography and an established pattern of larger lots.

3. District development standards.

a. A building, structure, or portion thereof, hereafter erected, shall not exceed a height of ~~25 feet~~20 feet, or 25 feet per applicable Overlay District designation, except as provided in Sections 13.06.010.F, 13.05.010.A and 13.06.010.B.

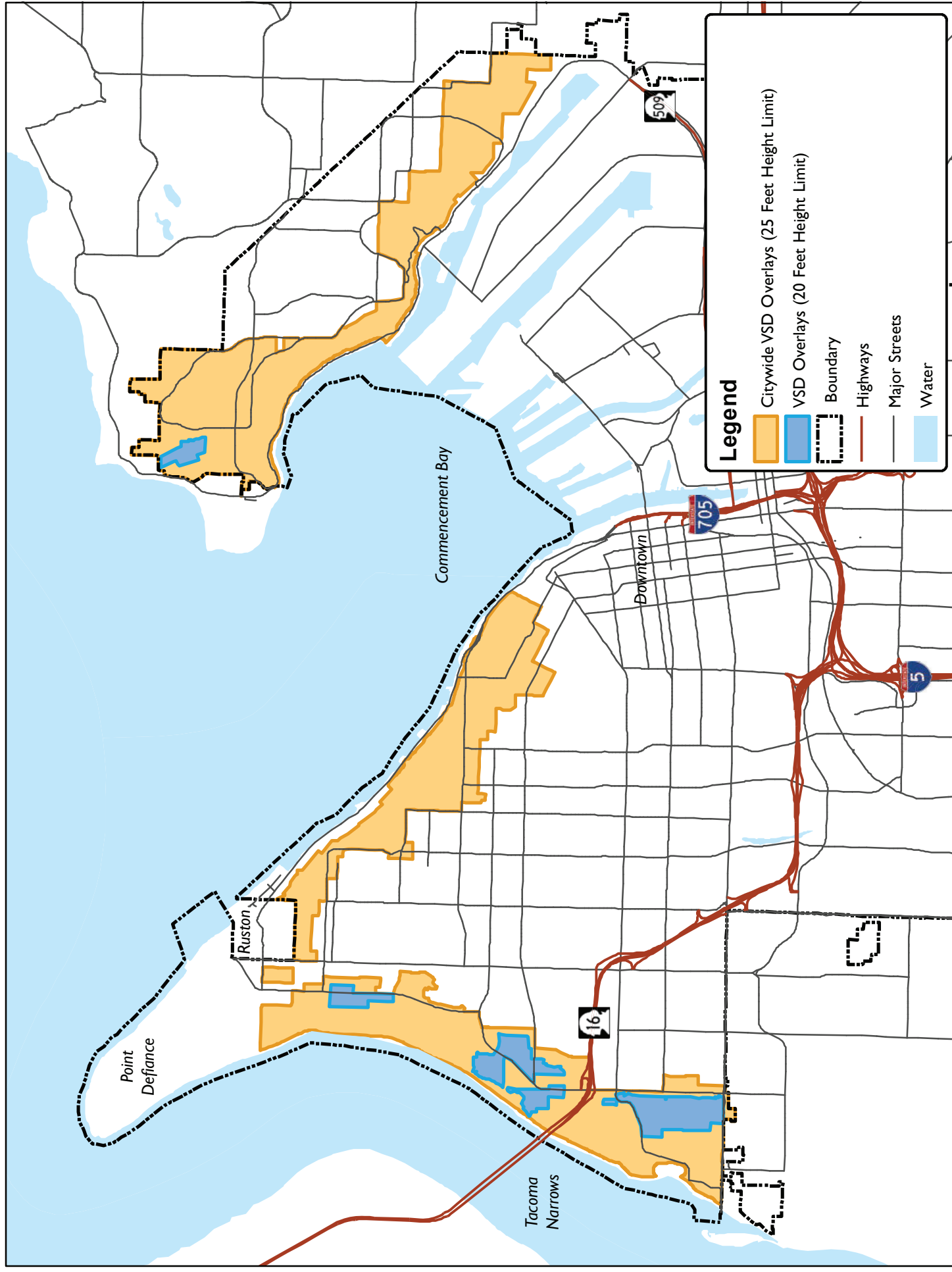
b. Parking lot lighting shall not exceed 20 feet in height.

c. Parking quantity reductions. See 13.06.090.C.

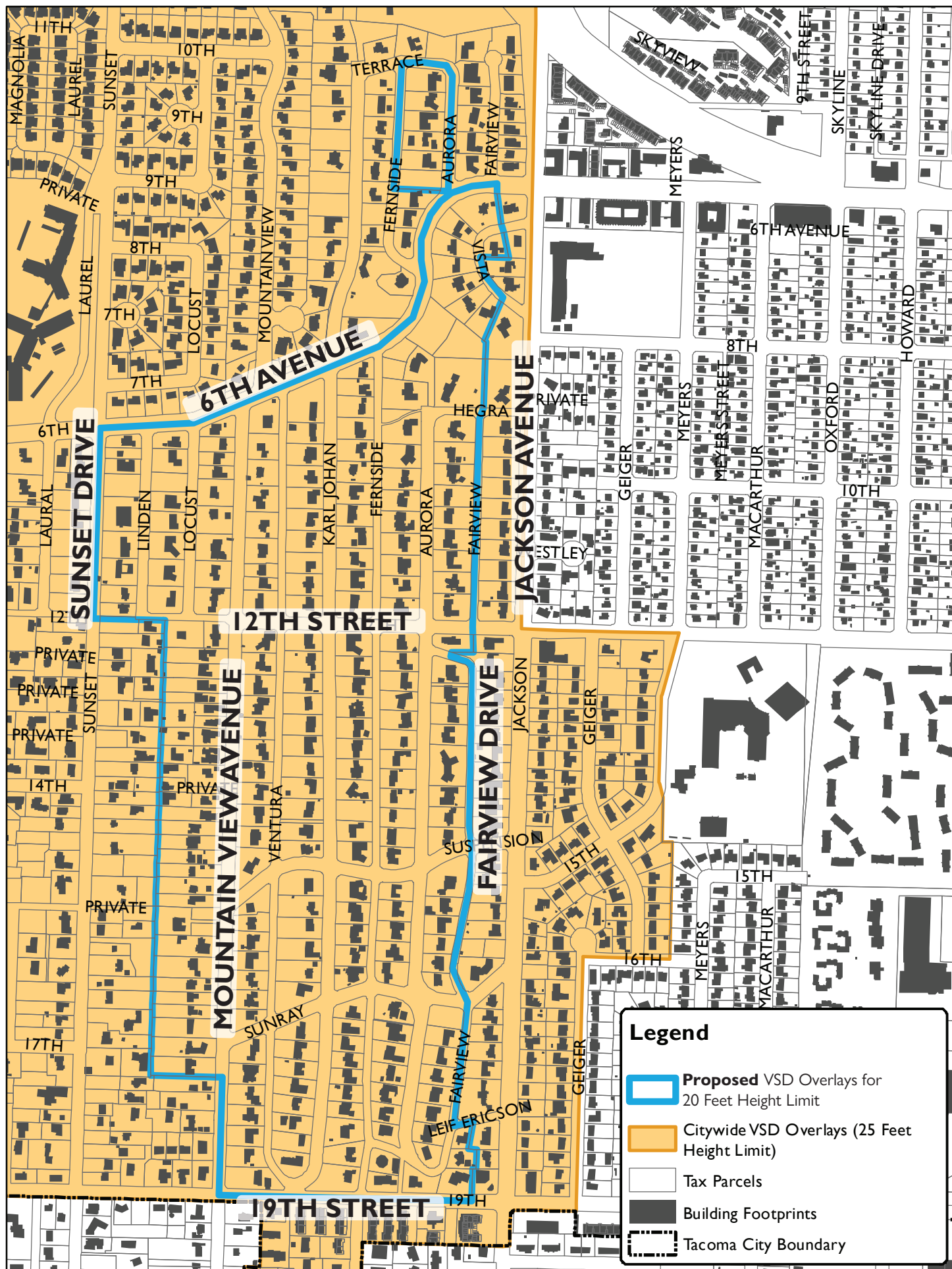
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Tacoma View Sensitive District Overlay - Citywide

Exhibit B



Tacoma View Sensitive District Overlay - Node I



Legend

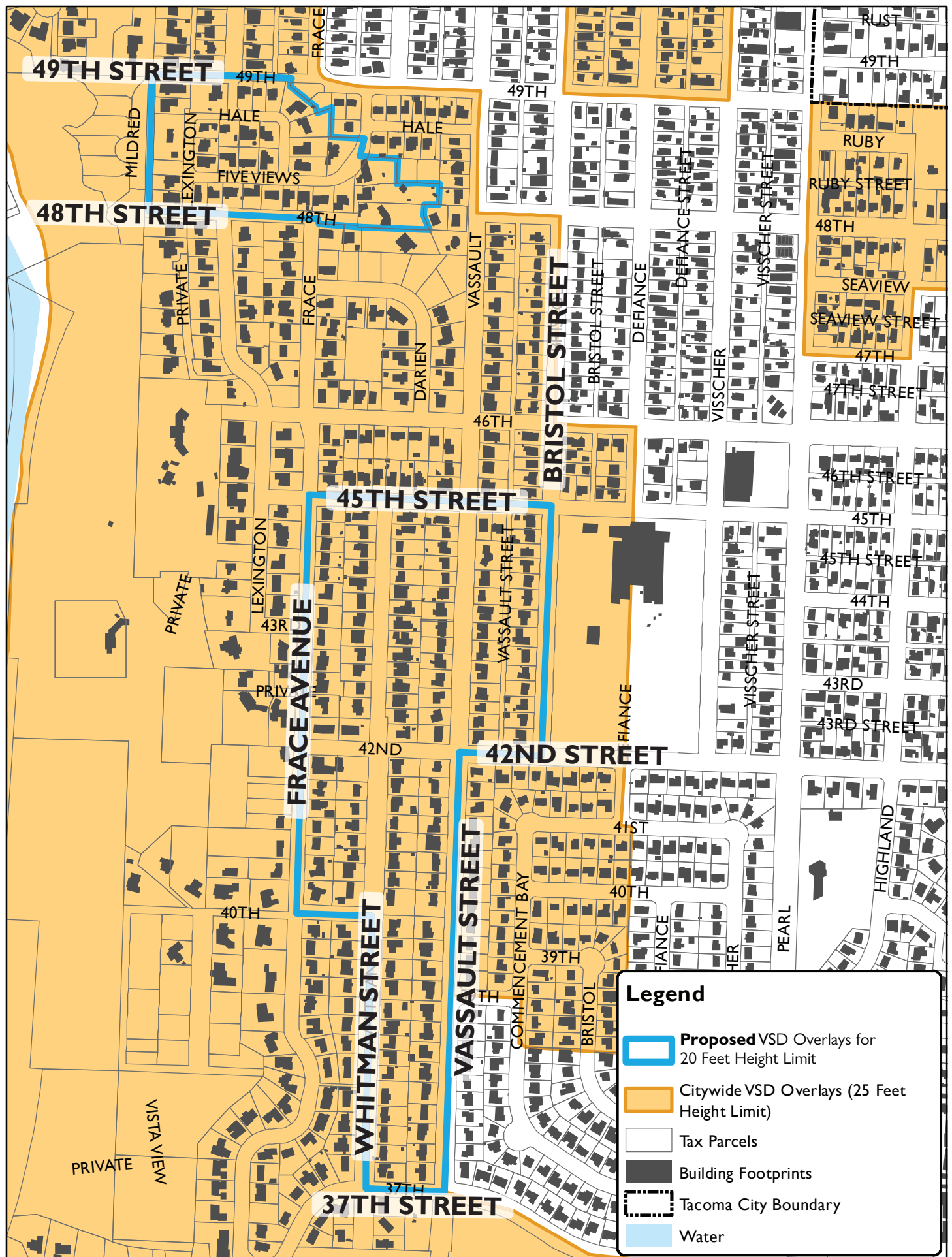
- Proposed VSD Overlays for 20 Feet Height Limit**
- Citywide VSD Overlays (25 Feet Height Limit)**
- Tax Parcels**
- Building Footprints**
- Tacoma City Boundary**

This map illustrates the recommended Vertical Signage Design (VSD) overlays for the Narrows Drive area in Tacoma, WA. The map shows a network of streets, including Narrows Drive, Jackson Avenue, and State Route 16. The recommended VSD overlays for a 20-foot height limit are shown in blue, while the citywide VSD overlays for a 25-foot height limit are shown in orange. The map also includes a legend for tax parcels, building footprints, Tacoma City Boundary, highways, and water.

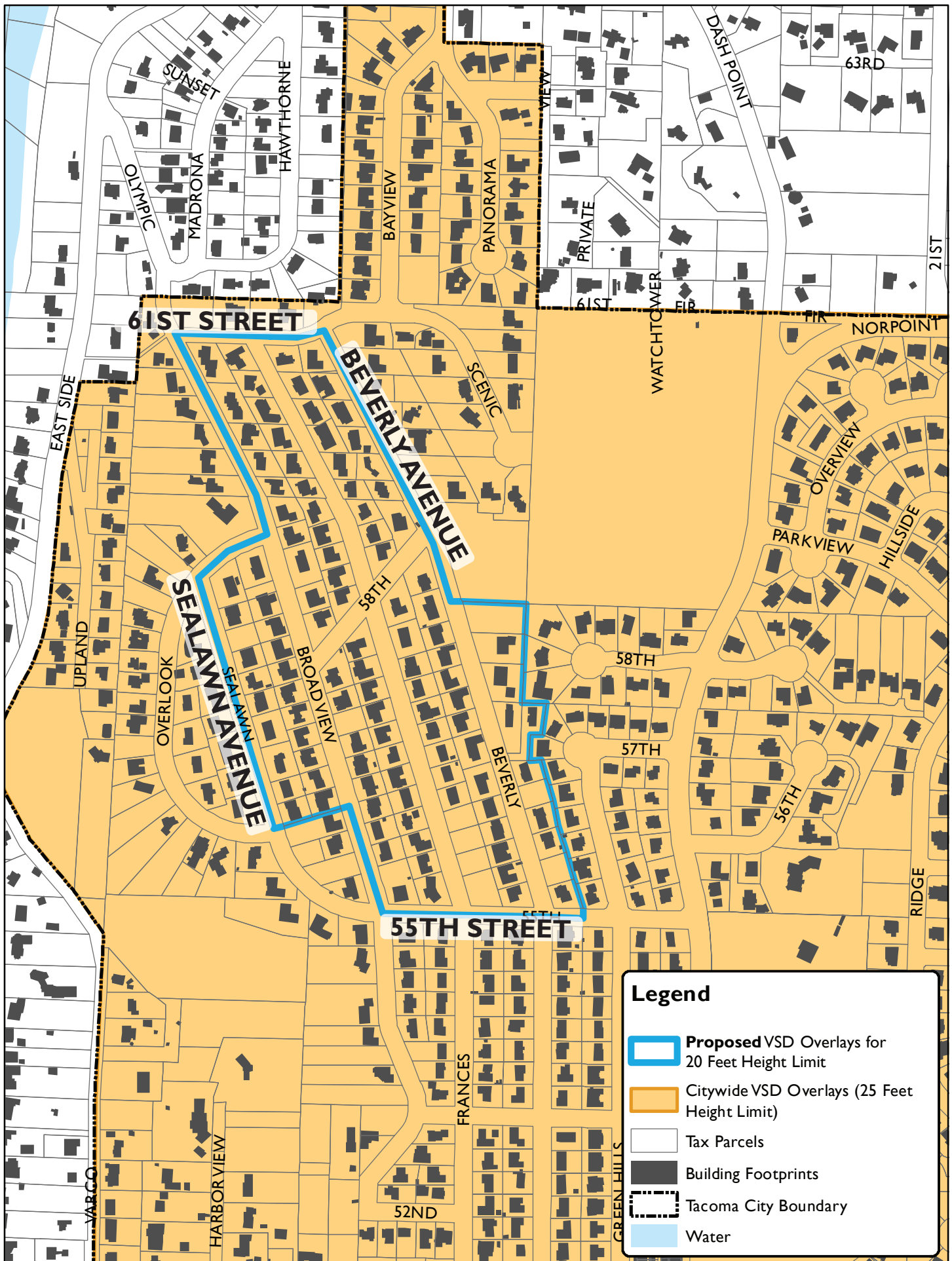
Legend

- Recommended VSD Overlays for 20 Feet Height Limit
- Citywide VSD Overlays (25 Feet Height Limit)
- Tax Parcels
- Building Footprints
- Tacoma City Boundary
- Highways
- Water

Tacoma View Sensitive District Overlay - Node 3 & 4



Tacoma View Sensitive District Overlay - Node 5





ORDINANCE NO. 28725

1 AN ORDINANCE relating to the Comprehensive Plan and Land Use Regulatory
2 Code; amending various elements of the Comprehensive Plan and
3 various chapters of Title 13 of the Tacoma Municipal Code, as part of
4 the proposed amendments to the Comprehensive Plan and Land Use
Regulatory Code for 2020, as recommended by the Planning
Commission, to become effective January 1, 2021.

5 WHEREAS the state's Growth Management Act ("GMA"), RCW 36.70A,
6 requires that any amendments to the City's Comprehensive Plan and/or
7 development regulations conform to the requirements of the GMA, and that all
8 proposed amendments, with certain limited exceptions, be considered concurrently
9 so the cumulative effect of the various changes can be ascertained, and
10

11 WHEREAS proposed amendments must also be consistent with state,
12 regional, and local planning mandates, and
13

14 WHEREAS the 2020 Amendment includes the following three applications:
15 (1) a land use designation change to the Heidelberg-Davis site, (2) a height limit
16 change to the View Sensitive Overlay District, and (3) minor plan and code
17 amendments, and
18

19 WHEREAS this ordinance pertains to the application of minor plan and
20 code amendments, and
21

22 WHEREAS this application includes 35 issues or proposed amendments to
23 various chapters of the Comprehensive Plan ("Plan"), as depicted in Exhibit "A,"
24 which provides an index of proposed amendments and identifies departments and
25 offices responsible for implementing the respective amendments, and
26



1 WHEREAS specific proposed amendments to the Introduction + Vision
2 and Transportation Master Plan elements of the Plan, and chapters 13.01,
3 13.05, and 13.06 of the Tacoma Municipal Code ("TMC"), are set forth in
4 Exhibits "B" through "F," attached hereto, and
5

6 WHEREAS the Commission completed its review of the 2020 Amendment
7 through an extensive and inclusive public engagement process, including a
8 public hearing conducted on October 7, 2020, and
9

10 WHEREAS the Commission put forth the Planning Commission's Findings
11 of Fact and Recommendations Report for the 2020 Amendment and the Letter of
12 Recommendation, both dated November 4, 2020, which document the public
13 review and community engagement process, as well as the Commission's
14 deliberations and decision making concerning the three applications, and
15

16 WHEREAS the Commission is recommending the proposed amendments
17 of minor plan and code amendments included in this application, incorporated
18 hereto as Exhibits "A" through "F," be adopted by the City Council, and
19

20 WHEREAS on November 24, 2020, in accordance with Tacoma Municipal
21 Code 13.02, the City Council conducted a public hearing to receive public
22 comments on the proposed recommendations; Now, Therefore,
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BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That the recitals set forth above are hereby adopted as the Findings of the City Council and are by this reference incorporated herein as if set forth in their entirety.

Section 2. That the City Council hereby adopts the proposed updates to the Comprehensive Plan and the Land Use Regulatory Plan, as recommended by the Planning Commission, as set forth in the attached Exhibits "A" through "F," to become effective January 1, 2021.

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



2020 Annual Amendment to the Comprehensive Plan and Land Use Regulatory Code

Index of Proposed Amendments and Responsible Departments

Listed below are all proposed amendments to the *One Tacoma* Comprehensive Plan and the Land Use Regulatory Code included in the “Minor Plan and Code Amendments” application of the 2020 Amendment, as recommended by the Planning Commission on November 4, 2020.

The “Issues” and “Proposed Amendments” correspond to those described in the Public Review Document for 2020 Amendment that was released for public review for the Planning Commission’s public hearing on October 7, 2020. These amendments shall be carried out by the Responsible Departments/Offices, as listed, which are subject to change depending on the specific implementation needs of certain amendments.

In addition to Exhibit A (this Index), there are several companion exhibits where most of the proposed amendments from this Index are compiled in detail, as organized below:

- Exhibit B: Proposed Amendments to the Comprehensive Plan – “Introduction + Vision” Element
- Exhibit C: Proposed Amendments to the Comprehensive Plan – “Transportation Master Plan” Element
- Exhibit D: Proposed Amendments to the Tacoma Municipal Code, Chapter 13.01
- Exhibit E: Proposed Amendments to the Tacoma Municipal Code, Chapter 13.05
- Exhibit F: Proposed Amendments to the Tacoma Municipal Code, Chapter 13.06

Issues	Proposed Amendments to the Comprehensive Plan or the Tacoma Municipal Code	Responsible Departments/Offices
1. Micro-housing Parking Exemption/Reduction and Accessible Parking Requirement	13.06.090.C.3.j; and additional review may be needed.	Planning and Development Services (PDS); City Clerk’s
2. Detached Accessory Structures – Location on a Corner Lot	13.06.020.G.8	PDS; City Clerk’s
3. Drive-throughs – Variances	Additional review may be needed.	PDS
4. References to Variances	Correct references as appropriate in various sections of Title 13.	PDS; City Clerk’s
5. Usable Yard vs. Functional Yard	13.06.020.K.6; 13.06.020.F.7.b; 13.06.020.F.7.g(1)	PDS; City Clerk’s
6. Definition of “Lot”	13.01.060.L	PDS; City Clerk’s
7. Temporary Surface Parking	Additional review may be needed.	PDS
8. Rezone Modifications	13.06.070.C.3; 13.05.130.C.1	PDS; City Clerk’s
9. Tree Canopy Requirement for Schools	Additional review may be needed.	PDS
10. Parking Requirement for Multi-family via CUP	13.05.010.A.6.g; 13.06.090.C.3.h	PDS; City Clerk’s
11. Footnotes in Off-Street Parking Requirements Tables	13.06.090.C.3.h – Table 1 and Table 2	PDS; City Clerk’s
12. Long-Term Bike Parking Dispersement	13.06.090.G.5.a(1)	PDS; City Clerk’s
13. Fee Code for Public Meetings	Additional review may be needed.	PDS
14. Community Engagement for Projects	Additional review may be needed.	PDS

Issues	Proposed Amendments to the Comprehensive Plan or the Tacoma Municipal Code	Responsible Departments/Offices
15. Projections into Yards	13.06.010.H.4.g(6)	PDS; City Clerk's
16. DADU Height	13.06.080.A.5.c(2)	PDS; City Clerk's
17. Site Approval Applicability	13.05.010.C.1	PDS; City Clerk's
18. PRD Code for Sustainability	13.06.070.C.5.f(2)	PDS; City Clerk's
19. Missing Footnote on Correctional and Detention Facilities	13.06.060.E.4	PDS; City Clerk's
20. Building Face Orientation	13.06.100.B.8.b	PDS; City Clerk's
21. Public Art in Private Development	Correct references as appropriate in various sections of Title 13 (e.g., 13.06.100.A.3.b(4); & 13.05.050.D.1.d)	PDS; City Clerk's; Office of Arts and Cultural Vitality
22. Perimeter Landscaping Strips	13.06.090.B.4.e(1)	PDS; City Clerk's
23. Specificity for Bicycle Parking Credit	13.06.090.C.4.a(6)	PDS; City Clerk's
24. Facade Articulation Options	Additional review may be needed.	PDS
25. Decision on Rezone Applications	13.05.020.J.3	PDS; City Clerk's
26. Tacoma-Fife Boundary Line Adjustments	Update GIS database, the Official Zoning Map, and relevant maps in the Comprehensive Plan.	PDS; City Clerk's; Geographic Information Systems (GIS)
27. Distance Measurement for Transit Access Parking Reduction	13.06.090.C.4.a(1)	PDS; City Clerk's
28. Front Yard Setback Inconsistency	13.06.040.F.1.e	PDS; City Clerk's
29. Density Requirements	13.06.020.F.4	PDS; City Clerk's
30. Correction of References	Correct references as appropriate in various sections of Title 13 (e.g., 13.02.070.C.2; 13.02.070.E.4; 13.02.070.F.2.a; 13.02.070.G.1; 13.02.070.I.1; 13.05.030.B.4; 13.05.030.B.11; 13.05.050.C; 13.06.020.F.7; 13.07.060.C.1; 13.07.060.D.1; & 13.07.060.E)	PDS; City Clerk's
31. Nonconforming Rights Re-establishment	13.06.010.L.6	PDS; City Clerk's
32. Buffer Exceptions	13.06.090.J.5.c	PDS; City Clerk's
33. Correction of References in the Commercial District Development Standards Table	13.06.030.F	PDS; City Clerk's
34. Comprehensive Plan Acknowledgement of the Puyallup Tribe of Indians and Tribal jurisdiction	"Introduction + Vision" Element; & 13.06.010	PDS; City Clerk's
35. Comprehensive Plan Transportation Master Plan Amendment	"Transportation Master Plan" Element	PDS; Public Works

Exhibit "B"

Comprehensive Plan, future implementing actions will help to achieve the priorities identified in *Tacoma 2025* and further the vision for each of the focus areas well into the future.

PUYALLUP TRIBE OF INDIANS

The spuyaləpabš or Puyallup Tribe of Indians have lived on the headwaters of the Puyallup River since time immemorial. The Tribe has traditionally hunted, gathered, and fished throughout the Puget Sound. In 1854 the Treaty of Medicine Creek was signed where the Tribe ceded all of its traditional territory except for a portion of land known today as the Puyallup Reservation. The Treaty set aside a reservation that includes areas of modern day east and north-east Tacoma. It extends into neighboring jurisdictions of Fife, Milton, Edgewood, Puyallup, and Pierce County as well. The purpose of these lands was to house, sustain, and benefit the Puyallup people. Over the next century, the Tribe would see 99% of its lands sold off and taken. Despite this the Tribe has persevered, continued to regrow its land base, and actively practice its traditional treaty rights.

Today, the Puyallup Tribe of Indians is the seventh largest employer in Pierce County, with a total estimated employment of over 3,400. Within the Tideflats the Tribe operates a Marina, several administrative departments, several cultural sites, a riverboat facility, and leased port marine businesses. Over 25% of the 5,500 tribal members live on the reservation.

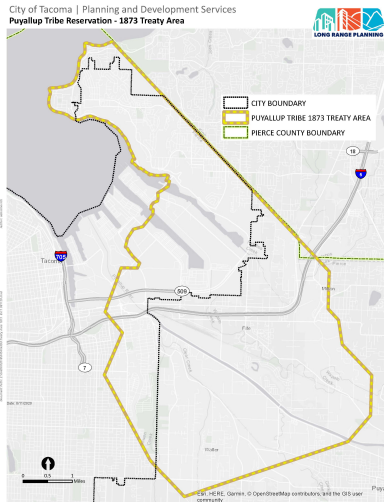
The Tribe continues to grow its land base with major holdings in east Tacoma. Restoration of the Puyallup Watershed remains a priority for sustaining the local fishery. The Place of Hidden Waters Housing Development provide essential housing for tribal members. dxʷəlilali or “A Place to Come Ashore” and the Ceremonial Grounds, are traditional cultural sites for the Tribe to practice its culture and traditions. The Tribe continues to purchase land within the Reservation to restore its land base to benefit its people.

Treaty of Medicine Creek



Above: The site of the Treaty of Medicine Creek.

The 1854 Treaty of Medicine Creek established the Puyallup Reservation and retained specific treaty rights to the Puyallup people. The reservation system introduced by the Federal Government remains purposed to designate lands within the reservation to preserve a variety of benefits to the people that reside there. These include specific activities outlined in the Treaty like the right of taking fish from accustomed grounds and stations, the privilege of hunting, gathering roots and berries, and the ability to settle upon the reservation.



Above: Puyallup Tribal Survey Boundary, 1873 Treaty Area.

THE PUYALLUP TRIBE LAND CLAIMS SETTLEMENT AGREEMENT

The Puyallup Tribe Land Claims Settlement Agreement passed by Congress in March 1990, binds its signatory members, which includes the City of Tacoma, to adhere to specific provisions when conducting land use planning.

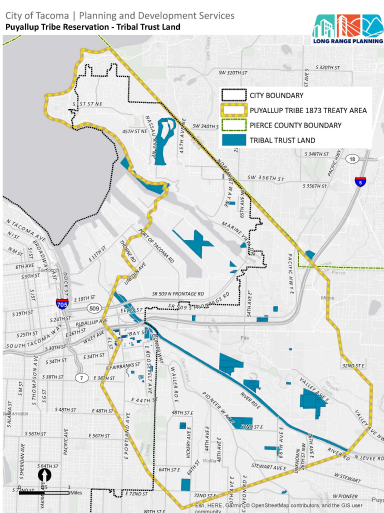
1. The Tribe retains its authority to prevent negative impacts on the fishery resource and habitat.
2. Both the Tribe and local governments will follow federal law for dealing with applications by the Tribe and Tribal members to continue to put land into trust, including Bureau of Indian Affairs regulations.
3. Both the Tribe and the local governments will consult with each other concerning certain kinds of land use decisions, which include plan ordinances, environmental regulations, and other applicable actions triggered under the Settlement Agreement. The Agreement includes a set of guidelines, standards, and factors the parties will consider when they make land use decisions.
4. Fourth, under the Settlement Agreement, signatories are obligated to provide services and utilities to the Tribe's trust lands in situations where there is an agreement in place for those services.

OPPORTUNITIES FOR COORDINATED PLANNING

In addition to the procedures for consultation outlined in the Land Claims Settlement Agreement, the City of Tacoma recognizes the value of coordinated, intergovernmental planning with the Puyallup Tribe of Indians to facilitate a deeper understanding of our shared interests, and as a mode to meaningfully bring together the parties to identify concerns, discuss issues, examine solutions, resolve problems, and employ joint approaches where appropriate.

In particular, the following are near-term opportunities for the City and Puyallup Tribe of Indians to continue to develop a coordinated approach to planning and development within the Puyallup Reservation:

- Tideflats Subarea Planning
- Permit intake and review
- Portland Avenue Corridor Planning
- Tacoma Dome Link Extension - Station Area Planning
- Climate resiliency planning
- Cultural and archaeological preservation



Above: Lands in Tribal Trust. Lands in Tribal Trust status are under Puyallup Tribal jurisdiction and not subject to City of Tacoma land use and zoning regulations.



**Proposed Amendments
to the “Transportation Master Plan” Element
of the Comprehensive Plan**

The transportation element of the *One Tacoma* Comprehensive Plan, the Transportation Master Plan (TMP), is amended as follows:

A. Add the following projects to the TMP’s Appendix B – Project List:

- Pine Street Complete Street/Gateway Project
- S 38th Complete Streets/Gateway Project
- I-5/Tacoma Mall Blvd Direct Connector Slip Ramp
- Loop Road Multimodal Internal Connector
- S 47th/48th Street Complete Streets/Bike Connection
- Area Wide Sidewalk Gaps
- Area-wide Active Transportation Pathways
- S. Sprague Avenue Bike Connection
- Warner Street Bike Connection between South 38th and South 47th Streets
- Transit-Supportive Actions
- I-5 Transit Connector
- Tacoma Mall Transit Center
- Area-wide Street Grid Connections
- Madison District - Residential Streets
- Pine Street & 42nd Street Signal
- S 48th Street Overpass
- Lincoln Heights - Residential Streets
- S. 35th Street Bike Corridor
- South 40th Street Bike Connection between South Tacoma Way and South Fife Street
- South Fife to South 48th Streets Bike Connection

B. Remove the following projects from the TMP’s Appendix B – Project List, due to duplication of or inconsistency with proposed Tacoma Mall Neighborhood Subarea Plan projects:

- S 37th St/Sprague Ave
- S. 48th St. Overpass
- Direct HOV access ramps to S 47th/S 48th St (transit center)
- Tacoma Mall/I-5 Direct Access
- Pine St near Tacoma Mall

C. Modify the following projects in the TMP's Appendix B – Project List to recognize and give priority for achieving the goals in the South Downtown, North Downtown, and Hilltop Subarea Plans (all elements of the *One Tacoma Plan*):

- Pedestrian Access to Schools, Parks and other places of interest
- Pedestrian Access to Transit Projects
- Downtown Tacoma HCT Investments
- Enhanced Sounder service - South Tacoma to Downtown Seattle
- N 1st St/Broadway
- SR 509
- Thea Foss Esplanade - Phase 1
- Bayside Trails - Stadium Way
- Division Ave
- Yakima from Center to S. 34th and Tacoma from Center to S. 34th
- South Tacoma Gateways
- Onboard Positive Train Control (PTC) Equipment
- Downtown Quiet Zones
- Impact Fee Feasibility Study
- Historic Water Ditch Trail - Phase II
- South Tacoma Way Multimodal Improvement
- 48th St S & Tacoma Mall Blvd

D. Attachments – Supplemental Project Information:

1. Tacoma Mall Neighborhood Subarea Plan and Existing Transportation Master Plan Projects
2. Tacoma Mall Subarea Plan Project List

New ID	Project ID	Previous Project ID	Name	Description	On priority network or in Subarea Plan	Multimodal System (mode split map)	Equity (Title 6 map)	Safety Travel for All	Health & Environment	System Preservation	Fiscal Stewardship	Congestion Management	Horizon/ timeline	Hierarchy	Centers	Total
TM-17			Pine Street Complete Street/Gateway Project	This project is a complete streets project that will include bicycle and transit service.	1	2	2	2	2	2	2	1	1	2	2	19
12	45	4	Cedar St / Pine St Corridor Improvement Project	A signal integration and coordination project and other ITS applications	1	2	2	1	2	1	1	2	1	1	2	16
94	35	4	S Oakes St/S Pine St/S Cedar St	Protected bicycle facilities between 6th Ave- S 74th St	1	1	2	2	2	1	1	0	2	2	2	16
323	328	42	Pine St near Tacoma Mall	Improved roadway to arterial standards	1	1	2	2	0	1	1	1	0	0	2	11
TM-4 and TM-12			S 38th Complete Streets/Gateway Project	This project is a complete streets project which prioritizes pedestrians (fill gaps and wider sidewalks), revised intersection channelization to improve all mode operations, and incorporates gateway features on S 38th Street between South Tacoma Way and I-5.	1	2	2	2	2	2	2	1	1	2	2	19
75	10	2	S 38th St - S Tacoma Way to I-5	The South 38th Street project is a 2” HMA overlay project from the east gutter line of South Tacoma Way to the concrete joint of the I-5 overpass. The work will include grinding the existing asphalt surface down 2 inches for the same area. We included in the preliminary estimate a lump sum number for an	1	1	2	2	2	2	1	1	0	2	2	16
76	11	3	S 38th St Corridor Improvement Project	A signal integration and coordination project and other ITS applications	1	2	2	2	2	2	1	1	1	1	2	17
78	2	125	S 38th St Multimodal Corridor Study	Mid-term safety improvements, HCT corridor enhancements, access management strategies	1	2	2	2	2	1	1	1	2	2	2	18
TM-2 and TM-8			I-5/Tacoma Mall Blvd Direct Connector Slip Ramp	This project will design and construct a new overpass/ramp from southbound I-5 at South 38th Street to Tacoma Mall area for direct access or potential high-occupancy vehicles. The project will include the structure, roadway modifications, curb and gutter, new signal, streetlighting, storm sewer, landscaping and utility relocation work, and asphalt overlay between Steele St and S 48th St. It will directly connect to a new or relocated multi-modal transit center.	1	2	2	2	2	1	2	2	0	2	2	18
17	48	4	Direct HOV access ramps to S 47th/S-48th St (transit center)	New Capacity/Link	1	2	2	2	1	1	1	2	0	0	2	14
472	115	4	Tacoma Mall/I-5 Direct Access	As of 2014, this project will construct a new overpass from southbound I-5 at South 38th Street to Tacoma Mall Blvd. The project will include the structure, roadway modifications, curb and gutter, new signal, streetlighting, storm sewer, landscaping and utility relocation work, and asphalt overlay between Steele St and S 48th St.	1	1	2	2	1	1	1	2	0	0	2	13
TM-1 and TM-13			Loop Road Multimodal Internal Connector	This project is a complete street which prioritizes bike, pedestrian (wider sidewalks), and green stormwater features. The project includes Steele St between 35th & Tacoma Mall (shared use path), new Tacoma Mall connector between Steele and Pine (shared use path), 45th between Pine and Lawrence (bike boulevard), Lawrence between 45th and 36th (bike boulevard), and 36th/California between Lawrence and Steele (bike boulevard).	1	2	2	2	2	1	2	1	1	2	2	18
TM-18			S 47th/48th Street Complete Streets/Bike Connection	This is a complete streets redesign incorporating bike connection from I-5 bridge to Water Flume Trail.	1	2	2	2	2	1	2	1	1	2	2	18
24	52		HCT Corridor - 48th St	Possible BRT or urban transit service improvements to connect Tacoma Mall with Portland Avenue area	1	2	2	2	0	2	0	2	0	1	2	14
79	70	4	S 47th St/S 48th St/E C St/E 46th St/E E St	Bike Lane between S Tacoma Wy - McKinley Ave	1	1	2	2	2	1	1	0	2	2	2	16
TM-7			Area Wide Sidewalk Gaps	As development occurs and funding allows, connect sidewalk system, addressing gaps and substandard conditions.	1	1	2	2	2	1	2	0	2	2	2	17
TM-24			Area-wide Active Transportation Pathways	This project adds pedestrian pathways and missing link bike connections called for in the Subarea Plan.	1	1	2	2	2	1	2	0	2	2	2	17
TM-5			S. Sprague Avenue Bike Connection	This project adds a bicycle connection from I-5 Bike/Ped Bridge to Steele Street, S. 35th Street, and South Tacoma Way.	1	1	2	2	2	1	2	1	1	2	2	17

Gray = Tacoma Mall Subarea Plan Projects
Red = Complete Projects (Remove)
Green = Modified Scoring (Subarea Plan Priority)
White = Existing Projects

Tacoma Mall Neighborhood Subarea Plan and Existing Transportation Master Plan Projects

New ID	Project ID	Previous Project ID	Name	Description	On priority network or in Subarea Plan	Multimodal System (mode split map)	Equity (Title 6 map)	Safety Travel for All	Health & Environment	System Preservation	Fiscal Stewardship	Congestion Management	Horizon/ timeline	Hierarchy	Centers	Total
74	104	4	S 37th St/Sprague Ave	Bike Lane between Water Ditch Trail – S Steele St	1	1	2	2	1	1	1	0	2	2	2	15
TM-23			Warner Street Bike Connection between South 38th and South 47th Streets	This project adds a bicycle connection from South 38th Street to South 47th Street.	1	1	2	2	1	1	2	1	2	2	2	17
TM-11			Transit-Supportive Actions	This project supports infrastructure improvements to enhance speed and reliability of planned high-capacity transit routes.	1	2	2	1	2	1	1	2	1	2	2	17
34	60		Light Rail Corridor - Downtown Tacoma to Tacoma Mall	Corridor identified in the updated Sound Transit Long Range Plan	1	2	2	2	0	2	0	2	0	1	2	14
TM-10			I-5 Transit Connector	This project supports infrastructure improvments to enhance transit speed and reliability between I-5 and the new transit center location.	1	2	2	2	2	0	2	2	0	2	2	17
TM-6 and TM-9			Tacoma Mall Transit Center	This project consists of study to locate and design a new transit center near the Tacoma Mall, in conjunction with ST3 High Capacity Transit Study. This project would construct the new center, which would include bus bays, shelters, layover space, and passenger amenities.	1	2	2	2	2	0	2	2	0	2	2	17
TM-25			Area-wide Street Grid Connections	This project, in conjunction with development mitigation/impacts, designs and constructs new street connections to enhance overall mobility for all modes.	1	2	2	2	2	0	2	1	0	2	2	16
TM-3 and TM-14			Madison District - Residential Streets	This project consists of improving the residential streets east of South Tacoma Way, south of South 38th Street, west of Pine Street, and north of South 49th Street to include green stormwater infrastrucutre and connected pedestrian sidewalks.	1	1	2	1	2	0	2	1	2	2	2	16
TM-16			Pine Street & 42nd Street Signal	This project consists of adding a signal at the intersection of Pine and South 42nd Streets.	1	1	2	2	1	1	1	2	1	2	2	16
TM-19			S 48th Street Overpass	This project consists of widening the existing overpass of I-5 or build a new adjacent bridge for improved bicycle/pedestrian connection to the subarea.	1	1	2	2	2	0	2	2	0	2	2	16
1	19	4	S 48th St. Overpass	Overpass or shared use path project as part of any WSDOT new or reconstruction project	1	1	2	2	2	0	2	1	0	2	2	15
6	43	4	48th St S & Tacoma Mall Blvd	As of 2014, this project will grind and asphalt overlay the intersection and the four approach legs. Additionally it will provide ADA compliant curb ramps to the existing sidewalks.	1	1	2	2	1	2	1	0	0	2	2	14
TM-15			Lincoln Heights - Residential Streets	This project consists of improving the residential streets east of Pine Street, north of South 38th Street, west of Sprague Avenue, and north of South 38th Street to include green stormwater infrastrucutre and connected pedestrian sidewalks.	1	1	2	1	2	0	2	1	1	2	2	15
TM-20			S. 35th Street Bike Corridor	This project adds a bicycle facility and extends the corridor to South Tacoma Way.	1	1	2	1	2	1	1	2	0	2	2	15
361	236		S 35th St	Bike Lane between S Pine St - S Sprague St	1	1	2	1	1	1	0	0	2	2	2	13
TM-22			South 40th Street Bike Connection between South Tacoma Way and South Fife Street	This project adds a bicycle connection from South Tacoma Way to South Fife Street.	1	1	2	1	1	1	1	1	2	2	2	15
TM-21			South Fife to South 48th Streets Bike Connection	This project consists of adding a bicycle connection between the Lincoln Heights and Mall Districts to South 48th Streets.	1	1	2	2	1	1	2	1	0	2	2	15
105	38	4	Union Avenue / S Warner St Corridor Improvement Project	A signal integration and coordination project and other ITS applications	1	2	2	2	2	2	1	1	1	1	2	17
17			Pedestrian Access to Schools, Parks and other places of interest	Project to identify and prioritize projects to improve pedestrian access to schools, parks and other places of interest.	1	1	2	2	2	1	2	0	1	2	2	16
18	4		Pedestrian Access to Transit Projects	Project to identify and prioritize projects to improve pedestrian access to high capacity transit stops and stations.	1	2	2	2	2	1	1	0	1	2	2	16

Gray = Tacoma Mall Subarea Plan Projects
Red = Complete Projects (Remove)
Green = Modified Scoring (Subarea Plan Priority)
White = Existing Projects

Tacoma Mall Neighborhood Subarea Plan and Existing Transportation Master Plan Projects

New ID	Project ID	Previous Project ID	Name	Description	On priority network or in Subarea Plan	Multimodal System (mode split map)	Equity (Title 6 map)	Safety Travel for All	Health & Environment	System Preservation	Fiscal Stewardship	Congestion Management	Horizon/ timeline	Hierarchy	Centers	Total
101	16	4	Tacoma Mall Blvd - S 38th to 56th Sts	This estimate is for the corridor improvement project of Tacoma Mall Blvd, from the intersection of S56th to the intersection of S38th Street, and will include edge grinding and 2" overlay of the asphalt roadway, patching of unserviceable road sections, concrete ADA ramps, and concrete driveways, replacement of non-compliant sidewalks and approaches, replacement of traffic detection loops with video detection, installation of LED street lighting, installation of pedestrian APS buttons, replacement of older storm drain grates/structures, striping, and installation of a center median landscape island in select areas. This estimate does not include the installation of major utilities, significant ROW acquisition, changes to the current channelization or alignment, or significant signal replacement.	1	1	2	2	2	2	1	1	0	2	2	16
102	37	4	Tacoma Mall Blvd HOV lanes	Between 38th Street and South City Limits	1	2	2	2	2	0	1	2	0	1	2	15
87	4		Downtown Tacoma HCT Investments	High Capacity Transit investments in MLK, Division Avenue, Yakima Avenue, Tacoma, Avenue, Market Street, Stadium Way, Pacific Avenue, 6th Avenue, 9th Street, 13th Street, 14th street, 19th Street, Puyallup Avenue, Dock Street, Stadium District and 25th Street	1	2	2	2	0	2	0	2	0	1	2	14
89			Enhanced Sounder service - South Tacoma to Downtown Seattle	Speed and reliability improvements, operating on a full-day schedule, and weekend operations	1	2	2	2	0	2	0	2	0	1	2	14
94	4		N 1st St/Broadway	Bicycle Boulevard between N Tacoma Ave - Prairie Line Trail	1	1	1	2	1	1	1	0	2	2	2	14
112			SR 509	Protected bicycle facilities between Fawcett Ave - Marine View Drive	1	1	1	1	2	1	1	0	2	2	2	14
116	4		Thea Foss Esplanade - Phase 1	Shared-Use Path	1	1	1	1	2	1	1	0	2	2	2	14
126			Bayside Trails - Stadium Way	Pedestrian Trail	1	1	1	1	2	1	2	0	0	2	2	13
133			Division Ave	Shared lane markings between S Stadium Way - S Sprague Ave	1	1	1	1	1	1	1	0	2	2	2	13
370	8		Yakima from Center to S. 34th and Tacoma from Center to S. 34th	Lincoln Park Freeway Lid – Design & construct a landscaped lid over I-5 between Yakima/Thompson and Tacoma/G Streets to reconnect downtown with neighborhood.	1	1	1	0	1	0	1	1	0	2	2	10
401	10		South Tacoma Gateways	South Tacoma Gateways – Install streetscape improvements at all arterial entryways to the South Tacoma Neighborhood Council area	1	1	2	0	0	0	1	0	1	0	1	7
402	401	10	South Tacoma Gateways	South Tacoma Gateways – Install streetscape improvements at all arterial entryways to the South Tacoma Neighborhood Council area	0	1	2	0	0	0	1	0	1	0	1	6
413	76		Onboard Positive Train Control (PTC) Equipment	Equipment installed on locomotives designed to communicate with wayside signals and back office computers intended as a failsafe to avoid train head/rear end collisions, over speed derailments, or incursions into unauthorized territory.	1	0	0	0	1	1	1	0	0	0	0	4
445	M1		Downtown Quiet Zones	Provide infrastructure to support quiet zones at East D, East C and South C.	1	0	0	0	0	0	0	0	0	0	2	3
415	38		Impact Fee Feasibility Study	An overall study to evaluate the potential for impact fees in the City and their application to funding new projects based on planned development	1	0	0	0	0	0	0	0	1	0	0	2
439	465		Historic Water Ditch Trail - Phase II	Shared-Use Path From S 43rd - S 47th	DONE											0
445	471		South Tacoma Way Multimodal Improvement	This project will provide an asphalt overlay of South Tacoma Way, add new transit stop pads and new transit shelters at existing stops, replace hazardous sidewalks, add sidewalks where necessary, streetlighting, landscaping, a mid-block pedestrian signal, bulb outs, reconstruct driveways and curb ramps for ADA compliance.	DONE											0

Gray = Tacoma Mall Subarea Plan Projects
Red = Complete Projects (Remove)
Green = Modified Scoring (Subarea Plan Priority)
White = Existing Projects

TACOMA MALL SUBAREA PLAN PROJECT LIST 03/27/19

	PROJECT	DESCRIPTION	POTENTIAL PARTNERS	COST (\$000)	PHASE
Near-Term Priorities (0–5 years)					
1	Loop Road Demonstration Project	Initial implementation of a section of the Loop Road—would include a study to identify the best location		\$1,500	Design, ROW*, construction
2	I-5 Direct Access Ramp—Phase 1	Preliminary engineering study for new direct access/potential high- occupancy vehicle freeway off-ramp	WSDOT, transit providers	\$900	Design
3	Madison District—Residential Streets—Phase 1	Initial implementation of residential streets, potentially including green stormwater infrastructure		\$8,300	Design, ROW*, construction
4	S. 38th Street / S. Steele Street Intersection	Revise intersection channelization to improve vehicle operations; may require new turn lane		\$500- 1,500	Design, ROW*, construction
5	S. Sprague Avenue Bike Connection	Add bicycle connection from I-5 Bike/Ped Bridge along Sprague Ave to Steele Street, S. 35 th St and S. Tacoma Way		\$2,100	Design, ROW*, construction
6	Tacoma Mall Transit Center—Phase 1	Location study and preliminary design for new transit center (in conjunction with ST3 high-capacity transit study)	Transit providers	\$900	Design
7	Area-wide Sidewalk Gaps	As development occurs, connect sidewalk system, addressing gaps and substandard conditions	Property owners	\$14,230	Design, ROW*, construction
Mid-Term Priorities (5–15 years)					
8	I-5 Direct Access Ramp	New direct access/potential high- occupancy vehicle freeway off-ramp	WSDOT, transit providers	\$27,650	Design, ROW*, construction
9	Tacoma Mall Transit Center	New transit center with six bus bays, shelter, layover space, and passenger amenities	Transit providers	\$28,000	Design, ROW*, construction
10	I-5 Transit Connector	Enhancements for transit speed and reliability between I-5 and new transit center location	Transit agencies	\$2,450	Design, ROW*, construction
11	Transit-Supportive Actions	Speed and reliability enhancements to support planned high-capacity transit routes	Transit providers	TBD	Design, ROW*, construction
12	S. 38th Street Complete Streets/ Gateway Project	Complete Streets redesign and incorporate gateway features on S. 38th Street between S. Tacoma Way and I-5		\$10,660	Design, ROW*, construction
13	Loop Road—Phase 2	Complete Loop Road—multimodal internal connector emphasizing bike, pedestrian and green stormwater features		\$12,700	Design, ROW*, construction
	PROJECT	DESCRIPTION	POTENTIAL PARTNERS	COST (\$000)	PHASE
14	Madison District—Residential Streets—Phase 2	Construction of remaining residential streets, potentially including green stormwater infrastructure		\$8,000	Design, ROW*, construction
15	Lincoln Heights—Residential Streets	Potentially including construction of residential streets, green stormwater infrastructure		TBD	Design, ROW*, construction
16	Pine St & 42 nd St Signal	Add a signal at the intersection of Pine St and 42 nd St.	Transit providers	\$300	Design, ROW*, construction
17	Pine Street—Complete Streets/ Gateway Project	Complete Streets redesign including bicycle and transit service	Transit providers	\$2,640	Design, ROW*, construction
18	S. 47 th /48 th Street Complete Streets/Bike Connection	Complete Streets redesign incorporating bike connection from I-5 bridge to Water Flume Trail		\$5,040	Design, ROW*, construction
19	S. 48th Street Overpass	Widen existing overpass of I-5 or build a new adjacent bridge for improved bicycle/ pedestrian connection to the subarea	WSDOT	\$1,810	Design, ROW*, construction
20	S. 35th Street Bike Corridor	Add bicycle facility and extend corridor to South Tacoma Way	Property owners	\$2,720	Design, ROW*, construction
Long-Term Priorities (15+ years)					
21	S. Fife St to S. 48 th St Bike Connection	Add bicycle connection between the Lincoln Heights and Mall Districts to S. 48 th St		\$570	Design, ROW*, construction
22	S. 40 th St Bike Connection	Add bicycle connection from S. Tacoma Way to S. Fife St		\$1,250	Design, ROW*, construction
23	Warner St Bike Connection	Add bicycle connection from S. 38 th St to S. 47 th St		TBD	Design, ROW*, construction
24	Area-wide Active Transportation Pathways	Add pedestrian pathways and missing link bike connections called for in the Subarea Plan		TBD	
25	Area-wide street grid connections	As development occurs, add new street connections to enhance overall mobility for all modes		\$39,110	Design, ROW*, construction

- * ROW = right-of-way.
- These are order of magnitude cost estimates for planning purposes. No right of way costs are included.
 - The City will pursue funding opportunities as they become available and projects may begin sooner than anticipated.



Note: These amendments show all of the changes to existing Land Use regulations.
The sections included are only those portions of the code that are associated with these amendments.
New text is underlined and text that has been deleted is shown as ~~strikethrough~~.

CHAPTER 13.01 DEFINITIONS

* * *

13.01.060 Zoning Definitions.

* * *

13.01.060.L

“Laboratories.” Establishments providing medical or dental laboratory services, scientific research, pharmaceutical research laboratories (including limited product testing) or establishments with less than 2,000 square feet providing photographic, analytical, or testing services. This classification excludes manufacturing, except of prototypes. (Other laboratories are classified as limited industry.)

* * *

“Lot.” ~~A designated parcel, tract, or area of land established by plat, subdivision, or as otherwise created by legal action.~~ A fractional part of divided lands having fixed boundaries, being of sufficient area and dimension to meet minimum zoning requirements for width and area. The term shall include tracts or parcels.

“Lot, corner.” A lot abutting upon two or more streets at their intersection.

“Lot frontage.” That portion of a lot abutting upon a public or private street or way or permanent access easement including an officially approved accessway.

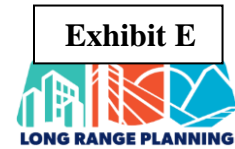
“Lot, interior.” A lot other than a corner lot.

“Lot line.” A line of record bounding a lot that divides one lot from another lot or from a public or private street or any other public space.

“Lot of record.” A single platted lot which is a part of a plat which has been recorded as required by the laws of the state of Washington, in the office of the Pierce County Auditor.

“Lot, through.” A lot having frontage on two parallel or nearly parallel streets.

* * *



Note: These amendments show all of the changes to existing Land Use regulations.
The sections included are only those portions of the code that are associated with these amendments.
New text is underlined and text that has been deleted is shown as ~~strikethrough~~.

CHAPTER 13.05

LAND USE PERMITS AND PROCEDURES

* * *

13.05.010 Land Use Permits.

A. Conditional Use Permits.

1. Purpose.

* * *

6. Special Review Districts.

Two- and three-family and townhouse dwellings, where allowed by conditional use permit in Special Review Districts (R-2SRD and HMR-SRD). In addition to the General Criteria, a conditional use permit for a two- or three-family or townhouse dwelling unit in a Special Review District shall only be approved upon a finding that such use is consistent with all of the following criteria:

a. The use is consistent with the goals and policies of the Comprehensive Plan, any adopted neighborhood or community plans, and applicable ordinances of the City of Tacoma.

* * *

g. The proposed structure is designed to resemble a detached single-family house in terms of architecture, bulk, front and rear setbacks, and location of parking in a designated rear yard. The site shall provide the required rear yard of the zoning district on one side of the structure. ~~Each unit shall provide no more than one off-street parking space.~~

h. The applicant shall submit, in conjunction with the application, site plan drawings and drawings of building elevations, information on building materials, a landscape plan, and complete information indicating why the property is inappropriate for single-family development. The purpose of these plans and information shall be to show consistency with the required criteria.

* * *

C. Site Approval.

1. Applicability.

A Site Approval for transportation connectivity is required when proposed development meets both the site characteristics circumstances and the development thresholds as set forth below:

a. Site Characteristics.

~~A Site Approval requirement applies under~~ The development site must meet all of the following circumstances:

(1) The ~~proposed~~ development site is located in an area subject to an adopted Subarea Plan, including the Tacoma Mall Neighborhood Subarea Plan, with a transportation element that identifies the need for additional street and pedestrian connectivity in order to accommodate planned growth.

(2) The development site, defined as land sharing common access, circulation, and improvements as specified in TMC 13.01, is at least one acre in size.

(3) The development site is located within a block that is eight acres or larger in size. Blocks, for this purpose, are defined as assemblages of land circumnavigated by the shortest possible complete loop via the public street network.

b. Development Thresholds.

~~Site Approval for transportation connectivity is required when~~The proposed development ~~must exceeds-exceed~~ one or more of the following thresholds:

(1) Construction of 200 or more dwelling units.

(2) Construction of 60,000 or more square feet.

c. Development activities that exceed these thresholds may generate significant transportation impacts and could also potentially create barriers to circulation and pedestrian connectivity.

d. Project proponents may elect to apply for a Site Approval in association with development ~~below the thresholds above~~projects that do not meet both of the above site characteristics circumstances and development thresholds.

* * *

13.05.020 Application requirements for land use permits.

* * *

J. Time Periods for Decision on Application.

* * *

3. Decision when effective. A decision is considered final at the termination of an appeal period if no appeal is filed, or when a final decision on appeal has been made pursuant to either Chapter 1.23 or Chapter 1.70. In the case of a zoning reclassification, the ~~first City Council's decision on final~~ reading of the reclassification ordinance ~~by the City Council~~ shall be considered the final decision. ~~First reading shall be considered a tentative approval, and does not constitute final rezoning of the property. However, first reading of the ordinance shall assure the applicant that the reclassification will be approved, provided that the application complies with all requirements and conditions for reclassification as may have been imposed by the Hearing Examiner or the City Council.~~

4. If unable to issue a final decision within the 120-day time period, a written notice shall be made to the applicant, including findings for the reasons why the time limit has not been met and the specified amount of time needed for the issuance of the final decision.

* * *

13.05.050 Development Regulation Agreements.

* * *

D. Review criteria.

The City Manager, and such designee or designees as may be appointed for the purpose, shall negotiate acceptable terms and conditions of the proposed Development Regulation Agreement based on the following criteria:

1. The Development Regulation Agreement conforms to the existing Comprehensive Plan. Except for projects on a public facility site of at least five acres in size, conformance must be demonstrated by the project, as described in the Development Regulation Agreement, scoring 800 points out of a possible 1,050 points, according to the following scoring system (based either on the Downtown Element of the City Comprehensive Plan or on the Tacoma Mall Neighborhood Subarea Plan, as applicable):

a. Balanced healthy economy. In any project where more than 30 percent of the floorspace is office, commercial, or retail, one point shall be awarded for every 200 square feet of gross floorspace (excluding parking) up to a maximum of 290 points.

* * *

d. Quality Urban Design. Up to 60 points shall be awarded for each of the following categories: (i) walkability, (ii) public environment, (iii) neighborliness, and (iv) support for public art. Review of any proposed public art shall be coordinated with the City's Arts Administrator or approved by the Arts Commission.

* * *

13.05.130 Modification/revision to permits.

* * *

C. Major Modifications.

Any modification exceeding any of the standards for minor modifications outlined above shall be subject to the following standards.

1. Major modifications shall be processed in the same manner and be subject to the same decision criteria that are currently required for the type of permit being modified. [Major modifications to Site Rezone Permits that do not change the site's zoning designation shall be considered by the Director and processed as a Process II permit, consistent with the regulations found in Section 13.05.070.D.](#) Major modifications to Conditional Use Permits shall be processed as a Process I permit, consistent with the regulations found in Section ~~13.05.020.C~~[13.05.070.C](#).
2. In addition to the standard decision criteria, the Director or Hearing Examiner shall, in his/her review and decision, address the applicability of any specific conditions of approval for the original permit.

* * *



Note: These amendments show all of the changes to existing Land Use regulations.
The sections included are only those portions of the code that are associated with these amendments.
New text is underlined and text that has been deleted is shown as ~~strikethrough~~.

CHAPTER 13.06 ZONING

* * *

13.06.010 General Provisions

A. Applicability.

1. The regulations of this Chapter are applicable in all zoning districts, with exceptions only as noted. Regulations may refer to districts by class of districts, for example Districts or Industrial Districts, this means that all districts carrying the designated prefix or suffix are required to meet the given regulation. Overlay districts are combined with an underlying zoning district and supplement the regulations of that district. Overlay districts only apply to land carrying the overlay district designation.

2. For a Public Facility Site, as defined in Chapter 13.01, that is at least five acres in size, the regulations set forth in Chapter 13.06 shall not apply if a Development Regulation Agreement, pursuant to the provisions of Section 13.05.050, has been approved for the site and is complied with.

3. Puyallup Tribal Trust Lands are under the jurisdiction of the Puyallup Tribe of Indians and not subject to the use and development standards of this Title. If a property held in Tribal Trust status is removed from Trust and becomes subject to City of Tacoma zoning, the least intensive zoning classification associated with the applied Land Use Designation in the Comprehensive Plan Future Land Use Map will be applied to the property until such time as the City conducts a zoning review and amendment process.

* * *

H. Setbacks and yard areas.

1. Applicability.

* * *

4. Setback and yard area exceptions.

a. Setbacks for group buildings.

* * *

g. Projections into required setbacks and yards.

Every part of a required setback or yard shall be open, from the ground to the sky, and unobstructed, except for the following:

(1) Accessory building in the required rear yard setback.

* * *

(6) Uncovered, ground level decks (deck surface no more than 30-inches in height from surrounding grade) may occupy up to 50 percent of a required setback area and may also extend into required side yard setbacks to within 3-feet of the property line.

* * *

L. Nonconforming parcels/uses/structures.

1. Applicability.

* * *

6. Abandonment or vacation of nonconforming use.

When a nonconforming use is vacated or abandoned for 12 consecutive months or for 18 months during any three-year period, the nonconforming use rights shall be deemed extinguished and the use shall, thereafter, be required to be in accordance with the regulations of the zoning district in which it is located. [Nonconforming rights for the use of an existing structure may be re-established through a Conditional Use Permit per the requirements in TMC 13.05.010.A, provided \(a\) the use has not been abandoned for a period of more than five years and \(b\) the proposed re-use of the structure is no more intensive than the last permitted use at the site as described in subsection \(c.\) above.](#)

* * *

13.06.020 Residential Districts.

A. Applicability.

* * *

F. District development standards.

	R-1	R-2	R-2SRD	HMR-SRD	R-3	R-4-L	R-4	R-5
1. Minimum Lot Area (in square feet, unless otherwise noted)								
* * *								
4. Minimum Density (units per gross-net acre)								
a. Purpose. Accessory dwelling units, conversion of existing single-family to more than one unit, and one infill single-family house on sites currently developed with one, are exempt from minimum-density requirements.								
b. Standard	-	-	-	-	10	14	18	22
5. Max. Height Limits (in feet)								
* * *								

* * *

G. Accessory building standards.

Accessory buildings permitted per Section 13.06.020.C.4, such as garages, sheds, detached accessory dwelling units (DADUs), common utility and laundry facilities, and business offices and recreational facilities for mobile home/trailer courts and multi-family uses, are subject to the following location and development standards:

1. The total square footage of all accessory building footprints shall be no more than 85 percent of the square footage of the main building footprint and no more than 15 percent of the square footage of the lot, not to exceed 1,000 square feet. For lots greater than 10,000 square feet, the total square footage of all accessory building footprints shall be no more than 10 percent of the square footage of the lot (the other limitations applicable to smaller properties outlined above shall not apply). If one of the accessory buildings is a Detached ADU, an additional 500 square feet may be added to the allowed total square footage of all accessory building footprints.

* * *

7. For garages that include vehicular doors facing the front or corner street property line, the building or portion of the building with such doors shall be setback at least 20 feet from the front or corner street property line or private road easement.

8. Detached accessory buildings located on corner lots shall provide the main building side yard setback along the corner side property line. When the rear lot line of a corner lot abuts the side lot line of the lot in the rear, no accessory building shall be located less than the interior side yard setback for the site's zoning district.

9. Commercial shipping and/or storage containers shall not be a permitted type of accessory building in any residential zoning district. Such storage containers may only be allowed as a temporary use, subject to the limitations and standards in Section 13.06.635.

* * *

K. Small-lot single family residential development.

1. Applicability.

* * *

6. Functional Minimum yard space shall (see examples below):

a. Feature minimum dimensions of 15 feet on all sides, except for lots that are less than 3,500 SF, where the minimum dimensions shall be no less than 12 feet.

b. Not include alleys or driveway space.

c. Not be located within the required front yard.

d. Be directly connected to and accessible from the house.

e. For minimum usable yard spaces applicable to single family dwellings, refer to Section 13.06.020.F.7.b.

f. For yard space exceptions pertaining to critical areas, refer to Section 13.06.020.F.7.g(1).

* * *

13.06.030 Commercial Districts.

A. Applicability.

* * *

F. District development standards.

	T	C-1	C-2	PDB
1. Lot area and building envelope standards				
* * *				
3. Setbacks				
a. Applicability.				
b. Purpose.				
c. Minimum Front Setback	In all districts listed above, 0 feet, unless abutting a residential zoning, then equal to the residential zoning district for the first 100 feet from that side. Maximum setbacks (Section 13.06.200.E 13.06.030.F.8) supersede this requirement where applicable. Animal sales and service: shall be setback from residential uses or residential zoning district boundaries at least 20 feet.			
d. Minimum Side Setback	In all districts listed above, 0 feet, unless created by requirements in Section 13.06.090.B. Animal sales and service: shall be setback from residential uses or residential zoning district boundaries at least 20 feet.			
e. Minimum Rear Setback	In all districts listed above, 0 feet, unless created by requirements in Section 13.06.090.B. Animal sales and service: shall be setback from residential uses or residential zoning district boundaries at least 20 feet.			
* * *				

	T	C-1	C-2	PDB
8. Maximum setback standards on designated streets.				
a. Applicability.	Pedestrian streets as defined in TMC 13.06.010.D.1. a.—6th Avenue (Madison Street to Alder Street). b.—6th Avenue (Sprague Avenue to I Street). c.—North 30th Street (from 200 feet east of the Starr Street centerline to 190 feet west of the Steele Street centerline).			
b. Purpose.	To achieve a pedestrian supportive environment, where buildings are located in close proximity to the street and designed with areas free of pedestrian and vehicle movement conflicts, maximum building setbacks are required as follows:			
* * *				

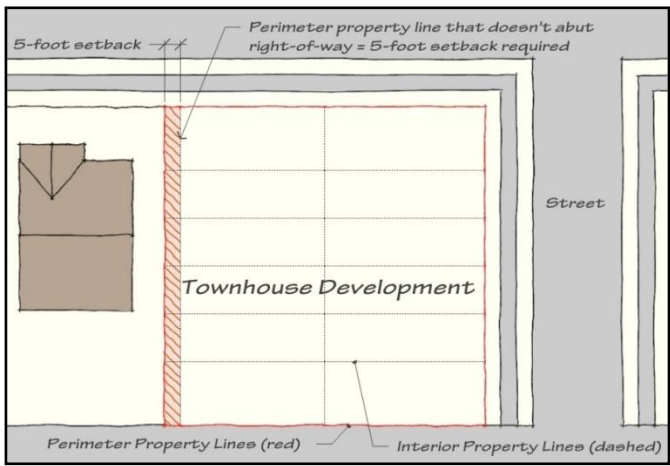
* * *

13.06.040 Mixed-Use Center Districts.

A. Applicability.

* * *

F. District development standards.

	NCX	CCX	UCX	RCX	CIX	HMX	URX	NRX	Additional Requirements
1. Lot area and setbacks.									
* * *									
e. Minimum setbacks.	0 feet	0 feet	0 feet	0 feet	0 feet	0 feet	0 feet		
	<p>For townhouse developments, a setback of at least 5 feet shall be provided along the perimeter of the development on all sides that do not abut public street or alley right-of-way.</p> 							<p>For single, two- and three-family dwellings and townhouses: 10-foot front, 5-foot sides, 15-foot rear</p> <p>For other uses: 10-foot front, 7.5-foot sides, 20-foot rear</p>	<p>Maximum setbacks may apply (see Section 13.06.040.H).</p> <p>If a buffer is required, a minimum setback is created (see Section 13.06.090.J).</p> <p>Townhouse setback standards apply to the perimeter property lines of the development and not to individual internal</p>

	NCX	CCX	UCX	RCX	CIX	HMX	URX	NRX	Additional Requirements
	<p><u>For X District property abutting a residentially zoned property, equal to the residential zoning district for the first 100 feet from that side.</u></p> <p>For X District property across a non-designated Pedestrian Street from R-1, R-2 or R-2SRD District property, the following front yard setback shall be provided:</p> <ul style="list-style-type: none">• Minimum 10-foot front yard setbacks are required along non-designated Pedestrian Streets.• Limited exception: For corner lots that also front on a designated Pedestrian Street, this setback shall not apply for the first 130 feet from the corner, as measured along the edge of the right-of-way.• Covered porches and entry features may project up to 6 feet into the setback.• The setback area may include landscaping, walkways, pedestrian plazas, private patios, porches, or vehicular access crossings (where allowed), but not include parking.								<p>property lines between townhouses in the same development.</p> <p>See 13.06.100 for additional requirements applicable to duplex, triplex and townhouse developments.</p>
* * *									

* * *

13.06.060 Industrial Districts.

A. Applicability.

* * *

E. District use restrictions.

The following use table designates all permitted, limited, and prohibited uses in the districts listed.

Use classifications not listed in this section are prohibited, unless permitted via Section 13.05.080.

1. Within the JBLM Airport Compatibility Overlay District, the land use and development standards of this section are modified as specified in TMC 13.06.070.F, which shall prevail in the case of any conflict.

* * *

4. District use table.

Uses ²	M-1	M-2	PMI	Additional Regulations ^{1, 2}
Adult family home	P/N*	N	N	<p>In M-1 districts, permitted only within residential or institutional buildings in existence on December 31, 2008, the effective date of adoption of this provision, or when located within a mixed-use building where a minimum of 1/3 of the building is devoted to industrial or commercial use.</p> <p>*Not permitted within the South Tacoma M/IC Overlay District</p> <p>See Section 13.06.080.N.</p>
* * *				

Uses ²	M-1	M-2	PMI	Additional Regulations ^{1,2}
Correctional facility*	CU	N	N	<p>Modifications or expansions to existing facilities that increase the inmate/detainee capacity shall be processed as a major modification (see Section 13.05.080).</p> <p>A pre-application community meeting is also required. This CU is only available in the M-1 zones in place as of 1/1/2018.</p> <p>The notification distance for a project within the M-1 zone will be 2,500 feet from the boundaries of that zone.</p>
* * *				
Detention facility*	CU	N	N	<p>Modifications or expansions to existing facilities that increase the inmate/detainee capacity shall be processed as a major modification (see Section 13.05.080).</p> <p>A pre-application community meeting is also required (see Section 13.05.010.A.16).</p> <p>This CU is only available in the M-1 zones in place as of January 1, 2018.</p> <p>The notification distance for a project within the M-1 zone will be 2,500 feet from the boundaries of that zone.</p>
* * *				

* * *

13.06.070 Overlay Districts.

A. View-Sensitive Overlay District.

* * *

C. PRD Planned Residential Development District.

1. Applicability.

* * *

5. Urban design, sustainability and connectivity. The PRD site design shall demonstrate the following:

a. Establishment of high quality and context-responsive Basic Neighborhood Patterns, including the following:

* * *

f. Sustainable features. The proposal must provide documentation of the incorporation of both green building and site features as follows:

(1) Built Green 4 Stars or LEED Gold Certified rating for Building Design and Construction; and,

(2) Greenroads Bronze, [or equivalent best available or practicable certification](#), if full new roadway sections are constructed.

g. Connectivity. Proposed PRD Districts shall connect with and continue the abutting street network, to provide for a continuous connection with the neighborhood pedestrian, bicycle and vehicular pathways, to the maximum extent feasible.

* * *

13.06.080 Special Use Standards

A. Accessory dwelling units.

1. Applicability.

* * *

5. Use Standards, subject to variance:

a. Minimum Lot Size.

* * *

c. Height.

(1) Attached ADUs are subject to the height limitations applicable to the main house.

(2) Detached ADUs shall be no taller than the main house. In addition, height shall be limited to the most restrictive of the following:

- The maximum height for detached ADUs shall be 18 feet, measured per the Building Code, or up to 20 feet with incorporation of either parking ~~on the main level of~~ below or above the DADU structure (not next to), or with certification of the DADU under Built Green criteria with 4 stars, or equivalent environmental certification.
- The conversion of an existing accessory structure taller than 18 feet may be authorized through issuance of a Conditional Use Permit.
- In View Sensitive Districts, the maximum height shall be 15 feet, measured per TMC 13.06.700.B, and allowance of additional height is subject to TMC 13.05.010.B Variances.

d. Location.

The ADU shall be permitted as a second dwelling unit added to or created within the main building or as a detached structure located in the rear yard.

* * *

13.06.090 Site Development Standards.

A. Drive-throughs.

* * *

B. Landscaping standards.

1. Applicability.

* * *

4. District landscaping requirements.

a. Applicability.

* * *

e. Site Perimeter Landscaping:

(1) Purpose.

Site Perimeter Landscaping is intended to ensure that areas abutting ~~public rights of way~~ property lines, and not developed with structures, be attractive, and provide the environmental benefits of vegetation.

(2) Exceptions.

Site Perimeter Landscaping is not required in Industrial or X Districts.

* * *

C. Off-street parking areas.

1. Applicability.

* * *

3. Off-street parking spaces - quantity.

The quantity of off-street parking shall be provided in accordance with the standards of the tables below.

a. Fractions.

* * *

h. The following parking quantity standards apply to the Zoning Districts established in 13.06.020 Residential Districts, 13.06.030 Commercial Districts, and 13.06.060 Industrial Districts.

TABLE 1 – Required Off-Street Parking Spaces^{9, 14} (All footnotes are in Table 2 below.)		
Use	Unit	Required parking spaces
		Min.
Residential		
Single-family detached dwelling, Adult family home, Staffed residential home ^{1, 2, 12}	Dwelling.	2.00
Two-family dwelling in all districts ^{1, 2, 12}	Dwelling.	2.00
Townhouse dwelling in all districts ^{1, 2, 12}	Dwelling.	1.00
Three-family dwelling in all districts ^{1, 2, 12}	Dwelling.	2.00
Two- or Three-family dwelling via Conditional Use Permit	Dwelling.	1.00
Group housing – up to 6 residents		2.00
Group housing – 7 or more residents ^{1, 16}	Room, suite or dwelling.	1.00
Small Lots, Cottage Housing and lots not conforming to area/width ³	Dwelling.	1.00
* * *		
Retail¹⁰ (View Sensitive)		
Retail commercial establishments, except as otherwise herein, less than 15,000 square feet of floor area	1,000 square feet of floor area.	2.50
Shopping Center	1,000 square feet of floor area.	4.00
Retail commercial establishments, except as otherwise herein	1,000 square feet of floor area.	4.00
Eating and drinking establishments ¹¹ (View Sensitive)	1,000 square feet of floor area.	6.00
Office		
Business and professional offices	1,000 square feet of floor area.	3.00
Medical and dental clinics	1,000 square feet of floor area.	3.00
* * *		

TABLE 2 – Exceptions to quantity requirements.

1. Guest rooms, dwellings or suites in group housing, retirement homes, apartment hotels, residential hotels, and residential clubs shall be construed to be dwelling units for purposes of determining the number of off-street parking stalls required.

* * *

15. For purposes of calculating parking quantity requirements, “floor area,” when used, shall not include space devoted to parking.

16. [Parking requirements may be reduced through provision of one or more of the Parking Quantity Reduction options offered in Mixed-Use Center Districts \(TMC 13.06.0909.C.3.j, below\), up to a minimum of 1 stall per 2 rooms, suites or dwellings. Each parking reduction option provided shall receive 50 percent of the credit available in Mixed-Use Center Districts. This reduction may not be utilized in combination with the bonus offered through Footnote 1 of this table.](#)

* * *

j. Mixed-Use Centers – Required Off-Street Parking Spaces.

(1) Applicability.	(a) The following off-street parking requirements apply to mixed-use zoning districts as established in 13.06.040 Mixed-use Center Districts. (b) Accessible parking shall be provided for people with physical disabilities as part of all new buildings and additions to existing buildings in accordance with the standards set forth in Chapter 2.02 Building Code, based on the parking provided. However, after consulting with the City’s ADA Coordinator, the Building Official may approve an alternate to providing, or a reduction of, on-site accessible parking when it is determined that the alternate is reasonable in light of circumstances associated with the specifics of an individual site and the needs of people with disabilities.
(2) Quantity.	Residential Uses. Minimum 1.0 stall per unit. Commercial or Office Uses. Minimum 2.5 stalls per 1000 square feet of floor area. Other Uses. For uses not specifically listed above, the parking requirement in the Mixed-Use Center Districts shall be 70% of the parking requirement for that use identified in Table 1. See Section 13.06.090.C for use of compact stalls. For purposes of calculating parking quantity requirements, “floor area,” when used, shall not include space devoted to parking. In the Tacoma Mall Center, the following parking quantities are required: (1) Residential uses. Minimum 0.5 stalls per unit. (2) Non-residential uses. Exempt from vehicular parking requirements, except for loading spaces pursuant to TMC 13.06.090.C, and accessible spaces pursuant to the provisions of 13.06A.065.B.2.
* * *	

* * *

4. Parking Quantity Reductions.

a. Mixed-use Centers and Downtown.

The parking requirements for mixed-use, multi-family, group housing, commercial, institutional and industrial developments within Mixed-use Center Districts as established in TMC 13.06.040 and Downtown Districts as established in 13.06.050 may be reduced as follows:

(1) Transit Access	Parking requirement shall be reduced by 25% for sites located within 500 feet accessible walking distance of a transit stop and 50% for sites located within 500 feet accessible walking distance of a transit stop at which a minimum of 20-minute peak hour service is provided (routes which serve stops at least every 20 minutes during peak hours). Applicants requesting this reduction must provide a map identifying the site and transit service schedules for all transit routes within 500 feet of the site.
* * *	
(6) Bicycle Parking Credit	For every five non-required bicycle parking spaces provided on the site (beyond the standard requirements, as found in Section 13.06.090.F), the automobile parking requirement shall be reduced by one space. This credit is limited to a maximum of 5 automobile spaces, or 15% of the standard parking requirement for the development, whichever is less. Vehicle parking for residential uses shall be replaced by long-term bicycle parking. For all other uses, a combination of long- and short-term bicycle parking shall be used for each vehicle space replaced.
* * *	

* * *

G. Short and Long Term Bicycle Parking.

1. Applicability.

* * *

5. Development Standards – Long-Term Bicycle Parking Facilities.

a. Location standards.

(1) Long-term bicycle parking facilities for residential uses shall be located on site [and within 100 feet of the building they serve](#).

(2) Non-residential long-term bicycle parking shall be located on-site or within a shared bicycle parking facility within three-hundred (300) feet of the lot, except as provided in subsection 6 below.

(3) Long-term bicycle parking shall be in a secure location where access to the bicycles is limited and is not available to the general public.

* * *

J. Residential transition standards.

1. Applicability.

* * *

5. Landscaping Buffers:

a. Applicability.

b. Purpose.

Landscaping buffers are intended to function as a substantial vegetative screening providing physical and visual separation between dissimilar districts in order to soften visual and aesthetic impacts. Buffers also provide the aesthetic and environmental benefits of vegetation.

c. Exceptions.

(1) When there is a 20 foot vertical grade difference between a development site that is located across the street or alley or is abutting R-District property, no Landscape buffers are required along the affected property line if such grade difference is demonstrated to provide comparable protection.

* * *

(5) The continuous landscaping buffer may be interrupted to the minimum extent necessary to accommodate walkway access and preferred driveway access to and from the property and to allow limited access to and use of necessary utilities.

(6) A buffer is not required between the front of a residential building and the street.

* * *

13.06.100 Building design standards.

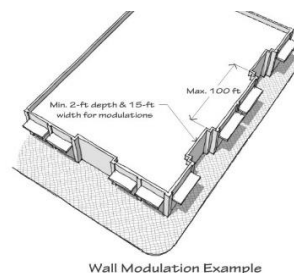
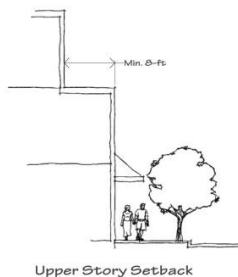
A. Commercial District Minimum Design Standards.

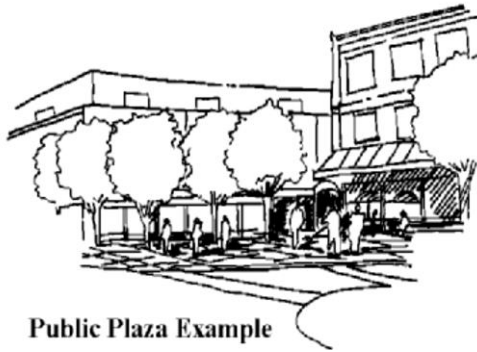
1. General applicability.

* * *

3. Mass Reduction Standards.

Purpose: The following design choices are intended to help reduce the apparent mass of structures and achieve a more human scale environment by providing physical breaks in the building volume that reduce large, flat, geometrical planes on any given building elevation.	
a. Size to choice ratio for b below	<p>(1) Buildings under 7,000 square feet of floor area are not required to provide mass reduction.</p> <p>(2) Buildings from 7,000 square feet of floor area to 30,000 square feet of floor area shall provide at least one mass reduction feature.</p> <p>(3) Buildings over 30,000 square feet of floor area shall provide at least two mass reduction features.</p>
b. Mass reduction choices	<p>(1) Upper story. Buildings with a maximum footprint of 7,000 square feet of floor area, that do not exceed 14,000 square feet of floor area, may count use of a second story as a mass reduction feature.</p> <p>(2) Upper story setback. An 8 feet minimum setback for stories above the second story for elevations facing the street or parking lots over 20 stalls. This requirement applies to a maximum of 2 elevations.</p> <p>(3) Wall modulation. Maximum 100 feet of wall without modulation, then a minimum 2 feet deep and 15 feet wide offset of the wall and foundation line on each elevation facing the street, parking lots over 20 stalls, or residential uses.</p> <p>(4) Public plaza. A public plaza of at least 800 square feet or 5 percent of building floor area, whichever is greater. The plaza shall be located within 50 feet of and visible to the primary public entrance; and contain a minimum of a bench or other seating, tree, planter, fountain, kiosk, bike rack, or art work for each 200 square feet of plaza area. <u>Any proposed art work shall be coordinated with the City's Arts Administrator or approved by the Arts Commission.</u> Plaza contents may count toward other requirements when meeting the required criteria. Walkways do not count as plazas. Plazas shall not be used for storage. Required parking stalls may be omitted to the minimum necessary if needed to provide the plaza. Where public seating is provided, it shall utilize designs that discourage long-term loitering or sleeping, such as dividers or individual seating furniture. Plazas may be permeable pavement or pavers where feasible. Low Impact Development vegetated stormwater features may be used for up to 30% of the plaza requirement where feasible.</p>





Public Plaza Example

* * *

B. Mixed-Use District Minimum Design Standards.

1. General applicability.

* * *

8. Façade Surface Standards.

Purpose: The following standards are intended to help reduce the apparent mass of structures and achieve a more human scale environment by providing visual breaks at more frequent intervals to the building volume that reduce large, flat, geometrical planes on any given building elevation, especially at the first story. The choices are also intended to encourage variety in the selection of façade materials and/or treatment and to encourage more active consideration of the surrounding setting.

a. Blank walls limitation	<p>(1) Blank wall definition: A ground floor wall or portion of a ground floor wall that is over 4 feet in height and has a horizontal length greater than 15 feet without a transparent window or door</p> <p>(2) Blank walls facing a street, internal pathway, or customer parking lot of 20 stalls or greater must be treated in one or more of the following ways:</p> <ul style="list-style-type: none"> • Transparent windows or doors. • Display windows at least 2 feet in depth and integrated into the façade (tack-on display cases do not qualify). • Landscape planting bed at least 5 feet wide or a raised planter bed at least 2 feet high and 3 feet wide in front of the wall. Such planting areas shall include planting materials that are sufficient to obscure or screen at least 60 percent of the wall's surface within 3 years. • Installing a vertical trellis in front of the wall with climbing vines or plant materials sufficient to obscure or screen at least 60 percent of the wall's surface within 3 years. For large areas, trellises should be used in conjunction with other blank wall treatments.
b. Building face orientation	<p>(1) <u>All multi-family buildings shall maintain primary orientation to an adjacent street or right-of-way and not toward the alley or rear of the site, unless otherwise determined by the Director.</u></p> <p>(42) The building elevation(s) facing street public rights-of-way shall be a front, side, or corner side and shall not contain elements commonly associated with a rear elevation appearance, such as loading docks, utility meters, and/or dumpsters.</p> <p>(23) For buildings that have more than 2 qualifying elevations, this requirement shall only be applied to two of them.</p>
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