



## **Legislation Passed December 14, 2021**

The Tacoma City Council, at its regular City Council meeting of December 14, 2021, adopted the following resolutions and/or ordinances. The summary of the contents of said resolutions and/or ordinances are shown below. To view the full text of the document, click on the bookmark at the left of the page.

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### **Resolution No. 40885**

A resolution appointing and reappointing individuals to the Tacoma Arts Commission.

[Doris Sorum, City Clerk; Bill Fosbre, City Attorney]

### **Resolution No. 40886**

A resolution approving amendments to the 2021-2022 Annual Action Plan for Housing, Community, and Economic Development projects, to allocate remaining Community Development Block Grant and Emergency Solutions Grant funds, for the period of January 1, 2022, through June 30, 2022.

[Jason McKenzie, Resource Manager; Linda Stewart, Director, Neighborhood and Community Services; Jeff Robinson, Director, Community and Economic Development]

### **Resolution No. 40887**

A resolution authorizing the execution of a Collective Bargaining Agreement with the Tacoma Police Union, Local 6, I.U.P.A., consisting of 322 budgeted full-time equivalent positions, retroactive to January 1, 2021, through December 31, 2023.

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

### **Resolution No. 40888**

A resolution authorizing the execution of a Collective Bargaining Agreement with the Tacoma Police Management Association, Local 26, consisting of 19 budgeted full-time equivalent positions, effective January 1, 2022, through December 31, 2024.

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

### **Resolution No. 40889**

A resolution extending the Transit Oriented Development Advisory Group through December 31, 2022.

[Council Member Thoms]

**Resolution No. 40890**

A resolution expressing support for the passage of Proposition No. 1, submitted by Tacoma School District No. 10 at the February 8, 2022, Special Election, which reads as follows:

TACOMA SCHOOL DISTRICT NO. 10  
SPECIAL ELECTION - PROPOSITION NO. 1  
REPLACEMENT EDUCATIONAL PROGRAMS AND OPERATIONS LEVY

The Board of Directors of Tacoma School District No. 10 adopted Resolution No. 2099 concerning educational funding. If approved, Proposition No. 1 will authorize the District to levy the following excess taxes, replacing an expiring levy, on all taxable property within the District, to pay educational program and operations expenses in addition to the State's statutory program of basic education:

| Collection Years | Estimated Levy Rate per<br>\$1,000 of Assessed Value | Levy Amount  |
|------------------|--|--------------|
| 2023             | \$1.92   | \$77,500,000 |
| 2024             | \$1.92   | \$79,000,000 |
| 2025             | \$1.92   | \$80,500,000 |
| 2026             | \$1.91   | \$82,000,000 |

all as provided in Resolution No. 2099. Should Proposition No. 1 be approved?

Yes.....☐

No..... ☐

[Mayor Woodards and Council Members Hunter and Ushka]

**Resolution No. 40891**

A resolution expressing support for the passage of Proposition No. 2, submitted by Tacoma School District No. 10 at the February 8, 2022, Special Election, which reads as follows:

**TACOMA SCHOOL DISTRICT NO. 10  
SPECIAL ELECTION - PROPOSITION NO. 2  
REPLACEMENT LEVY FOR TECHNOLOGY IMPROVEMENTS AND UPGRADES**

The Board of Directors of Tacoma School District No. 10 adopted Resolution No. 2100, concerning technology improvements and upgrades. If approved, Proposition No. 2 will authorize the District to levy the following excess taxes on all taxable property within the District to fund expanded K-12 student technology access in all neighborhood schools, up-to-date computers, technical training, improve online safety, security and District-wide IT systems:

| Collection Years | Estimated Levy Rate per<br>\$1,000 Assessed Value | Levy Amount  |
|------------------|---|--------------|
| 2023             | \$0.62  | \$25,000,000 |
| 2024             | \$0.75  | \$31,000,000 |
| 2025             | \$0.74  | \$31,000,000 |
| 2026             | \$0.72  | \$31,000,000 |

all as provided in Resolution No. 2100. Should Proposition No. 2 be approved?

Yes.....☐

No..... ☐

[Mayor Woodards and Council Members Hunter and Ushka]

**Resolution No. 40892**

A resolution approving the cancellation of the following six regular City Council meetings in 2022: January 18, March 15, May 31, July 5, September 6, and December 27.

[Mayor Woodards]

**Substitute Ordinance No. 28795**

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for nonrepresented employees and employees represented by the Tacoma Firefighters Union, Local 31, and the Professional Public Safety Management Association.

[Kari L. Louie, Assistant Director; Shelby Fritz, Director, Human Resources]

**Ordinance No. 28797**

An ordinance amending Chapters 2.02, 2.19, and 2.22 of the Municipal Code, relating to the Building, Site Development, and Right-of-Way Development Codes, to modify requirements of the City's floodplain management in order to comply with the State of Washington's floodplain ordinance, as required by the Department of Ecology; and to make administrative changes to correct section numbers and clarify decision making where there are code conflicts.

[Susan Coffman, Building Official; Peter Huffman, Director,  
Planning and Development Services]

**Amended Ordinance No. 28798**

An ordinance amending Chapter 6A.110 and Chapter 13.17 of the Municipal Code, relating to Property Tax Exemptions for Multi-Family Housing and Mixed-Use Center Development, to update language regarding the Multi-Family Property Tax Exemption Program, effective 90 days from the date of passage.

[Debbie Bingham, Project Manager; Jeff Robinson, Director,  
Community and Economic Development]



## RESOLUTION NO. 40885

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

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

5 WHEREAS vacancies exist on the Tacoma Arts Commission, and

6 WHEREAS, at its meeting of November 30, 2021, the Economic  
7 Development Committee conducted interviews and recommended the  
8 appointment and reappointment of individuals to said commission, and

9 WHEREAS, pursuant to City Charter Section 2.4, the persons named on  
10 Exhibit "A" have been nominated to serve on the Tacoma Arts Commission; Now,  
11 Therefore,

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

13 That those nominees to the Tacoma Arts Commission, listed on Exhibit "A,"  
14 are hereby confirmed and appointed or reappointed as members of such  
15 commission for such terms as are set forth on the attached Exhibit "A."

16 Adopted \_\_\_\_\_

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19 \_\_\_\_\_  
20 Mayor

21 Attest:

22 \_\_\_\_\_  
23 City Clerk

24 Approved as to form:

25 \_\_\_\_\_  
26 City Attorney



## EXHIBIT "A"

### TACOMA ARTS COMMISSION

Appointing **Angela Weaver** to the "At-Large No. 1" position to fill an unexpired term, effective January 1, 2022, to expire December 31, 2023.

Appointing **Wade Neal** to the "At-Large No. 8" position to serve a three-year term, effective January 1, 2022, to expire December 31, 2024.

Appointing **Joseph Williams** to the "Professional No. 4" position to serve a three-year term, effective January 1, 2022, to expire December 31, 2024.

Appointing **Natasha Lane** to the "Working Professional Artist" position to serve a three-year term, effective January 1, 2022, to expire December 31, 2024.

Reappointing **Heide Fernandez-Llamazares** to the "Professional No. 3" position to serve a three-year term, effective January 1, 2022, to expire December 31, 2024.



## RESOLUTION NO. 40886

1 A RESOLUTION relating to community, economic development, and  
2 neighborhood and community services; and approving amendments to  
3 the City's 2021-2022 Annual Action Plan for Housing, Community, and  
4 Economic Development projects, to allocate remaining Community  
Development Block Grant and Emergency Solutions Grant funds for the  
period of January 1, 2022, through June 30, 2022.

5 WHEREAS, each year, the City submits an Annual Action Plan ("Plan") to  
6 the U.S. Department of Housing and Urban Development ("HUD") to fulfill the  
7 requirements associated with receipt of grant funding, in order to ensure that the  
8 City receives federal funds to manage its housing, community and economic  
9 development, neighborhood improvement, homeless assistance, and social  
10 service programs, and  
11

12 WHEREAS the Plan outlines the City's use of Community Development  
13 Block Grant ("CDBG"), HOME Investment Partnership ("HOME"), and Emergency  
14 Solutions Grant ("ESG") funds, and  
15

16 WHEREAS the original Plan, approved on May 11, 2021, pursuant to  
17 Resolution No. 40782, provided that CDBG Public Services and ESG funding  
18 would be allocated as follows: (1) approximately 50 percent funding will be  
19 allocated to extend contracts with providers receiving 2020-2021 CDBG Public  
20 Services and ESG funding for an additional six months, for the period of July 1,  
21 2021, through December 31, 2021; and (2) the remaining approximately  
22 50 percent funding would be later allocated for expenditures from January 1,  
23 2022, through June 30, 2022, and  
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WHEREAS staff has worked with the Human Services Commission to determine the allocation of remaining CDBG Public Services funding in the amount of \$194,464, and ESG funding in the amount of \$98,615, as set forth in the attached Exhibit "A," and

WHEREAS the proposed recommendations were presented to the Human Services Commission on October 13, 2021; the Pierce County Continuum of Care on October 20, 2021; and the Community Vitality and Safety Committee on October 28, 2021, and

WHEREAS a public hearing was held by the City Council on November 30, 2021, to receive comments on the proposed amendments, and prior to the hearing, beginning on November 5, 2021 and ending on December 7, 2021, the City published a legal ad in The News Tribune, notifying the public of the opportunity to make verbal comment on the proposed amendments; Now, Therefore,

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

That the proposed amendments to the City's 2021-2022 Annual Action Plan for Housing, Community, and Economic Development projects, to allocate remaining Community Development Block Grant and Emergency Solutions Grant





1 funds for the period of January 1, 2022, through June 30, 2022, as set forth in the  
2 attached Exhibit "A," are hereby approved.

3  
4 Adopted \_\_\_\_\_

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\_\_\_\_\_  
Mayor

7 Attest:

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

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11 Approved as to form:

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Deputy City Attorney

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**EXHIBIT "A"**

**CDGB AND ESG FUNDING RECOMMENDATIONS  
FOR JANUARY 1, 2022, THROUGH JUNE 30, 2022**

| <b>CDBG PUBLIC SERVICES (\$194,464 AVAILABLE)</b> |                     |               |
|---|---------------------|---------------|
| <b>Agency</b>                                     | <b>Program</b>      | <b>Amount</b> |
| Life Enrichment Group                             | Young Adult Shelter | \$194,464     |

| <b>ESG (\$98,615 AVAILABLE)</b> |   |               |
|---------------------------------|---|---------------|
| <b>Agency</b>                   | <b>Program</b>                            | <b>Amount</b> |
| Comprehensive Life Resources    | Positive Interactions (Street Outreach)   | \$60,000      |
| Exodus Housing                  | Rapid Re-Housing DV (Rapid Re-Housing)    | \$16,000      |
| Living Access Support Alliance  | Prevention Services (Homeless Prevention) | \$22,615      |



## RESOLUTION NO. 40887

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and the  
3 Tacoma Police Union, Local 6, I.U.P.A., consisting of 322 budgeted full-time  
4 equivalent positions, retroactive to January 1, 2021, through December 31,  
5 2023.

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

9 WHEREAS this resolution allows for the execution of a three-year Collective  
10 Bargaining Agreement ("CBA") between the City and the Tacoma Police Union,  
11 Local 6, I.U.P.A. ("Union"), on behalf of the employees represented by said Union,  
12 and

13 WHEREAS the bargaining unit consists of approximately 322 budgeted,  
14 full-time equivalent ("FTE") positions, and

15 WHEREAS the CBA will provide for a wage increase in each year of the  
16 agreement, as follows: effective January 1, 2021, all classifications will be  
17 increased by 6.1 percent; effective January 1, 2022, wages increase by 7.1  
18 percent; and effective January 1, 2023, wages will be increased by 100 percent of  
19 the June-to-June Consumer Price index for Urban Wage Earners and Clerical  
20 Workers ("CPI-W"), Seattle-Tacoma-Bellevue area, with a minimum increase of  
21 one percent up to a maximum of five percent; effective January 1, 2022,  
22 employees will also increase the amount forgone toward the Voluntary Employee  
23 Beneficiary Association ("VEBA") program from .75 percent to 1 percent, and  
24  
25  
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1           WHEREAS other changes include: (1) Removing contractual language  
2 allowing the purging of discipline from employee disciplinary files, (2) Removing  
3 the City of Bellevue, and replacement with City of Renton, as a comparable  
4 employer for consideration of wages, (3) Increasing the employer match to  
5 deferred compensation from \$192 to \$211 per pay period, (4) Confirming the  
6 ability for anonymity of citizen complaints, (5) Article 4 – Grievance Procedure,  
7 clarifying how arbitrators will be assigned for disciplinary grievances consistent  
8 with state law requirements, (6) Article 10.5 – Insurance, updating employee  
9 premium share contributions for medical from \$40 to \$50 per month for  
10 employee only coverage, and \$80 to \$100 per month for employee plus family  
11 coverage, and clarifying employees move to the same Wellness Program  
12 requirements as other City employees, (7) Article 14 – Union Leave of  
13 Absence, clarifying who is eligible, and when paid time may be spent, and (8)  
14 Article 16.4 includes a change effective in 2022 removing the restriction on  
15 carryover of unused compensation time off accrued, and also provides that  
16 accrued time will be cashed out upon promotion to another classification, or  
17 upon separation, and  
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22           WHEREAS it appears in the best interests of the City that the CBA  
23 negotiated by said Union and the City be approved; Now, Therefore,  
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

Section 1. That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement (“CBA”) between the City and the Tacoma Police Union, Local 6, I.U.P.A., retroactive to January 1, 2021, through December 31, 2023, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Section 2. That City Council approval of the CBA is contingent upon approval/ratification of the agreement by the Tacoma Police Union, Local 6, I.U.P.A.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## RESOLUTION NO. 40888

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and the  
3 Tacoma Police Management Association, Local 26, consisting of  
approximately 19 budgeted, full-time equivalent positions, effective  
January 1, 2022, through December 31, 2024.

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

7  
8 WHEREAS this resolution allows for the execution of a three-year Collective  
9 Bargaining Agreement ("CBA") between the City and the Tacoma Police  
10 Management Association, Local 26 ("Union"), on behalf of the employees  
11 represented by said Union, and

12  
13 WHEREAS the bargaining unit consists of approximately 19 budgeted,  
14 full-time equivalent ("FTE") positions, and

15 WHEREAS the CBA will provide for a wage increase in each year of the  
16 agreement, based on the indexing language contained in the CBA, and

17 WHEREAS other changes include: (1) the City will change from an  
18 employer match to an employer contribution to an employee's deferred  
19 compensation account, with or without an employee match, of \$238 per pay  
20 period; (2) the City will increase the amount contributed to a Voluntary Employee  
21 Beneficiary Account ("VEBA") account from \$125 to \$250 per month, and  
22 (3) employees will also increase their monthly deduction and contribution toward  
23 their VEBA account from \$50 to \$100 per pay period, and  
24

25  
26 WHEREAS language was also included in Sections 19.14 and 19.15, from  
an existing Letter of Agreement, to allow the Union to elect on an annual basis,



with at least 30 days' notice, changes to participation in the VEBA program regarding the value of unused Sick Leave and Personal Time Off ("PTO") accruals at retirement, (if otherwise eligible) to be deposited to VEBA, and

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

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

Section 1. That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement ("CBA") between the City and the Tacoma Police Management Association, Local 26, effective January 1, 2022, through December 31, 2024, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Section 2. That City Council approval of the CBA is contingent upon approval/ratification of the agreement by the Tacoma Police Management Association, Local 26.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## RESOLUTION NO. 40889

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBER THOMS  
2 A RESOLUTION extending the Transit Oriented Development Advisory Group  
3 through December 31, 2022.

4 WHEREAS the Transit Oriented Development Advisory Group ("TODAG")  
5 was established by Resolution No. 40303 on April 16, 2019, to make  
6 recommendations on various projects impacting regional and local public  
7 transportation facilities in Transit Oriented Development areas, with proposals to  
8 be forwarded and reviewed by the Transportation Commission for concurrence  
9 with adopted transportation and land use plans and policies, and  
10

11 WHEREAS, at that time, a 24-30 month operating schedule was assumed,  
12 and  
13

14 WHEREAS this resolution formally acknowledges the hard work of TODAG  
15 and its accomplishments, and  
16

17 WHEREAS TODAG has provided the City Council with its Progress Report  
18 No. 3 – "Tacoma TOD Toolkit," and the City Council desires to extend TODAG  
19 through December 31, 2022, to allow it to work collaboratively with the Planning  
20 Commission, Transportation Commission, Bicycle Pedestrian Technical Advisory  
21 Group, and other appropriate stakeholders to maintain the report, making it an  
22 implementation strategy of the One Tacoma Comprehensive Plan, and  
23

24 WHEREAS TODAG's 2022 meeting schedule shall be limited to allow for  
25 continued support of its efforts without allocating additional funding, and  
26





WHEREAS TODAG's membership structure and recruitment/appointment process for members were not explicitly set forth in Resolution No. 40303, and the following initial membership representations were established by staff in 2019, based on broad community outreach and consultation:

- Architectural and Urban Design Community;
- Development Community;
- Affordable Housing Community (vacant);
- Transit Community;
- Tacoma Dome District Businesses and/or Residents;
- Pacific Avenue Corridor Businesses and/or Residents (vacant);
- Transportation Commission;
- Planning Commission;
- Puyallup Tribe/Lower Portland District;
- Active Transportation and Accessibility for All;
- Freight/East Foss Industrial Community;
- Hilltop (vacant); and
- East Tacoma (vacant), and

WHEREAS, over time, the "Hilltop" and "East Tacoma" positions were vacated and left off of the list of positions; of the 11 remaining positions, there are currently 15 members, as some positions are occupied by more than one individual, and

WHEREAS, by this resolution, the Hilltop and East Tacoma positions shall be reinstated as vacant positions, and staff will work to fill all vacant positions in 2022 with the intent to add diversity and enhance equity in the current membership, and



WHEREAS the City Manager shall review and provide recommendations related to the following items in 2022, prior to City Council consideration of making TODAG a permanent advisory group for the City of Tacoma:

- Clarify TODAG's reporting protocol, and specifically review how this group overlaps with other groups, including the Transportation Commission, Planning Commission, and the Bicycle Pedestrian Technical Advisory Group. This consideration should include recommendations from the Transportation Commission to Council in its November 10, 2021, letter titled "Transit Oriented Development Advisory Group Resolution and Future";
- Solidify membership structure and application process, and consider how the structure can reflect geographic and racial diversity reflective of the Tacoma community;
- Broaden the scope of the work to reflect a more citywide focus; and
- Identify options for operating funds and more permanent staff support for the group, and

WHEREAS the decision regarding the future of TODAG should be made in coordination with the development of the 2023-2024 biennial budget in order to ensure a permanent funding structure, should the group be made permanent; Now, Therefore,

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

Section 1. That the City Manager is directed to extend the Transit Oriented Development Advisory Group ("TODAG") through December 31, 2022.

Section 2. That the City Manager is further directed to review and provide recommendations related to the following items in 2022, prior to City Council consideration of making TODAG a permanent advisory group for the City of Tacoma, in coordination with development of the 2023-2024 biennial budget:



- Clarify TODAG's reporting protocol, and specifically review how this group overlaps with other groups, including the Transportation Commission, Planning Commission, and the Bicycle Pedestrian Technical Advisory Group. This consideration should include recommendations from the Transportation Commission to Council in its November 10, 2021, letter titled "Transit Oriented Development Advisory Group Resolution and Future";
- Solidify membership structure and application process, and consider how the structure can reflect geographic and racial diversity reflective of the Tacoma community;
- Broaden the scope of the work to reflect a more citywide focus; and
- Identify options for operating funds and more permanent staff support for the group.

Section 3. That the City Manager is further directed to work to fill all vacant positions in 2022 with the intent to add diversity and enhance equity in the current membership.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## RESOLUTION NO. 40890

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBERS HUNTER  
2 AND USHKA

3 A RESOLUTION expressing support for the passage of Proposition No. 1,  
4 submitted by Tacoma School District No. 10 at the February 8, 2022,  
5 Special Election, for replacement of an expiring levy for educational  
6 programs and operations; and urging Tacoma voters to vote "Approved"  
7 on Proposition No. 1 on the February 8, 2022, Special Election ballot.

8 WHEREAS Tacoma School District No. 10, Pierce County, Washington  
9 ("District") provides educational services to the children of the District, and

10 WHEREAS the Constitution of the State of Washington requires that the  
11 state provide funds for basic education for such students, and

12 WHEREAS the state is able to provide only a portion of the amount required  
13 to fund these services for the District, and

14 WHEREAS the Constitution and laws of the State of Washington require  
15 that a proposition to levy excess taxes to meet funding needs of a School District  
16 must be submitted to the qualified electors of the District for the ratification or  
17 rejection, and

18 WHEREAS, for the past four years, the District has had in effect a  
19 maintenance and operations levy which is set to expire in 2022, and

20 WHEREAS, on October 28, 2021, the Board of Directors ("Board") adopted  
21 Resolution No. 2099, authorizing an education programs and operations levy, and

22 WHEREAS, if approved, Proposition No. 1 would continue to fund  
23 approximately 500 staff, including teachers, nurses, counselors, librarians, and  
24 paraeducators, and  
25  
26



WHEREAS Proposition No. 1 would provide continued funding for  
1 textbooks and instructional materials and vital services, such as special needs  
2 programs, pre-school and after-school funding, programs for high-achieving  
3 students and college credit-level courses for all students, and  
4

WHEREAS Proposition No. 1 would also continue funding for upgrades to  
5 deteriorating plumbing, heating, and ventilation systems that maintain clean air  
6 and safe water, and improvements to school safety, security, and fire alarm  
7 systems and 911 communications, and  
8

WHEREAS, if Proposition No. 1 passes, the average four-year tax rate for  
9 Tacoma Public Schools is projected to decrease due to rising property values, and  
10  
11

WHEREAS passage of this proposition would authorize the District to levy  
12 up to \$79.8 million on average annually, from 2023-2026, on all taxable property  
13 within the District, subject to applicable limits, and  
14

WHEREAS the success of Tacoma's schools is dependent upon its  
15 residents; Now, Therefore,  
16  
17

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

Section 1. That the City Council hereby expresses its support for the  
19 passage of Proposition No. 1 submitted by Tacoma School District No. 10 at the  
20 February 8, 2022, Special Election, for the purposes hereinabove enumerated.  
21  
22

Section 2. That the City Council urges Tacoma voters to vote "Approved"  
23 on Proposition No. 1 on the February 8, 2022, Special Election ballot,  
24 substantially in the form of the ballot title as follows:  
25  
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**TACOMA SCHOOL DISTRICT NO. 10**

**SPECIAL ELECTION – PROPOSITION NO. 1**

**REPLACEMENT EDUCATIONAL PROGRAMS AND  
OPERATIONS LEVY**

The Board of Directors of Tacoma School District No. 10 adopted Resolution No. 2099 concerning educational funding. If approved, Proposition No. 1 will authorize the District to levy the following excess taxes, replacing an expiring levy, on all taxable property within the District, to pay educational program and operations expenses in addition to the State's statutory program of basic education:

| <u>Collection Years</u> | <u>Estimated Levy Rate per<br/>\$1,000 of Assessed Value</u> | <u>Levy Amount</u> |
|-------------------------|--|--------------------|
| 2023                    | \$1.92   | \$77,500,000       |
| 2024                    | \$1.92   | \$79,000,000       |
| 2025                    | \$1.92   | \$80,500,000       |
| 2026                    | \$1.91   | \$82,000,000       |

all as provided in Resolution No. 2099. Should Proposition No. 1 be approved?

Yes...[ ]

No ...[ ]

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## RESOLUTION NO. 40891

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBERS HUNTER  
2 AND USHKA

3 A RESOLUTION expressing support for the passage of Proposition No. 2,  
4 submitted by Tacoma School District No. 10 at the February 8, 2022,  
5 Special Election, for replacement of an expiring levy for District-wide  
6 technology improvements and upgrades; and urging Tacoma voters to  
7 vote "Approved" on Proposition No. 2 on the February 8, 2022, Special  
8 Election ballot.

9 WHEREAS the Board of Directors ("Board") and staff of Tacoma School  
10 District No. 10, Pierce County, Washington ("District"), continue to plan for the  
11 capital needs of the District to provide the District's students, teachers, and staff  
12 with adequate, proper, and safe facilities that create opportunities for educational  
13 excellence for every student, regardless of background, economic circumstances,  
14 or neighborhood, and

15 WHEREAS, since 2018, the District has had in effect a technology  
16 improvements and upgrades levy which is set to expire in 2024, and

17 WHEREAS, on October 28, 2021, the Board adopted Resolution No. 2100,  
18 concerning a proposed four-year proposition to enable the District to continue  
19 funding necessary technology improvements and upgrades District-wide, and

20 WHEREAS, if approved, Proposition No. 2 would continue funding for  
21 (1) expanded technology access and laptops for every K-12 student and staff  
22 member to use at school and at home, as well as staff training and up-to-date  
23 computer software and online learning tools for teachers and students;  
24 (2) increased computer safety, security, and privacy protection for all students and  
25 staff; and (3) online systems that help keep students on track for high-school  
26



graduation by allowing students, teachers, and parents to monitor academic progress, attendance, homework, and credits, and

WHEREAS, if Proposition No. 2 passes, the average four-year tax rate for Tacoma Public Schools is projected to decrease due to rising property values, and

WHEREAS passage of this proposition would authorize the District to levy \$25 million for calendar year 2023, and \$31,000,000 annually for calendar years 2024-2026, on all taxable property within the District as provided in Resolution No. 2100, and

WHEREAS the success of Tacoma's schools is dependent upon its residents; Now, Therefore,

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

Section 1. That the City Council hereby expresses its support for the passage of Proposition No. 2 submitted by Tacoma School District No. 10 at the February 8, 2022, Special Election, for the purposes hereinabove enumerated.

Section 2. That the City Council urges Tacoma voters to vote "Approved" on Proposition No. 2 on the February 8, 2022, Special Election ballot, substantially in the form of the ballot title as follows:





**TACOMA SCHOOL DISTRICT NO. 10**

**SPECIAL ELECTION – PROPOSITION NO. 2**

**REPLACEMENT LEVY FOR TECHNOLOGY IMPROVEMENTS  
AND UPGRADES**

The Board of Directors of Tacoma School District No. 10 adopted Resolution No. 2100, concerning technology improvements and upgrades. If approved, Proposition No. 2 will authorize the District to levy the following excess taxes on all taxable property within the District to fund expanded K-12 student technology access in all neighborhood schools, up-to-date computers, technical training, improve online safety, security and District-wide IT systems:

| <u>Collection Years</u> | <u>Estimated Levy Rate per<br/>\$1,000 Assessed Value</u> | <u>Levy Amount</u> |
|-------------------------|---|--------------------|
| 2023                    | \$0.62  | \$25,000,000       |
| 2024                    | \$0.75  | \$31,000,000       |
| 2025                    | \$0.74  | \$31,000,000       |
| 2026                    | \$0.72  | \$31,000,000       |

all as provided in Resolution No. 2100. Should Proposition No. 2 be approved?

Yes...[ ]

No ...[ ]

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## RESOLUTION NO. 40892

1 BY REQUEST OF MAYOR WOODARDS

2 A RESOLUTION relating to City Council meetings; approving the cancellation of six  
3 regular City Council Meetings in 2022.

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

6 WHEREAS the City Council can, by a majority vote, cancel up to six  
7 meetings in 2022 while still meeting its regular meeting requirements, and  
8

9 WHEREAS, after discussion at the December 7, 2021, Study Session, the  
10 City Council determined that the following regular City Council meetings scheduled  
11 for 2022 would be cancelled: January 18, March 15, May 31, July 5, September 6,  
12 and December 27; Now, Therefore,

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

14 That the following City Council meetings scheduled for 2022 are hereby  
15 cancelled: January 18, March 15, May 31, July 5, September 6, and December 27.  
16  
17

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

19  
20 \_\_\_\_\_  
21 Mayor

22 Attest:

23 \_\_\_\_\_  
24 City Clerk

25 Approved as to form:

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



## SUBSTITUTE ORDINANCE NO. 28795

AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the Tacoma Municipal Code to implement rates of pay and compensation for nonrepresented employees and employees represented by the Tacoma Firefighters Union, Local 31, and the Professional Public Safety Management Association; and declaring the effective dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2022, to read as follows:

| Code | A | Job Title                             | 1                | 2                | 3                | 4                | 5                | 6                |
|------|---|---------------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 4001 |   | Firefighter                           | <del>29.10</del> | <del>30.47</del> | <del>34.70</del> | <del>36.42</del> | <del>38.18</del> | <del>40.10</del> |
| 4002 |   | Fire Lieutenant                       | <del>46.24</del> | <del>48.52</del> |                  |                  |                  |                  |
| 4003 |   | Fire Captain                          | <del>53.13</del> | <del>55.82</del> |                  |                  |                  |                  |
| 4004 |   | Fire Chief Battalion                  | <del>61.10</del> | <del>64.21</del> |                  |                  |                  |                  |
| 4005 |   | Fire Battalion Chief Aide             | <del>46.24</del> | <del>48.52</del> |                  |                  |                  |                  |
| 4006 |   | Firefighter-Paramedic                 | <del>44.00</del> | <del>46.25</del> |                  |                  |                  |                  |
| 4007 |   | Firefighter Paramedic Supervisor      | <del>50.63</del> | <del>53.12</del> |                  |                  |                  |                  |
| 4008 | A | Fire Medical Services Officer         | <del>75.77</del> | <del>79.60</del> |                  |                  |                  |                  |
| 4011 |   | Fire Boat Pilot                       | <del>46.24</del> | <del>48.52</del> |                  |                  |                  |                  |
| 4015 |   | Fire Inspector                        | <del>53.29</del> | <del>55.98</del> |                  |                  |                  |                  |
| 4016 |   | Fire Marshal Deputy                   | <del>61.31</del> | <del>64.40</del> |                  |                  |                  |                  |
| 4022 |   | Harbor Master Deputy                  | <del>62.82</del> | <del>65.87</del> |                  |                  |                  |                  |
| 4101 |   | Fire Communications Center Lieutenant | <del>57.33</del> | <del>60.16</del> |                  |                  |                  |                  |



| Code | A | Job Title                             | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     |
|------|---|---------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 4001 |   | Firefighter                           | <a href="#">29.97</a> | <a href="#">31.38</a> | <a href="#">35.74</a> | <a href="#">37.51</a> | <a href="#">39.33</a> | <a href="#">41.30</a> |
| 4002 |   | Fire Lieutenant                       | <a href="#">47.63</a> | <a href="#">49.98</a> |                       |                       |                       |                       |
| 4003 |   | Fire Captain                          | <a href="#">54.72</a> | <a href="#">57.49</a> |                       |                       |                       |                       |
| 4004 |   | Fire Chief Battalion                  | <a href="#">62.93</a> | <a href="#">66.14</a> |                       |                       |                       |                       |
| 4005 |   | Fire Battalion Chief Aide             | <a href="#">47.63</a> | <a href="#">49.98</a> |                       |                       |                       |                       |
| 4006 |   | Firefighter-Paramedic                 | <a href="#">45.32</a> | <a href="#">47.64</a> |                       |                       |                       |                       |
| 4007 |   | Firefighter Paramedic Supervisor      | <a href="#">52.15</a> | <a href="#">54.71</a> |                       |                       |                       |                       |
| 4008 | A | Fire Medical Services Officer         | <a href="#">78.04</a> | <a href="#">81.99</a> |                       |                       |                       |                       |
| 4011 |   | Fire Boat Pilot                       | <a href="#">47.63</a> | <a href="#">49.98</a> |                       |                       |                       |                       |
| 4015 |   | Fire Inspector                        | <a href="#">54.89</a> | <a href="#">57.66</a> |                       |                       |                       |                       |
| 4016 |   | Fire Marshal Deputy                   | <a href="#">63.15</a> | <a href="#">66.33</a> |                       |                       |                       |                       |
| 4022 |   | Harbor Master Deputy                  | <a href="#">64.70</a> | <a href="#">67.85</a> |                       |                       |                       |                       |
| 4101 |   | Fire Communications Center Lieutenant | <a href="#">59.05</a> | <a href="#">61.97</a> |                       |                       |                       |                       |

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2022, to read as follows:

| Code | A | Job Title               | 1                     | 2                     | 3                      | 4                      |
|------|---|-------------------------|-----------------------|-----------------------|------------------------|------------------------|
| 0764 | A | Fire Chief, Assistant   | <a href="#">88.02</a> | <a href="#">92.43</a> | <a href="#">97.05</a>  | <a href="#">101.90</a> |
| 0765 | A | Fire Chief, Deputy      | <a href="#">94.62</a> | <a href="#">99.36</a> | <a href="#">104.33</a> | <a href="#">109.54</a> |
| 0770 | A | Police Chief, Assistant | 88.78                 | 93.22                 | 97.88                  | 102.77                 |
| 0771 | A | Police Chief, Deputy    | 95.44                 | 100.21                | 105.22                 | 110.48                 |

| Code | A | Job Title               | 1                     | 2                      | 3                      | 4                      |
|------|---|-------------------------|-----------------------|------------------------|------------------------|------------------------|
| 0764 | A | Fire Chief, Assistant   | <a href="#">90.67</a> | <a href="#">95.20</a>  | <a href="#">99.96</a>  | <a href="#">104.96</a> |
| 0765 | A | Fire Chief, Deputy      | <a href="#">97.47</a> | <a href="#">102.34</a> | <a href="#">107.46</a> | <a href="#">112.83</a> |
| 0770 | A | Police Chief, Assistant | 88.78                 | 93.22                  | 97.88                  | 102.77                 |
| 0771 | A | Police Chief, Deputy    | 95.44                 | 100.21                 | 105.22                 | 110.48                 |



Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2022, to read as follows:

| Code | A | Job Title             | 1                |
|------|---|-----------------------|------------------|
| 4313 | A | Court Commissioner    | <del>82.26</del> |
| 4312 | A | Municipal Court Judge | <del>91.40</del> |

| Code | A | Job Title             | 1            |
|------|---|-----------------------|--------------|
| 4313 | A | Court Commissioner    | <u>83.70</u> |
| 4312 | A | Municipal Court Judge | <u>93.00</u> |

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2022, as provided in Exhibit "A."

Section 5. That Section 1.12.640 of the Tacoma Municipal Code, related to the application of additional rates, is hereby amended, effective January 1, 2022, to read as follows:

\* \* \*

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

5249 An employee in the classification of Power Supervisor III (CSC 5249) may be eligible for an application of rate of 10 percent above their regular rate of pay when a specific compression issue has been identified, upon approval of the Human Resources Director. This application of rate expires upon implementation of the July 2022 classification and compensation study compensation changes.

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

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Section 6. That Sections 1, 2, 4, and 5 are effective January 1, 2022. That

Section 3 is effective July 1, 2022.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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

**EXHIBIT “A”**

| Code | A | Job Title  | 1A    | 1B    | 1C    | 1D    | 2A    | 2B    | 2C     | 2D     | 3A     | 3B     | 3C     | 3D     | 4A     | 4B     | 4C     | 4D     | 5A     | 5B     | 5C     | 5D     | 6A     |
|------|---|--|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 0621 | A | Account Executive                                    | 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  |
| 3127 |   | Advanced Registered Nurse Practitioner               | 50.23 | 50.86 | 51.50 | 52.14 | 52.79 | 53.45 | 54.12  | 54.80  | 55.49  | 56.18  | 56.88  | 57.59  | 58.31  | 59.04  | 59.78  | 60.53  | 61.29  | 62.06  | 62.84  | 63.63  | 64.43  |
| 3037 |   | Behavioral Health Case Manager                       | 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  |
| 3035 |   | Behavioral Health Crisis Responder                   | 31.18 | 31.57 | 31.96 | 32.36 | 32.76 | 33.17 | 33.58  | 34.00  | 34.43  | 34.86  | 35.30  | 35.74  | 36.19  | 36.64  | 37.10  | 37.56  | 38.03  | 38.51  | 38.99  | 39.48  | 39.97  |
| 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  |
| 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  |

**EXHIBIT “A”**

| Code | A | Job Title   | 1A    | 1B    | 1C    | 1D    | 2A    | 2B    | 2C    | 2D    | 3A    | 3B    | 3C    | 3D    | 4A    | 4B    | 4C    | 4D    | 5A     | 5B     | 5C     | 5D     | 6A     |
|------|---|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|
| 2210 | A | Community & Economic Development Division Manager | 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       | 42.34 | 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                       | 38.94 | 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  |
| 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                      | 39.84 | 40.34 | 40.84 | 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                         | 82.04 | 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 |



**EXHIBIT “A”**

| Code | A | Job Title  | 1A    | 1B    | 1C    | 1D    | 2A    | 2B    | 2C    | 2D    | 3A     | 3B     | 3C     | 3D     | 4A     | 4B     | 4C     | 4D     | 5A     | 5B     | 5C     | 5D     | 6A     |
|------|---|--|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 0147 | A | Data Architecture Manager                          | 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  |
| 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  |

# EXHIBIT "A"

| Code | A | Job Title                           | 1A    | 1B    | 1C    | 1D    | 2A    | 2B     | 2C     | 2D     | 3A     | 3B     | 3C     | 3D     | 4A     | 4B     | 4C     | 4D     | 5A     | 5B     | 5C     | 5D     | 6A     |
|------|---|-------------------------------------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 0712 | A | Finance Director                    | 82.94 | 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  |
| 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 |

**EXHIBIT “A”**

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

# EXHIBIT "A"

| Code | A | Job Title   | 1A    | 1B    | 1C    | 1D    | 2A    | 2B    | 2C    | 2D    | 3A    | 3B    | 3C    | 3D    | 4A    | 4B    | 4C    | 4D    | 5A    | 5B    | 5C    | 5D    | 6A    |
|------|---|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 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                                   | 49.99 | 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 |
| 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                          | 36.13 | 36.58 | 37.04 | 37.50 | 37.97 | 38.44 | 38.92 | 39.41 | 39.90 | 40.40 | 40.91 | 41.42 | 41.94 | 42.46 | 42.99 | 43.53 | 44.07 | 44.62 | 45.18 | 45.74 | 46.31 |
| 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 |

# EXHIBIT "A"

| Code | A | Job Title                                      | 1A     | 1B     | 1C     | 1D     | 2A     | 2B     | 2C     | 2D     | 3A     | 3B     | 3C     | 3D     | 4A     | 4B     | 4C     | 4D     | 5A     | 5B     | 5C     | 5D     | 6A     |
|------|---|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 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                                 | 36.04  | 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  |
| 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,<br>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                              | 35.04  | 35.45  | 35.89  | 36.34  | 36.79  | 37.25  | 37.72  | 38.19  | 38.67  | 39.15  | 39.64  | 40.14  | 40.64  | 41.15  | 41.66  | 42.18  | 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 &<br>Development<br>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 &<br>Development<br>Services Director | 74.04  | 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,<br>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<br>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<br>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<br>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  |

**EXHIBIT “A”**

| Code | A | Job Title                                | 1A    | 1B    | 1C    | 1D    | 2A    | 2B    | 2C    | 2D    | 3A    | 3B    | 3C    | 3D    | 4A    | 4B    | 4C    | 4D    | 5A    | 5B    | 5C    | 5D     | 6A     |
|------|---|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|
| 5249 | A | Power Supervisor III                     | 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  |
| 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  |
| 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  |

**EXHIBIT “A”**

| Code | A | Job Title                                   | 1A    | 1B    | 1C    | 1D    | 2A    | 2B    | 2C    | 2D    | 3A    | 3B    | 3C    | 3D    | 4A    | 4B    | 4C    | 4D    | 5A    | 5B    | 5C    | 5D     | 6A     |
|------|---|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|
| 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                     | 48.64 | 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  |
| 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  |

**EXHIBIT “A”**

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



**EXHIBIT “A”**

| Code | A | Job Title                             | 1A                    | 1B                    | 1C                    | 1D                    | 2A                    | 2B                    | 2C                    | 2D                    | 3A                    | 3B                    | 3C                    | 3D                    | 4A                    | 4B                    | 4C                    | 4D                    | 5A                    | 5B                    | 5C                    | 5D                    | 6A                    |
|------|---|---------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 0581 | A | Utilities Economist, Associate        | <a href="#">27.90</a> | <a href="#">28.25</a> | <a href="#">28.60</a> | <a href="#">28.96</a> | <a href="#">29.32</a> | <a href="#">29.69</a> | <a href="#">30.06</a> | <a href="#">30.44</a> | <a href="#">30.82</a> | <a href="#">31.21</a> | <a href="#">31.60</a> | <a href="#">31.99</a> | <a href="#">32.39</a> | <a href="#">32.79</a> | <a href="#">33.20</a> | <a href="#">33.61</a> | <a href="#">34.03</a> | <a href="#">34.46</a> | <a href="#">34.89</a> | <a href="#">35.33</a> | <a href="#">35.77</a> |
| 0582 | A | Utilities Economist, Senior           | <a href="#">52.90</a> | <a href="#">53.56</a> | <a href="#">54.23</a> | <a href="#">54.91</a> | <a href="#">55.60</a> | <a href="#">56.29</a> | <a href="#">56.99</a> | <a href="#">57.70</a> | <a href="#">58.42</a> | <a href="#">59.15</a> | <a href="#">59.89</a> | <a href="#">60.64</a> | <a href="#">61.40</a> | <a href="#">62.17</a> | <a href="#">62.95</a> | <a href="#">63.74</a> | <a href="#">64.54</a> | <a href="#">65.35</a> | <a href="#">66.17</a> | <a href="#">67.00</a> | <a href="#">67.84</a> |
| 1207 | A | Utilities Safety Manager              | <a href="#">51.74</a> | <a href="#">52.39</a> | <a href="#">53.04</a> | <a href="#">53.70</a> | <a href="#">54.37</a> | <a href="#">55.05</a> | <a href="#">55.74</a> | <a href="#">56.44</a> | <a href="#">57.15</a> | <a href="#">57.86</a> | <a href="#">58.58</a> | <a href="#">59.31</a> | <a href="#">60.05</a> | <a href="#">60.80</a> | <a href="#">61.56</a> | <a href="#">62.33</a> | <a href="#">63.11</a> | <a href="#">63.90</a> | <a href="#">64.70</a> | <a href="#">65.51</a> | <a href="#">66.33</a> |
| 1153 |   | Video Production Assistant            | <a href="#">20.89</a> | <a href="#">21.15</a> | <a href="#">21.41</a> | <a href="#">21.68</a> | <a href="#">21.95</a> | <a href="#">22.22</a> | <a href="#">22.50</a> | <a href="#">22.78</a> | <a href="#">23.06</a> | <a href="#">23.35</a> | <a href="#">23.64</a> | <a href="#">23.94</a> | <a href="#">24.24</a> | <a href="#">24.54</a> | <a href="#">24.85</a> | <a href="#">25.16</a> | <a href="#">25.47</a> | <a href="#">25.79</a> | <a href="#">26.11</a> | <a href="#">26.44</a> | <a href="#">26.77</a> |
| 1152 |   | Video Specialist                      | <a href="#">31.27</a> | <a href="#">31.66</a> | <a href="#">32.06</a> | <a href="#">32.46</a> | <a href="#">32.87</a> | <a href="#">33.28</a> | <a href="#">33.70</a> | <a href="#">34.12</a> | <a href="#">34.55</a> | <a href="#">34.98</a> | <a href="#">35.42</a> | <a href="#">35.86</a> | <a href="#">36.31</a> | <a href="#">36.76</a> | <a href="#">37.22</a> | <a href="#">37.69</a> | <a href="#">38.16</a> | <a href="#">38.64</a> | <a href="#">39.12</a> | <a href="#">39.61</a> | <a href="#">40.11</a> |
| 2066 | A | Water Division Manager                | <a href="#">65.20</a> | <a href="#">66.02</a> | <a href="#">66.85</a> | <a href="#">67.69</a> | <a href="#">68.54</a> | <a href="#">69.40</a> | <a href="#">70.27</a> | <a href="#">71.15</a> | <a href="#">72.04</a> | <a href="#">72.94</a> | <a href="#">73.85</a> | <a href="#">74.77</a> | <a href="#">75.70</a> | <a href="#">76.65</a> | <a href="#">77.61</a> | <a href="#">78.58</a> | <a href="#">79.56</a> | <a href="#">80.55</a> | <a href="#">81.56</a> | <a href="#">82.58</a> | <a href="#">83.61</a> |
| 2061 | A | Water Division Manager, Assistant     | <a href="#">59.28</a> | <a href="#">60.02</a> | <a href="#">60.77</a> | <a href="#">61.53</a> | <a href="#">62.30</a> | <a href="#">63.08</a> | <a href="#">63.87</a> | <a href="#">64.67</a> | <a href="#">65.48</a> | <a href="#">66.30</a> | <a href="#">67.13</a> | <a href="#">67.97</a> | <a href="#">68.82</a> | <a href="#">69.68</a> | <a href="#">70.55</a> | <a href="#">71.43</a> | <a href="#">72.32</a> | <a href="#">73.22</a> | <a href="#">74.14</a> | <a href="#">75.07</a> | <a href="#">76.01</a> |
| 2064 | A | Water Division Superintendent, Deputy | <a href="#">75.47</a> | <a href="#">76.41</a> | <a href="#">77.37</a> | <a href="#">78.34</a> | <a href="#">79.32</a> | <a href="#">80.31</a> | <a href="#">81.31</a> | <a href="#">82.33</a> | <a href="#">83.36</a> | <a href="#">84.40</a> | <a href="#">85.45</a> | <a href="#">86.52</a> | <a href="#">87.60</a> | <a href="#">88.70</a> | <a href="#">89.81</a> | <a href="#">90.93</a> | <a href="#">92.07</a> | <a href="#">93.22</a> | <a href="#">94.39</a> | <a href="#">95.57</a> | <a href="#">96.76</a> |
| 2100 | A | Water Program Specialist              | <a href="#">33.90</a> | <a href="#">34.32</a> | <a href="#">34.75</a> | <a href="#">35.18</a> | <a href="#">35.62</a> | <a href="#">36.07</a> | <a href="#">36.52</a> | <a href="#">36.98</a> | <a href="#">37.44</a> | <a href="#">37.91</a> | <a href="#">38.38</a> | <a href="#">38.86</a> | <a href="#">39.35</a> | <a href="#">39.84</a> | <a href="#">40.34</a> | <a href="#">40.84</a> | <a href="#">41.35</a> | <a href="#">41.87</a> | <a href="#">42.39</a> | <a href="#">42.92</a> | <a href="#">43.46</a> |

| Code | A | Job Title                                | 1A                    | 1B                    | 1C                    | 1D                    | 2A                     | 2B                     | 2C                     | 2D                     | 3A                     | 3B                     | 3C                     | 3D                     | 4A                     | 4B                     | 4C                     | 4D                     | 5A                     | 5B                     | 5C                     | 5D                     | 6A                     |
|------|---|--|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 0621 | A | Account Executive                        | <a href="#">40.65</a> | <a href="#">41.16</a> | <a href="#">41.67</a> | <a href="#">42.19</a> | <a href="#">42.72</a>  | <a href="#">43.25</a>  | <a href="#">43.79</a>  | <a href="#">44.34</a>  | <a href="#">44.89</a>  | <a href="#">45.45</a>  | <a href="#">46.02</a>  | <a href="#">46.60</a>  | <a href="#">47.18</a>  | <a href="#">47.77</a>  | <a href="#">48.37</a>  | <a href="#">48.97</a>  | <a href="#">49.58</a>  | <a href="#">50.20</a>  | <a href="#">50.83</a>  | <a href="#">51.47</a>  | <a href="#">52.11</a>  |
| 0618 | A | Account Executive, Senior                | <a href="#">44.63</a> | <a href="#">45.19</a> | <a href="#">45.75</a> | <a href="#">46.32</a> | <a href="#">46.90</a>  | <a href="#">47.49</a>  | <a href="#">48.08</a>  | <a href="#">48.68</a>  | <a href="#">49.29</a>  | <a href="#">49.91</a>  | <a href="#">50.53</a>  | <a href="#">51.16</a>  | <a href="#">51.80</a>  | <a href="#">52.45</a>  | <a href="#">53.11</a>  | <a href="#">53.77</a>  | <a href="#">54.44</a>  | <a href="#">55.12</a>  | <a href="#">55.81</a>  | <a href="#">56.51</a>  | <a href="#">57.22</a>  |
| 3127 |   | Advanced Registered Nurse Practitioner   | <a href="#">51.27</a> | <a href="#">51.91</a> | <a href="#">52.56</a> | <a href="#">53.22</a> | <a href="#">53.89</a>  | <a href="#">54.56</a>  | <a href="#">55.24</a>  | <a href="#">55.93</a>  | <a href="#">56.63</a>  | <a href="#">57.34</a>  | <a href="#">58.06</a>  | <a href="#">58.79</a>  | <a href="#">59.52</a>  | <a href="#">60.26</a>  | <a href="#">61.01</a>  | <a href="#">61.77</a>  | <a href="#">62.54</a>  | <a href="#">63.32</a>  | <a href="#">64.11</a>  | <a href="#">64.91</a>  | <a href="#">65.72</a>  |
| 3037 |   | Behavioral Health Case Manager           | <a href="#">28.48</a> | <a href="#">28.84</a> | <a href="#">29.20</a> | <a href="#">29.56</a> | <a href="#">29.93</a>  | <a href="#">30.30</a>  | <a href="#">30.68</a>  | <a href="#">31.06</a>  | <a href="#">31.45</a>  | <a href="#">31.84</a>  | <a href="#">32.24</a>  | <a href="#">32.64</a>  | <a href="#">33.05</a>  | <a href="#">33.46</a>  | <a href="#">33.88</a>  | <a href="#">34.30</a>  | <a href="#">34.73</a>  | <a href="#">35.16</a>  | <a href="#">35.60</a>  | <a href="#">36.04</a>  | <a href="#">36.49</a>  |
| 3035 |   | Behavioral Health Crisis Responder       | <a href="#">31.81</a> | <a href="#">32.21</a> | <a href="#">32.61</a> | <a href="#">33.02</a> | <a href="#">33.43</a>  | <a href="#">33.85</a>  | <a href="#">34.27</a>  | <a href="#">34.70</a>  | <a href="#">35.13</a>  | <a href="#">35.57</a>  | <a href="#">36.01</a>  | <a href="#">36.46</a>  | <a href="#">36.92</a>  | <a href="#">37.38</a>  | <a href="#">37.85</a>  | <a href="#">38.32</a>  | <a href="#">38.80</a>  | <a href="#">39.28</a>  | <a href="#">39.77</a>  | <a href="#">40.27</a>  | <a href="#">40.77</a>  |
| 1129 | A | Benefits Manager                         | <a href="#">45.84</a> | <a href="#">46.41</a> | <a href="#">46.99</a> | <a href="#">47.58</a> | <a href="#">48.17</a>  | <a href="#">48.77</a>  | <a href="#">49.38</a>  | <a href="#">50.00</a>  | <a href="#">50.62</a>  | <a href="#">51.25</a>  | <a href="#">51.89</a>  | <a href="#">52.54</a>  | <a href="#">53.20</a>  | <a href="#">53.86</a>  | <a href="#">54.53</a>  | <a href="#">55.21</a>  | <a href="#">55.90</a>  | <a href="#">56.60</a>  | <a href="#">57.31</a>  | <a href="#">58.03</a>  | <a href="#">58.76</a>  |
| 0751 | A | Budget Officer                           | <a href="#">70.67</a> | <a href="#">71.55</a> | <a href="#">72.44</a> | <a href="#">73.35</a> | <a href="#">74.27</a>  | <a href="#">75.20</a>  | <a href="#">76.14</a>  | <a href="#">77.09</a>  | <a href="#">78.05</a>  | <a href="#">79.03</a>  | <a href="#">80.02</a>  | <a href="#">81.02</a>  | <a href="#">82.03</a>  | <a href="#">83.06</a>  | <a href="#">84.10</a>  | <a href="#">85.15</a>  | <a href="#">86.21</a>  | <a href="#">87.29</a>  | <a href="#">88.38</a>  | <a href="#">89.48</a>  | <a href="#">90.60</a>  |
| 0146 | A | Business Development Manager             | <a href="#">53.81</a> | <a href="#">54.48</a> | <a href="#">55.16</a> | <a href="#">55.85</a> | <a href="#">56.55</a>  | <a href="#">57.26</a>  | <a href="#">57.98</a>  | <a href="#">58.70</a>  | <a href="#">59.43</a>  | <a href="#">60.17</a>  | <a href="#">60.92</a>  | <a href="#">61.68</a>  | <a href="#">62.45</a>  | <a href="#">63.23</a>  | <a href="#">64.02</a>  | <a href="#">64.82</a>  | <a href="#">65.63</a>  | <a href="#">66.45</a>  | <a href="#">67.28</a>  | <a href="#">68.12</a>  | <a href="#">68.97</a>  |
| 0139 | A | Cable & Franchise Production Coordinator | <a href="#">53.10</a> | <a href="#">53.76</a> | <a href="#">54.43</a> | <a href="#">55.11</a> | <a href="#">55.80</a>  | <a href="#">56.50</a>  | <a href="#">57.21</a>  | <a href="#">57.93</a>  | <a href="#">58.65</a>  | <a href="#">59.38</a>  | <a href="#">60.12</a>  | <a href="#">60.87</a>  | <a href="#">61.63</a>  | <a href="#">62.40</a>  | <a href="#">63.18</a>  | <a href="#">63.97</a>  | <a href="#">64.77</a>  | <a href="#">65.58</a>  | <a href="#">66.40</a>  | <a href="#">67.23</a>  | <a href="#">68.07</a>  |
| 0715 | A | City Attorney                            | <a href="#">95.36</a> | <a href="#">96.55</a> | <a href="#">97.76</a> | <a href="#">98.98</a> | <a href="#">100.22</a> | <a href="#">101.47</a> | <a href="#">102.74</a> | <a href="#">104.02</a> | <a href="#">105.32</a> | <a href="#">106.64</a> | <a href="#">107.97</a> | <a href="#">109.32</a> | <a href="#">110.69</a> | <a href="#">112.07</a> | <a href="#">113.47</a> | <a href="#">114.89</a> | <a href="#">116.33</a> | <a href="#">117.78</a> | <a href="#">119.25</a> | <a href="#">120.74</a> | <a href="#">122.25</a> |
| 1002 | A | City Attorney, Assistant                 | <a href="#">51.13</a> | <a href="#">51.77</a> | <a href="#">52.42</a> | <a href="#">53.08</a> | <a href="#">53.74</a>  | <a href="#">54.41</a>  | <a href="#">55.09</a>  | <a href="#">55.78</a>  | <a href="#">56.48</a>  | <a href="#">57.19</a>  | <a href="#">57.90</a>  | <a href="#">58.62</a>  | <a href="#">59.35</a>  | <a href="#">60.09</a>  | <a href="#">60.84</a>  | <a href="#">61.60</a>  | <a href="#">62.37</a>  | <a href="#">63.15</a>  | <a href="#">63.94</a>  | <a href="#">64.74</a>  | <a href="#">65.55</a>  |
| 1005 | A | City Attorney, Chief Deputy              | <a href="#">79.25</a> | <a href="#">80.24</a> | <a href="#">81.24</a> | <a href="#">82.26</a> | <a href="#">83.29</a>  | <a href="#">84.33</a>  | <a href="#">85.38</a>  | <a href="#">86.45</a>  | <a href="#">87.53</a>  | <a href="#">88.62</a>  | <a href="#">89.73</a>  | <a href="#">90.85</a>  | <a href="#">91.99</a>  | <a href="#">93.14</a>  | <a href="#">94.30</a>  | <a href="#">95.48</a>  | <a href="#">96.67</a>  | <a href="#">97.88</a>  | <a href="#">99.10</a>  | <a href="#">100.34</a> | <a href="#">101.59</a> |

**EXHIBIT “A”**

| Code | A | Job Title  | 1A                    | 1B                    | 1C                    | 1D                    | 2A                     | 2B                     | 2C                     | 2D                     | 3A                     | 3B                     | 3C                     | 3D                     | 4A                     | 4B                     | 4C                     | 4D                     | 5A                     | 5B                     | 5C                     | 5D                     | 6A                     |
|------|---|--|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 1004 | A | City Attorney, Deputy                                | <a href="#">63.42</a> | <a href="#">64.21</a> | <a href="#">65.01</a> | <a href="#">65.82</a> | <a href="#">66.64</a>  | <a href="#">67.47</a>  | <a href="#">68.31</a>  | <a href="#">69.16</a>  | <a href="#">70.02</a>  | <a href="#">70.90</a>  | <a href="#">71.79</a>  | <a href="#">72.69</a>  | <a href="#">73.60</a>  | <a href="#">74.52</a>  | <a href="#">75.45</a>  | <a href="#">76.39</a>  | <a href="#">77.34</a>  | <a href="#">78.31</a>  | <a href="#">79.29</a>  | <a href="#">80.28</a>  | <a href="#">81.28</a>  |
| 1001 | A | City Attorney, Prosecuting                           | <a href="#">40.91</a> | <a href="#">41.42</a> | <a href="#">41.94</a> | <a href="#">42.46</a> | <a href="#">42.99</a>  | <a href="#">43.53</a>  | <a href="#">44.07</a>  | <a href="#">44.62</a>  | <a href="#">45.18</a>  | <a href="#">45.74</a>  | <a href="#">46.31</a>  | <a href="#">46.89</a>  | <a href="#">47.48</a>  | <a href="#">48.07</a>  | <a href="#">48.67</a>  | <a href="#">49.28</a>  | <a href="#">49.90</a>  | <a href="#">50.52</a>  | <a href="#">51.15</a>  | <a href="#">51.79</a>  | <a href="#">52.44</a>  |
| 0700 | A | City Clerk   | <a href="#">37.57</a> | <a href="#">38.04</a> | <a href="#">38.52</a> | <a href="#">39.00</a> | <a href="#">39.49</a>  | <a href="#">39.98</a>  | <a href="#">40.48</a>  | <a href="#">40.99</a>  | <a href="#">41.50</a>  | <a href="#">42.02</a>  | <a href="#">42.55</a>  | <a href="#">43.08</a>  | <a href="#">43.62</a>  | <a href="#">44.17</a>  | <a href="#">44.72</a>  | <a href="#">45.28</a>  | <a href="#">45.85</a>  | <a href="#">46.42</a>  | <a href="#">47.00</a>  | <a href="#">47.59</a>  | <a href="#">48.18</a>  |
| 0746 | A | City Manager, Assistant                              | <a href="#">85.64</a> | <a href="#">86.71</a> | <a href="#">87.79</a> | <a href="#">88.89</a> | <a href="#">90.00</a>  | <a href="#">91.13</a>  | <a href="#">92.27</a>  | <a href="#">93.42</a>  | <a href="#">94.59</a>  | <a href="#">95.77</a>  | <a href="#">96.97</a>  | <a href="#">98.18</a>  | <a href="#">99.41</a>  | <a href="#">100.65</a> | <a href="#">101.91</a> | <a href="#">103.18</a> | <a href="#">104.47</a> | <a href="#">105.78</a> | <a href="#">107.10</a> | <a href="#">108.44</a> | <a href="#">109.80</a> |
| 0744 | A | City Manager, Assistant to the                       | <a href="#">60.25</a> | <a href="#">61.00</a> | <a href="#">61.76</a> | <a href="#">62.53</a> | <a href="#">63.31</a>  | <a href="#">64.10</a>  | <a href="#">64.90</a>  | <a href="#">65.71</a>  | <a href="#">66.53</a>  | <a href="#">67.36</a>  | <a href="#">68.20</a>  | <a href="#">69.05</a>  | <a href="#">69.91</a>  | <a href="#">70.78</a>  | <a href="#">71.66</a>  | <a href="#">72.56</a>  | <a href="#">73.47</a>  | <a href="#">74.39</a>  | <a href="#">75.32</a>  | <a href="#">76.26</a>  | <a href="#">77.21</a>  |
| 0745 | A | City Manager, Deputy                                 | <a href="#">95.36</a> | <a href="#">96.55</a> | <a href="#">97.76</a> | <a href="#">98.98</a> | <a href="#">100.22</a> | <a href="#">101.47</a> | <a href="#">102.74</a> | <a href="#">104.02</a> | <a href="#">105.32</a> | <a href="#">106.64</a> | <a href="#">107.97</a> | <a href="#">109.32</a> | <a href="#">110.69</a> | <a href="#">112.07</a> | <a href="#">113.47</a> | <a href="#">114.89</a> | <a href="#">116.33</a> | <a href="#">117.78</a> | <a href="#">119.25</a> | <a href="#">120.74</a> | <a href="#">122.25</a> |
| 0710 | A | City Treasurer                                       | <a href="#">57.93</a> | <a href="#">58.65</a> | <a href="#">59.38</a> | <a href="#">60.12</a> | <a href="#">60.87</a>  | <a href="#">61.63</a>  | <a href="#">62.40</a>  | <a href="#">63.18</a>  | <a href="#">63.97</a>  | <a href="#">64.77</a>  | <a href="#">65.58</a>  | <a href="#">66.40</a>  | <a href="#">67.23</a>  | <a href="#">68.07</a>  | <a href="#">68.92</a>  | <a href="#">69.78</a>  | <a href="#">70.65</a>  | <a href="#">71.53</a>  | <a href="#">72.42</a>  | <a href="#">73.33</a>  | <a href="#">74.25</a>  |
| 0750 | A | Community & Economic Development Director            | <a href="#">71.31</a> | <a href="#">72.20</a> | <a href="#">73.10</a> | <a href="#">74.01</a> | <a href="#">74.94</a>  | <a href="#">75.88</a>  | <a href="#">76.83</a>  | <a href="#">77.79</a>  | <a href="#">78.76</a>  | <a href="#">79.74</a>  | <a href="#">80.74</a>  | <a href="#">81.75</a>  | <a href="#">82.77</a>  | <a href="#">83.80</a>  | <a href="#">84.85</a>  | <a href="#">85.91</a>  | <a href="#">86.98</a>  | <a href="#">88.07</a>  | <a href="#">89.17</a>  | <a href="#">90.28</a>  | <a href="#">91.41</a>  |
| 2208 | A | Community & Economic Development Director, Assistant | <a href="#">59.43</a> | <a href="#">60.17</a> | <a href="#">60.92</a> | <a href="#">61.68</a> | <a href="#">62.45</a>  | <a href="#">63.23</a>  | <a href="#">64.02</a>  | <a href="#">64.82</a>  | <a href="#">65.63</a>  | <a href="#">66.45</a>  | <a href="#">67.28</a>  | <a href="#">68.12</a>  | <a href="#">68.97</a>  | <a href="#">69.83</a>  | <a href="#">70.70</a>  | <a href="#">71.58</a>  | <a href="#">72.47</a>  | <a href="#">73.38</a>  | <a href="#">74.30</a>  | <a href="#">75.23</a>  | <a href="#">76.17</a>  |
| 2210 | A | Community & Economic Development Division Manager    | <a href="#">51.64</a> | <a href="#">52.29</a> | <a href="#">52.94</a> | <a href="#">53.60</a> | <a href="#">54.27</a>  | <a href="#">54.95</a>  | <a href="#">55.64</a>  | <a href="#">56.34</a>  | <a href="#">57.04</a>  | <a href="#">57.75</a>  | <a href="#">58.47</a>  | <a href="#">59.20</a>  | <a href="#">59.94</a>  | <a href="#">60.69</a>  | <a href="#">61.45</a>  | <a href="#">62.22</a>  | <a href="#">63.00</a>  | <a href="#">63.79</a>  | <a href="#">64.59</a>  | <a href="#">65.40</a>  | <a href="#">66.22</a>  |
| 1176 | A | Community & Economic Development Supervisor          | <a href="#">43.17</a> | <a href="#">43.71</a> | <a href="#">44.26</a> | <a href="#">44.81</a> | <a href="#">45.37</a>  | <a href="#">45.94</a>  | <a href="#">46.51</a>  | <a href="#">47.09</a>  | <a href="#">47.68</a>  | <a href="#">48.28</a>  | <a href="#">48.88</a>  | <a href="#">49.49</a>  | <a href="#">50.11</a>  | <a href="#">50.74</a>  | <a href="#">51.37</a>  | <a href="#">52.01</a>  | <a href="#">52.66</a>  | <a href="#">53.32</a>  | <a href="#">53.99</a>  | <a href="#">54.66</a>  | <a href="#">55.34</a>  |
| 0805 | A | Community & Media Services Manager                   | <a href="#">60.88</a> | <a href="#">61.64</a> | <a href="#">62.41</a> | <a href="#">63.19</a> | <a href="#">63.98</a>  | <a href="#">64.78</a>  | <a href="#">65.59</a>  | <a href="#">66.41</a>  | <a href="#">67.24</a>  | <a href="#">68.08</a>  | <a href="#">68.93</a>  | <a href="#">69.79</a>  | <a href="#">70.66</a>  | <a href="#">71.54</a>  | <a href="#">72.43</a>  | <a href="#">73.34</a>  | <a href="#">74.26</a>  | <a href="#">75.19</a>  | <a href="#">76.13</a>  | <a href="#">77.08</a>  | <a href="#">78.04</a>  |
| 1211 | A | Community Relations Officer                          | <a href="#">39.69</a> | <a href="#">40.19</a> | <a href="#">40.69</a> | <a href="#">41.20</a> | <a href="#">41.71</a>  | <a href="#">42.23</a>  | <a href="#">42.76</a>  | <a href="#">43.29</a>  | <a href="#">43.83</a>  | <a href="#">44.38</a>  | <a href="#">44.93</a>  | <a href="#">45.49</a>  | <a href="#">46.06</a>  | <a href="#">46.64</a>  | <a href="#">47.22</a>  | <a href="#">47.81</a>  | <a href="#">48.41</a>  | <a href="#">49.02</a>  | <a href="#">49.63</a>  | <a href="#">50.25</a>  | <a href="#">50.88</a>  |
| 0802 | A | Community Relations Specialist                       | <a href="#">35.76</a> | <a href="#">36.21</a> | <a href="#">36.66</a> | <a href="#">37.12</a> | <a href="#">37.58</a>  | <a href="#">38.05</a>  | <a href="#">38.53</a>  | <a href="#">39.01</a>  | <a href="#">39.50</a>  | <a href="#">39.99</a>  | <a href="#">40.49</a>  | <a href="#">41.00</a>  | <a href="#">41.51</a>  | <a href="#">42.03</a>  | <a href="#">42.56</a>  | <a href="#">43.09</a>  | <a href="#">43.63</a>  | <a href="#">44.18</a>  | <a href="#">44.73</a>  | <a href="#">45.29</a>  | <a href="#">45.86</a>  |
| 1128 | A | Compensation & Benefits Manager, Senior              | <a href="#">52.82</a> | <a href="#">53.48</a> | <a href="#">54.15</a> | <a href="#">54.83</a> | <a href="#">55.52</a>  | <a href="#">56.21</a>  | <a href="#">56.91</a>  | <a href="#">57.62</a>  | <a href="#">58.34</a>  | <a href="#">59.07</a>  | <a href="#">59.81</a>  | <a href="#">60.56</a>  | <a href="#">61.32</a>  | <a href="#">62.09</a>  | <a href="#">62.87</a>  | <a href="#">63.66</a>  | <a href="#">64.46</a>  | <a href="#">65.27</a>  | <a href="#">66.09</a>  | <a href="#">66.92</a>  | <a href="#">67.76</a>  |
| 0619 | A | Conservation Manager                                 | <a href="#">58.80</a> | <a href="#">59.54</a> | <a href="#">60.28</a> | <a href="#">61.03</a> | <a href="#">61.79</a>  | <a href="#">62.56</a>  | <a href="#">63.34</a>  | <a href="#">64.13</a>  | <a href="#">64.93</a>  | <a href="#">65.74</a>  | <a href="#">66.56</a>  | <a href="#">67.39</a>  | <a href="#">68.23</a>  | <a href="#">69.08</a>  | <a href="#">69.94</a>  | <a href="#">70.81</a>  | <a href="#">71.70</a>  | <a href="#">72.60</a>  | <a href="#">73.51</a>  | <a href="#">74.43</a>  | <a href="#">75.36</a>  |
| 2326 | A | Conservation Manager, Assistant                      | <a href="#">51.12</a> | <a href="#">51.76</a> | <a href="#">52.41</a> | <a href="#">53.07</a> | <a href="#">53.73</a>  | <a href="#">54.40</a>  | <a href="#">55.08</a>  | <a href="#">55.77</a>  | <a href="#">56.47</a>  | <a href="#">57.18</a>  | <a href="#">57.89</a>  | <a href="#">58.61</a>  | <a href="#">59.34</a>  | <a href="#">60.08</a>  | <a href="#">60.83</a>  | <a href="#">61.59</a>  | <a href="#">62.36</a>  | <a href="#">63.14</a>  | <a href="#">63.93</a>  | <a href="#">64.73</a>  | <a href="#">65.54</a>  |
| 0631 |   | Conservation Program Associate                       | <a href="#">25.77</a> | <a href="#">26.09</a> | <a href="#">26.42</a> | <a href="#">26.75</a> | <a href="#">27.08</a>  | <a href="#">27.42</a>  | <a href="#">27.76</a>  | <a href="#">28.11</a>  | <a href="#">28.46</a>  | <a href="#">28.82</a>  | <a href="#">29.18</a>  | <a href="#">29.54</a>  | <a href="#">29.91</a>  | <a href="#">30.28</a>  | <a href="#">30.66</a>  | <a href="#">31.04</a>  | <a href="#">31.43</a>  | <a href="#">31.82</a>  | <a href="#">32.22</a>  | <a href="#">32.62</a>  | <a href="#">33.03</a>  |
| 0632 |   | Conservation Program Coordinator                     | <a href="#">30.04</a> | <a href="#">30.42</a> | <a href="#">30.80</a> | <a href="#">31.19</a> | <a href="#">31.58</a>  | <a href="#">31.97</a>  | <a href="#">32.37</a>  | <a href="#">32.77</a>  | <a href="#">33.18</a>  | <a href="#">33.59</a>  | <a href="#">34.01</a>  | <a href="#">34.44</a>  | <a href="#">34.87</a>  | <a href="#">35.31</a>  | <a href="#">35.75</a>  | <a href="#">36.20</a>  | <a href="#">36.65</a>  | <a href="#">37.11</a>  | <a href="#">37.57</a>  | <a href="#">38.04</a>  | <a href="#">38.52</a>  |

**EXHIBIT “A”**

| Code | A | Job Title                           | 1A                    | 1B                    | 1C                    | 1D                    | 2A                    | 2B                    | 2C                    | 2D                     | 3A                     | 3B                     | 3C                     | 3D                     | 4A                     | 4B                     | 4C                     | 4D                     | 5A                     | 5B                     | 5C                     | 5D                     | 6A                     |
|------|---|-------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 0630 | A | Conservation Program Manager        | <a href="#">40.61</a> | <a href="#">41.12</a> | <a href="#">41.63</a> | <a href="#">42.15</a> | <a href="#">42.68</a> | <a href="#">43.21</a> | <a href="#">43.75</a> | <a href="#">44.30</a>  | <a href="#">44.85</a>  | <a href="#">45.41</a>  | <a href="#">45.98</a>  | <a href="#">46.55</a>  | <a href="#">47.13</a>  | <a href="#">47.72</a>  | <a href="#">48.32</a>  | <a href="#">48.92</a>  | <a href="#">49.53</a>  | <a href="#">50.15</a>  | <a href="#">50.78</a>  | <a href="#">51.41</a>  | <a href="#">52.05</a>  |
| 0620 | A | Conservation Supervisor             | <a href="#">46.69</a> | <a href="#">47.27</a> | <a href="#">47.86</a> | <a href="#">48.46</a> | <a href="#">49.07</a> | <a href="#">49.68</a> | <a href="#">50.30</a> | <a href="#">50.93</a>  | <a href="#">51.57</a>  | <a href="#">52.21</a>  | <a href="#">52.86</a>  | <a href="#">53.52</a>  | <a href="#">54.19</a>  | <a href="#">54.87</a>  | <a href="#">55.56</a>  | <a href="#">56.25</a>  | <a href="#">56.95</a>  | <a href="#">57.66</a>  | <a href="#">58.38</a>  | <a href="#">59.11</a>  | <a href="#">59.85</a>  |
| 1124 | A | Contract & Program Auditor          | <a href="#">32.22</a> | <a href="#">32.62</a> | <a href="#">33.03</a> | <a href="#">33.44</a> | <a href="#">33.86</a> | <a href="#">34.28</a> | <a href="#">34.71</a> | <a href="#">35.14</a>  | <a href="#">35.58</a>  | <a href="#">36.02</a>  | <a href="#">36.47</a>  | <a href="#">36.93</a>  | <a href="#">37.39</a>  | <a href="#">37.86</a>  | <a href="#">38.33</a>  | <a href="#">38.81</a>  | <a href="#">39.30</a>  | <a href="#">39.79</a>  | <a href="#">40.29</a>  | <a href="#">40.79</a>  | <a href="#">41.30</a>  |
| 0521 | A | Controller                          | <a href="#">70.67</a> | <a href="#">71.55</a> | <a href="#">72.44</a> | <a href="#">73.35</a> | <a href="#">74.27</a> | <a href="#">75.20</a> | <a href="#">76.14</a> | <a href="#">77.09</a>  | <a href="#">78.05</a>  | <a href="#">79.03</a>  | <a href="#">80.02</a>  | <a href="#">81.02</a>  | <a href="#">82.03</a>  | <a href="#">83.06</a>  | <a href="#">84.10</a>  | <a href="#">85.15</a>  | <a href="#">86.21</a>  | <a href="#">87.29</a>  | <a href="#">88.38</a>  | <a href="#">89.48</a>  | <a href="#">90.60</a>  |
| 4311 | A | Court Administrator                 | <a href="#">54.80</a> | <a href="#">55.49</a> | <a href="#">56.18</a> | <a href="#">56.88</a> | <a href="#">57.59</a> | <a href="#">58.31</a> | <a href="#">59.04</a> | <a href="#">59.78</a>  | <a href="#">60.53</a>  | <a href="#">61.29</a>  | <a href="#">62.06</a>  | <a href="#">62.84</a>  | <a href="#">63.63</a>  | <a href="#">64.43</a>  | <a href="#">65.24</a>  | <a href="#">66.06</a>  | <a href="#">66.89</a>  | <a href="#">67.73</a>  | <a href="#">68.58</a>  | <a href="#">69.44</a>  | <a href="#">70.31</a>  |
| 4308 | A | Court Operations Supervisor         | <a href="#">40.63</a> | <a href="#">41.14</a> | <a href="#">41.65</a> | <a href="#">42.17</a> | <a href="#">42.70</a> | <a href="#">43.23</a> | <a href="#">43.77</a> | <a href="#">44.32</a>  | <a href="#">44.87</a>  | <a href="#">45.43</a>  | <a href="#">46.00</a>  | <a href="#">46.58</a>  | <a href="#">47.16</a>  | <a href="#">47.75</a>  | <a href="#">48.35</a>  | <a href="#">48.95</a>  | <a href="#">49.56</a>  | <a href="#">50.18</a>  | <a href="#">50.81</a>  | <a href="#">51.45</a>  | <a href="#">52.09</a>  |
| 0609 | A | Customer Service Supervisor I       | <a href="#">36.95</a> | <a href="#">37.41</a> | <a href="#">37.88</a> | <a href="#">38.35</a> | <a href="#">38.83</a> | <a href="#">39.32</a> | <a href="#">39.81</a> | <a href="#">40.31</a>  | <a href="#">40.81</a>  | <a href="#">41.32</a>  | <a href="#">41.84</a>  | <a href="#">42.36</a>  | <a href="#">42.89</a>  | <a href="#">43.43</a>  | <a href="#">43.97</a>  | <a href="#">44.52</a>  | <a href="#">45.08</a>  | <a href="#">45.64</a>  | <a href="#">46.21</a>  | <a href="#">46.79</a>  | <a href="#">47.37</a>  |
| 0610 | A | Customer Service Supervisor II      | <a href="#">40.65</a> | <a href="#">41.16</a> | <a href="#">41.67</a> | <a href="#">42.19</a> | <a href="#">42.72</a> | <a href="#">43.25</a> | <a href="#">43.79</a> | <a href="#">44.34</a>  | <a href="#">44.89</a>  | <a href="#">45.45</a>  | <a href="#">46.02</a>  | <a href="#">46.60</a>  | <a href="#">47.18</a>  | <a href="#">47.77</a>  | <a href="#">48.37</a>  | <a href="#">48.97</a>  | <a href="#">49.58</a>  | <a href="#">50.20</a>  | <a href="#">50.83</a>  | <a href="#">51.47</a>  | <a href="#">52.11</a>  |
| 0554 |   | Customer Service Training Analyst   | <a href="#">33.82</a> | <a href="#">34.24</a> | <a href="#">34.67</a> | <a href="#">35.10</a> | <a href="#">35.54</a> | <a href="#">35.98</a> | <a href="#">36.43</a> | <a href="#">36.89</a>  | <a href="#">37.35</a>  | <a href="#">37.82</a>  | <a href="#">38.29</a>  | <a href="#">38.77</a>  | <a href="#">39.25</a>  | <a href="#">39.74</a>  | <a href="#">40.24</a>  | <a href="#">40.74</a>  | <a href="#">41.25</a>  | <a href="#">41.77</a>  | <a href="#">42.29</a>  | <a href="#">42.82</a>  | <a href="#">43.36</a>  |
| 0727 | A | Customer Services Assistant Manager | <a href="#">61.79</a> | <a href="#">62.56</a> | <a href="#">63.34</a> | <a href="#">64.13</a> | <a href="#">64.93</a> | <a href="#">65.74</a> | <a href="#">66.56</a> | <a href="#">67.39</a>  | <a href="#">68.23</a>  | <a href="#">69.08</a>  | <a href="#">69.94</a>  | <a href="#">70.81</a>  | <a href="#">71.70</a>  | <a href="#">72.60</a>  | <a href="#">73.51</a>  | <a href="#">74.43</a>  | <a href="#">75.36</a>  | <a href="#">76.30</a>  | <a href="#">77.25</a>  | <a href="#">78.22</a>  | <a href="#">79.20</a>  |
| 0616 | A | Customer Services Manager           | <a href="#">83.65</a> | <a href="#">84.70</a> | <a href="#">85.76</a> | <a href="#">86.83</a> | <a href="#">87.92</a> | <a href="#">89.02</a> | <a href="#">90.13</a> | <a href="#">91.26</a>  | <a href="#">92.40</a>  | <a href="#">93.56</a>  | <a href="#">94.73</a>  | <a href="#">95.91</a>  | <a href="#">97.11</a>  | <a href="#">98.32</a>  | <a href="#">99.55</a>  | <a href="#">100.79</a> | <a href="#">102.05</a> | <a href="#">103.33</a> | <a href="#">104.62</a> | <a href="#">105.93</a> | <a href="#">107.25</a> |
| 0147 | A | Data Architecture Manager           | <a href="#">58.61</a> | <a href="#">59.34</a> | <a href="#">60.08</a> | <a href="#">60.83</a> | <a href="#">61.59</a> | <a href="#">62.36</a> | <a href="#">63.14</a> | <a href="#">63.93</a>  | <a href="#">64.73</a>  | <a href="#">65.54</a>  | <a href="#">66.36</a>  | <a href="#">67.19</a>  | <a href="#">68.03</a>  | <a href="#">68.88</a>  | <a href="#">69.74</a>  | <a href="#">70.61</a>  | <a href="#">71.49</a>  | <a href="#">72.38</a>  | <a href="#">73.28</a>  | <a href="#">74.20</a>  | <a href="#">75.13</a>  |
| 4605 |   | Department Aide                     | <a href="#">14.49</a> | <a href="#">14.67</a> | <a href="#">14.85</a> | <a href="#">15.04</a> | <a href="#">15.23</a> | <a href="#">15.42</a> | <a href="#">15.61</a> | <a href="#">15.81</a>  | <a href="#">16.01</a>  | <a href="#">16.21</a>  | <a href="#">16.41</a>  | <a href="#">16.62</a>  | <a href="#">16.83</a>  | <a href="#">17.04</a>  | <a href="#">17.25</a>  | <a href="#">17.47</a>  | <a href="#">17.69</a>  | <a href="#">17.91</a>  | <a href="#">18.13</a>  | <a href="#">18.36</a>  | <a href="#">18.59</a>  |
| 3032 |   | Designated Crisis Responder I       | <a href="#">34.91</a> | <a href="#">35.35</a> | <a href="#">35.79</a> | <a href="#">36.24</a> | <a href="#">36.69</a> | <a href="#">37.15</a> | <a href="#">37.61</a> | <a href="#">38.08</a>  | <a href="#">38.56</a>  | <a href="#">39.04</a>  | <a href="#">39.53</a>  | <a href="#">40.02</a>  | <a href="#">40.52</a>  | <a href="#">41.03</a>  | <a href="#">41.54</a>  | <a href="#">42.06</a>  | <a href="#">42.59</a>  | <a href="#">43.12</a>  | <a href="#">43.66</a>  | <a href="#">44.21</a>  | <a href="#">44.76</a>  |
| 3033 |   | Designated Crisis Responder II      | <a href="#">36.65</a> | <a href="#">37.11</a> | <a href="#">37.57</a> | <a href="#">38.04</a> | <a href="#">38.52</a> | <a href="#">39.00</a> | <a href="#">39.49</a> | <a href="#">39.98</a>  | <a href="#">40.48</a>  | <a href="#">40.99</a>  | <a href="#">41.50</a>  | <a href="#">42.02</a>  | <a href="#">42.55</a>  | <a href="#">43.08</a>  | <a href="#">43.62</a>  | <a href="#">44.17</a>  | <a href="#">44.72</a>  | <a href="#">45.28</a>  | <a href="#">45.85</a>  | <a href="#">46.42</a>  | <a href="#">47.00</a>  |
| 2349 | A | Development Specialist I            | <a href="#">30.68</a> | <a href="#">31.06</a> | <a href="#">31.45</a> | <a href="#">31.84</a> | <a href="#">32.24</a> | <a href="#">32.64</a> | <a href="#">33.05</a> | <a href="#">33.46</a>  | <a href="#">33.88</a>  | <a href="#">34.30</a>  | <a href="#">34.73</a>  | <a href="#">35.16</a>  | <a href="#">35.60</a>  | <a href="#">36.05</a>  | <a href="#">36.50</a>  | <a href="#">36.96</a>  | <a href="#">37.42</a>  | <a href="#">37.89</a>  | <a href="#">38.36</a>  | <a href="#">38.84</a>  | <a href="#">39.33</a>  |
| 2351 | A | Development Specialist II           | <a href="#">37.52</a> | <a href="#">37.99</a> | <a href="#">38.46</a> | <a href="#">38.94</a> | <a href="#">39.43</a> | <a href="#">39.92</a> | <a href="#">40.42</a> | <a href="#">40.93</a>  | <a href="#">41.44</a>  | <a href="#">41.96</a>  | <a href="#">42.48</a>  | <a href="#">43.01</a>  | <a href="#">43.55</a>  | <a href="#">44.09</a>  | <a href="#">44.64</a>  | <a href="#">45.20</a>  | <a href="#">45.77</a>  | <a href="#">46.34</a>  | <a href="#">46.92</a>  | <a href="#">47.51</a>  | <a href="#">48.10</a>  |
| 2352 | A | Development Specialist III          | <a href="#">42.66</a> | <a href="#">43.19</a> | <a href="#">43.73</a> | <a href="#">44.28</a> | <a href="#">44.83</a> | <a href="#">45.39</a> | <a href="#">45.96</a> | <a href="#">46.53</a>  | <a href="#">47.11</a>  | <a href="#">47.70</a>  | <a href="#">48.30</a>  | <a href="#">48.90</a>  | <a href="#">49.51</a>  | <a href="#">50.13</a>  | <a href="#">50.76</a>  | <a href="#">51.39</a>  | <a href="#">52.03</a>  | <a href="#">52.68</a>  | <a href="#">53.34</a>  | <a href="#">54.01</a>  | <a href="#">54.69</a>  |
| 2070 | A | Engineer                            | <a href="#">41.77</a> | <a href="#">42.29</a> | <a href="#">42.82</a> | <a href="#">43.36</a> | <a href="#">43.90</a> | <a href="#">44.45</a> | <a href="#">45.01</a> | <a href="#">45.57</a>  | <a href="#">46.14</a>  | <a href="#">46.72</a>  | <a href="#">47.30</a>  | <a href="#">47.89</a>  | <a href="#">48.49</a>  | <a href="#">49.10</a>  | <a href="#">49.71</a>  | <a href="#">50.33</a>  | <a href="#">50.96</a>  | <a href="#">51.60</a>  | <a href="#">52.25</a>  | <a href="#">52.90</a>  | <a href="#">53.56</a>  |
| 8028 |   | Engineer in Training                | <a href="#">28.58</a> | <a href="#">28.94</a> | <a href="#">29.30</a> | <a href="#">29.67</a> | <a href="#">30.04</a> | <a href="#">30.42</a> | <a href="#">30.80</a> | <a href="#">31.18</a>  | <a href="#">31.57</a>  | <a href="#">31.96</a>  | <a href="#">32.36</a>  | <a href="#">32.76</a>  | <a href="#">33.17</a>  | <a href="#">33.58</a>  | <a href="#">34.00</a>  | <a href="#">34.43</a>  | <a href="#">34.86</a>  | <a href="#">35.30</a>  | <a href="#">35.74</a>  | <a href="#">36.19</a>  | <a href="#">36.64</a>  |
| 2068 | A | Engineer, Associate                 | <a href="#">36.30</a> | <a href="#">36.75</a> | <a href="#">37.21</a> | <a href="#">37.68</a> | <a href="#">38.15</a> | <a href="#">38.63</a> | <a href="#">39.11</a> | <a href="#">39.60</a>  | <a href="#">40.09</a>  | <a href="#">40.59</a>  | <a href="#">41.10</a>  | <a href="#">41.61</a>  | <a href="#">42.13</a>  | <a href="#">42.66</a>  | <a href="#">43.19</a>  | <a href="#">43.73</a>  | <a href="#">44.28</a>  | <a href="#">44.83</a>  | <a href="#">45.39</a>  | <a href="#">45.96</a>  | <a href="#">46.53</a>  |
| 2073 | A | Engineer, Principal                 | <a href="#">52.76</a> | <a href="#">53.42</a> | <a href="#">54.09</a> | <a href="#">54.77</a> | <a href="#">55.45</a> | <a href="#">56.14</a> | <a href="#">56.84</a> | <a href="#">57.55</a>  | <a href="#">58.27</a>  | <a href="#">59.00</a>  | <a href="#">59.74</a>  | <a href="#">60.49</a>  | <a href="#">61.25</a>  | <a href="#">62.02</a>  | <a href="#">62.80</a>  | <a href="#">63.58</a>  | <a href="#">64.37</a>  | <a href="#">65.17</a>  | <a href="#">65.98</a>  | <a href="#">66.80</a>  | <a href="#">67.63</a>  |
| 2082 | A | Engineer, Professional              | <a href="#">47.25</a> | <a href="#">47.84</a> | <a href="#">48.44</a> | <a href="#">49.05</a> | <a href="#">49.66</a> | <a href="#">50.28</a> | <a href="#">50.91</a> | <a href="#">51.55</a>  | <a href="#">52.19</a>  | <a href="#">52.84</a>  | <a href="#">53.50</a>  | <a href="#">54.17</a>  | <a href="#">54.85</a>  | <a href="#">55.54</a>  | <a href="#">56.23</a>  | <a href="#">56.93</a>  | <a href="#">57.64</a>  | <a href="#">58.36</a>  | <a href="#">59.09</a>  | <a href="#">59.83</a>  | <a href="#">60.58</a>  |
| 2083 | A | Engineer, Senior                    | <a href="#">47.25</a> | <a href="#">47.84</a> | <a href="#">48.44</a> | <a href="#">49.05</a> | <a href="#">49.66</a> | <a href="#">50.28</a> | <a href="#">50.91</a> | <a href="#">51.55</a>  | <a href="#">52.19</a>  | <a href="#">52.84</a>  | <a href="#">53.50</a>  | <a href="#">54.17</a>  | <a href="#">54.85</a>  | <a href="#">55.54</a>  | <a href="#">56.23</a>  | <a href="#">56.93</a>  | <a href="#">57.64</a>  | <a href="#">58.36</a>  | <a href="#">59.09</a>  | <a href="#">59.83</a>  | <a href="#">60.58</a>  |
| 2060 | A | Engineer, Senior Principal          | <a href="#">58.22</a> | <a href="#">58.95</a> | <a href="#">59.69</a> | <a href="#">60.44</a> | <a href="#">61.20</a> | <a href="#">61.97</a> | <a href="#">62.74</a> | <a href="#">63.52</a>  | <a href="#">64.31</a>  | <a href="#">65.11</a>  | <a href="#">65.92</a>  | <a href="#">66.74</a>  | <a href="#">67.57</a>  | <a href="#">68.41</a>  | <a href="#">69.27</a>  | <a href="#">70.14</a>  | <a href="#">71.02</a>  | <a href="#">71.91</a>  | <a href="#">72.81</a>  | <a href="#">73.72</a>  | <a href="#">74.64</a>  |
| 0758 | A | Environmental Services Director     | <a href="#">92.45</a> | <a href="#">93.61</a> | <a href="#">94.78</a> | <a href="#">95.96</a> | <a href="#">97.16</a> | <a href="#">98.37</a> | <a href="#">99.60</a> | <a href="#">100.84</a> | <a href="#">102.10</a> | <a href="#">103.38</a> | <a href="#">104.67</a> | <a href="#">105.98</a> | <a href="#">107.30</a> | <a href="#">108.64</a> | <a href="#">110.00</a> | <a href="#">111.37</a> | <a href="#">112.76</a> | <a href="#">114.17</a> | <a href="#">115.60</a> | <a href="#">117.05</a> | <a href="#">118.51</a> |

**EXHIBIT "A"**

| Code | A | Job Title  | 1A                    | 1B                    | 1C                    | 1D                     | 2A                     | 2B                     | 2C                     | 2D                     | 3A                     | 3B                     | 3C                     | 3D                     | 4A                     | 4B                     | 4C                     | 4D                     | 5A                     | 5B                     | 5C                     | 5D                     | 6A                     |
|------|---|--|-----------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 2059 | A | Environmental Services Director, Assistant         | <a href="#">77.00</a> | <a href="#">77.96</a> | <a href="#">78.93</a> | <a href="#">79.92</a>  | <a href="#">80.92</a>  | <a href="#">81.93</a>  | <a href="#">82.95</a>  | <a href="#">83.99</a>  | <a href="#">85.04</a>  | <a href="#">86.10</a>  | <a href="#">87.18</a>  | <a href="#">88.27</a>  | <a href="#">89.37</a>  | <a href="#">90.49</a>  | <a href="#">91.62</a>  | <a href="#">92.77</a>  | <a href="#">93.93</a>  | <a href="#">95.10</a>  | <a href="#">96.29</a>  | <a href="#">97.49</a>  | <a href="#">98.71</a>  |
| 2056 | A | Environmental Services Division Manager            | <a href="#">66.53</a> | <a href="#">67.36</a> | <a href="#">68.20</a> | <a href="#">69.05</a>  | <a href="#">69.91</a>  | <a href="#">70.78</a>  | <a href="#">71.66</a>  | <a href="#">72.56</a>  | <a href="#">73.47</a>  | <a href="#">74.39</a>  | <a href="#">75.32</a>  | <a href="#">76.26</a>  | <a href="#">77.21</a>  | <a href="#">78.18</a>  | <a href="#">79.16</a>  | <a href="#">80.15</a>  | <a href="#">81.15</a>  | <a href="#">82.16</a>  | <a href="#">83.19</a>  | <a href="#">84.23</a>  | <a href="#">85.28</a>  |
| 2057 | A | Environmental Services Division Manager, Assistant | <a href="#">60.47</a> | <a href="#">61.23</a> | <a href="#">62.00</a> | <a href="#">62.78</a>  | <a href="#">63.56</a>  | <a href="#">64.35</a>  | <a href="#">65.15</a>  | <a href="#">65.96</a>  | <a href="#">66.78</a>  | <a href="#">67.61</a>  | <a href="#">68.46</a>  | <a href="#">69.32</a>  | <a href="#">70.19</a>  | <a href="#">71.07</a>  | <a href="#">71.96</a>  | <a href="#">72.86</a>  | <a href="#">73.77</a>  | <a href="#">74.69</a>  | <a href="#">75.62</a>  | <a href="#">76.57</a>  | <a href="#">77.53</a>  |
| 2092 |   | Environmental Specialist                           | <a href="#">34.01</a> | <a href="#">34.44</a> | <a href="#">34.87</a> | <a href="#">35.31</a>  | <a href="#">35.75</a>  | <a href="#">36.20</a>  | <a href="#">36.65</a>  | <a href="#">37.11</a>  | <a href="#">37.57</a>  | <a href="#">38.04</a>  | <a href="#">38.52</a>  | <a href="#">39.00</a>  | <a href="#">39.49</a>  | <a href="#">39.98</a>  | <a href="#">40.48</a>  | <a href="#">40.99</a>  | <a href="#">41.50</a>  | <a href="#">42.02</a>  | <a href="#">42.55</a>  | <a href="#">43.08</a>  | <a href="#">43.62</a>  |
| 2093 |   | Environmental Specialist, Senior                   | <a href="#">39.55</a> | <a href="#">40.04</a> | <a href="#">40.54</a> | <a href="#">41.05</a>  | <a href="#">41.56</a>  | <a href="#">42.08</a>  | <a href="#">42.61</a>  | <a href="#">43.14</a>  | <a href="#">43.68</a>  | <a href="#">44.23</a>  | <a href="#">44.78</a>  | <a href="#">45.34</a>  | <a href="#">45.91</a>  | <a href="#">46.48</a>  | <a href="#">47.06</a>  | <a href="#">47.65</a>  | <a href="#">48.25</a>  | <a href="#">48.85</a>  | <a href="#">49.46</a>  | <a href="#">50.08</a>  | <a href="#">50.71</a>  |
| 2097 |   | Environmental Technician                           | <a href="#">28.13</a> | <a href="#">28.48</a> | <a href="#">28.84</a> | <a href="#">29.20</a>  | <a href="#">29.57</a>  | <a href="#">29.94</a>  | <a href="#">30.31</a>  | <a href="#">30.69</a>  | <a href="#">31.07</a>  | <a href="#">31.46</a>  | <a href="#">31.85</a>  | <a href="#">32.25</a>  | <a href="#">32.65</a>  | <a href="#">33.06</a>  | <a href="#">33.47</a>  | <a href="#">33.89</a>  | <a href="#">34.31</a>  | <a href="#">34.74</a>  | <a href="#">35.17</a>  | <a href="#">35.61</a>  | <a href="#">36.06</a>  |
| 2098 |   | Environmental Technician, Senior                   | <a href="#">30.94</a> | <a href="#">31.33</a> | <a href="#">31.72</a> | <a href="#">32.12</a>  | <a href="#">32.52</a>  | <a href="#">32.93</a>  | <a href="#">33.34</a>  | <a href="#">33.76</a>  | <a href="#">34.18</a>  | <a href="#">34.61</a>  | <a href="#">35.04</a>  | <a href="#">35.48</a>  | <a href="#">35.92</a>  | <a href="#">36.37</a>  | <a href="#">36.82</a>  | <a href="#">37.28</a>  | <a href="#">37.75</a>  | <a href="#">38.22</a>  | <a href="#">38.70</a>  | <a href="#">39.18</a>  | <a href="#">39.67</a>  |
| 0753 | A | Equity & Human Rights Director                     | <a href="#">71.31</a> | <a href="#">72.20</a> | <a href="#">73.10</a> | <a href="#">74.01</a>  | <a href="#">74.94</a>  | <a href="#">75.88</a>  | <a href="#">76.83</a>  | <a href="#">77.79</a>  | <a href="#">78.76</a>  | <a href="#">79.74</a>  | <a href="#">80.74</a>  | <a href="#">81.75</a>  | <a href="#">82.77</a>  | <a href="#">83.80</a>  | <a href="#">84.85</a>  | <a href="#">85.91</a>  | <a href="#">86.98</a>  | <a href="#">88.07</a>  | <a href="#">89.17</a>  | <a href="#">90.28</a>  | <a href="#">91.41</a>  |
| 0820 | A | Executive Assistant                                | <a href="#">42.39</a> | <a href="#">42.92</a> | <a href="#">43.46</a> | <a href="#">44.00</a>  | <a href="#">44.55</a>  | <a href="#">45.11</a>  | <a href="#">45.67</a>  | <a href="#">46.24</a>  | <a href="#">46.82</a>  | <a href="#">47.41</a>  | <a href="#">48.00</a>  | <a href="#">48.60</a>  | <a href="#">49.21</a>  | <a href="#">49.83</a>  | <a href="#">50.45</a>  | <a href="#">51.08</a>  | <a href="#">51.72</a>  | <a href="#">52.37</a>  | <a href="#">53.02</a>  | <a href="#">53.68</a>  | <a href="#">54.35</a>  |
| 0712 | A | Finance Director                                   | <a href="#">84.57</a> | <a href="#">85.63</a> | <a href="#">86.70</a> | <a href="#">87.78</a>  | <a href="#">88.88</a>  | <a href="#">89.99</a>  | <a href="#">91.11</a>  | <a href="#">92.25</a>  | <a href="#">93.40</a>  | <a href="#">94.57</a>  | <a href="#">95.75</a>  | <a href="#">96.95</a>  | <a href="#">98.16</a>  | <a href="#">99.39</a>  | <a href="#">100.63</a> | <a href="#">101.89</a> | <a href="#">103.16</a> | <a href="#">104.45</a> | <a href="#">105.76</a> | <a href="#">107.08</a> | <a href="#">108.42</a> |
| 0520 | A | Financial Manager                                  | <a href="#">45.38</a> | <a href="#">45.95</a> | <a href="#">46.52</a> | <a href="#">47.10</a>  | <a href="#">47.69</a>  | <a href="#">48.29</a>  | <a href="#">48.89</a>  | <a href="#">49.50</a>  | <a href="#">50.12</a>  | <a href="#">50.75</a>  | <a href="#">51.38</a>  | <a href="#">52.02</a>  | <a href="#">52.67</a>  | <a href="#">53.33</a>  | <a href="#">54.00</a>  | <a href="#">54.67</a>  | <a href="#">55.35</a>  | <a href="#">56.04</a>  | <a href="#">56.74</a>  | <a href="#">57.45</a>  | <a href="#">58.17</a>  |
| 0522 | A | Financial Manager, Senior                          | <a href="#">53.40</a> | <a href="#">54.07</a> | <a href="#">54.75</a> | <a href="#">55.43</a>  | <a href="#">56.12</a>  | <a href="#">56.82</a>  | <a href="#">57.53</a>  | <a href="#">58.25</a>  | <a href="#">58.98</a>  | <a href="#">59.72</a>  | <a href="#">60.47</a>  | <a href="#">61.23</a>  | <a href="#">62.00</a>  | <a href="#">62.77</a>  | <a href="#">63.55</a>  | <a href="#">64.34</a>  | <a href="#">65.14</a>  | <a href="#">65.95</a>  | <a href="#">66.77</a>  | <a href="#">67.60</a>  | <a href="#">68.44</a>  |
| 0524 | A | Financial Supervisor                               | <a href="#">38.40</a> | <a href="#">38.88</a> | <a href="#">39.37</a> | <a href="#">39.86</a>  | <a href="#">40.36</a>  | <a href="#">40.86</a>  | <a href="#">41.37</a>  | <a href="#">41.89</a>  | <a href="#">42.41</a>  | <a href="#">42.94</a>  | <a href="#">43.48</a>  | <a href="#">44.02</a>  | <a href="#">44.57</a>  | <a href="#">45.13</a>  | <a href="#">45.69</a>  | <a href="#">46.26</a>  | <a href="#">46.84</a>  | <a href="#">47.43</a>  | <a href="#">48.02</a>  | <a href="#">48.62</a>  | <a href="#">49.23</a>  |
| 4020 |   | Fire & Life Safety Educator                        | <a href="#">32.43</a> | <a href="#">32.84</a> | <a href="#">33.25</a> | <a href="#">33.67</a>  | <a href="#">34.09</a>  | <a href="#">34.52</a>  | <a href="#">34.95</a>  | <a href="#">35.39</a>  | <a href="#">35.83</a>  | <a href="#">36.28</a>  | <a href="#">36.73</a>  | <a href="#">37.19</a>  | <a href="#">37.65</a>  | <a href="#">38.12</a>  | <a href="#">38.60</a>  | <a href="#">39.08</a>  | <a href="#">39.57</a>  | <a href="#">40.06</a>  | <a href="#">40.56</a>  | <a href="#">41.07</a>  | <a href="#">41.58</a>  |
| 0767 | A | Fire Chief   | <a href="#">96.43</a> | <a href="#">97.64</a> | <a href="#">98.86</a> | <a href="#">100.10</a> | <a href="#">101.35</a> | <a href="#">102.62</a> | <a href="#">103.90</a> | <a href="#">105.20</a> | <a href="#">106.51</a> | <a href="#">107.84</a> | <a href="#">109.19</a> | <a href="#">110.55</a> | <a href="#">111.93</a> | <a href="#">113.33</a> | <a href="#">114.75</a> | <a href="#">116.18</a> | <a href="#">117.63</a> | <a href="#">119.10</a> | <a href="#">120.59</a> | <a href="#">122.10</a> | <a href="#">123.63</a> |
| 0519 | A | Fire Code Official                                 | <a href="#">64.21</a> | <a href="#">65.01</a> | <a href="#">65.82</a> | <a href="#">66.64</a>  | <a href="#">67.47</a>  | <a href="#">68.31</a>  | <a href="#">69.16</a>  | <a href="#">70.02</a>  | <a href="#">70.90</a>  | <a href="#">71.79</a>  | <a href="#">72.69</a>  | <a href="#">73.60</a>  | <a href="#">74.52</a>  | <a href="#">75.45</a>  | <a href="#">76.39</a>  | <a href="#">77.34</a>  | <a href="#">78.31</a>  | <a href="#">79.29</a>  | <a href="#">80.28</a>  | <a href="#">81.28</a>  | <a href="#">82.30</a>  |
| 0518 | A | Fire Department Manager                            | <a href="#">54.44</a> | <a href="#">55.12</a> | <a href="#">55.81</a> | <a href="#">56.51</a>  | <a href="#">57.22</a>  | <a href="#">57.94</a>  | <a href="#">58.66</a>  | <a href="#">59.39</a>  | <a href="#">60.13</a>  | <a href="#">60.88</a>  | <a href="#">61.64</a>  | <a href="#">62.41</a>  | <a href="#">63.19</a>  | <a href="#">63.98</a>  | <a href="#">64.78</a>  | <a href="#">65.59</a>  | <a href="#">66.41</a>  | <a href="#">67.24</a>  | <a href="#">68.08</a>  | <a href="#">68.93</a>  | <a href="#">69.79</a>  |
| 5341 | A | Fleet Manager, Assistant                           | <a href="#">43.55</a> | <a href="#">44.09</a> | <a href="#">44.64</a> | <a href="#">45.20</a>  | <a href="#">45.76</a>  | <a href="#">46.33</a>  | <a href="#">46.91</a>  | <a href="#">47.50</a>  | <a href="#">48.09</a>  | <a href="#">48.69</a>  | <a href="#">49.30</a>  | <a href="#">49.92</a>  | <a href="#">50.54</a>  | <a href="#">51.17</a>  | <a href="#">51.81</a>  | <a href="#">52.46</a>  | <a href="#">53.12</a>  | <a href="#">53.78</a>  | <a href="#">54.45</a>  | <a href="#">55.13</a>  | <a href="#">55.82</a>  |
| 4215 | A | Forensics Manager                                  | <a href="#">48.55</a> | <a href="#">49.16</a> | <a href="#">49.77</a> | <a href="#">50.39</a>  | <a href="#">51.02</a>  | <a href="#">51.66</a>  | <a href="#">52.31</a>  | <a href="#">52.96</a>  | <a href="#">53.62</a>  | <a href="#">54.29</a>  | <a href="#">54.97</a>  | <a href="#">55.66</a>  | <a href="#">56.36</a>  | <a href="#">57.06</a>  | <a href="#">57.77</a>  | <a href="#">58.49</a>  | <a href="#">59.22</a>  | <a href="#">59.96</a>  | <a href="#">60.71</a>  | <a href="#">61.47</a>  | <a href="#">62.24</a>  |
| 0726 | A | Government Relations Analyst                       | <a href="#">54.18</a> | <a href="#">54.86</a> | <a href="#">55.55</a> | <a href="#">56.24</a>  | <a href="#">56.94</a>  | <a href="#">57.65</a>  | <a href="#">58.37</a>  | <a href="#">59.10</a>  | <a href="#">59.84</a>  | <a href="#">60.59</a>  | <a href="#">61.35</a>  | <a href="#">62.12</a>  | <a href="#">62.90</a>  | <a href="#">63.69</a>  | <a href="#">64.49</a>  | <a href="#">65.30</a>  | <a href="#">66.12</a>  | <a href="#">66.95</a>  | <a href="#">67.79</a>  | <a href="#">68.64</a>  | <a href="#">69.50</a>  |
| 0724 | A | Government Relations Officer                       | <a href="#">67.24</a> | <a href="#">68.08</a> | <a href="#">68.93</a> | <a href="#">69.79</a>  | <a href="#">70.66</a>  | <a href="#">71.54</a>  | <a href="#">72.43</a>  | <a href="#">73.34</a>  | <a href="#">74.26</a>  | <a href="#">75.19</a>  | <a href="#">76.13</a>  | <a href="#">77.08</a>  | <a href="#">78.04</a>  | <a href="#">79.02</a>  | <a href="#">80.01</a>  | <a href="#">81.01</a>  | <a href="#">82.02</a>  | <a href="#">83.05</a>  | <a href="#">84.09</a>  | <a href="#">85.14</a>  | <a href="#">86.20</a>  |
| 0717 | A | Hearing Examiner                                   | <a href="#">77.78</a> | <a href="#">78.75</a> | <a href="#">79.73</a> | <a href="#">80.73</a>  | <a href="#">81.74</a>  | <a href="#">82.76</a>  | <a href="#">83.79</a>  | <a href="#">84.84</a>  | <a href="#">85.90</a>  | <a href="#">86.97</a>  | <a href="#">88.06</a>  | <a href="#">89.16</a>  | <a href="#">90.27</a>  | <a href="#">91.40</a>  | <a href="#">92.54</a>  | <a href="#">93.70</a>  | <a href="#">94.87</a>  | <a href="#">96.06</a>  | <a href="#">97.26</a>  | <a href="#">98.48</a>  | <a href="#">99.71</a>  |
| 2310 | A | Historic Preservation Coordinator                  | <a href="#">31.13</a> | <a href="#">31.52</a> | <a href="#">31.91</a> | <a href="#">32.31</a>  | <a href="#">32.71</a>  | <a href="#">33.12</a>  | <a href="#">33.53</a>  | <a href="#">33.95</a>  | <a href="#">34.37</a>  | <a href="#">34.80</a>  | <a href="#">35.24</a>  | <a href="#">35.68</a>  | <a href="#">36.13</a>  | <a href="#">36.58</a>  | <a href="#">37.04</a>  | <a href="#">37.50</a>  | <a href="#">37.97</a>  | <a href="#">38.44</a>  | <a href="#">38.92</a>  | <a href="#">39.41</a>  | <a href="#">39.90</a>  |
| 2309 | A | Historic Preservation Officer                      | <a href="#">42.66</a> | <a href="#">43.19</a> | <a href="#">43.73</a> | <a href="#">44.28</a>  | <a href="#">44.83</a>  | <a href="#">45.39</a>  | <a href="#">45.96</a>  | <a href="#">46.53</a>  | <a href="#">47.11</a>  | <a href="#">47.70</a>  | <a href="#">48.30</a>  | <a href="#">48.90</a>  | <a href="#">49.51</a>  | <a href="#">50.13</a>  | <a href="#">50.76</a>  | <a href="#">51.39</a>  | <a href="#">52.03</a>  | <a href="#">52.68</a>  | <a href="#">53.34</a>  | <a href="#">54.01</a>  | <a href="#">54.69</a>  |

**EXHIBIT "A"**

| Code | A | Job Title                                      | 1A  | 1B  | 1C  | 1D  | 2A  | 2B  | 2C  | 2D  | 3A  | 3B  | 3C  | 3D  | 4A  | 4B  | 4C  | 4D  | 5A  | 5B  | 5C  | 5D  | 6A  |
|------|---|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2336 |   | Housing Rehabilitation Specialist              | <a href="#">31.54</a>                                     | <a href="#">31.93</a>                                     | <a href="#">32.33</a>                                     | <a href="#">32.73</a>                                     | <a href="#">33.14</a>                                     | <a href="#">33.55</a>                                     | <a href="#">33.97</a>                                     | <a href="#">34.39</a>                                     | <a href="#">34.82</a>                                     | <a href="#">35.26</a>                                     | <a href="#">35.70</a>                                     | <a href="#">36.15</a>                                     | <a href="#">36.60</a>                                     | <a href="#">37.06</a>                                     | <a href="#">37.52</a>                                     | <a href="#">37.99</a>                                     | <a href="#">38.46</a>                                     | <a href="#">38.94</a>                                     | <a href="#">39.43</a>                                     | <a href="#">39.92</a>                                     | <a href="#">40.42</a>                                     |
| 1131 | A | Human Resources Analyst, Senior                | <a href="#">41.85</a>                                     | <a href="#">42.37</a>                                     | <a href="#">42.90</a>                                     | <a href="#">43.44</a>                                     | <a href="#">43.98</a>                                     | <a href="#">44.53</a>                                     | <a href="#">45.09</a>                                     | <a href="#">45.65</a>                                     | <a href="#">46.22</a>                                     | <a href="#">46.80</a>                                     | <a href="#">47.39</a>                                     | <a href="#">47.98</a>                                     | <a href="#">48.58</a>                                     | <a href="#">49.19</a>                                     | <a href="#">49.80</a>                                     | <a href="#">50.42</a>                                     | <a href="#">51.05</a>                                     | <a href="#">51.69</a>                                     | <a href="#">52.34</a>                                     | <a href="#">52.99</a>                                     | <a href="#">53.65</a>                                     |
| 0735 | A | Human Resources Director                       | <a href="#">76.31</a>                                     | <a href="#">77.26</a>                                     | <a href="#">78.23</a>                                     | <a href="#">79.21</a>                                     | <a href="#">80.20</a>                                     | <a href="#">81.20</a>                                     | <a href="#">82.22</a>                                     | <a href="#">83.25</a>                                     | <a href="#">84.29</a>                                     | <a href="#">85.34</a>                                     | <a href="#">86.41</a>                                     | <a href="#">87.49</a>                                     | <a href="#">88.58</a>                                     | <a href="#">89.69</a>                                     | <a href="#">90.81</a>                                     | <a href="#">91.95</a>                                     | <a href="#">93.10</a>                                     | <a href="#">94.26</a>                                     | <a href="#">95.44</a>                                     | <a href="#">96.63</a>                                     | <a href="#">97.84</a>                                     |
| 1125 | A | Human Resources Director, Assistant            | <a href="#">63.58</a>                                     | <a href="#">64.37</a>                                     | <a href="#">65.17</a>                                     | <a href="#">65.98</a>                                     | <a href="#">66.80</a>                                     | <a href="#">67.64</a>                                     | <a href="#">68.49</a>                                     | <a href="#">69.35</a>                                     | <a href="#">70.22</a>                                     | <a href="#">71.10</a>                                     | <a href="#">71.99</a>                                     | <a href="#">72.89</a>                                     | <a href="#">73.80</a>                                     | <a href="#">74.72</a>                                     | <a href="#">75.65</a>                                     | <a href="#">76.60</a>                                     | <a href="#">77.56</a>                                     | <a href="#">78.53</a>                                     | <a href="#">79.51</a>                                     | <a href="#">80.50</a>                                     | <a href="#">81.51</a>                                     |
| 1136 | A | Human Resources Manager                        | <a href="#">46.11</a>                                     | <a href="#">46.69</a>                                     | <a href="#">47.27</a>                                     | <a href="#">47.86</a>                                     | <a href="#">48.46</a>                                     | <a href="#">49.07</a>                                     | <a href="#">49.68</a>                                     | <a href="#">50.30</a>                                     | <a href="#">50.93</a>                                     | <a href="#">51.57</a>                                     | <a href="#">52.21</a>                                     | <a href="#">52.86</a>                                     | <a href="#">53.52</a>                                     | <a href="#">54.19</a>                                     | <a href="#">54.87</a>                                     | <a href="#">55.56</a>                                     | <a href="#">56.25</a>                                     | <a href="#">56.95</a>                                     | <a href="#">57.66</a>                                     | <a href="#">58.38</a>                                     | <a href="#">59.11</a>                                     |
| 1138 | A | Human Resources Manager, Senior                | <a href="#">52.82</a>                                     | <a href="#">53.48</a>                                     | <a href="#">54.15</a>                                     | <a href="#">54.83</a>                                     | <a href="#">55.52</a>                                     | <a href="#">56.21</a>                                     | <a href="#">56.91</a>                                     | <a href="#">57.62</a>                                     | <a href="#">58.34</a>                                     | <a href="#">59.07</a>                                     | <a href="#">59.81</a>                                     | <a href="#">60.56</a>                                     | <a href="#">61.32</a>                                     | <a href="#">62.09</a>                                     | <a href="#">62.87</a>                                     | <a href="#">63.66</a>                                     | <a href="#">64.46</a>                                     | <a href="#">65.27</a>                                     | <a href="#">66.09</a>                                     | <a href="#">66.92</a>                                     | <a href="#">67.76</a>                                     |
| 2533 |   | Human Services Program Assistant               | <a href="#">20.60</a>                                     | <a href="#">20.86</a>                                     | <a href="#">21.12</a>                                     | <a href="#">21.38</a>                                     | <a href="#">21.65</a>                                     | <a href="#">21.92</a>                                     | <a href="#">22.19</a>                                     | <a href="#">22.47</a>                                     | <a href="#">22.75</a>                                     | <a href="#">23.03</a>                                     | <a href="#">23.32</a>                                     | <a href="#">23.61</a>                                     | <a href="#">23.91</a>                                     | <a href="#">24.21</a>                                     | <a href="#">24.51</a>                                     | <a href="#">24.82</a>                                     | <a href="#">25.13</a>                                     | <a href="#">25.44</a>                                     | <a href="#">25.76</a>                                     | <a href="#">26.08</a>                                     | <a href="#">26.41</a>                                     |
| 5151 | A | Hydro Project Manager                          | <del><a href="#">64.59</a></del><br><a href="#">67.84</a> | <del><a href="#">65.40</a></del><br><a href="#">68.69</a> | <del><a href="#">66.22</a></del><br><a href="#">69.55</a> | <del><a href="#">67.05</a></del><br><a href="#">70.42</a> | <del><a href="#">67.89</a></del><br><a href="#">71.30</a> | <del><a href="#">68.74</a></del><br><a href="#">72.19</a> | <del><a href="#">69.60</a></del><br><a href="#">73.09</a> | <del><a href="#">70.47</a></del><br><a href="#">74.00</a> | <del><a href="#">71.35</a></del><br><a href="#">74.93</a> | <del><a href="#">72.24</a></del><br><a href="#">75.87</a> | <del><a href="#">73.14</a></del><br><a href="#">76.82</a> | <del><a href="#">74.05</a></del><br><a href="#">77.78</a> | <del><a href="#">74.98</a></del><br><a href="#">78.75</a> | <del><a href="#">75.92</a></del><br><a href="#">79.73</a> | <del><a href="#">76.87</a></del><br><a href="#">80.73</a> | <del><a href="#">77.83</a></del><br><a href="#">81.74</a> | <del><a href="#">78.80</a></del><br><a href="#">82.76</a> | <del><a href="#">79.79</a></del><br><a href="#">83.79</a> | <del><a href="#">80.79</a></del><br><a href="#">84.84</a> | <del><a href="#">81.80</a></del><br><a href="#">85.90</a> | <del><a href="#">82.82</a></del><br><a href="#">86.97</a> |
| 5150 | A | Hydro Project Manager, Assistant               | <del><a href="#">58.18</a></del><br><a href="#">63.98</a> | <del><a href="#">58.91</a></del><br><a href="#">64.78</a> | <del><a href="#">59.66</a></del><br><a href="#">65.59</a> | <del><a href="#">60.40</a></del><br><a href="#">66.41</a> | <del><a href="#">61.16</a></del><br><a href="#">67.24</a> | <del><a href="#">61.91</a></del><br><a href="#">68.08</a> | <del><a href="#">62.68</a></del><br><a href="#">68.93</a> | <del><a href="#">63.46</a></del><br><a href="#">69.79</a> | <del><a href="#">64.26</a></del><br><a href="#">70.66</a> | <del><a href="#">65.06</a></del><br><a href="#">71.54</a> | <del><a href="#">65.86</a></del><br><a href="#">72.43</a> | <del><a href="#">66.68</a></del><br><a href="#">73.34</a> | <del><a href="#">67.51</a></del><br><a href="#">74.26</a> | <del><a href="#">68.36</a></del><br><a href="#">75.19</a> | <del><a href="#">69.20</a></del><br><a href="#">76.13</a> | <del><a href="#">70.06</a></del><br><a href="#">77.08</a> | <del><a href="#">70.94</a></del><br><a href="#">78.04</a> | <del><a href="#">71.83</a></del><br><a href="#">79.02</a> | <del><a href="#">72.73</a></del><br><a href="#">80.01</a> | <del><a href="#">73.64</a></del><br><a href="#">81.01</a> | <del><a href="#">74.56</a></del><br><a href="#">82.02</a> |
| 0835 | A | Information Technology Director                | <a href="#">87.29</a>                                     | <a href="#">88.38</a>                                     | <a href="#">89.48</a>                                     | <a href="#">90.60</a>                                     | <a href="#">91.73</a>                                     | <a href="#">92.88</a>                                     | <a href="#">94.04</a>                                     | <a href="#">95.22</a>                                     | <a href="#">96.41</a>                                     | <a href="#">97.62</a>                                     | <a href="#">98.84</a>                                     | <a href="#">100.08</a>                                    | <a href="#">101.33</a>                                    | <a href="#">102.60</a>                                    | <a href="#">103.88</a>                                    | <a href="#">105.18</a>                                    | <a href="#">106.49</a>                                    | <a href="#">107.82</a>                                    | <a href="#">109.17</a>                                    | <a href="#">110.53</a>                                    | <a href="#">111.91</a>                                    |
| 0837 | A | Information Technology Director, Assistant     | <a href="#">71.70</a>                                     | <a href="#">72.60</a>                                     | <a href="#">73.51</a>                                     | <a href="#">74.43</a>                                     | <a href="#">75.36</a>                                     | <a href="#">76.30</a>                                     | <a href="#">77.25</a>                                     | <a href="#">78.22</a>                                     | <a href="#">79.20</a>                                     | <a href="#">80.19</a>                                     | <a href="#">81.19</a>                                     | <a href="#">82.20</a>                                     | <a href="#">83.23</a>                                     | <a href="#">84.27</a>                                     | <a href="#">85.32</a>                                     | <a href="#">86.39</a>                                     | <a href="#">87.47</a>                                     | <a href="#">88.56</a>                                     | <a href="#">89.67</a>                                     | <a href="#">90.79</a>                                     | <a href="#">91.92</a>                                     |
| 0140 | A | Information Technology Manager                 | <a href="#">58.61</a>                                     | <a href="#">59.34</a>                                     | <a href="#">60.08</a>                                     | <a href="#">60.83</a>                                     | <a href="#">61.59</a>                                     | <a href="#">62.36</a>                                     | <a href="#">63.14</a>                                     | <a href="#">63.93</a>                                     | <a href="#">64.73</a>                                     | <a href="#">65.54</a>                                     | <a href="#">66.36</a>                                     | <a href="#">67.19</a>                                     | <a href="#">68.03</a>                                     | <a href="#">68.88</a>                                     | <a href="#">69.74</a>                                     | <a href="#">70.61</a>                                     | <a href="#">71.49</a>                                     | <a href="#">72.38</a>                                     | <a href="#">73.28</a>                                     | <a href="#">74.20</a>                                     | <a href="#">75.13</a>                                     |
| 0707 | A | Information Technology Project Manager         | <a href="#">47.69</a>                                     | <a href="#">48.29</a>                                     | <a href="#">48.89</a>                                     | <a href="#">49.50</a>                                     | <a href="#">50.12</a>                                     | <a href="#">50.75</a>                                     | <a href="#">51.38</a>                                     | <a href="#">52.02</a>                                     | <a href="#">52.67</a>                                     | <a href="#">53.33</a>                                     | <a href="#">54.00</a>                                     | <a href="#">54.67</a>                                     | <a href="#">55.35</a>                                     | <a href="#">56.04</a>                                     | <a href="#">56.74</a>                                     | <a href="#">57.45</a>                                     | <a href="#">58.17</a>                                     | <a href="#">58.90</a>                                     | <a href="#">59.64</a>                                     | <a href="#">60.39</a>                                     | <a href="#">61.14</a>                                     |
| 0708 | A | Information Technology Project Manager, Senior | <a href="#">51.71</a>                                     | <a href="#">52.36</a>                                     | <a href="#">53.01</a>                                     | <a href="#">53.67</a>                                     | <a href="#">54.34</a>                                     | <a href="#">55.02</a>                                     | <a href="#">55.71</a>                                     | <a href="#">56.41</a>                                     | <a href="#">57.12</a>                                     | <a href="#">57.83</a>                                     | <a href="#">58.55</a>                                     | <a href="#">59.28</a>                                     | <a href="#">60.02</a>                                     | <a href="#">60.77</a>                                     | <a href="#">61.53</a>                                     | <a href="#">62.30</a>                                     | <a href="#">63.08</a>                                     | <a href="#">63.87</a>                                     | <a href="#">64.67</a>                                     | <a href="#">65.48</a>                                     | <a href="#">66.30</a>                                     |
| 0136 | A | Information Technology Supervisor              | <a href="#">53.10</a>                                     | <a href="#">53.76</a>                                     | <a href="#">54.43</a>                                     | <a href="#">55.11</a>                                     | <a href="#">55.80</a>                                     | <a href="#">56.50</a>                                     | <a href="#">57.21</a>                                     | <a href="#">57.93</a>                                     | <a href="#">58.65</a>                                     | <a href="#">59.38</a>                                     | <a href="#">60.12</a>                                     | <a href="#">60.87</a>                                     | <a href="#">61.63</a>                                     | <a href="#">62.40</a>                                     | <a href="#">63.18</a>                                     | <a href="#">63.97</a>                                     | <a href="#">64.77</a>                                     | <a href="#">65.58</a>                                     | <a href="#">66.40</a>                                     | <a href="#">67.23</a>                                     | <a href="#">68.07</a>                                     |
| 1118 | A | Labor Negotiator                               | <a href="#">48.91</a>                                     | <a href="#">49.52</a>                                     | <a href="#">50.14</a>                                     | <a href="#">50.77</a>                                     | <a href="#">51.40</a>                                     | <a href="#">52.04</a>                                     | <a href="#">52.69</a>                                     | <a href="#">53.35</a>                                     | <a href="#">54.02</a>                                     | <a href="#">54.70</a>                                     | <a href="#">55.38</a>                                     | <a href="#">56.07</a>                                     | <a href="#">56.77</a>                                     | <a href="#">57.48</a>                                     | <a href="#">58.20</a>                                     | <a href="#">58.93</a>                                     | <a href="#">59.67</a>                                     | <a href="#">60.42</a>                                     | <a href="#">61.18</a>                                     | <a href="#">61.94</a>                                     | <a href="#">62.71</a>                                     |
| 1123 | A | Labor Relations Analyst                        | <a href="#">37.85</a>                                     | <a href="#">38.32</a>                                     | <a href="#">38.80</a>                                     | <a href="#">39.28</a>                                     | <a href="#">39.77</a>                                     | <a href="#">40.27</a>                                     | <a href="#">40.77</a>                                     | <a href="#">41.28</a>                                     | <a href="#">41.80</a>                                     | <a href="#">42.32</a>                                     | <a href="#">42.85</a>                                     | <a href="#">43.39</a>                                     | <a href="#">43.93</a>                                     | <a href="#">44.48</a>                                     | <a href="#">45.04</a>                                     | <a href="#">45.60</a>                                     | <a href="#">46.17</a>                                     | <a href="#">46.75</a>                                     | <a href="#">47.33</a>                                     | <a href="#">47.92</a>                                     | <a href="#">48.52</a>                                     |
| 1132 | A | Labor Relations Manager                        | <a href="#">55.33</a>                                     | <a href="#">56.02</a>                                     | <a href="#">56.72</a>                                     | <a href="#">57.43</a>                                     | <a href="#">58.15</a>                                     | <a href="#">58.88</a>                                     | <a href="#">59.62</a>                                     | <a href="#">60.37</a>                                     | <a href="#">61.12</a>                                     | <a href="#">61.88</a>                                     | <a href="#">62.65</a>                                     | <a href="#">63.43</a>                                     | <a href="#">64.22</a>                                     | <a href="#">65.02</a>                                     | <a href="#">65.83</a>                                     | <a href="#">66.65</a>                                     | <a href="#">67.48</a>                                     | <a href="#">68.32</a>                                     | <a href="#">69.17</a>                                     | <a href="#">70.03</a>                                     | <a href="#">70.91</a>                                     |
| 0760 | A | Labor Relations Manager, Senior                | <a href="#">63.58</a>                                     | <a href="#">64.37</a>                                     | <a href="#">65.17</a>                                     | <a href="#">65.98</a>                                     | <a href="#">66.80</a>                                     | <a href="#">67.64</a>                                     | <a href="#">68.49</a>                                     | <a href="#">69.35</a>                                     | <a href="#">70.22</a>                                     | <a href="#">71.10</a>                                     | <a href="#">71.99</a>                                     | <a href="#">72.89</a>                                     | <a href="#">73.80</a>                                     | <a href="#">74.72</a>                                     | <a href="#">75.65</a>                                     | <a href="#">76.60</a>                                     | <a href="#">77.56</a>                                     | <a href="#">78.53</a>                                     | <a href="#">79.51</a>                                     | <a href="#">80.50</a>                                     | <a href="#">81.51</a>                                     |
| 2207 | A | Land Use Administrator                         | <a href="#">53.43</a>                                     | <a href="#">54.10</a>                                     | <a href="#">54.78</a>                                     | <a href="#">55.46</a>                                     | <a href="#">56.15</a>                                     | <a href="#">56.85</a>                                     | <a href="#">57.56</a>                                     | <a href="#">58.28</a>                                     | <a href="#">59.01</a>                                     | <a href="#">59.75</a>                                     | <a href="#">60.50</a>                                     | <a href="#">61.26</a>                                     | <a href="#">62.03</a>                                     | <a href="#">62.81</a>                                     | <a href="#">63.60</a>                                     | <a href="#">64.40</a>                                     | <a href="#">65.20</a>                                     | <a href="#">66.02</a>                                     | <a href="#">66.85</a>                                     | <a href="#">67.69</a>                                     | <a href="#">68.54</a>                                     |
| 0031 |   | Legal Assistant                                | <a href="#">24.72</a>                                     | <a href="#">25.03</a>                                     | <a href="#">25.34</a>                                     | <a href="#">25.66</a>                                     | <a href="#">25.98</a>                                     | <a href="#">26.30</a>                                     | <a href="#">26.63</a>                                     | <a href="#">26.96</a>                                     | <a href="#">27.30</a>                                     | <a href="#">27.64</a>                                     | <a href="#">27.99</a>                                     | <a href="#">28.34</a>                                     | <a href="#">28.69</a>                                     | <a href="#">29.05</a>                                     | <a href="#">29.41</a>                                     | <a href="#">29.78</a>                                     | <a href="#">30.15</a>                                     | <a href="#">30.53</a>                                     | <a href="#">30.91</a>                                     | <a href="#">31.30</a>                                     | <a href="#">31.69</a>                                     |

**EXHIBIT “A”**

| Code | A | Job Title                           | 1A                    | 1B                    | 1C                    | 1D                    | 2A                    | 2B                    | 2C                    | 2D                    | 3A                    | 3B                    | 3C                    | 3D                    | 4A                    | 4B                    | 4C                    | 4D                    | 5A                    | 5B                    | 5C                    | 5D                    | 6A                    |
|------|---|-------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 0032 |   | Legal Assistant, Senior             | <a href="#">27.48</a> | <a href="#">27.82</a> | <a href="#">28.17</a> | <a href="#">28.52</a> | <a href="#">28.88</a> | <a href="#">29.24</a> | <a href="#">29.61</a> | <a href="#">29.98</a> | <a href="#">30.35</a> | <a href="#">30.73</a> | <a href="#">31.11</a> | <a href="#">31.50</a> | <a href="#">31.89</a> | <a href="#">32.29</a> | <a href="#">32.69</a> | <a href="#">33.10</a> | <a href="#">33.51</a> | <a href="#">33.93</a> | <a href="#">34.35</a> | <a href="#">34.78</a> | <a href="#">35.21</a> |
| 1007 | A | Legal Intern                        | <a href="#">16.97</a> | <a href="#">17.18</a> | <a href="#">17.39</a> | <a href="#">17.61</a> | <a href="#">17.83</a> | <a href="#">18.05</a> | <a href="#">18.28</a> | <a href="#">18.51</a> | <a href="#">18.74</a> | <a href="#">18.97</a> | <a href="#">19.21</a> | <a href="#">19.45</a> | <a href="#">19.69</a> | <a href="#">19.94</a> | <a href="#">20.19</a> | <a href="#">20.44</a> | <a href="#">20.70</a> | <a href="#">20.96</a> | <a href="#">21.22</a> | <a href="#">21.49</a> | <a href="#">21.76</a> |
| 0553 |   | LEOFF 1 Specialist                  | <a href="#">31.24</a> | <a href="#">31.63</a> | <a href="#">32.03</a> | <a href="#">32.43</a> | <a href="#">32.84</a> | <a href="#">33.25</a> | <a href="#">33.67</a> | <a href="#">34.09</a> | <a href="#">34.52</a> | <a href="#">34.95</a> | <a href="#">35.39</a> | <a href="#">35.83</a> | <a href="#">36.28</a> | <a href="#">36.73</a> | <a href="#">37.19</a> | <a href="#">37.65</a> | <a href="#">38.12</a> | <a href="#">38.60</a> | <a href="#">39.08</a> | <a href="#">39.57</a> | <a href="#">40.06</a> |
| 1109 | A | Management Analyst I                | <a href="#">28.48</a> | <a href="#">28.84</a> | <a href="#">29.20</a> | <a href="#">29.56</a> | <a href="#">29.93</a> | <a href="#">30.30</a> | <a href="#">30.68</a> | <a href="#">31.06</a> | <a href="#">31.45</a> | <a href="#">31.84</a> | <a href="#">32.24</a> | <a href="#">32.64</a> | <a href="#">33.05</a> | <a href="#">33.46</a> | <a href="#">33.88</a> | <a href="#">34.30</a> | <a href="#">34.73</a> | <a href="#">35.16</a> | <a href="#">35.60</a> | <a href="#">36.04</a> | <a href="#">36.49</a> |
| 1120 | A | Management Analyst II               | <a href="#">35.70</a> | <a href="#">36.15</a> | <a href="#">36.60</a> | <a href="#">37.06</a> | <a href="#">37.52</a> | <a href="#">37.99</a> | <a href="#">38.46</a> | <a href="#">38.94</a> | <a href="#">39.43</a> | <a href="#">39.92</a> | <a href="#">40.42</a> | <a href="#">40.93</a> | <a href="#">41.44</a> | <a href="#">41.96</a> | <a href="#">42.48</a> | <a href="#">43.01</a> | <a href="#">43.55</a> | <a href="#">44.09</a> | <a href="#">44.64</a> | <a href="#">45.20</a> | <a href="#">45.77</a> |
| 1135 | A | Management Analyst III              | <a href="#">44.45</a> | <a href="#">45.01</a> | <a href="#">45.57</a> | <a href="#">46.14</a> | <a href="#">46.72</a> | <a href="#">47.30</a> | <a href="#">47.89</a> | <a href="#">48.49</a> | <a href="#">49.10</a> | <a href="#">49.71</a> | <a href="#">50.33</a> | <a href="#">50.96</a> | <a href="#">51.60</a> | <a href="#">52.25</a> | <a href="#">52.90</a> | <a href="#">53.56</a> | <a href="#">54.23</a> | <a href="#">54.91</a> | <a href="#">55.60</a> | <a href="#">56.29</a> | <a href="#">56.99</a> |
| 4607 |   | Management Fellow                   | <a href="#">25.71</a> | <a href="#">26.03</a> | <a href="#">26.36</a> | <a href="#">26.69</a> | <a href="#">27.02</a> | <a href="#">27.36</a> | <a href="#">27.70</a> | <a href="#">28.05</a> | <a href="#">28.40</a> | <a href="#">28.75</a> | <a href="#">29.11</a> | <a href="#">29.47</a> | <a href="#">29.84</a> | <a href="#">30.21</a> | <a href="#">30.59</a> | <a href="#">30.97</a> | <a href="#">31.36</a> | <a href="#">31.75</a> | <a href="#">32.15</a> | <a href="#">32.55</a> | <a href="#">32.96</a> |
| 4615 |   | Management Intern                   | <a href="#">19.14</a> | <a href="#">19.38</a> | <a href="#">19.62</a> | <a href="#">19.87</a> | <a href="#">20.12</a> | <a href="#">20.37</a> | <a href="#">20.62</a> | <a href="#">20.88</a> | <a href="#">21.14</a> | <a href="#">21.40</a> | <a href="#">21.67</a> | <a href="#">21.94</a> | <a href="#">22.21</a> | <a href="#">22.49</a> | <a href="#">22.77</a> | <a href="#">23.05</a> | <a href="#">23.34</a> | <a href="#">23.63</a> | <a href="#">23.93</a> | <a href="#">24.23</a> | <a href="#">24.53</a> |
| 0841 | A | Market Development Program Manager  | <a href="#">57.31</a> | <a href="#">58.03</a> | <a href="#">58.76</a> | <a href="#">59.49</a> | <a href="#">60.23</a> | <a href="#">60.98</a> | <a href="#">61.74</a> | <a href="#">62.51</a> | <a href="#">63.29</a> | <a href="#">64.08</a> | <a href="#">64.88</a> | <a href="#">65.69</a> | <a href="#">66.51</a> | <a href="#">67.34</a> | <a href="#">68.18</a> | <a href="#">69.03</a> | <a href="#">69.89</a> | <a href="#">70.76</a> | <a href="#">71.64</a> | <a href="#">72.54</a> | <a href="#">73.45</a> |
| 0842 | A | Market Development Research Analyst | <a href="#">51.28</a> | <a href="#">51.92</a> | <a href="#">52.57</a> | <a href="#">53.23</a> | <a href="#">53.90</a> | <a href="#">54.57</a> | <a href="#">55.25</a> | <a href="#">55.94</a> | <a href="#">56.64</a> | <a href="#">57.35</a> | <a href="#">58.07</a> | <a href="#">58.80</a> | <a href="#">59.53</a> | <a href="#">60.27</a> | <a href="#">61.02</a> | <a href="#">61.78</a> | <a href="#">62.55</a> | <a href="#">63.33</a> | <a href="#">64.12</a> | <a href="#">64.92</a> | <a href="#">65.73</a> |
| 0840 | A | Marketing & Development Manager     | <a href="#">66.74</a> | <a href="#">67.57</a> | <a href="#">68.41</a> | <a href="#">69.27</a> | <a href="#">70.14</a> | <a href="#">71.02</a> | <a href="#">71.91</a> | <a href="#">72.81</a> | <a href="#">73.72</a> | <a href="#">74.64</a> | <a href="#">75.57</a> | <a href="#">76.51</a> | <a href="#">77.47</a> | <a href="#">78.44</a> | <a href="#">79.42</a> | <a href="#">80.41</a> | <a href="#">81.42</a> | <a href="#">82.44</a> | <a href="#">83.47</a> | <a href="#">84.51</a> | <a href="#">85.57</a> |
| 1165 | A | Marketing Assistant                 | <a href="#">20.40</a> | <a href="#">20.65</a> | <a href="#">20.91</a> | <a href="#">21.17</a> | <a href="#">21.43</a> | <a href="#">21.70</a> | <a href="#">21.97</a> | <a href="#">22.24</a> | <a href="#">22.52</a> | <a href="#">22.80</a> | <a href="#">23.09</a> | <a href="#">23.38</a> | <a href="#">23.67</a> | <a href="#">23.97</a> | <a href="#">24.27</a> | <a href="#">24.57</a> | <a href="#">24.88</a> | <a href="#">25.19</a> | <a href="#">25.50</a> | <a href="#">25.82</a> | <a href="#">26.14</a> |
| 5506 | A | Marketing Coordinator               | <a href="#">29.95</a> | <a href="#">30.32</a> | <a href="#">30.70</a> | <a href="#">31.08</a> | <a href="#">31.47</a> | <a href="#">31.86</a> | <a href="#">32.26</a> | <a href="#">32.66</a> | <a href="#">33.07</a> | <a href="#">33.48</a> | <a href="#">33.90</a> | <a href="#">34.32</a> | <a href="#">34.75</a> | <a href="#">35.18</a> | <a href="#">35.62</a> | <a href="#">36.07</a> | <a href="#">36.52</a> | <a href="#">36.98</a> | <a href="#">37.44</a> | <a href="#">37.91</a> | <a href="#">38.38</a> |
| 1151 |   | Master Control Technician           | <a href="#">21.30</a> | <a href="#">21.57</a> | <a href="#">21.84</a> | <a href="#">22.11</a> | <a href="#">22.39</a> | <a href="#">22.67</a> | <a href="#">22.95</a> | <a href="#">23.24</a> | <a href="#">23.53</a> | <a href="#">23.82</a> | <a href="#">24.12</a> | <a href="#">24.42</a> | <a href="#">24.73</a> | <a href="#">25.04</a> | <a href="#">25.35</a> | <a href="#">25.67</a> | <a href="#">25.99</a> | <a href="#">26.31</a> | <a href="#">26.64</a> | <a href="#">26.97</a> | <a href="#">27.31</a> |
| 0804 | A | Media & Communications Director     | <a href="#">58.58</a> | <a href="#">59.31</a> | <a href="#">60.05</a> | <a href="#">60.80</a> | <a href="#">61.56</a> | <a href="#">62.33</a> | <a href="#">63.11</a> | <a href="#">63.90</a> | <a href="#">64.70</a> | <a href="#">65.51</a> | <a href="#">66.33</a> | <a href="#">67.16</a> | <a href="#">68.00</a> | <a href="#">68.85</a> | <a href="#">69.71</a> | <a href="#">70.58</a> | <a href="#">71.46</a> | <a href="#">72.35</a> | <a href="#">73.25</a> | <a href="#">74.17</a> | <a href="#">75.10</a> |
| 5508 | A | Media Specialist                    | <a href="#">37.89</a> | <a href="#">38.36</a> | <a href="#">38.84</a> | <a href="#">39.33</a> | <a href="#">39.82</a> | <a href="#">40.32</a> | <a href="#">40.82</a> | <a href="#">41.33</a> | <a href="#">41.85</a> | <a href="#">42.37</a> | <a href="#">42.90</a> | <a href="#">43.44</a> | <a href="#">43.98</a> | <a href="#">44.53</a> | <a href="#">45.09</a> | <a href="#">45.65</a> | <a href="#">46.22</a> | <a href="#">46.80</a> | <a href="#">47.38</a> | <a href="#">47.97</a> | <a href="#">48.57</a> |
| 3125 |   | Mobile Unit Registered Nurse        | <a href="#">36.85</a> | <a href="#">37.31</a> | <a href="#">37.78</a> | <a href="#">38.25</a> | <a href="#">38.73</a> | <a href="#">39.21</a> | <a href="#">39.70</a> | <a href="#">40.20</a> | <a href="#">40.70</a> | <a href="#">41.21</a> | <a href="#">41.73</a> | <a href="#">42.25</a> | <a href="#">42.78</a> | <a href="#">43.31</a> | <a href="#">43.85</a> | <a href="#">44.40</a> | <a href="#">44.95</a> | <a href="#">45.51</a> | <a href="#">46.08</a> | <a href="#">46.66</a> | <a href="#">47.24</a> |
| 2091 | A | Natural Resources Manager           | <a href="#">66.45</a> | <a href="#">67.28</a> | <a href="#">68.12</a> | <a href="#">68.97</a> | <a href="#">69.83</a> | <a href="#">70.70</a> | <a href="#">71.58</a> | <a href="#">72.47</a> | <a href="#">73.38</a> | <a href="#">74.30</a> | <a href="#">75.23</a> | <a href="#">76.17</a> | <a href="#">77.12</a> | <a href="#">78.08</a> | <a href="#">79.06</a> | <a href="#">80.05</a> | <a href="#">81.05</a> | <a href="#">82.06</a> | <a href="#">83.09</a> | <a href="#">84.13</a> | <a href="#">85.18</a> |
| 2106 | A | Natural Resources Specialist I      | <a href="#">35.49</a> | <a href="#">35.93</a> | <a href="#">36.38</a> | <a href="#">36.83</a> | <a href="#">37.29</a> | <a href="#">37.76</a> | <a href="#">38.23</a> | <a href="#">38.71</a> | <a href="#">39.19</a> | <a href="#">39.68</a> | <a href="#">40.18</a> | <a href="#">40.68</a> | <a href="#">41.19</a> | <a href="#">41.70</a> | <a href="#">42.22</a> | <a href="#">42.75</a> | <a href="#">43.28</a> | <a href="#">43.82</a> | <a href="#">44.37</a> | <a href="#">44.92</a> | <a href="#">45.48</a> |
| 2089 | A | Natural Resources Specialist II     | <a href="#">40.61</a> | <a href="#">41.12</a> | <a href="#">41.63</a> | <a href="#">42.15</a> | <a href="#">42.68</a> | <a href="#">43.21</a> | <a href="#">43.75</a> | <a href="#">44.30</a> | <a href="#">44.85</a> | <a href="#">45.41</a> | <a href="#">45.98</a> | <a href="#">46.55</a> | <a href="#">47.13</a> | <a href="#">47.72</a> | <a href="#">48.32</a> | <a href="#">48.92</a> | <a href="#">49.53</a> | <a href="#">50.15</a> | <a href="#">50.78</a> | <a href="#">51.41</a> | <a href="#">52.05</a> |
| 2094 | A | Natural Resources Specialist III    | <a href="#">46.67</a> | <a href="#">47.25</a> | <a href="#">47.84</a> | <a href="#">48.44</a> | <a href="#">49.05</a> | <a href="#">49.66</a> | <a href="#">50.28</a> | <a href="#">50.91</a> | <a href="#">51.55</a> | <a href="#">52.19</a> | <a href="#">52.84</a> | <a href="#">53.50</a> | <a href="#">54.17</a> | <a href="#">54.85</a> | <a href="#">55.54</a> | <a href="#">56.23</a> | <a href="#">56.93</a> | <a href="#">57.64</a> | <a href="#">58.36</a> | <a href="#">59.09</a> | <a href="#">59.83</a> |
| 2107 |   | Natural Resources Technician I      | <a href="#">22.25</a> | <a href="#">22.53</a> | <a href="#">22.81</a> | <a href="#">23.10</a> | <a href="#">23.39</a> | <a href="#">23.68</a> | <a href="#">23.98</a> | <a href="#">24.28</a> | <a href="#">24.58</a> | <a href="#">24.89</a> | <a href="#">25.20</a> | <a href="#">25.51</a> | <a href="#">25.83</a> | <a href="#">26.15</a> | <a href="#">26.48</a> | <a href="#">26.81</a> | <a href="#">27.15</a> | <a href="#">27.49</a> | <a href="#">27.83</a> | <a href="#">28.18</a> | <a href="#">28.53</a> |
| 2090 | A | Natural Resources Technician II     | <a href="#">31.16</a> | <a href="#">31.55</a> | <a href="#">31.94</a> | <a href="#">32.34</a> | <a href="#">32.74</a> | <a href="#">33.15</a> | <a href="#">33.56</a> | <a href="#">33.98</a> | <a href="#">34.40</a> | <a href="#">34.83</a> | <a href="#">35.27</a> | <a href="#">35.71</a> | <a href="#">36.16</a> | <a href="#">36.61</a> | <a href="#">37.07</a> | <a href="#">37.53</a> | <a href="#">38.00</a> | <a href="#">38.48</a> | <a href="#">38.96</a> | <a href="#">39.45</a> | <a href="#">39.94</a> |

**EXHIBIT “A”**

| Code | A | Job Title   | 1A                    | 1B                    | 1C                    | 1D                    | 2A                    | 2B                    | 2C                    | 2D                    | 3A                    | 3B                    | 3C                    | 3D                    | 4A                    | 4B                    | 4C                    | 4D                    | 5A                    | 5B                    | 5C                    | 5D                    | 6A                    |
|------|---|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 0759 | A | Neighborhood & Community Services Director            | <a href="#">71.31</a> | <a href="#">72.20</a> | <a href="#">73.10</a> | <a href="#">74.01</a> | <a href="#">74.94</a> | <a href="#">75.88</a> | <a href="#">76.83</a> | <a href="#">77.79</a> | <a href="#">78.76</a> | <a href="#">79.74</a> | <a href="#">80.74</a> | <a href="#">81.75</a> | <a href="#">82.77</a> | <a href="#">83.80</a> | <a href="#">84.85</a> | <a href="#">85.91</a> | <a href="#">86.98</a> | <a href="#">88.07</a> | <a href="#">89.17</a> | <a href="#">90.28</a> | <a href="#">91.41</a> |
| 0859 | A | Neighborhood & Community Services Director, Assistant | <a href="#">57.66</a> | <a href="#">58.38</a> | <a href="#">59.11</a> | <a href="#">59.85</a> | <a href="#">60.60</a> | <a href="#">61.36</a> | <a href="#">62.13</a> | <a href="#">62.91</a> | <a href="#">63.70</a> | <a href="#">64.50</a> | <a href="#">65.31</a> | <a href="#">66.13</a> | <a href="#">66.96</a> | <a href="#">67.80</a> | <a href="#">68.65</a> | <a href="#">69.51</a> | <a href="#">70.38</a> | <a href="#">71.26</a> | <a href="#">72.15</a> | <a href="#">73.05</a> | <a href="#">73.96</a> |
| 2058 | A | Neighborhood & Community Services Division Manager    | <a href="#">51.64</a> | <a href="#">52.29</a> | <a href="#">52.94</a> | <a href="#">53.60</a> | <a href="#">54.27</a> | <a href="#">54.95</a> | <a href="#">55.64</a> | <a href="#">56.34</a> | <a href="#">57.04</a> | <a href="#">57.75</a> | <a href="#">58.47</a> | <a href="#">59.20</a> | <a href="#">59.94</a> | <a href="#">60.69</a> | <a href="#">61.45</a> | <a href="#">62.22</a> | <a href="#">63.00</a> | <a href="#">63.79</a> | <a href="#">64.59</a> | <a href="#">65.40</a> | <a href="#">66.22</a> |
| 0754 | A | Neighborhood & Community Services Program Manager     | <a href="#">42.45</a> | <a href="#">42.98</a> | <a href="#">43.52</a> | <a href="#">44.06</a> | <a href="#">44.61</a> | <a href="#">45.17</a> | <a href="#">45.73</a> | <a href="#">46.30</a> | <a href="#">46.88</a> | <a href="#">47.47</a> | <a href="#">48.06</a> | <a href="#">48.66</a> | <a href="#">49.27</a> | <a href="#">49.89</a> | <a href="#">50.51</a> | <a href="#">51.14</a> | <a href="#">51.78</a> | <a href="#">52.43</a> | <a href="#">53.09</a> | <a href="#">53.75</a> | <a href="#">54.42</a> |
| 2532 |   | Neighborhood & Community Services Specialist          | <a href="#">29.45</a> | <a href="#">29.82</a> | <a href="#">30.19</a> | <a href="#">30.57</a> | <a href="#">30.95</a> | <a href="#">31.34</a> | <a href="#">31.73</a> | <a href="#">32.13</a> | <a href="#">32.53</a> | <a href="#">32.94</a> | <a href="#">33.35</a> | <a href="#">33.77</a> | <a href="#">34.19</a> | <a href="#">34.62</a> | <a href="#">35.05</a> | <a href="#">35.49</a> | <a href="#">35.93</a> | <a href="#">36.38</a> | <a href="#">36.83</a> | <a href="#">37.29</a> | <a href="#">37.76</a> |
| 2534 |   | Neighborhood & Community Services Supervisor          | <a href="#">35.31</a> | <a href="#">35.75</a> | <a href="#">36.20</a> | <a href="#">36.65</a> | <a href="#">37.11</a> | <a href="#">37.57</a> | <a href="#">38.04</a> | <a href="#">38.52</a> | <a href="#">39.00</a> | <a href="#">39.49</a> | <a href="#">39.98</a> | <a href="#">40.48</a> | <a href="#">40.99</a> | <a href="#">41.50</a> | <a href="#">42.02</a> | <a href="#">42.55</a> | <a href="#">43.08</a> | <a href="#">43.62</a> | <a href="#">44.17</a> | <a href="#">44.72</a> | <a href="#">45.28</a> |
| 4602 |   | Occupational Intern, Skilled                          | <a href="#">14.49</a> | <a href="#">14.67</a> | <a href="#">14.85</a> | <a href="#">15.04</a> | <a href="#">15.23</a> | <a href="#">15.42</a> | <a href="#">15.61</a> | <a href="#">15.81</a> | <a href="#">16.01</a> | <a href="#">16.21</a> | <a href="#">16.41</a> | <a href="#">16.62</a> | <a href="#">16.83</a> | <a href="#">17.04</a> | <a href="#">17.25</a> | <a href="#">17.47</a> | <a href="#">17.69</a> | <a href="#">17.91</a> | <a href="#">18.13</a> | <a href="#">18.36</a> | <a href="#">18.59</a> |
| 0738 | A | Office Administrator                                  | <a href="#">31.95</a> | <a href="#">32.35</a> | <a href="#">32.75</a> | <a href="#">33.16</a> | <a href="#">33.57</a> | <a href="#">33.99</a> | <a href="#">34.41</a> | <a href="#">34.84</a> | <a href="#">35.28</a> | <a href="#">35.72</a> | <a href="#">36.17</a> | <a href="#">36.62</a> | <a href="#">37.08</a> | <a href="#">37.54</a> | <a href="#">38.01</a> | <a href="#">38.49</a> | <a href="#">38.97</a> | <a href="#">39.46</a> | <a href="#">39.95</a> | <a href="#">40.45</a> | <a href="#">40.96</a> |
| 0739 | A | Office Manager  | <a href="#">36.74</a> | <a href="#">37.20</a> | <a href="#">37.67</a> | <a href="#">38.14</a> | <a href="#">38.62</a> | <a href="#">39.10</a> | <a href="#">39.59</a> | <a href="#">40.08</a> | <a href="#">40.58</a> | <a href="#">41.09</a> | <a href="#">41.60</a> | <a href="#">42.12</a> | <a href="#">42.65</a> | <a href="#">43.18</a> | <a href="#">43.72</a> | <a href="#">44.27</a> | <a href="#">44.82</a> | <a href="#">45.38</a> | <a href="#">45.95</a> | <a href="#">46.52</a> | <a href="#">47.10</a> |
| 0533 | A | Operations Manager                                    | <a href="#">52.40</a> | <a href="#">53.05</a> | <a href="#">53.71</a> | <a href="#">54.38</a> | <a href="#">55.06</a> | <a href="#">55.75</a> | <a href="#">56.45</a> | <a href="#">57.16</a> | <a href="#">57.87</a> | <a href="#">58.59</a> | <a href="#">59.32</a> | <a href="#">60.06</a> | <a href="#">60.81</a> | <a href="#">61.57</a> | <a href="#">62.34</a> | <a href="#">63.12</a> | <a href="#">63.91</a> | <a href="#">64.71</a> | <a href="#">65.52</a> | <a href="#">66.34</a> | <a href="#">67.17</a> |
| 1009 | A | Paralegal   | <a href="#">29.98</a> | <a href="#">30.35</a> | <a href="#">30.73</a> | <a href="#">31.11</a> | <a href="#">31.50</a> | <a href="#">31.89</a> | <a href="#">32.29</a> | <a href="#">32.69</a> | <a href="#">33.10</a> | <a href="#">33.51</a> | <a href="#">33.93</a> | <a href="#">34.35</a> | <a href="#">34.78</a> | <a href="#">35.21</a> | <a href="#">35.65</a> | <a href="#">36.10</a> | <a href="#">36.55</a> | <a href="#">37.01</a> | <a href="#">37.47</a> | <a href="#">37.94</a> | <a href="#">38.41</a> |
| 1010 | A | Paralegal, Senior                                     | <a href="#">35.96</a> | <a href="#">36.41</a> | <a href="#">36.87</a> | <a href="#">37.33</a> | <a href="#">37.80</a> | <a href="#">38.27</a> | <a href="#">38.75</a> | <a href="#">39.23</a> | <a href="#">39.72</a> | <a href="#">40.22</a> | <a href="#">40.72</a> | <a href="#">41.23</a> | <a href="#">41.75</a> | <a href="#">42.27</a> | <a href="#">42.80</a> | <a href="#">43.33</a> | <a href="#">43.87</a> | <a href="#">44.42</a> | <a href="#">44.98</a> | <a href="#">45.54</a> | <a href="#">46.11</a> |
| 2085 | A | Park Supervisor                                       | <a href="#">34.85</a> | <a href="#">35.29</a> | <a href="#">35.73</a> | <a href="#">36.18</a> | <a href="#">36.63</a> | <a href="#">37.09</a> | <a href="#">37.55</a> | <a href="#">38.02</a> | <a href="#">38.50</a> | <a href="#">38.98</a> | <a href="#">39.47</a> | <a href="#">39.96</a> | <a href="#">40.46</a> | <a href="#">40.97</a> | <a href="#">41.48</a> | <a href="#">42.00</a> | <a href="#">42.53</a> | <a href="#">43.06</a> | <a href="#">43.60</a> | <a href="#">44.15</a> | <a href="#">44.70</a> |
| 2086 | A | Park Supervisor, Assistant                            | <a href="#">31.69</a> | <a href="#">32.09</a> | <a href="#">32.49</a> | <a href="#">32.90</a> | <a href="#">33.31</a> | <a href="#">33.73</a> | <a href="#">34.15</a> | <a href="#">34.58</a> | <a href="#">35.01</a> | <a href="#">35.45</a> | <a href="#">35.89</a> | <a href="#">36.34</a> | <a href="#">36.79</a> | <a href="#">37.25</a> | <a href="#">37.72</a> | <a href="#">38.19</a> | <a href="#">38.67</a> | <a href="#">39.15</a> | <a href="#">39.64</a> | <a href="#">40.14</a> | <a href="#">40.64</a> |
| 2105 |   | Permit Supervisor                                     | <a href="#">35.71</a> | <a href="#">36.16</a> | <a href="#">36.61</a> | <a href="#">37.07</a> | <a href="#">37.53</a> | <a href="#">38.00</a> | <a href="#">38.47</a> | <a href="#">38.95</a> | <a href="#">39.44</a> | <a href="#">39.93</a> | <a href="#">40.43</a> | <a href="#">40.94</a> | <a href="#">41.45</a> | <a href="#">41.97</a> | <a href="#">42.49</a> | <a href="#">43.02</a> | <a href="#">43.56</a> | <a href="#">44.10</a> | <a href="#">44.65</a> | <a href="#">45.21</a> | <a href="#">45.78</a> |
| 2209 |   | Planner, Associate                                    | <a href="#">30.68</a> | <a href="#">31.06</a> | <a href="#">31.45</a> | <a href="#">31.84</a> | <a href="#">32.24</a> | <a href="#">32.64</a> | <a href="#">33.05</a> | <a href="#">33.46</a> | <a href="#">33.88</a> | <a href="#">34.30</a> | <a href="#">34.73</a> | <a href="#">35.16</a> | <a href="#">35.60</a> | <a href="#">36.05</a> | <a href="#">36.50</a> | <a href="#">36.96</a> | <a href="#">37.42</a> | <a href="#">37.89</a> | <a href="#">38.36</a> | <a href="#">38.84</a> | <a href="#">39.33</a> |
| 2221 |   | Planner, Principal                                    | <a href="#">42.66</a> | <a href="#">43.19</a> | <a href="#">43.73</a> | <a href="#">44.28</a> | <a href="#">44.83</a> | <a href="#">45.39</a> | <a href="#">45.96</a> | <a href="#">46.53</a> | <a href="#">47.11</a> | <a href="#">47.70</a> | <a href="#">48.30</a> | <a href="#">48.90</a> | <a href="#">49.51</a> | <a href="#">50.13</a> | <a href="#">50.76</a> | <a href="#">51.39</a> | <a href="#">52.03</a> | <a href="#">52.68</a> | <a href="#">53.34</a> | <a href="#">54.01</a> | <a href="#">54.69</a> |
| 2203 |   | Planner, Senior                                       | <a href="#">37.52</a> | <a href="#">37.99</a> | <a href="#">38.46</a> | <a href="#">38.94</a> | <a href="#">39.43</a> | <a href="#">39.92</a> | <a href="#">40.42</a> | <a href="#">40.93</a> | <a href="#">41.44</a> | <a href="#">41.96</a> | <a href="#">42.48</a> | <a href="#">43.01</a> | <a href="#">43.55</a> | <a href="#">44.09</a> | <a href="#">44.64</a> | <a href="#">45.20</a> | <a href="#">45.77</a> | <a href="#">46.34</a> | <a href="#">46.92</a> | <a href="#">47.51</a> | <a href="#">48.10</a> |
| 2219 | A | Planning & Development Division Manager               | <a href="#">51.64</a> | <a href="#">52.29</a> | <a href="#">52.94</a> | <a href="#">53.60</a> | <a href="#">54.27</a> | <a href="#">54.95</a> | <a href="#">55.64</a> | <a href="#">56.34</a> | <a href="#">57.04</a> | <a href="#">57.75</a> | <a href="#">58.47</a> | <a href="#">59.20</a> | <a href="#">59.94</a> | <a href="#">60.69</a> | <a href="#">61.45</a> | <a href="#">62.22</a> | <a href="#">63.00</a> | <a href="#">63.79</a> | <a href="#">64.59</a> | <a href="#">65.40</a> | <a href="#">66.22</a> |
| 0719 | A | Planning & Development Services Director              | <a href="#">75.48</a> | <a href="#">76.42</a> | <a href="#">77.38</a> | <a href="#">78.35</a> | <a href="#">79.33</a> | <a href="#">80.32</a> | <a href="#">81.32</a> | <a href="#">82.34</a> | <a href="#">83.37</a> | <a href="#">84.41</a> | <a href="#">85.47</a> | <a href="#">86.54</a> | <a href="#">87.62</a> | <a href="#">88.72</a> | <a href="#">89.83</a> | <a href="#">90.95</a> | <a href="#">92.09</a> | <a href="#">93.24</a> | <a href="#">94.41</a> | <a href="#">95.59</a> | <a href="#">96.78</a> |
| 2222 | A | Planning Manager                                      | <a href="#">52.79</a> | <a href="#">53.45</a> | <a href="#">54.12</a> | <a href="#">54.80</a> | <a href="#">55.48</a> | <a href="#">56.17</a> | <a href="#">56.87</a> | <a href="#">57.58</a> | <a href="#">58.30</a> | <a href="#">59.03</a> | <a href="#">59.77</a> | <a href="#">60.52</a> | <a href="#">61.28</a> | <a href="#">62.05</a> | <a href="#">62.83</a> | <a href="#">63.62</a> | <a href="#">64.42</a> | <a href="#">65.23</a> | <a href="#">66.05</a> | <a href="#">66.88</a> | <a href="#">67.72</a> |
| 2038 | A | Plans Examiner I                                      | <a href="#">36.30</a> | <a href="#">36.75</a> | <a href="#">37.21</a> | <a href="#">37.68</a> | <a href="#">38.15</a> | <a href="#">38.63</a> | <a href="#">39.11</a> | <a href="#">39.60</a> | <a href="#">40.09</a> | <a href="#">40.59</a> | <a href="#">41.10</a> | <a href="#">41.61</a> | <a href="#">42.13</a> | <a href="#">42.66</a> | <a href="#">43.19</a> | <a href="#">43.73</a> | <a href="#">44.28</a> | <a href="#">44.83</a> | <a href="#">45.39</a> | <a href="#">45.96</a> | <a href="#">46.53</a> |
| 2039 | A | Plans Examiner II                                     | <a href="#">41.70</a> | <a href="#">42.22</a> | <a href="#">42.75</a> | <a href="#">43.28</a> | <a href="#">43.82</a> | <a href="#">44.37</a> | <a href="#">44.92</a> | <a href="#">45.48</a> | <a href="#">46.05</a> | <a href="#">46.63</a> | <a href="#">47.21</a> | <a href="#">47.80</a> | <a href="#">48.40</a> | <a href="#">49.00</a> | <a href="#">49.61</a> | <a href="#">50.23</a> | <a href="#">50.86</a> | <a href="#">51.50</a> | <a href="#">52.14</a> | <a href="#">52.79</a> | <a href="#">53.45</a> |
| 2040 | A | Plans Examiner III                                    | <a href="#">47.25</a> | <a href="#">47.84</a> | <a href="#">48.44</a> | <a href="#">49.05</a> | <a href="#">49.66</a> | <a href="#">50.28</a> | <a href="#">50.91</a> | <a href="#">51.55</a> | <a href="#">52.19</a> | <a href="#">52.84</a> | <a href="#">53.50</a> | <a href="#">54.17</a> | <a href="#">54.85</a> | <a href="#">55.54</a> | <a href="#">56.23</a> | <a href="#">56.93</a> | <a href="#">57.64</a> | <a href="#">58.36</a> | <a href="#">59.09</a> | <a href="#">59.83</a> | <a href="#">60.58</a> |



**EXHIBIT “A”**

| Code | A | Job Title                                | 1A                     | 1B                     | 1C                     | 1D                     | 2A                     | 2B                     | 2C                     | 2D                     | 3A                     | 3B                     | 3C                     | 3D                     | 4A                     | 4B                     | 4C                     | 4D                     | 5A                     | 5B                     | 5C                     | 5D                     | 6A                     |
|------|---|--|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 0772 | A | Police Chief                             | <a href="#">96.43</a>  | <a href="#">97.64</a>  | <a href="#">98.86</a>  | <a href="#">100.10</a> | <a href="#">101.35</a> | <a href="#">102.62</a> | <a href="#">103.90</a> | <a href="#">105.20</a> | <a href="#">106.51</a> | <a href="#">107.84</a> | <a href="#">109.19</a> | <a href="#">110.55</a> | <a href="#">111.93</a> | <a href="#">113.33</a> | <a href="#">114.75</a> | <a href="#">116.18</a> | <a href="#">117.63</a> | <a href="#">119.10</a> | <a href="#">120.59</a> | <a href="#">122.10</a> | <a href="#">123.63</a> |
| 5123 | A | Power Analyst                            | <a href="#">51.51</a>  | <a href="#">52.15</a>  | <a href="#">52.80</a>  | <a href="#">53.46</a>  | <a href="#">54.13</a>  | <a href="#">54.81</a>  | <a href="#">55.50</a>  | <a href="#">56.19</a>  | <a href="#">56.89</a>  | <a href="#">57.60</a>  | <a href="#">58.32</a>  | <a href="#">59.05</a>  | <a href="#">59.79</a>  | <a href="#">60.54</a>  | <a href="#">61.30</a>  | <a href="#">62.07</a>  | <a href="#">62.85</a>  | <a href="#">63.64</a>  | <a href="#">64.44</a>  | <a href="#">65.25</a>  | <a href="#">66.07</a>  |
| 5128 | A | Power Analyst, Senior                    | <a href="#">57.28</a>  | <a href="#">58.00</a>  | <a href="#">58.73</a>  | <a href="#">59.46</a>  | <a href="#">60.20</a>  | <a href="#">60.95</a>  | <a href="#">61.71</a>  | <a href="#">62.48</a>  | <a href="#">63.26</a>  | <a href="#">64.05</a>  | <a href="#">64.85</a>  | <a href="#">65.66</a>  | <a href="#">66.48</a>  | <a href="#">67.31</a>  | <a href="#">68.15</a>  | <a href="#">69.00</a>  | <a href="#">69.86</a>  | <a href="#">70.73</a>  | <a href="#">71.61</a>  | <a href="#">72.51</a>  | <a href="#">73.42</a>  |
| 2131 | A | Power Engineer I                         | <a href="#">37.49</a>  | <a href="#">37.96</a>  | <a href="#">38.43</a>  | <a href="#">38.91</a>  | <a href="#">39.40</a>  | <a href="#">39.89</a>  | <a href="#">40.39</a>  | <a href="#">40.89</a>  | <a href="#">41.40</a>  | <a href="#">41.92</a>  | <a href="#">42.44</a>  | <a href="#">42.97</a>  | <a href="#">43.51</a>  | <a href="#">44.05</a>  | <a href="#">44.60</a>  | <a href="#">45.16</a>  | <a href="#">45.72</a>  | <a href="#">46.29</a>  | <a href="#">46.87</a>  | <a href="#">47.46</a>  | <a href="#">48.05</a>  |
| 2132 | A | Power Engineer II                        | <a href="#">41.98</a>  | <a href="#">42.50</a>  | <a href="#">43.03</a>  | <a href="#">43.57</a>  | <a href="#">44.11</a>  | <a href="#">44.66</a>  | <a href="#">45.22</a>  | <a href="#">45.79</a>  | <a href="#">46.36</a>  | <a href="#">46.94</a>  | <a href="#">47.53</a>  | <a href="#">48.12</a>  | <a href="#">48.72</a>  | <a href="#">49.33</a>  | <a href="#">49.95</a>  | <a href="#">50.57</a>  | <a href="#">51.20</a>  | <a href="#">51.84</a>  | <a href="#">52.49</a>  | <a href="#">53.15</a>  | <a href="#">53.81</a>  |
| 2133 | A | Power Engineer III                       | <a href="#">49.34</a>  | <a href="#">49.96</a>  | <a href="#">50.58</a>  | <a href="#">51.21</a>  | <a href="#">51.85</a>  | <a href="#">52.50</a>  | <a href="#">53.16</a>  | <a href="#">53.82</a>  | <a href="#">54.49</a>  | <a href="#">55.17</a>  | <a href="#">55.86</a>  | <a href="#">56.56</a>  | <a href="#">57.27</a>  | <a href="#">57.99</a>  | <a href="#">58.71</a>  | <a href="#">59.44</a>  | <a href="#">60.18</a>  | <a href="#">60.93</a>  | <a href="#">61.69</a>  | <a href="#">62.46</a>  | <a href="#">63.24</a>  |
| 2134 | A | Power Engineer IV                        | <a href="#">58.70</a>  | <a href="#">59.43</a>  | <a href="#">60.17</a>  | <a href="#">60.92</a>  | <a href="#">61.68</a>  | <a href="#">62.45</a>  | <a href="#">63.23</a>  | <a href="#">64.02</a>  | <a href="#">64.82</a>  | <a href="#">65.63</a>  | <a href="#">66.45</a>  | <a href="#">67.28</a>  | <a href="#">68.12</a>  | <a href="#">68.97</a>  | <a href="#">69.83</a>  | <a href="#">70.70</a>  | <a href="#">71.58</a>  | <a href="#">72.47</a>  | <a href="#">73.38</a>  | <a href="#">74.30</a>  | <a href="#">75.23</a>  |
| 0815 | A | Power Section Assistant Manager I        | <a href="#">74.81</a>  | <a href="#">75.75</a>  | <a href="#">76.70</a>  | <a href="#">77.66</a>  | <a href="#">78.63</a>  | <a href="#">79.61</a>  | <a href="#">80.61</a>  | <a href="#">81.62</a>  | <a href="#">82.64</a>  | <a href="#">83.67</a>  | <a href="#">84.72</a>  | <a href="#">85.78</a>  | <a href="#">86.85</a>  | <a href="#">87.94</a>  | <a href="#">89.04</a>  | <a href="#">90.15</a>  | <a href="#">91.28</a>  | <a href="#">92.42</a>  | <a href="#">93.58</a>  | <a href="#">94.75</a>  | <a href="#">95.93</a>  |
| 0817 | A | Power Section Assistant Manager II       | <a href="#">85.58</a>  | <a href="#">86.65</a>  | <a href="#">87.73</a>  | <a href="#">88.83</a>  | <a href="#">89.94</a>  | <a href="#">91.06</a>  | <a href="#">92.20</a>  | <a href="#">93.35</a>  | <a href="#">94.52</a>  | <a href="#">95.70</a>  | <a href="#">96.90</a>  | <a href="#">98.11</a>  | <a href="#">99.34</a>  | <a href="#">100.58</a> | <a href="#">101.84</a> | <a href="#">103.11</a> | <a href="#">104.40</a> | <a href="#">105.71</a> | <a href="#">107.03</a> | <a href="#">108.37</a> | <a href="#">109.72</a> |
| 0816 | A | Power Section Manager                    | <a href="#">111.26</a> | <a href="#">112.65</a> | <a href="#">114.06</a> | <a href="#">115.49</a> | <a href="#">116.93</a> | <a href="#">118.39</a> | <a href="#">119.87</a> | <a href="#">121.37</a> | <a href="#">122.89</a> | <a href="#">124.43</a> | <a href="#">125.99</a> | <a href="#">127.56</a> | <a href="#">129.15</a> | <a href="#">130.76</a> | <a href="#">132.39</a> | <a href="#">134.04</a> | <a href="#">135.72</a> | <a href="#">137.42</a> | <a href="#">139.14</a> | <a href="#">140.88</a> | <a href="#">142.64</a> |
| 5248 | A | Power Supervisor I                       | <a href="#">41.96</a>  | <a href="#">42.48</a>  | <a href="#">43.01</a>  | <a href="#">43.55</a>  | <a href="#">44.09</a>  | <a href="#">44.64</a>  | <a href="#">45.20</a>  | <a href="#">45.77</a>  | <a href="#">46.34</a>  | <a href="#">46.92</a>  | <a href="#">47.51</a>  | <a href="#">48.10</a>  | <a href="#">48.70</a>  | <a href="#">49.31</a>  | <a href="#">49.93</a>  | <a href="#">50.55</a>  | <a href="#">51.18</a>  | <a href="#">51.82</a>  | <a href="#">52.47</a>  | <a href="#">53.13</a>  | <a href="#">53.79</a>  |
| 5251 | A | Power Supervisor II                      | <a href="#">52.46</a>  | <a href="#">53.12</a>  | <a href="#">53.78</a>  | <a href="#">54.45</a>  | <a href="#">55.13</a>  | <a href="#">55.82</a>  | <a href="#">56.52</a>  | <a href="#">57.23</a>  | <a href="#">57.95</a>  | <a href="#">58.67</a>  | <a href="#">59.40</a>  | <a href="#">60.14</a>  | <a href="#">60.89</a>  | <a href="#">61.65</a>  | <a href="#">62.42</a>  | <a href="#">63.20</a>  | <a href="#">63.99</a>  | <a href="#">64.79</a>  | <a href="#">65.60</a>  | <a href="#">66.42</a>  | <a href="#">67.25</a>  |
| 5249 | A | Power Supervisor III                     | <a href="#">61.25</a>  | <a href="#">62.02</a>  | <a href="#">62.80</a>  | <a href="#">63.58</a>  | <a href="#">64.37</a>  | <a href="#">65.17</a>  | <a href="#">65.98</a>  | <a href="#">66.80</a>  | <a href="#">67.63</a>  | <a href="#">68.48</a>  | <a href="#">69.34</a>  | <a href="#">70.21</a>  | <a href="#">71.09</a>  | <a href="#">71.98</a>  | <a href="#">72.88</a>  | <a href="#">73.79</a>  | <a href="#">74.71</a>  | <a href="#">75.64</a>  | <a href="#">76.59</a>  | <a href="#">77.55</a>  | <a href="#">78.52</a>  |
| 2322 |   | Program Development Specialist           | <a href="#">31.13</a>  | <a href="#">31.52</a>  | <a href="#">31.91</a>  | <a href="#">32.31</a>  | <a href="#">32.71</a>  | <a href="#">33.12</a>  | <a href="#">33.53</a>  | <a href="#">33.95</a>  | <a href="#">34.37</a>  | <a href="#">34.80</a>  | <a href="#">35.24</a>  | <a href="#">35.68</a>  | <a href="#">36.13</a>  | <a href="#">36.58</a>  | <a href="#">37.04</a>  | <a href="#">37.50</a>  | <a href="#">37.97</a>  | <a href="#">38.44</a>  | <a href="#">38.92</a>  | <a href="#">39.41</a>  | <a href="#">39.90</a>  |
| 2321 |   | Program Development Specialist, Lead     | <a href="#">34.58</a>  | <a href="#">35.01</a>  | <a href="#">35.45</a>  | <a href="#">35.89</a>  | <a href="#">36.34</a>  | <a href="#">36.79</a>  | <a href="#">37.25</a>  | <a href="#">37.72</a>  | <a href="#">38.19</a>  | <a href="#">38.67</a>  | <a href="#">39.15</a>  | <a href="#">39.64</a>  | <a href="#">40.14</a>  | <a href="#">40.64</a>  | <a href="#">41.15</a>  | <a href="#">41.66</a>  | <a href="#">42.18</a>  | <a href="#">42.71</a>  | <a href="#">43.24</a>  | <a href="#">43.78</a>  | <a href="#">44.33</a>  |
| 1100 |   | Program Technician                       | <a href="#">25.78</a>  | <a href="#">26.10</a>  | <a href="#">26.43</a>  | <a href="#">26.76</a>  | <a href="#">27.09</a>  | <a href="#">27.43</a>  | <a href="#">27.77</a>  | <a href="#">28.12</a>  | <a href="#">28.47</a>  | <a href="#">28.83</a>  | <a href="#">29.19</a>  | <a href="#">29.55</a>  | <a href="#">29.92</a>  | <a href="#">30.29</a>  | <a href="#">30.67</a>  | <a href="#">31.05</a>  | <a href="#">31.44</a>  | <a href="#">31.83</a>  | <a href="#">32.23</a>  | <a href="#">32.63</a>  | <a href="#">33.04</a>  |
| 0720 | A | Project Manager                          | <a href="#">47.25</a>  | <a href="#">47.84</a>  | <a href="#">48.44</a>  | <a href="#">49.05</a>  | <a href="#">49.66</a>  | <a href="#">50.28</a>  | <a href="#">50.91</a>  | <a href="#">51.55</a>  | <a href="#">52.19</a>  | <a href="#">52.84</a>  | <a href="#">53.50</a>  | <a href="#">54.17</a>  | <a href="#">54.85</a>  | <a href="#">55.54</a>  | <a href="#">56.23</a>  | <a href="#">56.93</a>  | <a href="#">57.64</a>  | <a href="#">58.36</a>  | <a href="#">59.09</a>  | <a href="#">59.83</a>  | <a href="#">60.58</a>  |
| 0721 | A | Project Manager, Senior                  | <a href="#">59.55</a>  | <a href="#">60.29</a>  | <a href="#">61.04</a>  | <a href="#">61.80</a>  | <a href="#">62.57</a>  | <a href="#">63.35</a>  | <a href="#">64.14</a>  | <a href="#">64.94</a>  | <a href="#">65.75</a>  | <a href="#">66.57</a>  | <a href="#">67.40</a>  | <a href="#">68.24</a>  | <a href="#">69.09</a>  | <a href="#">69.95</a>  | <a href="#">70.82</a>  | <a href="#">71.71</a>  | <a href="#">72.61</a>  | <a href="#">73.52</a>  | <a href="#">74.44</a>  | <a href="#">75.37</a>  | <a href="#">76.31</a>  |
| 2502 |   | Project Specialist                       | <a href="#">26.23</a>  | <a href="#">26.56</a>  | <a href="#">26.89</a>  | <a href="#">27.23</a>  | <a href="#">27.57</a>  | <a href="#">27.91</a>  | <a href="#">28.26</a>  | <a href="#">28.61</a>  | <a href="#">28.97</a>  | <a href="#">29.33</a>  | <a href="#">29.70</a>  | <a href="#">30.07</a>  | <a href="#">30.45</a>  | <a href="#">30.83</a>  | <a href="#">31.22</a>  | <a href="#">31.61</a>  | <a href="#">32.01</a>  | <a href="#">32.41</a>  | <a href="#">32.82</a>  | <a href="#">33.23</a>  | <a href="#">33.65</a>  |
| 1142 | A | Public Disclosure Manager                | <a href="#">43.77</a>  | <a href="#">44.32</a>  | <a href="#">44.87</a>  | <a href="#">45.43</a>  | <a href="#">46.00</a>  | <a href="#">46.57</a>  | <a href="#">47.15</a>  | <a href="#">47.74</a>  | <a href="#">48.34</a>  | <a href="#">48.94</a>  | <a href="#">49.55</a>  | <a href="#">50.17</a>  | <a href="#">50.80</a>  | <a href="#">51.43</a>  | <a href="#">52.07</a>  | <a href="#">52.72</a>  | <a href="#">53.38</a>  | <a href="#">54.05</a>  | <a href="#">54.73</a>  | <a href="#">55.41</a>  | <a href="#">56.10</a>  |
| 0757 | A | Public Works Director                    | <a href="#">81.04</a>  | <a href="#">82.05</a>  | <a href="#">83.08</a>  | <a href="#">84.12</a>  | <a href="#">85.17</a>  | <a href="#">86.23</a>  | <a href="#">87.31</a>  | <a href="#">88.40</a>  | <a href="#">89.51</a>  | <a href="#">90.63</a>  | <a href="#">91.76</a>  | <a href="#">92.91</a>  | <a href="#">94.07</a>  | <a href="#">95.25</a>  | <a href="#">96.44</a>  | <a href="#">97.65</a>  | <a href="#">98.87</a>  | <a href="#">100.11</a> | <a href="#">101.36</a> | <a href="#">102.63</a> | <a href="#">103.91</a> |
| 0755 | A | Public Works Director, Assistant         | <a href="#">70.47</a>  | <a href="#">71.35</a>  | <a href="#">72.24</a>  | <a href="#">73.14</a>  | <a href="#">74.05</a>  | <a href="#">74.98</a>  | <a href="#">75.92</a>  | <a href="#">76.87</a>  | <a href="#">77.83</a>  | <a href="#">78.80</a>  | <a href="#">79.79</a>  | <a href="#">80.79</a>  | <a href="#">81.80</a>  | <a href="#">82.82</a>  | <a href="#">83.86</a>  | <a href="#">84.91</a>  | <a href="#">85.97</a>  | <a href="#">87.04</a>  | <a href="#">88.13</a>  | <a href="#">89.23</a>  | <a href="#">90.35</a>  |
| 2054 | A | Public Works Division Manager            | <a href="#">64.09</a>  | <a href="#">64.89</a>  | <a href="#">65.70</a>  | <a href="#">66.52</a>  | <a href="#">67.35</a>  | <a href="#">68.19</a>  | <a href="#">69.04</a>  | <a href="#">69.90</a>  | <a href="#">70.77</a>  | <a href="#">71.65</a>  | <a href="#">72.55</a>  | <a href="#">73.46</a>  | <a href="#">74.38</a>  | <a href="#">75.31</a>  | <a href="#">76.25</a>  | <a href="#">77.20</a>  | <a href="#">78.16</a>  | <a href="#">79.14</a>  | <a href="#">80.13</a>  | <a href="#">81.13</a>  | <a href="#">82.14</a>  |
| 2055 | A | Public Works Division Manager, Assistant | <a href="#">58.24</a>  | <a href="#">58.97</a>  | <a href="#">59.71</a>  | <a href="#">60.46</a>  | <a href="#">61.22</a>  | <a href="#">61.99</a>  | <a href="#">62.76</a>  | <a href="#">63.54</a>  | <a href="#">64.33</a>  | <a href="#">65.13</a>  | <a href="#">65.94</a>  | <a href="#">66.76</a>  | <a href="#">67.59</a>  | <a href="#">68.43</a>  | <a href="#">69.29</a>  | <a href="#">70.16</a>  | <a href="#">71.04</a>  | <a href="#">71.93</a>  | <a href="#">72.83</a>  | <a href="#">73.74</a>  | <a href="#">74.66</a>  |
| 7128 | A | Rail Chief Administrative Officer        | <a href="#">56.59</a>  | <a href="#">57.30</a>  | <a href="#">58.02</a>  | <a href="#">58.75</a>  | <a href="#">59.48</a>  | <a href="#">60.22</a>  | <a href="#">60.97</a>  | <a href="#">61.73</a>  | <a href="#">62.50</a>  | <a href="#">63.28</a>  | <a href="#">64.07</a>  | <a href="#">64.87</a>  | <a href="#">65.68</a>  | <a href="#">66.50</a>  | <a href="#">67.33</a>  | <a href="#">68.17</a>  | <a href="#">69.02</a>  | <a href="#">69.88</a>  | <a href="#">70.75</a>  | <a href="#">71.63</a>  | <a href="#">72.53</a>  |



**EXHIBIT “A”**

| Code | A | Job Title                                   | 1A                    | 1B                    | 1C                    | 1D                    | 2A                    | 2B                    | 2C                    | 2D                    | 3A                    | 3B                    | 3C                    | 3D                    | 4A                    | 4B                    | 4C                    | 4D                    | 5A                    | 5B                    | 5C                     | 5D                     | 6A                     |
|------|---|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|
| 7129 | A | Rail Chief Information/Financial Officer    | <a href="#">56.59</a> | <a href="#">57.30</a> | <a href="#">58.02</a> | <a href="#">58.75</a> | <a href="#">59.48</a> | <a href="#">60.22</a> | <a href="#">60.97</a> | <a href="#">61.73</a> | <a href="#">62.50</a> | <a href="#">63.28</a> | <a href="#">64.07</a> | <a href="#">64.87</a> | <a href="#">65.68</a> | <a href="#">66.50</a> | <a href="#">67.33</a> | <a href="#">68.17</a> | <a href="#">69.02</a> | <a href="#">69.88</a> | <a href="#">70.75</a>  | <a href="#">71.63</a>  | <a href="#">72.53</a>  |
| 7130 | A | Rail Chief Mechanical Officer               | <a href="#">63.55</a> | <a href="#">64.34</a> | <a href="#">65.14</a> | <a href="#">65.95</a> | <a href="#">66.77</a> | <a href="#">67.60</a> | <a href="#">68.44</a> | <a href="#">69.30</a> | <a href="#">70.17</a> | <a href="#">71.05</a> | <a href="#">71.94</a> | <a href="#">72.84</a> | <a href="#">73.75</a> | <a href="#">74.67</a> | <a href="#">75.60</a> | <a href="#">76.55</a> | <a href="#">77.51</a> | <a href="#">78.48</a> | <a href="#">79.46</a>  | <a href="#">80.45</a>  | <a href="#">81.46</a>  |
| 7152 | A | Rail Superintendent, Assistant              | <a href="#">70.77</a> | <a href="#">71.65</a> | <a href="#">72.55</a> | <a href="#">73.46</a> | <a href="#">74.38</a> | <a href="#">75.31</a> | <a href="#">76.25</a> | <a href="#">77.20</a> | <a href="#">78.16</a> | <a href="#">79.14</a> | <a href="#">80.13</a> | <a href="#">81.13</a> | <a href="#">82.14</a> | <a href="#">83.17</a> | <a href="#">84.21</a> | <a href="#">85.26</a> | <a href="#">86.33</a> | <a href="#">87.41</a> | <a href="#">88.50</a>  | <a href="#">89.61</a>  | <a href="#">90.73</a>  |
| 7127 | A | Rail Supervisor of Operations               | <a href="#">45.29</a> | <a href="#">45.86</a> | <a href="#">46.43</a> | <a href="#">47.01</a> | <a href="#">47.60</a> | <a href="#">48.20</a> | <a href="#">48.80</a> | <a href="#">49.41</a> | <a href="#">50.03</a> | <a href="#">50.66</a> | <a href="#">51.29</a> | <a href="#">51.93</a> | <a href="#">52.58</a> | <a href="#">53.24</a> | <a href="#">53.91</a> | <a href="#">54.58</a> | <a href="#">55.26</a> | <a href="#">55.95</a> | <a href="#">56.65</a>  | <a href="#">57.36</a>  | <a href="#">58.08</a>  |
| 7126 | A | Railway Roadmaster                          | <a href="#">56.59</a> | <a href="#">57.30</a> | <a href="#">58.02</a> | <a href="#">58.75</a> | <a href="#">59.48</a> | <a href="#">60.22</a> | <a href="#">60.97</a> | <a href="#">61.73</a> | <a href="#">62.50</a> | <a href="#">63.28</a> | <a href="#">64.07</a> | <a href="#">64.87</a> | <a href="#">65.68</a> | <a href="#">66.50</a> | <a href="#">67.33</a> | <a href="#">68.17</a> | <a href="#">69.02</a> | <a href="#">69.88</a> | <a href="#">70.75</a>  | <a href="#">71.63</a>  | <a href="#">72.53</a>  |
| 2343 |   | Real Estate Officer                         | <a href="#">41.08</a> | <a href="#">41.59</a> | <a href="#">42.11</a> | <a href="#">42.64</a> | <a href="#">43.17</a> | <a href="#">43.71</a> | <a href="#">44.26</a> | <a href="#">44.81</a> | <a href="#">45.37</a> | <a href="#">45.94</a> | <a href="#">46.51</a> | <a href="#">47.09</a> | <a href="#">47.68</a> | <a href="#">48.28</a> | <a href="#">48.88</a> | <a href="#">49.49</a> | <a href="#">50.11</a> | <a href="#">50.74</a> | <a href="#">51.37</a>  | <a href="#">52.01</a>  | <a href="#">52.66</a>  |
| 2344 | A | Real Estate Officer, Senior                 | <a href="#">47.89</a> | <a href="#">48.49</a> | <a href="#">49.10</a> | <a href="#">49.71</a> | <a href="#">50.33</a> | <a href="#">50.96</a> | <a href="#">51.60</a> | <a href="#">52.25</a> | <a href="#">52.90</a> | <a href="#">53.56</a> | <a href="#">54.23</a> | <a href="#">54.91</a> | <a href="#">55.60</a> | <a href="#">56.30</a> | <a href="#">57.00</a> | <a href="#">57.71</a> | <a href="#">58.43</a> | <a href="#">59.16</a> | <a href="#">59.90</a>  | <a href="#">60.65</a>  | <a href="#">61.41</a>  |
| 2069 | A | Real-Time Energy Trader                     | <a href="#">56.64</a> | <a href="#">57.35</a> | <a href="#">58.07</a> | <a href="#">58.80</a> | <a href="#">59.54</a> | <a href="#">60.28</a> | <a href="#">61.03</a> | <a href="#">61.79</a> | <a href="#">62.56</a> | <a href="#">63.34</a> | <a href="#">64.13</a> | <a href="#">64.93</a> | <a href="#">65.74</a> | <a href="#">66.56</a> | <a href="#">67.39</a> | <a href="#">68.23</a> | <a href="#">69.08</a> | <a href="#">69.94</a> | <a href="#">70.81</a>  | <a href="#">71.70</a>  | <a href="#">72.60</a>  |
| 0740 | A | Records Management Supervisor               | <a href="#">34.84</a> | <a href="#">35.28</a> | <a href="#">35.72</a> | <a href="#">36.17</a> | <a href="#">36.62</a> | <a href="#">37.08</a> | <a href="#">37.54</a> | <a href="#">38.01</a> | <a href="#">38.49</a> | <a href="#">38.97</a> | <a href="#">39.46</a> | <a href="#">39.95</a> | <a href="#">40.45</a> | <a href="#">40.96</a> | <a href="#">41.47</a> | <a href="#">41.99</a> | <a href="#">42.51</a> | <a href="#">43.04</a> | <a href="#">43.58</a>  | <a href="#">44.12</a>  | <a href="#">44.67</a>  |
| 5033 |   | Recycling Supervisor                        | <a href="#">33.43</a> | <a href="#">33.85</a> | <a href="#">34.27</a> | <a href="#">34.70</a> | <a href="#">35.13</a> | <a href="#">35.57</a> | <a href="#">36.01</a> | <a href="#">36.46</a> | <a href="#">36.92</a> | <a href="#">37.38</a> | <a href="#">37.85</a> | <a href="#">38.32</a> | <a href="#">38.80</a> | <a href="#">39.29</a> | <a href="#">39.78</a> | <a href="#">40.28</a> | <a href="#">40.78</a> | <a href="#">41.29</a> | <a href="#">41.81</a>  | <a href="#">42.33</a>  | <a href="#">42.86</a>  |
| 3126 |   | Registered Nurse Case Manager               | <a href="#">34.66</a> | <a href="#">35.09</a> | <a href="#">35.53</a> | <a href="#">35.97</a> | <a href="#">36.42</a> | <a href="#">36.88</a> | <a href="#">37.34</a> | <a href="#">37.81</a> | <a href="#">38.28</a> | <a href="#">38.76</a> | <a href="#">39.24</a> | <a href="#">39.73</a> | <a href="#">40.23</a> | <a href="#">40.73</a> | <a href="#">41.24</a> | <a href="#">41.76</a> | <a href="#">42.28</a> | <a href="#">42.81</a> | <a href="#">43.35</a>  | <a href="#">43.89</a>  | <a href="#">44.44</a>  |
| 0845 | A | Relicensing Coordinator                     | <a href="#">49.57</a> | <a href="#">50.19</a> | <a href="#">50.82</a> | <a href="#">51.46</a> | <a href="#">52.10</a> | <a href="#">52.75</a> | <a href="#">53.41</a> | <a href="#">54.08</a> | <a href="#">54.76</a> | <a href="#">55.44</a> | <a href="#">56.13</a> | <a href="#">56.83</a> | <a href="#">57.54</a> | <a href="#">58.26</a> | <a href="#">58.99</a> | <a href="#">59.73</a> | <a href="#">60.48</a> | <a href="#">61.24</a> | <a href="#">62.01</a>  | <a href="#">62.79</a>  | <a href="#">63.57</a>  |
| 5052 |   | Resource Conservation Specialist            | <a href="#">29.45</a> | <a href="#">29.82</a> | <a href="#">30.19</a> | <a href="#">30.57</a> | <a href="#">30.95</a> | <a href="#">31.34</a> | <a href="#">31.73</a> | <a href="#">32.13</a> | <a href="#">32.53</a> | <a href="#">32.94</a> | <a href="#">33.35</a> | <a href="#">33.77</a> | <a href="#">34.19</a> | <a href="#">34.62</a> | <a href="#">35.05</a> | <a href="#">35.49</a> | <a href="#">35.93</a> | <a href="#">36.38</a> | <a href="#">36.83</a>  | <a href="#">37.29</a>  | <a href="#">37.76</a>  |
| 0557 | A | Retirement Chief Investment Officer, Deputy | <a href="#">57.73</a> | <a href="#">58.45</a> | <a href="#">59.18</a> | <a href="#">59.92</a> | <a href="#">60.67</a> | <a href="#">61.43</a> | <a href="#">62.20</a> | <a href="#">62.98</a> | <a href="#">63.77</a> | <a href="#">64.57</a> | <a href="#">65.38</a> | <a href="#">66.20</a> | <a href="#">67.03</a> | <a href="#">67.87</a> | <a href="#">68.72</a> | <a href="#">69.58</a> | <a href="#">70.45</a> | <a href="#">71.33</a> | <a href="#">72.22</a>  | <a href="#">73.12</a>  | <a href="#">74.03</a>  |
| 0560 | A | Retirement System Director                  | <a href="#">80.84</a> | <a href="#">81.85</a> | <a href="#">82.87</a> | <a href="#">83.91</a> | <a href="#">84.96</a> | <a href="#">86.02</a> | <a href="#">87.10</a> | <a href="#">88.19</a> | <a href="#">89.29</a> | <a href="#">90.41</a> | <a href="#">91.54</a> | <a href="#">92.68</a> | <a href="#">93.84</a> | <a href="#">95.01</a> | <a href="#">96.20</a> | <a href="#">97.40</a> | <a href="#">98.62</a> | <a href="#">99.85</a> | <a href="#">101.10</a> | <a href="#">102.36</a> | <a href="#">103.64</a> |
| 0559 | A | Retirement System Director, Assistant       | <a href="#">59.59</a> | <a href="#">60.33</a> | <a href="#">61.08</a> | <a href="#">61.84</a> | <a href="#">62.61</a> | <a href="#">63.39</a> | <a href="#">64.18</a> | <a href="#">64.98</a> | <a href="#">65.79</a> | <a href="#">66.61</a> | <a href="#">67.44</a> | <a href="#">68.28</a> | <a href="#">69.13</a> | <a href="#">69.99</a> | <a href="#">70.86</a> | <a href="#">71.75</a> | <a href="#">72.65</a> | <a href="#">73.56</a> | <a href="#">74.48</a>  | <a href="#">75.41</a>  | <a href="#">76.35</a>  |
| 1110 |   | Risk Analyst                                | <a href="#">30.06</a> | <a href="#">30.44</a> | <a href="#">30.82</a> | <a href="#">31.21</a> | <a href="#">31.60</a> | <a href="#">31.99</a> | <a href="#">32.39</a> | <a href="#">32.79</a> | <a href="#">33.20</a> | <a href="#">33.61</a> | <a href="#">34.03</a> | <a href="#">34.46</a> | <a href="#">34.89</a> | <a href="#">35.33</a> | <a href="#">35.77</a> | <a href="#">36.22</a> | <a href="#">36.67</a> | <a href="#">37.13</a> | <a href="#">37.59</a>  | <a href="#">38.06</a>  | <a href="#">38.54</a>  |
| 1137 | A | Risk Analyst, Senior                        | <a href="#">34.87</a> | <a href="#">35.31</a> | <a href="#">35.75</a> | <a href="#">36.20</a> | <a href="#">36.65</a> | <a href="#">37.11</a> | <a href="#">37.57</a> | <a href="#">38.04</a> | <a href="#">38.52</a> | <a href="#">39.00</a> | <a href="#">39.49</a> | <a href="#">39.98</a> | <a href="#">40.48</a> | <a href="#">40.99</a> | <a href="#">41.50</a> | <a href="#">42.02</a> | <a href="#">42.55</a> | <a href="#">43.08</a> | <a href="#">43.62</a>  | <a href="#">44.17</a>  | <a href="#">44.72</a>  |
| 0703 | A | Risk Manager                                | <a href="#">51.70</a> | <a href="#">52.35</a> | <a href="#">53.00</a> | <a href="#">53.66</a> | <a href="#">54.33</a> | <a href="#">55.01</a> | <a href="#">55.70</a> | <a href="#">56.40</a> | <a href="#">57.11</a> | <a href="#">57.82</a> | <a href="#">58.54</a> | <a href="#">59.27</a> | <a href="#">60.01</a> | <a href="#">60.76</a> | <a href="#">61.52</a> | <a href="#">62.29</a> | <a href="#">63.07</a> | <a href="#">63.86</a> | <a href="#">64.66</a>  | <a href="#">65.47</a>  | <a href="#">66.29</a>  |
| 0762 | A | Safety Director                             | <a href="#">64.52</a> | <a href="#">65.33</a> | <a href="#">66.15</a> | <a href="#">66.98</a> | <a href="#">67.82</a> | <a href="#">68.67</a> | <a href="#">69.53</a> | <a href="#">70.40</a> | <a href="#">71.28</a> | <a href="#">72.17</a> | <a href="#">73.07</a> | <a href="#">73.98</a> | <a href="#">74.90</a> | <a href="#">75.84</a> | <a href="#">76.79</a> | <a href="#">77.75</a> | <a href="#">78.72</a> | <a href="#">79.70</a> | <a href="#">80.70</a>  | <a href="#">81.71</a>  | <a href="#">82.73</a>  |
| 1204 | A | Safety Manager                              | <a href="#">43.49</a> | <a href="#">44.03</a> | <a href="#">44.58</a> | <a href="#">45.14</a> | <a href="#">45.70</a> | <a href="#">46.27</a> | <a href="#">46.85</a> | <a href="#">47.44</a> | <a href="#">48.03</a> | <a href="#">48.63</a> | <a href="#">49.24</a> | <a href="#">49.86</a> | <a href="#">50.48</a> | <a href="#">51.11</a> | <a href="#">51.75</a> | <a href="#">52.40</a> | <a href="#">53.06</a> | <a href="#">53.72</a> | <a href="#">54.39</a>  | <a href="#">55.07</a>  | <a href="#">55.76</a>  |
| 1122 |   | Safety Officer                              | <a href="#">39.70</a> | <a href="#">40.20</a> | <a href="#">40.70</a> | <a href="#">41.21</a> | <a href="#">41.73</a> | <a href="#">42.25</a> | <a href="#">42.78</a> | <a href="#">43.31</a> | <a href="#">43.85</a> | <a href="#">44.40</a> | <a href="#">44.96</a> | <a href="#">45.52</a> | <a href="#">46.09</a> | <a href="#">46.67</a> | <a href="#">47.25</a> | <a href="#">47.84</a> | <a href="#">48.44</a> | <a href="#">49.05</a> | <a href="#">49.66</a>  | <a href="#">50.28</a>  | <a href="#">50.91</a>  |
| 2530 |   | Senior Center Cook                          | <a href="#">14.49</a> | <a href="#">14.67</a> | <a href="#">14.85</a> | <a href="#">15.04</a> | <a href="#">15.23</a> | <a href="#">15.42</a> | <a href="#">15.61</a> | <a href="#">15.81</a> | <a href="#">16.01</a> | <a href="#">16.21</a> | <a href="#">16.41</a> | <a href="#">16.62</a> | <a href="#">16.83</a> | <a href="#">17.04</a> | <a href="#">17.25</a> | <a href="#">17.47</a> | <a href="#">17.69</a> | <a href="#">17.91</a> | <a href="#">18.13</a>  | <a href="#">18.36</a>  | <a href="#">18.59</a>  |
| 2529 |   | Senior Center Van Driver                    | <a href="#">17.30</a> | <a href="#">17.52</a> | <a href="#">17.74</a> | <a href="#">17.96</a> | <a href="#">18.18</a> | <a href="#">18.41</a> | <a href="#">18.64</a> | <a href="#">18.87</a> | <a href="#">19.11</a> | <a href="#">19.35</a> | <a href="#">19.59</a> | <a href="#">19.83</a> | <a href="#">20.08</a> | <a href="#">20.33</a> | <a href="#">20.58</a> | <a href="#">20.84</a> | <a href="#">21.10</a> | <a href="#">21.36</a> | <a href="#">21.63</a>  | <a href="#">21.90</a>  | <a href="#">22.17</a>  |

**EXHIBIT “A”**

| Code | A | Job Title   | 1A                    | 1B                    | 1C                    | 1D                    | 2A                    | 2B                    | 2C                    | 2D                    | 3A                    | 3B                    | 3C                    | 3D                    | 4A                    | 4B                    | 4C                    | 4D                    | 5A                    | 5B                    | 5C                    | 5D                    | 6A                    |
|------|---|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 2556 |   | Seniors Center Supervisor                             | <a href="#">26.49</a> | <a href="#">26.82</a> | <a href="#">27.16</a> | <a href="#">27.50</a> | <a href="#">27.84</a> | <a href="#">28.19</a> | <a href="#">28.54</a> | <a href="#">28.90</a> | <a href="#">29.26</a> | <a href="#">29.63</a> | <a href="#">30.00</a> | <a href="#">30.37</a> | <a href="#">30.75</a> | <a href="#">31.13</a> | <a href="#">31.52</a> | <a href="#">31.91</a> | <a href="#">32.31</a> | <a href="#">32.71</a> | <a href="#">33.12</a> | <a href="#">33.53</a> | <a href="#">33.95</a> |
| 0138 | A | T&D Work Practices Specialist                         | <a href="#">40.27</a> | <a href="#">40.77</a> | <a href="#">41.28</a> | <a href="#">41.80</a> | <a href="#">42.32</a> | <a href="#">42.85</a> | <a href="#">43.39</a> | <a href="#">43.93</a> | <a href="#">44.48</a> | <a href="#">45.04</a> | <a href="#">45.60</a> | <a href="#">46.17</a> | <a href="#">46.75</a> | <a href="#">47.33</a> | <a href="#">47.92</a> | <a href="#">48.52</a> | <a href="#">49.13</a> | <a href="#">49.74</a> | <a href="#">50.36</a> | <a href="#">50.99</a> | <a href="#">51.63</a> |
| 1170 | A | Tacoma Arts Commission Administrator                  | <a href="#">44.45</a> | <a href="#">45.01</a> | <a href="#">45.57</a> | <a href="#">46.14</a> | <a href="#">46.72</a> | <a href="#">47.30</a> | <a href="#">47.89</a> | <a href="#">48.49</a> | <a href="#">49.10</a> | <a href="#">49.71</a> | <a href="#">50.33</a> | <a href="#">50.96</a> | <a href="#">51.60</a> | <a href="#">52.25</a> | <a href="#">52.90</a> | <a href="#">53.56</a> | <a href="#">54.23</a> | <a href="#">54.91</a> | <a href="#">55.60</a> | <a href="#">56.30</a> | <a href="#">57.00</a> |
| 6220 | A | Tacoma Venues & Events Attendant                      | <a href="#">14.49</a> | <a href="#">14.67</a> | <a href="#">14.85</a> | <a href="#">15.04</a> | <a href="#">15.23</a> | <a href="#">15.42</a> | <a href="#">15.61</a> | <a href="#">15.81</a> | <a href="#">16.01</a> | <a href="#">16.21</a> | <a href="#">16.41</a> | <a href="#">16.62</a> | <a href="#">16.83</a> | <a href="#">17.04</a> | <a href="#">17.25</a> | <a href="#">17.47</a> | <a href="#">17.69</a> | <a href="#">17.91</a> | <a href="#">18.13</a> | <a href="#">18.36</a> | <a href="#">18.59</a> |
| 0730 | A | Tacoma Venues & Events Director                       | <a href="#">72.27</a> | <a href="#">73.17</a> | <a href="#">74.08</a> | <a href="#">75.01</a> | <a href="#">75.95</a> | <a href="#">76.90</a> | <a href="#">77.86</a> | <a href="#">78.83</a> | <a href="#">79.82</a> | <a href="#">80.82</a> | <a href="#">81.83</a> | <a href="#">82.85</a> | <a href="#">83.89</a> | <a href="#">84.94</a> | <a href="#">86.00</a> | <a href="#">87.07</a> | <a href="#">88.16</a> | <a href="#">89.26</a> | <a href="#">90.38</a> | <a href="#">91.51</a> | <a href="#">92.65</a> |
| 0731 | A | Tacoma Venues & Events Director Deputy                | <a href="#">54.89</a> | <a href="#">55.58</a> | <a href="#">56.27</a> | <a href="#">56.97</a> | <a href="#">57.68</a> | <a href="#">58.40</a> | <a href="#">59.13</a> | <a href="#">59.87</a> | <a href="#">60.62</a> | <a href="#">61.38</a> | <a href="#">62.15</a> | <a href="#">62.93</a> | <a href="#">63.72</a> | <a href="#">64.52</a> | <a href="#">65.33</a> | <a href="#">66.15</a> | <a href="#">66.98</a> | <a href="#">67.82</a> | <a href="#">68.67</a> | <a href="#">69.53</a> | <a href="#">70.40</a> |
| 0732 | A | Tacoma Venues & Events Division Manager               | <a href="#">41.69</a> | <a href="#">42.21</a> | <a href="#">42.74</a> | <a href="#">43.27</a> | <a href="#">43.81</a> | <a href="#">44.36</a> | <a href="#">44.91</a> | <a href="#">45.47</a> | <a href="#">46.04</a> | <a href="#">46.62</a> | <a href="#">47.20</a> | <a href="#">47.79</a> | <a href="#">48.39</a> | <a href="#">48.99</a> | <a href="#">49.60</a> | <a href="#">50.22</a> | <a href="#">50.85</a> | <a href="#">51.49</a> | <a href="#">52.13</a> | <a href="#">52.78</a> | <a href="#">53.44</a> |
| 1164 | A | Tacoma Venues & Events Event Services Coordinator     | <a href="#">31.07</a> | <a href="#">31.46</a> | <a href="#">31.85</a> | <a href="#">32.25</a> | <a href="#">32.65</a> | <a href="#">33.06</a> | <a href="#">33.47</a> | <a href="#">33.89</a> | <a href="#">34.31</a> | <a href="#">34.74</a> | <a href="#">35.17</a> | <a href="#">35.61</a> | <a href="#">36.06</a> | <a href="#">36.51</a> | <a href="#">36.97</a> | <a href="#">37.43</a> | <a href="#">37.90</a> | <a href="#">38.37</a> | <a href="#">38.85</a> | <a href="#">39.34</a> | <a href="#">39.83</a> |
| 1168 | A | Tacoma Venues & Events Event Services Manager         | <a href="#">34.52</a> | <a href="#">34.95</a> | <a href="#">35.39</a> | <a href="#">35.83</a> | <a href="#">36.28</a> | <a href="#">36.73</a> | <a href="#">37.19</a> | <a href="#">37.65</a> | <a href="#">38.12</a> | <a href="#">38.60</a> | <a href="#">39.08</a> | <a href="#">39.57</a> | <a href="#">40.06</a> | <a href="#">40.56</a> | <a href="#">41.07</a> | <a href="#">41.58</a> | <a href="#">42.10</a> | <a href="#">42.63</a> | <a href="#">43.16</a> | <a href="#">43.70</a> | <a href="#">44.25</a> |
| 0728 | A | Tacoma Venues & Events Marketing Manager              | <a href="#">39.01</a> | <a href="#">39.50</a> | <a href="#">39.99</a> | <a href="#">40.49</a> | <a href="#">41.00</a> | <a href="#">41.51</a> | <a href="#">42.03</a> | <a href="#">42.56</a> | <a href="#">43.09</a> | <a href="#">43.63</a> | <a href="#">44.18</a> | <a href="#">44.73</a> | <a href="#">45.29</a> | <a href="#">45.86</a> | <a href="#">46.43</a> | <a href="#">47.01</a> | <a href="#">47.60</a> | <a href="#">48.20</a> | <a href="#">48.80</a> | <a href="#">49.41</a> | <a href="#">50.03</a> |
| 0733 | A | Tacoma Venues & Events Operations Manager             | <a href="#">49.42</a> | <a href="#">50.04</a> | <a href="#">50.67</a> | <a href="#">51.30</a> | <a href="#">51.94</a> | <a href="#">52.59</a> | <a href="#">53.25</a> | <a href="#">53.92</a> | <a href="#">54.59</a> | <a href="#">55.27</a> | <a href="#">55.96</a> | <a href="#">56.66</a> | <a href="#">57.37</a> | <a href="#">58.09</a> | <a href="#">58.82</a> | <a href="#">59.56</a> | <a href="#">60.30</a> | <a href="#">61.05</a> | <a href="#">61.81</a> | <a href="#">62.58</a> | <a href="#">63.36</a> |
| 1215 | A | Tacoma Venues & Events Sales Coordinator              | <a href="#">26.31</a> | <a href="#">26.64</a> | <a href="#">26.97</a> | <a href="#">27.31</a> | <a href="#">27.65</a> | <a href="#">28.00</a> | <a href="#">28.35</a> | <a href="#">28.70</a> | <a href="#">29.06</a> | <a href="#">29.42</a> | <a href="#">29.79</a> | <a href="#">30.16</a> | <a href="#">30.54</a> | <a href="#">30.92</a> | <a href="#">31.31</a> | <a href="#">31.70</a> | <a href="#">32.10</a> | <a href="#">32.50</a> | <a href="#">32.91</a> | <a href="#">33.32</a> | <a href="#">33.74</a> |
| 1156 |   | Tacoma Venues & Events Technical Services Coordinator | <a href="#">24.17</a> | <a href="#">24.47</a> | <a href="#">24.78</a> | <a href="#">25.09</a> | <a href="#">25.40</a> | <a href="#">25.72</a> | <a href="#">26.04</a> | <a href="#">26.37</a> | <a href="#">26.70</a> | <a href="#">27.03</a> | <a href="#">27.37</a> | <a href="#">27.71</a> | <a href="#">28.06</a> | <a href="#">28.41</a> | <a href="#">28.77</a> | <a href="#">29.13</a> | <a href="#">29.49</a> | <a href="#">29.86</a> | <a href="#">30.23</a> | <a href="#">30.61</a> | <a href="#">30.99</a> |
| 5535 | A | Telecommunications Engineer                           | <a href="#">46.46</a> | <a href="#">47.04</a> | <a href="#">47.63</a> | <a href="#">48.23</a> | <a href="#">48.83</a> | <a href="#">49.44</a> | <a href="#">50.06</a> | <a href="#">50.69</a> | <a href="#">51.32</a> | <a href="#">51.96</a> | <a href="#">52.61</a> | <a href="#">53.27</a> | <a href="#">53.94</a> | <a href="#">54.61</a> | <a href="#">55.29</a> | <a href="#">55.98</a> | <a href="#">56.68</a> | <a href="#">57.39</a> | <a href="#">58.11</a> | <a href="#">58.84</a> | <a href="#">59.58</a> |
| 5539 |   | Telecommunications Planning & Design Technician       | <a href="#">31.46</a> | <a href="#">31.85</a> | <a href="#">32.25</a> | <a href="#">32.65</a> | <a href="#">33.06</a> | <a href="#">33.47</a> | <a href="#">33.89</a> | <a href="#">34.31</a> | <a href="#">34.74</a> | <a href="#">35.17</a> | <a href="#">35.61</a> | <a href="#">36.06</a> | <a href="#">36.51</a> | <a href="#">36.97</a> | <a href="#">37.43</a> | <a href="#">37.90</a> | <a href="#">38.37</a> | <a href="#">38.85</a> | <a href="#">39.34</a> | <a href="#">39.83</a> | <a href="#">40.33</a> |
| 5523 | A | Telecommunications Technical Administrator            | <a href="#">37.05</a> | <a href="#">37.51</a> | <a href="#">37.98</a> | <a href="#">38.45</a> | <a href="#">38.93</a> | <a href="#">39.42</a> | <a href="#">39.91</a> | <a href="#">40.41</a> | <a href="#">40.92</a> | <a href="#">41.43</a> | <a href="#">41.95</a> | <a href="#">42.47</a> | <a href="#">43.00</a> | <a href="#">43.54</a> | <a href="#">44.08</a> | <a href="#">44.63</a> | <a href="#">45.19</a> | <a href="#">45.75</a> | <a href="#">46.32</a> | <a href="#">46.90</a> | <a href="#">47.49</a> |
| 1154 |   | Television Production Coordinator                     | <a href="#">38.29</a> | <a href="#">38.77</a> | <a href="#">39.25</a> | <a href="#">39.74</a> | <a href="#">40.24</a> | <a href="#">40.74</a> | <a href="#">41.25</a> | <a href="#">41.77</a> | <a href="#">42.29</a> | <a href="#">42.82</a> | <a href="#">43.36</a> | <a href="#">43.90</a> | <a href="#">44.45</a> | <a href="#">45.01</a> | <a href="#">45.57</a> | <a href="#">46.14</a> | <a href="#">46.72</a> | <a href="#">47.30</a> | <a href="#">47.89</a> | <a href="#">48.49</a> | <a href="#">49.10</a> |

**EXHIBIT “A”**

| Code | A | Job Title                                       | 1A                     | 1B                     | 1C                     | 1D                     | 2A                     | 2B                     | 2C                     | 2D                     | 3A                     | 3B                     | 3C                     | 3D                     | 4A                     | 4B                     | 4C                     | 4D                     | 5A                     | 5B                     | 5C                     | 5D                     | 6A                     |
|------|---|---|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 2072 | A | Term Energy Trader                              | <a href="#">71.39</a>  | <a href="#">72.28</a>  | <a href="#">73.18</a>  | <a href="#">74.09</a>  | <a href="#">75.02</a>  | <a href="#">75.96</a>  | <a href="#">76.91</a>  | <a href="#">77.87</a>  | <a href="#">78.84</a>  | <a href="#">79.83</a>  | <a href="#">80.83</a>  | <a href="#">81.84</a>  | <a href="#">82.86</a>  | <a href="#">83.90</a>  | <a href="#">84.95</a>  | <a href="#">86.01</a>  | <a href="#">87.09</a>  | <a href="#">88.18</a>  | <a href="#">89.28</a>  | <a href="#">90.40</a>  | <a href="#">91.53</a>  |
| 1121 | A | Training & Development Manager                  | <a href="#">44.45</a>  | <a href="#">45.01</a>  | <a href="#">45.57</a>  | <a href="#">46.14</a>  | <a href="#">46.72</a>  | <a href="#">47.30</a>  | <a href="#">47.89</a>  | <a href="#">48.49</a>  | <a href="#">49.10</a>  | <a href="#">49.71</a>  | <a href="#">50.33</a>  | <a href="#">50.96</a>  | <a href="#">51.60</a>  | <a href="#">52.25</a>  | <a href="#">52.90</a>  | <a href="#">53.56</a>  | <a href="#">54.23</a>  | <a href="#">54.91</a>  | <a href="#">55.60</a>  | <a href="#">56.29</a>  | <a href="#">56.99</a>  |
| 0819 | A | Utilities Director, Deputy                      | <a href="#">87.98</a>  | <a href="#">89.08</a>  | <a href="#">90.19</a>  | <a href="#">91.32</a>  | <a href="#">92.46</a>  | <a href="#">93.62</a>  | <a href="#">94.79</a>  | <a href="#">95.97</a>  | <a href="#">97.17</a>  | <a href="#">98.38</a>  | <a href="#">99.61</a>  | <a href="#">100.86</a> | <a href="#">102.12</a> | <a href="#">103.40</a> | <a href="#">104.69</a> | <a href="#">106.00</a> | <a href="#">107.32</a> | <a href="#">108.66</a> | <a href="#">110.02</a> | <a href="#">111.40</a> | <a href="#">112.79</a> |
| 0825 | A | Utilities Director, Deputy Power Superintendent | <a href="#">127.94</a> | <a href="#">129.54</a> | <a href="#">131.16</a> | <a href="#">132.80</a> | <a href="#">134.46</a> | <a href="#">136.14</a> | <a href="#">137.84</a> | <a href="#">139.56</a> | <a href="#">141.30</a> | <a href="#">143.07</a> | <a href="#">144.86</a> | <a href="#">146.67</a> | <a href="#">148.50</a> | <a href="#">150.36</a> | <a href="#">152.24</a> | <a href="#">154.14</a> | <a href="#">156.07</a> | <a href="#">158.02</a> | <a href="#">160.00</a> | <a href="#">162.00</a> | <a href="#">164.03</a> |
| 0830 | A | Utilities Director, Deputy Rail Superintendent  | <a href="#">86.71</a>  | <a href="#">87.79</a>  | <a href="#">88.89</a>  | <a href="#">90.00</a>  | <a href="#">91.13</a>  | <a href="#">92.27</a>  | <a href="#">93.42</a>  | <a href="#">94.59</a>  | <a href="#">95.77</a>  | <a href="#">96.97</a>  | <a href="#">98.18</a>  | <a href="#">99.41</a>  | <a href="#">100.65</a> | <a href="#">101.91</a> | <a href="#">103.18</a> | <a href="#">104.47</a> | <a href="#">105.78</a> | <a href="#">107.10</a> | <a href="#">108.44</a> | <a href="#">109.80</a> | <a href="#">111.17</a> |
| 0823 | A | Utilities Director, Deputy Water Superintendent | <a href="#">92.40</a>  | <a href="#">93.55</a>  | <a href="#">94.72</a>  | <a href="#">95.90</a>  | <a href="#">97.10</a>  | <a href="#">98.31</a>  | <a href="#">99.54</a>  | <a href="#">100.78</a> | <a href="#">102.04</a> | <a href="#">103.32</a> | <a href="#">104.61</a> | <a href="#">105.92</a> | <a href="#">107.24</a> | <a href="#">108.58</a> | <a href="#">109.94</a> | <a href="#">111.31</a> | <a href="#">112.70</a> | <a href="#">114.11</a> | <a href="#">115.54</a> | <a href="#">116.98</a> | <a href="#">118.44</a> |
| 0580 | A | Utilities Economist                             | <a href="#">43.19</a>  | <a href="#">43.73</a>  | <a href="#">44.28</a>  | <a href="#">44.83</a>  | <a href="#">45.39</a>  | <a href="#">45.96</a>  | <a href="#">46.53</a>  | <a href="#">47.11</a>  | <a href="#">47.70</a>  | <a href="#">48.30</a>  | <a href="#">48.90</a>  | <a href="#">49.51</a>  | <a href="#">50.13</a>  | <a href="#">50.76</a>  | <a href="#">51.39</a>  | <a href="#">52.03</a>  | <a href="#">52.68</a>  | <a href="#">53.34</a>  | <a href="#">54.01</a>  | <a href="#">54.69</a>  | <a href="#">55.37</a>  |
| 0581 | A | Utilities Economist, Associate                  | <a href="#">28.48</a>  | <a href="#">28.84</a>  | <a href="#">29.20</a>  | <a href="#">29.56</a>  | <a href="#">29.93</a>  | <a href="#">30.30</a>  | <a href="#">30.68</a>  | <a href="#">31.06</a>  | <a href="#">31.45</a>  | <a href="#">31.84</a>  | <a href="#">32.24</a>  | <a href="#">32.64</a>  | <a href="#">33.05</a>  | <a href="#">33.46</a>  | <a href="#">33.88</a>  | <a href="#">34.30</a>  | <a href="#">34.73</a>  | <a href="#">35.16</a>  | <a href="#">35.60</a>  | <a href="#">36.04</a>  | <a href="#">36.49</a>  |
| 0582 | A | Utilities Economist, Senior                     | <a href="#">54.00</a>  | <a href="#">54.68</a>  | <a href="#">55.36</a>  | <a href="#">56.05</a>  | <a href="#">56.75</a>  | <a href="#">57.46</a>  | <a href="#">58.18</a>  | <a href="#">58.91</a>  | <a href="#">59.65</a>  | <a href="#">60.40</a>  | <a href="#">61.15</a>  | <a href="#">61.91</a>  | <a href="#">62.68</a>  | <a href="#">63.46</a>  | <a href="#">64.25</a>  | <a href="#">65.05</a>  | <a href="#">65.86</a>  | <a href="#">66.68</a>  | <a href="#">67.51</a>  | <a href="#">68.35</a>  | <a href="#">69.20</a>  |
| 1207 | A | Utilities Safety Manager                        | <a href="#">52.77</a>  | <a href="#">53.43</a>  | <a href="#">54.10</a>  | <a href="#">54.78</a>  | <a href="#">55.46</a>  | <a href="#">56.15</a>  | <a href="#">56.85</a>  | <a href="#">57.56</a>  | <a href="#">58.28</a>  | <a href="#">59.01</a>  | <a href="#">59.75</a>  | <a href="#">60.50</a>  | <a href="#">61.26</a>  | <a href="#">62.03</a>  | <a href="#">62.81</a>  | <a href="#">63.60</a>  | <a href="#">64.39</a>  | <a href="#">65.19</a>  | <a href="#">66.00</a>  | <a href="#">66.82</a>  | <a href="#">67.66</a>  |
| 1153 |   | Video Production Assistant                      | <a href="#">21.30</a>  | <a href="#">21.57</a>  | <a href="#">21.84</a>  | <a href="#">22.11</a>  | <a href="#">22.39</a>  | <a href="#">22.67</a>  | <a href="#">22.95</a>  | <a href="#">23.24</a>  | <a href="#">23.53</a>  | <a href="#">23.82</a>  | <a href="#">24.12</a>  | <a href="#">24.42</a>  | <a href="#">24.73</a>  | <a href="#">25.04</a>  | <a href="#">25.35</a>  | <a href="#">25.67</a>  | <a href="#">25.99</a>  | <a href="#">26.31</a>  | <a href="#">26.64</a>  | <a href="#">26.97</a>  | <a href="#">27.31</a>  |
| 1152 |   | Video Specialist                                | <a href="#">31.91</a>  | <a href="#">32.31</a>  | <a href="#">32.71</a>  | <a href="#">33.12</a>  | <a href="#">33.53</a>  | <a href="#">33.95</a>  | <a href="#">34.37</a>  | <a href="#">34.80</a>  | <a href="#">35.24</a>  | <a href="#">35.68</a>  | <a href="#">36.13</a>  | <a href="#">36.58</a>  | <a href="#">37.04</a>  | <a href="#">37.50</a>  | <a href="#">37.97</a>  | <a href="#">38.44</a>  | <a href="#">38.92</a>  | <a href="#">39.41</a>  | <a href="#">39.90</a>  | <a href="#">40.40</a>  | <a href="#">40.91</a>  |
| 2066 | A | Water Division Manager                          | <a href="#">66.53</a>  | <a href="#">67.36</a>  | <a href="#">68.20</a>  | <a href="#">69.05</a>  | <a href="#">69.91</a>  | <a href="#">70.78</a>  | <a href="#">71.66</a>  | <a href="#">72.56</a>  | <a href="#">73.47</a>  | <a href="#">74.39</a>  | <a href="#">75.32</a>  | <a href="#">76.26</a>  | <a href="#">77.21</a>  | <a href="#">78.18</a>  | <a href="#">79.16</a>  | <a href="#">80.15</a>  | <a href="#">81.15</a>  | <a href="#">82.16</a>  | <a href="#">83.19</a>  | <a href="#">84.23</a>  | <a href="#">85.28</a>  |
| 2061 | A | Water Division Manager, Assistant               | <a href="#">60.47</a>  | <a href="#">61.23</a>  | <a href="#">62.00</a>  | <a href="#">62.78</a>  | <a href="#">63.56</a>  | <a href="#">64.35</a>  | <a href="#">65.15</a>  | <a href="#">65.96</a>  | <a href="#">66.78</a>  | <a href="#">67.61</a>  | <a href="#">68.46</a>  | <a href="#">69.32</a>  | <a href="#">70.19</a>  | <a href="#">71.07</a>  | <a href="#">71.96</a>  | <a href="#">72.86</a>  | <a href="#">73.77</a>  | <a href="#">74.69</a>  | <a href="#">75.62</a>  | <a href="#">76.57</a>  | <a href="#">77.53</a>  |
| 2064 | A | Water Division Superintendent, Deputy           | <a href="#">76.99</a>  | <a href="#">77.95</a>  | <a href="#">78.92</a>  | <a href="#">79.91</a>  | <a href="#">80.91</a>  | <a href="#">81.92</a>  | <a href="#">82.94</a>  | <a href="#">83.98</a>  | <a href="#">85.03</a>  | <a href="#">86.09</a>  | <a href="#">87.17</a>  | <a href="#">88.26</a>  | <a href="#">89.36</a>  | <a href="#">90.48</a>  | <a href="#">91.61</a>  | <a href="#">92.76</a>  | <a href="#">93.92</a>  | <a href="#">95.09</a>  | <a href="#">96.28</a>  | <a href="#">97.48</a>  | <a href="#">98.70</a>  |
| 2100 | A | Water Program Specialist                        | <a href="#">34.58</a>  | <a href="#">35.01</a>  | <a href="#">35.45</a>  | <a href="#">35.89</a>  | <a href="#">36.34</a>  | <a href="#">36.79</a>  | <a href="#">37.25</a>  | <a href="#">37.72</a>  | <a href="#">38.19</a>  | <a href="#">38.67</a>  | <a href="#">39.15</a>  | <a href="#">39.64</a>  | <a href="#">40.14</a>  | <a href="#">40.64</a>  | <a href="#">41.15</a>  | <a href="#">41.66</a>  | <a href="#">42.18</a>  | <a href="#">42.71</a>  | <a href="#">43.24</a>  | <a href="#">43.78</a>  | <a href="#">44.33</a>  |



## ORDINANCE NO. 28797

1 AN ORDINANCE relating to floodplain management; amending Chapters 2.02,  
2 2.19 and 2.22 of the Tacoma Municipal Code, relating to the Building, Site  
3 Development, and Right-of-Way Development Codes, to modify  
4 requirements of the City's floodplain management in order to comply with  
5 the State of Washington's floodplain ordinance, as required by the  
6 Department of Ecology; and to make administrative changes to correct  
7 section numbers and clarify decision-making where there are code conflicts.

8 WHEREAS, in April 2020, the Department of Ecology ("Ecology"),  
9 Floodplain Management Division, performed a Community Assistance Contact  
10 review of the City's floodplain management program for conformance with the  
11 Federal Emergency Management Agency National Floodplain Insurance  
12 Program ("NFIP"), and

13 WHEREAS the review included the City's floodplain management ordinance  
14 related to development permitting, contained within Chapter 2.02 of the Tacoma  
15 Municipal Code ("TMC"), and

16 WHEREAS Ecology's review found that the City's floodplain development  
17 regulations are largely consistent with the State's model flood damage prevention  
18 ordinance, with the exception of restrictions within the floodway related to water  
19 wells and new or substantially remodeled residential homes, and

20 WHEREAS the proposed amendments to TMC Chapter 2.02 incorporate  
21 the model ordinance restrictions, and Ecology has stated that, with these additions  
22 to the TMC, the City's floodplain ordinance will be fully compliant with the NFIP,  
23 and  
24

25 WHEREAS the changes need to be incorporated by December 31, 2021, in  
26 order to be considered in good standing with the NFIP, and



WHEREAS additional amendments to TMC Chapters 2.02, 2.19, and 2.22 include administrative changes to correct section numbers and clarify decision-making where there are code conflicts, and

WHEREAS Planning and Development Services ("PDS") staff reviewed the detailed regulation changes with the City-appointed Board of Building Appeals, and the Board voted unanimously to recommend approval of the proposed changes to the City Council, and

WHEREAS PDS staff reached out to members of community organizations and stakeholders, including the Master Builders Association of Pierce County, Tacoma Permit Advisory Task Force, Chamber of Commerce Industrial Council, and Port of Tacoma, to notify them of the proposed changes and invite comments or questions to City staff, and

WHEREAS, on November 17, 2021, PDS staff provided a briefing to the Infrastructure, Planning, and Sustainability Committee, and the Committee recommended that the proposed TMC amendments be forwarded to the full City Council for consideration; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Chapters 2.02, 2.19 and 2.22 of the Tacoma Municipal Code, relating to the Building, Site Development, and Right-of-Way Development Codes, are hereby amended as set forth in the attached Exhibit "A."

Section 2. That the City Clerk, in consultation with the City Attorney, is authorized to make necessary corrections to this ordinance, including, but not



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

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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

## EXHIBIT “A”

### CHAPTER 2.02 BUILDING CODE

Sections:

- 2.02.010 Adoption of International Building Code, International Residential Code, and International Existing Building Code.
- 2.02.015 Administrative Provisions.
- 2.02.020 Purpose.
- 2.02.030 International Plumbing Code.
- 2.02.040 *Repealed.*
- 2.02.050 *Repealed.*
- 2.02.060 *Repealed.*
- 2.02.070 *Repealed.*
- 2.02.080 Amendment to IBC Section 105.1 – Permits by addition of a new Section 105.1.3 – Business Licensing.
- 2.02.090 Amendment to IBC Section 105.2 – Work exempt from permit.
- 2.02.100 Amendment to IBC Section 202 – Definitions – D, L, S, T, and W.
- 2.02.110 Amendment to IBC Section 111.2 – Certificate issued.
- 2.02.120 Amendment to IBC Section 113 – Board of Appeals.
- 2.02.130 Amendment to IBC Section 114 – Violations.
- 2.02.135 Amendment to IBC Section 419 – Live/Work units.
- 2.02.136 Amendment to IBC Chapter 4 – by deletion and replacement of the WA State amendment Section [427-429](#) – Electric Vehicle Charging Infrastructure.
- 2.02.140 Amendment to IBC Section 504.4 – Number of Stories – by amending subsection 504.4.1 WA State amendment to the IBC and by addition of a new Section 504.4.1.1 – Type B occupancies within R-1 and R-2 occupancies.
- 2.02.150 Amendment to IBC Section 510.2 – Horizontal building separation allowance by addition of a new Section 510.2(7).
- 2.02.155 Amendment to IBC Section 1010.1.9.3 – Locks and Latches.
- 2.02.160 Amendment to IBC Section 1503.4 – Roof Drainage.
- 2.02.170 Amendment to IBC Section 1511 Re-roofing – by addition of a new Section 1511.7 – Energy Code Requirements for Re-roofing.
- 2.02.180 Amendment to IBC Section 1608 – Snow loads.
- 2.02.185 Amendment to IBC Section 1612.3 – Establishment of Flood Hazard Areas.
- 2.02.190 Amendment to IBC Section 1613 by addition of a new subsection 1613.7 – Tension-only bracing.
- 2.02.200 Amendment to IBC Section 2405 by addition of a new subsection 2405.6 – Location of sloped glazing and skylights.
- 2.02.201 Amendment to IBC Section 2902.2 – Separate Facilities.
- 2.02.202 Amendment to IBC Section 2902.4 – Signage.
- 2.02.205 Amendment to IBC Section 3108 – Telecommunication and Broadcast Towers by addition of a new Section 3108.1.1 – Amplification Factor for Structures Bracketed to Supporting Structure.
- 2.02.210 Amendment to IBC Section 3202.3 – Encroachments eight feet or more above grade.
- 2.02.220- *Repealed.*
- 2.02.380
- 2.02.390 Amendment to IBC Appendix Section G102.2 – Establishment of Flood Hazard Areas.
- 2.02.400 Amendment to IBC Appendix Section G103 – Powers and Duties by the addition of a new Sections [G103.10](#) – Additional Conditions for Consideration [and G103.11- Restrictions in Floodways.](#)
- 2.02.410 Amendment to IBC Appendix Section G105 – Variances by Addition of a new Section G105.7.1 – Additional Criteria for Issuance.
- \* \* \*
- 2.02.600 Amendment to IRC Section R301.2.3 – Snow loads.
- 2.02.605 Amendment to IRC Section 322 – Flood-Resistant Construction – by addition of a new Section R322.1.11 – Additional Criteria for Development in Flood Hazard Areas [and 322.1.12 Restrictions in Floodways.](#)
- 2.02.610 Amendment to IRC Section R313 – Automatic Fire sprinkler systems.
- \* \* \*

\* \* \*

**2.02.136 Amendment to IBC Chapter 4 – by deletion and replacement of the WA State amendment  
Section [427429](#) – Electric Vehicle Charging Infrastructure.**

**[427429](#).1 Scope.**

The provisions of this section shall apply to the construction of new buildings, and building additions that require 10 or more new or additional parking spaces in accordance with Tacoma Municipal Code (“TMC”) Title 13.

**[427429](#).2** Required electric vehicle charging stations and infrastructure. Where parking is provided, Table 1 identifies the thresholds that will trigger electric vehicle spaces served by charging stations and/or charging station infrastructure. Table 1 also provides the percentage of parking spaces to be served by an electric vehicle charging station and the percentage of spaces to be provided with electric vehicle charging infrastructure according to the occupancy group and use of the building served. New or additional parking shall comply with Sections [427429](#).3, [427429](#).4, [427429](#).5, and [427429](#).6. When the calculation of percent served results in a fractional parking space, the applicant shall round up to the next whole number.

Where parking spaces serve buildings with multiple occupancies or uses, or serve multiple buildings with different occupancies or uses, the applicant shall use the occupancy or use that provides the greatest number of electric vehicle spaces with charging stations and/or infrastructure in accordance with Table 1.

| <b>Table 1: Required Electric Vehicle Parking Quantities</b> |   |  |   |
|--|---|--|---|
| <b>Occupancy Group and Use</b>                               | <b>Thresholds applied for electric vehicle stalls served by stations and infrastructure</b> | <b>Parking spaces to be served by an installed electric vehicle charging station</b> | <b>Parking spaces served by electric vehicle charging infrastructure only</b> |
| Group R-1 - Hotel/Motel Only                                 | Applies to all.   | 3% of new parking provided   | 7% raceway AND 20% electrical room capacity                                   |
| Group R-2 Multi-family                                       | Where 10 or more parking spaces, and/or 10 or more dwelling or sleeping units are provided. | None   | 20% raceway AND 20% electrical room capacity.                                 |
| Group B - Adult Education                                    | Where the building area is 12,000 sq. ft. or greater.                                       | 3% of new parking provided, up to 6 spaces.  | 7% raceway AND 20% electrical room capacity.                                  |
| Group B – Other than Adult Education                         | Where 6 or more parking spaces are provided.  | 3% of new parking provided, up to 6 spaces.  | 7% raceway AND 20% electrical room capacity.                                  |
| Group I - Institutional                                      | Where the building area is 12,000 sq. ft. or greater.                                       | 3% of new parking provided, up to 6 spaces.  | 7% raceway AND 20% electrical room capacity.                                  |
| Group M - Mercantile   | Where the building area is 15,000 sq. ft. or greater.                                       | 1% of new parking provided, up to 8 spaces.  | 9% raceway AND 20% electrical room capacity.                                  |
| Group A – Assembly   | Where 6 or more parking spaces are provided.  | 1% of new parking provided, up to 12 spaces.   | 9% raceway AND 20% electrical room capacity.                                  |

**[427429](#).3** Electrical room(s).

Electrical room(s) serving areas with electric vehicle charging parking spaces shall be designed to accommodate the electrical equipment and distribution required to serve a minimum of 20 percent of the total parking spaces with 208/240 volt 40-ampere electric vehicle charging infrastructure.

**[427429](#).4** Electric vehicle charging infrastructure.

The electrical service capacity and raceway size shall be designed to accommodate the installed and future electric vehicle charging spaces and required infrastructure for the number of spaces specified in section [427429](#).2.

**[427429](#).4.1** Installed electric vehicle charging spaces. Installed electric vehicle charging spaces shall be provided with a dedicated 40-ampere, 20/240-volt dedicated branch circuit, raceways, and all other electric vehicle charging equipment. The branch circuit shall be identified for electric vehicle service in the service panel or subpanel directory.



Electric vehicle charging station equipment shall be maintained in all respects, including the functioning of the charging equipment. A phone number or other contact information shall be provided on the charging station equipment for reporting when the equipment is not functioning or other problems are encountered.

[427429.4.2](#) Future electric vehicle charging spaces. Electric panel capacity and space for future electric vehicle charging spaces shall support a minimum 208/240 volt 40-ampere branch circuit for each future EV parking space. The branch circuit shall be identified as “EV Ready” in the service panel or subpanel directory.

Raceways shall be installed for any portion of the pathway located below slabs, below grade, or within floor, wall, or roof assemblies, and shall terminate at a point in close proximity to the proposed location of the electric vehicle charging spaces. The raceways shall be permanently and visibly marked as “EV Ready.” Where future electric vehicle charging spaces are located within exterior on-grade parking spaces that are more than four feet from a building, the raceways shall be extended either below grade to a pull box, or stubbed out above grade with protection from vehicles by a curb or other device.

Exception: In lieu of a surface-mounted raceway between the electrical panel and the future electric vehicle charging locations, it is permitted to provide permanent markings indicating the pathway for future raceway, and one-inch diameter capped sleeves through each wall and floor assembly that are penetrated along that route. This pathway and the locations of capped sleeves shall also be indicated on the electrical plans. Raceways shall be installed for any portion of the pathway located below slabs, below grade, or within floor, wall, or roof assemblies.

[427429.5](#) Electric vehicle charging infrastructure for accessible parking spaces.

When electric vehicle charging infrastructure is required, a minimum of one accessible parking space shall be served by electric vehicle charging infrastructure. The electric vehicle charging infrastructure may also serve adjacent parking spaces not designated as accessible parking.

[427429.6](#) Electric vehicle charging station signage.

Electric vehicle signage must meet the requirements of RCW 46.08.185. Each charging station space shall be posted with signage indicating the space is only for electric vehicle charging purposes. Days and hours of operations shall be included if time limits or tow away provisions are to be enforced. Way-finding signage shall also be provided where electric vehicle parking is provided in multi-level parking garages.

\* \* \*

**2.02.400 Amendment to IBC Appendix Section G103 – Powers and Duties by the addition of a new Sections [G103.10 – Additional Conditions for Consideration](#) and [G103.11- Restrictions in Floodways](#).**

G103.10 – Additional Conditions for Consideration. The Building Official shall also review the project for compliance with the Endangered Species Act.

[G103.11 –Restrictions in Floodways. The following restrictions shall be applied to development proposed in the floodway:](#)

- [1. Water wells shall be located on high ground that is not in the floodway.](#)
- [2. Construction or reconstruction of residential structures is prohibited within the designated floodway.](#)

\* \* \*

**2.02.605 Amendment to IRC Section 322 – Flood-Resistant Construction – by addition of a new Sections [R322.1.11 – Additional Criteria for Development in Flood Hazard Areas](#) and [322.1.12 Restrictions in Floodways](#).**

R322.1.11 Additional Criteria for Development in Flood Hazard Areas. In addition to the requirements established in R322, the Building Official shall review projects in flood hazard areas for compliance with the Endangered Species Act.

[R322.1.12 –Restrictions in Floodways. The following restrictions shall be applied to development proposed in the floodway:](#)

- [1. Water wells shall be located on high ground that is not in the floodway.](#)
- [2. Construction or reconstruction of residential structures is prohibited within the designated floodway.](#)

\* \* \*

## CHAPTER 2.19

### SITE DEVELOPMENT CODE

#### Sections:

- 2.19.010 General.
- 2.19.015 Administrative Provisions.
- 2.19.020 Definitions.
- 2.19.030 Site Development Standards and Permit Requirements.
- 2.19.040 *Repealed.*
- 2.19.050 Clearing and Grading Requirements.
- 2.19.060 Surface Water Drainage and Erosion Control Requirements.
- 2.19.070 Inspection Requirements.

#### **2.19.010 General.**

##### A. Scope and Intent:

This chapter provides requirements for the development and maintenance of building and building sites to minimize negative impacts to the environment and improvements to protect restore and enhance features and environmental quality of the site, including off-site improvements.

##### B. Referenced codes and standards:

The codes and standards referenced in this code shall be considered part of the requirements of this code to the prescribed extent of each such reference. To the extent any differences exist between the provisions of this code and the referenced standards, the ~~provisions of this code shall apply~~ most restrictive shall apply as determined by the Director of Planning and Development Services, or their designees.

#### **2.19.015 Administrative Provisions.**

The Director of Planning and Development Services shall have the authority to develop rules, policies, and administrative procedures for, but not limited to, the following items:

##### A. Public notifications.

Notices may be required for any permits issued under this chapter. When required, the notices shall be completed prior to the start of construction.

##### B. Project Meetings.

Permittees, contractors, and others associated with a permit may be required to attend Project Meetings related to permit requirements, to address neighborhood impacts such as dust and construction noise or other neighborly issues that arise from the contractor's activities.

##### C. Construction Nuisances.

Additional requirements may be imposed on project construction activities that impact the surrounding neighborhood, such as public safety, dust and construction noises. Identification of these issues may be by a complaint, City and/or other regulatory inspection. A project meeting may be called to address the impacts.

Violations of TMC 2.1907 or any provision as required by the Director of Planning and Development Services under TMC 2.0719.015 shall be administered as outlined in TMC 1.82 - Uniform Enforcement Code, and/or Chapter 2.02.130 of this code.

#### **2.19.020 Definitions.**

\* \* \*

##### 2.19.020.B

BENCH is a relatively level step excavated into earth material on which fill is to be placed.

BUILDING SITE (also SITE) shall be a platted or unplatted parcel of land unified as a single property for the purpose of constructing a single building or a group of buildings being constructed as a unified project.

\* \* \*

## 2.19.050 Clearing and Grading Requirements.

\* \* \*

### B. Earthwork.

\* \* \*

#### 2. Fills.

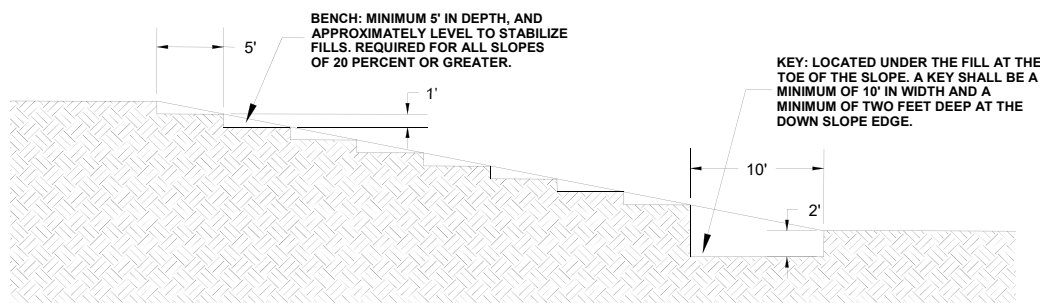
a. General. Unless otherwise recommended in an approved soils engineering report, fills shall conform to the provisions of this section.

EXCEPTION: These provisions may be waived by the Building Official for minor fills not intended to support structures, sanitary or storm sewers, sidewalks, and private or public roads.

b. Surface Preparation. The ground surface shall be prepared to receive fill by removing vegetation, topsoil, and other unsuitable materials, and scarifying the ground to provide a bond with the fill material.

c. Benches and Keys. Where existing grade is at a slope steeper than 5 horizontal to 1 vertical (20 percent) and the depth of the fill exceeds 5 feet, benching and keying shall be provided. Benches shall be essentially level and a minimum of 5 feet in width. Keys shall be at the toe of the fill slope in undisturbed native soil and be placed beneath the fill. They shall be at least 10 feet in width and 2 feet in depth. (See Figure 2.19.1)

d. Fill Material. Fill material shall not include organic, frozen, or other deleterious materials. Except as approved by the Building Official, no rock, broken concrete, or similar irreducible material greater than 12 inches in any dimension shall be included in fills.



**FIGURE 2.19.1**

e. Compaction. All fills supporting buildings and other structures shall be compacted to a minimum of 90 percent Modified Proctor in accordance with ASTM D1557, or as specified by the civil engineer of record. Lifts shall not exceed 12 inches in depth. Special inspection to verify compaction is required for fills supporting buildings or other structures. The number and frequency of field tests shall be specified by the civil engineer of record. Compaction in existing or future City rights of way shall be in accordance with the requirements of the City of Tacoma Public Works Department [Standards and the most current City of Tacoma Design Manual](#). - ~~Construction Division~~.

f. Maximum Slope. The slope of fills shall be no steeper than is safe for the intended use. Fill slopes shall not be steeper than two horizontal to one vertical, unless justified by a soils engineering report.

\* \* \*

## 2.19.060 Surface Water Drainage and Temporary Erosion Control Requirements.

### A. Surface Water Drainage.

1. General. All drainage facilities shall be designed per the requirements of the COTSWMM. Site drainage shall not be directed onto/across adjacent properties without first obtaining necessary easements from the property owner and approval of the Public Works Department. All existing and proposed drainage courses shall be identified on the plans. Existing drainage shall be maintained unless an alternative drainage system is provided that is approved by the Building Official. When approved by the Building Official, site drainage may be discharged into public streets, but may not drain directly over the public sidewalks and driveways. Recorded [drainage facility](#) easements [across adjacent properties](#) are required prior to issuance of the grading permit. Connections to the City storm drainage system require a separate permit.

2. Swales and Ditches. Swales or ditches, where provided, shall have a minimum gradient of 50 horizontal to 1 vertical (two percent) where paved and a minimum gradient of 20 horizontal to 1 vertical (five percent) otherwise. Paving for swales and ditches shall be with reinforced concrete not less than three inches in thickness, or other material approved by the Building Official. Unpaved swales and ditches shall be grass or rock lined. They shall have a minimum depth at the deepest point of 12 inches where paved and 24 inches where unpaved, and a minimum width of 5 feet. A single run of swale or ditch shall not collect runoff from a tributary area exceeding 13,500 square feet of horizontal projected area without discharging to a private or public storm sewer pipeline.

\* \* \*

#### C. Soils Engineering Report.

1. Soils Engineering Report Conditions. A soils engineering report will be required for the following conditions:

- a. Clearing or grading in an area with moderate to steep slopes (greater than 25 percent slopes).
- b. Grading that will require a cut or fill greater than 10 feet in height vertically.
- c. Grading in excess of 5,000 cubic yards, except where grading consists of fills less than 2 feet in depth on level to shallow slopes.
- d. Grading that may impact support or stability of public right-of-way, existing building foundations or adjacent property.
- e. Grading work that will include installing retaining walls greater than 8 feet in height, or walls supported by soil nailing or tiebacks.
- f. Grading in areas where previous grading or uncontrolled filling has been conducted without a grading permit.
- g. Where groundwater seepage has been identified on the site.
- h. As required by the Building Official.

2. Soils Engineering Report Contents. The soils engineering report shall include, but not be limited to:

- a. Data regarding a description of geology of the site, the nature, distribution, and strength of existing soils.
- b. Design criteria for retaining walls or similar structures.
- c. Conclusions and recommendations for filling and grading procedures.
- d. Design criteria for corrective measures, including buttress fills, when necessary.
- e. Stability analysis of moderate and steep slopes.
- f. Opinion on adequacy for the intended use of sites to be developed by the proposed grading as affected by geotechnical engineering and geologic factors.
- g. Design parameters for and evaluation of the geologic impact of proposed retaining wall structures and soil nails and tiebacks on adjacent properties and City rights-of-way. Soil nails or tiebacks extending into public right-of-way are required to obtain a street occupancy permit from the City of Tacoma, and shall be temporary in nature. ~~and where~~ retaining wall structures, soil nails or tiebacks extending into private property, a recorded easement is required prior to issuing said permits. Soil nailing and tiebacks shall be required to comply with the City of Tacoma Soil Nail Policy.

3. Liquefaction Study. For sites with mapped maximum considered spectral response accelerations at short periods (Ss) greater than 0.5g as determined by IBC Section 1613, a study of the liquefaction potential of the site shall be provided, and the recommendations incorporated in the plans.

EXCEPTION: A liquefaction study is not required where the Building Official determines from established local data that liquefaction potential is low.

\* \* \*

## CHAPTER 2.22

### RIGHT-OF-WAY DEVELOPMENT CODE

#### Sections:

- 2.22.010 General Provisions.
- 2.22.015 Administrative Provisions.
- 2.22.020 Definitions.
- 2.22.030 Permit Requirements.
- 2.22.040 Off-site Improvement Requirements.

#### **2.22.010 General Provisions.**

##### A. Scope and Intent.

This chapter is intended to supplement the requirements of TMC 10.22 and provide guidance for permitting construction and maintenance activities within the City right-of-way.

##### B. Authority.

The provisions of this chapter are under the authority of the Director of Planning and Development Services, or designee.

##### C. Referenced codes, reports, and standards.

This code may reference separate codes or standards, and the provisions of those reference codes or standards shall apply unless they conflict with the provisions in this code. Where there are conflicts, the most restrictive code shall apply as determined by the Director of Planning and Development Services, or their designees.

~~Where there are conflicts between the technical requirements in this Chapter and a site specific report (such as a geotechnical report) prepared by an approved design professional, the site specific report shall govern.~~

#### **2.22.015 Administrative Provisions.**

The Director of Planning and Development Services shall have the authority to develop rules, policies, and administrative procedures for, but not limited to, the following items:

##### A. Public notifications.

Notices may be required for any permits issued under this chapter. When required, the notices shall be completed prior to the start of construction.

##### B. Project Meetings.

Permittees, contractors, and others associated with a permit may be required to attend Project Meetings related to permit requirements, to address neighborhood impacts such as dust and construction noise or other neighborly issues that arise from the contractor's activities.

##### C. Construction Nuisances.

Additional requirements may be imposed on project construction activities that impact the surrounding neighborhood, such as public safety, dust and construction noises. Identification of these issues may be by a complaint, City and/or other regulatory inspection. A project meeting may be called to address the impacts.

Violations of TMC 2.07 or any provision as required by the Director of Planning and Development Services under TMC 2.0722.015 shall be administered as outlined in TMC 1.82 – Uniform Enforcement Code, and/or Chapter 2.02.130 of this code.

#### **2.22.020 Definitions.**

**ADMINISTRATIVE PROCEDURES:** The written process followed to implement a policy.

**CIVIL ENGINEER:** A professional engineer licensed in the State of Washington and specialized in the design, analysis and supervision of the construction of public and private works, especially roads, excavations, grading, filling, drainage, and erosion control.

**OFF-SITE IMPROVEMENTS:** The improvements required beyond the BUILDING SITE, as defined in TMC 2.19.020.B, contained with right-of-way or easement necessary to support public health and safety meeting applicable codes and design standards as required by federal, state or Tacoma Municipal Code. Improvements required may be, but are not limited to,

street paving, concrete curbs and gutters, surface and subsurface storm water drainage, utility extensions, sidewalks, trees, landscaping, signage, traffic and street lights, vaulted walk, retaining walls, accessible curb ramps, and driveways.

POLICY: A written direction provided to City staff by the Director of any City of Tacoma Department, often providing clarification and interpretation of code or other requirements.

\* \* \*

## **2.22.040 Off-site Improvement Requirements.**

\* \* \*

### **B. Off-site Improvements.**

1. Off-site improvements shall be required for all New Construction, Additions, Site Uses, Change of Occupancies as defined in the International Existing Building Code, Moved Buildings, and Remodels/Alterations to existing buildings. Projects involving more than one project type (New Construction, Additions, Change of Occupancy, and Remodel/Alteration) shall apply the most restrictive criteria in Table 2.22.1.

2. The Director of Planning and Development Services, or designee, is authorized to establish and modify or eliminate the off-site improvement requirements shown in Table 2.22.1 for individual cases where there are practicable difficulties involved in implementation of the requirements of this code. The Director of Planning and Development Services, or designee, shall determine the order of preference when determining off-site improvement requirements, considering health, safety, and welfare, along with environmental protections as the primary objectives. Secondary objectives may include considerations for transportation corridors and proximity to schools and parks. Although a maximum level of off-site improvements that may be imposed by project type is shown in Table 2.22.1, this limitation shall not apply to any additional improvements for projects that have requirements imposed by a SEPA, Conditional Use Permit, or other conditioning documents. Nor does it absolve the property owner of the responsibility to repair any damaged or defective sidewalk.

3. Off-site improvements, as defined in TMC 2.4922.020, shall be constructed to conform to City of Tacoma Standards as defined by, but not limited to, the City of Tacoma's most current: Right-of-Way Design Manual; Right-of-Way Restoration Policy; Stormwater Management Manual; and/or Side Sewer and Sanitary Sewer Availability Manual.

4. The following off-site improvement requirements shall apply to all applicable project types listed in Table 2.22.1.

a. Alleys: When a lot adjoins an alley or street intersection, improvements shall also be installed at the alley or street intersection. Alleys shall be improved to City of Tacoma Standards when any access to the site is provided from the alley.

b. Off-site improvements are dependent on the project type and threshold listed in Table 2.22.1, and shall require the development of cement concrete curb and gutter, sidewalks, curb ramps, paving, safety measures, other right-of-way elements and drainage of all dedicated streets along the lot frontages, except, in cases where the topography or other conditions make it impractical.

c. Access to Property. Driveway approaches shall be in accordance with TMC 10.14 (Driveway Ordinance). Public roads fronting the property shall be comprised of an all-weather surface per the requirements of TMC 13.06, or will need to be paved to provide an all-weather surface.

d. Where a site has existing improvements such as sidewalks, curbs, gutters, and paving, these improvements shall be replaced if they are broken, damaged or hazardous. Pavement shall also be required to be replaced when it does not meet the current standard pavement section for residential or arterial streets contained in the City of Tacoma Standards. Live/Work and Work/Live developments which are exempt from off-site improvements per Table 2.22.1 are only required to replace broken, damaged, or hazardous sidewalks along the street frontage.

### **C. Fee In Lieu of.**

Upon approval of the Director of Planning and Development Services, or designee, a fee may be paid in lieu of construction of the required off-site improvements. In addition, the Director of Planning and Development Services, or designee, shall determine the eligible off-site improvements and fee in lieu amount. The fees shall be paid at the time of permit issuance and deposited in the Fee In Lieu of Off-site Improvements Fund.

### **D. Covenant and Easement Agreement.**

Where development has been exempted from off-site improvement requirements for Live/Work or Work/Live uses, a covenant/use restriction shall be recorded on title of the exempt property as a covenant running with the land that the use giving rise to the exemption must be maintained for a minimum of 10 years. If Live/Work or Work/Live use changes within the 10-year covenant/restriction period, off-site improvement requirements may be imposed at the time of change of use.

**Table 2.22.1 Off-site Improvement Determinations<sup>(1)</sup>**

| <b>Project Type</b>   | <b>Threshold</b>  | <b>Off-site Improvement Requirement<sup>(2, 4)</sup></b>  |
|---|---|---|
| <b>New Construction</b>                                       |   |   |
| Commercial <sup>(3)</sup>                                     | All new and moved buildings   | No limit defined. Off-site improvements pursuant to Section 2.1922.040.BC.2 and as determined by the Director of Planning and Development Services, plus all utility construction or relocation and installation of safety mitigation measures.                                   |
| Single family and two family dwellings                        | All new and moved buildings   | No limit defined. Offsite improvements as determined by the Director of the Planning and Development Services. Fee In-lieu available pursuant to Section 2.2219.040.DC.   |
| Single family and two family accessory structures and garages |   | None required; Access to property shall be in accordance with Section 2.1922.BC.24(c).  |
| <b>Additions</b>  |   |   |
| Commercial - Large <sup>(4)</sup>                             | 50% or greater than building area   | No limit defined. Off-site improvements pursuant to Section 2.1922.040.C.2B, and as determined by the Director of Planning and Development Services, plus all utility construction or relocation and installation of safety mitigation measures.                                  |
| Commercial - Small <sup>(4)</sup>                             | Less than 50% of building area  | Off-site Improvement Requirements up to approximately 10% of Addition Valuation.  |
| Single family and two family dwelling                         | Additions   | None required; Access to property shall be in accordance with Section 2.1922.040.BC.2.4(c), and compliance with Section 2.19.040.C.2B.4(d).   |
| <b>Change of Occupancy</b>                                    |   |   |
| Large <sup>(4)</sup>  | Change of Occupancy to 50% or greater of the building area  | Off-site Improvement Requirements up to the greatest of either:<br>a. 10% of Remodel Valuation <sup>(3)</sup><br>b. 10% of the change to the building valuation based on the most current ICC Building Valuation table.<br>Fee In-lieu available pursuant to Section 2.22.040.CD. |
| Small <sup>(4)</sup>  | Change of Occupancy to greater than 10% but less than 50% of the building area  | Off-site Improvement Requirements up to the greatest of either:<br>a. 5% of Remodel Valuation <sup>(3)</sup><br>b. 5% of the change to the building valuation based on the ICC Building Valuation.<br>Fee In-lieu available pursuant to Section 2.22.040.DC.                      |
| Exceptions  | Change of use to:<br>a. Live/work occupancy for up to 10 dwelling units;<br>b. Work/live use for buildings less than 30,000 square feet (2787 m2) | None required   |
| <b>Remodel/Alterations</b>                                    |   |   |
| Large <sup>(4)</sup>  | Remodel Valuation 50% or greater than ICC Building Valuation  | Off-site Improvement Requirements up to approximately 10% of Remodel Valuation <sup>(3)</sup><br>Fee In-lieu available pursuant to Section 2.22.040.DC.   |



| Project Type         | Threshold  | Off-site Improvement Requirement <sup>(2, 4)</sup>  |
|----------------------|--|---|
| Small <sup>(3)</sup> | Remodel Valuation greater than 10% but less than 50% of ICC Building Valuation               | Off-site Improvement Requirements up to approximately 5% of Remodel Valuation <sup>(3)</sup><br>Fee In-lieu available pursuant to Section 2.22.040.C. |
| Exception            | Remodel Valuation less than 10% of ICC Building Valuation                                    | Off-site improvements may be required at the discretion of the Director of Planning and Development Services.   |
| Exception            | Water or Fire Damages repairs that are valued at less than 50% of the ICC Building Valuation | None required   |

- (1) Limits listed are approximate, and the Director of Planning and Development Services, or designee, may impose additional requirements as needed to protect the health, safety, and general welfare of the public.
- (2) Costs for utility construction or relocation and safety mitigation measures shall not be included in the owner's/developer's percentage of off-site improvement requirements. Off-site improvement requirements contributing to the percentage shall include, but not be limited to: street paving, concrete curbs and gutters, asphalt wedge curb, sidewalks, driveways, and curb ramps.
- (3) The Remodel Valuation limit shall be defined as the estimated construction cost of the project submitted by the contractor or owner at time of permit submittal as a percentage of the most recent version of the International Code Council Building Valuation Data. The estimate shall detail all major cost elements of the project. The remodel valuation limit shall not apply to projects that have requirements imposed by a SEPA, Conditional Use Permit, or other conditioning document.
- (4) Determination of the off-site improvement cost maximum limitation shall be for the finished construction costs not including soft costs (Permitting, Engineering, Inspection, etc.).





## ORDINANCE NO. 28798

1 AN ORDINANCE amending Chapter 6A.110 and Chapter 13.17 of the  
2 Municipal Code, relating to Property Tax Exemptions for Multi-Family  
3 Housing and Mixed-Use Center Development, to update language  
4 regarding the Multi-Family Property Tax Exemption Program, effective  
5 90 days from the date of passage.

6 WHEREAS over the past four months, City staff and the City Council  
7 have been working with various internal and external stakeholders to update  
8 the City's Multi-Family Property Tax Exemption Program ("MFTE"), and

9 WHEREAS, in order to better understand the perspective of those who  
10 use the MFTE, Council Members Hines and Walker held a roundtable  
11 discussion with key stakeholders from the private multi-family housing  
12 development sector, and

13 WHEREAS on November 2, 2021, the Government Performance and  
14 Finance Committee ("GPFC") concluded its review of the MFTE Program, and  
15 on November 9, 2021, the approved changes agreed upon at the City's GPFC  
16 were adopted in Resolution No. 40866, and include:

- 17 1. Expansion of the 12-year and 20-year MFTE to residential target areas  
18 of Neighborhood Commercial Nodes along transit and existing mid-scale  
19 residential on corridors as defined through the Home in Tacoma  
20 Program ("HIT") process, and authorization of the 20-year MFTE in  
21 mixed use centers;  
22
- 23 2. Expansion of the 12-year and 20-year MFTE to areas rezoned as "mid-  
24 scale" through the HIT process, once the rezoning is complete;  
25  
26



1 3. Implementation of elements of Senate Bill 5287 (Chapter 187, Laws of 2021)

2 required in order to take action:

3 a. Approval of the use of a 20-year MFTE for approved projects

4 b. Allowing applications for 12-year extensions for projects under current  
5 exemption, if affordability is maintained or added  
6

7 c. Allowing for approval of extra time to finish projects affected by  
8 COVID-19

9 4. Requiring the 12-year and 20-year MFTE affordability level to be 70 percent  
10 of Pierce County Family Median Income;  
11

12 5. Requiring projects in residential target areas of Neighborhood Commercial  
13 Nodes along transit and existing mid-scale residential on corridors, which  
14 are located on a corner, must include at least 30 percent of the first floor  
15 as commercial space, built per commercial building code and subject to  
16 the design standards of the applicable zoning district; and  
17

18 6. Changes should go into effect 90 days from adoption of the Ordinance,  
19 and

20 WHEREAS, the proposed changes to the Tacoma Municipal Code will  
21 create more affordable housing units in the City, ensure that affordability is  
22 being created throughout the City and not just in certain areas, and ensure that  
23 local employment practices are being adhered to, thus creating more job  
24 opportunities for those living in the City, and  
25  
26



WHEREAS the 12-year and 20-year MFTE in TMC 6A.110 shall not become available in the neighborhood commercial nodes until a comprehensive review and update of the design standards for projects which include residential development in those commercial areas is completed, and

WHEREAS due to COVID-19 delays, for applicants that submitted original applications for the tax exemption prior to February 15, 2020, the Director may choose to extend the completion deadline for an additional five years. The five-year extension would begin immediately following the completion of any outstanding applications or previously authorized extensions, whichever is later; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Chapter 6A.110 and Chapter 13.17 of the Municipal Code, relating to the Property Tax Exemptions for Multi-Family Housing and Mixed-Use Center Development, are hereby amended as set forth in the attached Exhibits "A" and "B," effective 90 days from the date of passage.

Section 2. Due to COVID-19 related construction delays, the City is authorized to extend the completion deadline for an additional five years for applicants that submitted original tax exemption applications prior to February 15, 2020. The five-year extension would begin immediately following the completion of any outstanding applications or previously authorized extensions, whichever is later.



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

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## EXHIBIT "A"

### Chapter 6A.110 PROPERTY TAX EXEMPTIONS FOR MULTI-FAMILY HOUSING

\* \* \*

#### Sections:

6A.110.010 Definitions.

6A.110.020 Property Tax Exemption – Requirements and Process.

#### **6A.110.010 Definitions.**

A. "Multi-family housing" means a building or group of buildings(s) having four or more dwelling units designed for permanent residential occupancy resulting from new construction or rehabilitation or conversion of vacant, underutilized, or substandard buildings. (TMC Section ~~13.17.010~~ 13.01.170)

B. "Owner" means the property owner of record. (TMC Section ~~13.01.170~~ 13.17.010)

C. "Mixed-use center" means a center designated as such in the land use element of the City's comprehensive plan. A mixed-use center is a compact identifiable district containing several business establishments, adequate public facilities, and a mixture of uses and activities, where residents may obtain a variety of products and services. (TMC Section ~~13.01.170~~ 13.17.010)

D. "Director" means the Director of the Community and Economic Development Department or authorized designee. (TMC Section ~~13.01.170~~ 13.17.010)

E. "Permanent residential occupancy" means multifamily housing that provides either rental or owner occupancy for a period of at least one month. This excludes hotels and motels that predominately offer rental accommodation on a daily or weekly basis. (TMC Section ~~13.01.170~~ 13.17.010)

F. "Rehabilitation improvements" means modifications to existing structures that are vacant for 12 months or longer, that are made to achieve a condition of substantial compliance with existing building codes or modification to existing occupied structures which increase the number of multi-family housing units. (TMC Section ~~13.01.170~~ 13.17.010)

G. "Residential target area" means an area within a mixed-use center of the City that has been designated by the City Council as lacking sufficient, available, desirable, and convenient residential housing to meet the needs of the public.

H "Affordable housing" means residential housing that is rented by a person or household whose monthly housing costs, including utilities other than telephone, do not exceed thirty percent of the household's monthly income. For the purposes of housing intended for owner occupancy, "affordable housing" means residential housing that is within the means of low or moderate-income households.

I. "Household" means a single person, family, or unrelated persons living together.

J. "Low-income household" means a single person, family, or unrelated persons living together whose adjusted income is at or below eighty percent of the median family income adjusted for family size, for the county, city or metropolitan statistical area where the project is located, as reported by the United States Department of Housing and Urban Development.

K. "Moderate-income household" means a single person, family, or unrelated persons living together whose adjusted income is more than eighty percent but is at or below one hundred fifteen percent of the median family income adjusted for family size, for the county, city or metropolitan statistical area where the project is located, as reported by the United States Department of Housing and Urban Development.

L. "Campus facilities master plan" means the area that is defined by the University of Washington as necessary for the future growth and development of its campus facilities for branch campuses authorized under RCW 28B.45.020.



## 6A.110.020 Property Tax Exemption – Requirements and Process

A. Intent. Limited 8~~-, or 12-, year or 20-year~~ exemptions from ad valorem property taxation for multi-family housing in ~~mixed-use~~ Residential Targeted Areas-centers are intended to:

1. Encourage additional affordable housing including permanently affordable housing opportunities and market rate workforce housing within areas of the City designated by the City Council as residential target areas;

2. Achieve development densities which are more conducive to transit use within areas of the City designated by the City Council as residential target areas;

3. Promote economic investment and recovery and create family-wage jobs; and increased residential opportunities within mixed-use centers designated by the City Council as residential target areas;

4. Stimulate new construction or rehabilitation of existing vacant and underutilized buildings for multifamily housing in residential target areas to increase and improve housing opportunities;

5. Assist in directing future population growth to designated mixed-use centers, thereby reducing development pressure on single family residential neighborhoods; and

6. Achieve development densities which are more conducive to transit use in designated mixed-use centers.

B. Duration of Exemption. The value of improvements qualifying under this chapter will be exempt from ad valorem property taxation for eight~~-, or twelve~~ or twenty successive years (depending on which whether the property includes affordable housing component as described in subsection E~~-, and F-, or G~~ below is chosen) beginning January 1 of the year immediately following the calendar year of issuance of the Final Certificate of Tax Exemption.

C. Limits on Exemption. The exemption does not apply to the value of land or to the value of improvements not qualifying under this chapter, nor does the exemption apply to increases in assessed valuation of land and non-qualifying improvements. In the case of rehabilitation of existing buildings, the exemption does not include the value of improvements constructed prior to submission of the completed application required under this chapter.

D. Rehabilitation Provisions. Property proposed to be rehabilitated must fail to comply with one or more standards of the applicable state or local building or housing codes on or after July 23, 1995.

E. Eight-year exemption Project Eligibility. A proposed project must meet the following requirements for consideration for a property tax exemption:

1. Location. The project must be located within a ~~mixed-use center~~ residential target area, as designated in Section 13.17.020. Potential projects to be sited within the boundaries of the University of Washington Tacoma “campus facilities master plan” within the Downtown Tacoma Mixed-Use Center will not be considered.

2. Size. The project must include at least four units of multi-family housing within a residential structure~~(s)~~ or as part of a mixed-use development. A minimum of four new units must be constructed or at least four additional multi-family units must be added to existing occupied multi-family housing. Existing multi-family housing that has been vacant for 12 months or more does not have to provide additional units so long as the project provides at least four units of new, converted, or rehabilitated multi-family housing.

3. Permanent Residential Occupancy. At least 50 percent of the space designated for multi-family housing must be provided for permanent residential occupancy, as defined in Section 13.17.070.~~-P+0~~.



4. Proposed Completion Date. New construction multi-family housing and rehabilitation improvements must be scheduled to be completed within three years from the date of approval of the application.

5. Compliance With Guidelines and Standards. The project must be designed to comply with the City's comprehensive plan, building, housing, and zoning codes, and any other applicable regulations in effect at the time the application is approved. ~~Rehabilitation and conversion improvements must comply with the City's minimum housing code.~~ New construction must comply with the Uniform Building Code. The project must also comply with any other standards and guidelines adopted by the City Council for the residential target area in which the project will be developed.

6. Vacancy Requirement. Existing dwelling units proposed for rehabilitation must have one or more violations of the City's Minimum Building and Structures code, 2.01. If the property proposed to be rehabilitated is not vacant, an applicant must provide each existing household a ~~12090~~ days move notice as well as provide housing of comparable size, quality, and price. If the property proposed to be developed, currently has residential rental structure on it, an applicant must provide each existing household a ~~12090~~ days move notice as well as provide housing of comparable size, quality, and price. If any household being provided a ~~12090~~ days move notice is qualified as a low-income household, the applicant will provide the household with moving expenses according to the current Department of Transportation Fixed Residential Moving Costs Schedule.

F. Twelve-year ~~exemption requirements~~ Project Eligibility. A proposed project must meet the following requirements for consideration for a twelve-year property tax exemption.

1. All requirements in Section E ~~above~~ and;

2. Must be located in a residential target area, as designated in Section 13.17.020, provided that the tax exemptions under this subsection shall not become available in the neighborhood commercial nodes until a comprehensive review and update of the design standards for projects which include residential development in those commercial areas is completed;

3. The applicant must commit to renting or selling at least twenty percent of the multifamily housing units as affordable housing units to low and moderate-income households whose income is no more than 70 percent of the Pierce County Area family median income respectively, and the property must satisfy that commitment and any additional affordability and income eligibility conditions adopted by the local government City under this chapter. In the case of projects intended exclusively for owner occupancy, the minimum requirement of this subsection may be satisfied solely through housing affordable to moderate income households;

4. Projects in Neighborhood Commercial Nodes along Transit & Existing Mid-Scale Residential on Corridors, which are located on a corner, must include at least 30 percent of the first floor space as commercial space, built per commercial building code and subject to the design standards of the applicable zoning district.

G. Twenty-year exemption Project Eligibility. A proposed project must meet the following requirements for consideration for a 20-year property tax exemption:

1. Applications accepted through December 31, 2031;

2. All requirements set forth in subsection E above; and

3. Must be located in a residential target area, as designated in Section 13.17.020.

4. Projects in Neighborhood Commercial Nodes along Transit & Existing Mid-Scale Residential on Corridors, which are located on a corner, must include at least 30 percent of the first floor space as commercial space, built per commercial building code and subject to the design standards of the applicable zoning district.

5. Provide 25 dwelling units or more per gross acre.



6. At least 25 percent of the units must be built by or sold to a qualified nonprofit or local government that will assure permanent affordable homeownership to households earning 70 percent Pierce County family median income or less.

a. In the case of projects intended exclusively for owner occupancy, households may earn up to 80 percent of the Pierce County family median income

7. For purposes of this section, "permanently affordable homeownership" means homeownership that, in addition to meeting the definition of "affordable housing" in RCW 43.185A.010, is:

a. Sponsored by a nonprofit organization or governmental entity;

b. Subject to a ground lease or deed restriction that includes:

(1) A resale restriction designed to provide affordability for future low and moderate-income homebuyers;

(2) A right of first refusal for the sponsor organization to purchase the home at resale; and

(3) A requirement that the sponsor must approve any refinancing, including home equity lines of credit; and

c. Sponsored by a nonprofit organization or governmental entity and the sponsor organization:

(1) Executes a new ground lease or deed restriction with a duration of at least 99 years at the initial sale and with each successive sale; and

(2) Supports homeowners and enforces the ground lease or deed restriction.

HG. Extension for projects receiving an initial eight-year or 12-year exemption. Any project receiving an eight or 12 year extension may apply for a subsequent 12-year extension in exchange for continued or increased income restrictions on affordable units; and

1. Application must be received within 18 months of expiration of current exemption.

2. At least 20 percent of the housing must occupied by households earning no more that 70 percent of the Pierce County family median income.

3. Conversion from market rate to affordable units must comply with the procedures outlined in the City's policies and procedures.

4. Applicants must provide notice to tenants in rent-restricted units at the end of the tenth and eleventh years of the continued 12-year exemption that the exemption will expire and the landlord will provide relocation assistance.

5. Landlords must provide one month's rent as relocation assistance to a qualified tenant in their final month when affordability requirements no longer apply, even when the affordable rent period extends beyond the expiration of the tax exemption.

6. New extensions are not permitted on or after January 1, 2046.

I. Application Procedure. A property owner who wishes to propose a project for a tax exemption shall complete the following procedures:

1. Submit an application to the City and pay the required application fee. ~~File with the Community and Economic Development Department the required application along with the required fees.~~ The application fee to the City shall be \$1,000 for four units, plus \$100 per additional multi-family unit, up to a maximum total fee to the City of \$5,000. If the application shall result in a denial by the City, the City will retain that portion of the fee attributable to its own administrative costs and refund the balance to the applicant.

2. A complete application shall include:

a. A completed City of Tacoma application ~~form~~ setting forth the grounds for the exemption;





b. Preliminary floor and site plans of the proposed project;

c. A statement acknowledging the potential tax liability when the project ceases to be eligible under this chapter;

d. For rehabilitation projects and for new development on property upon which an occupied residential rental structure previously stood, the applicant shall also submit an affidavit that each existing household was sent a ~~120~~90 days move notice and that each household was provided housing of comparable size, quality, and price.

e. For any household being provided a ~~120~~90-days move notice that qualifies as a low-income household, the applicant will also submit an affidavit that moving expenses according to the current Department of Transportation Fixed Residential Moving Costs Schedule have been or will be provided.

f. In addition, for rehabilitation projects, the applicant shall secure from the City verification of the property's noncompliance with the City's Minimum Building and Structures code, 2.01.

g. Verification by oath or affirmation of the information submitted.

JH. Application Review and Issuance of Conditional Certificate. The Director may certify as eligible an application which is determined to comply with the requirements of this chapter. A decision to approve or deny an application shall be made within 90 days of receipt of a complete application.

1. Approval. If an application is approved, the applicant shall enter into a contract with the City, subject to approval by resolution of the City Council regarding the terms and conditions of the project. Such contract shall require the applicant to comply with the City's Nuisance Code, Chapter 8.30, for the property at issue. Upon Council approval of the contract, the Director shall issue a Conditional Certificate of Acceptance of Tax Exemption. The Conditional Certificate expires three years from the date of approval unless an extension is granted as provided in this chapter.

2. Denial. The Director shall state in writing the reasons for denial and shall send notice to the applicant at the applicant's last known address within ten days of the denial. An applicant may appeal a denial to the City Council within 30 days of receipt of notice. On appeal, the Director's decision will be upheld unless the applicant can show that there is no substantial evidence on the record to support the Director's decision. The City Council's decision on appeal will be final.

KI. Extension of Conditional Certificate. The Conditional Certificate may be extended by the Director for a period not to exceed 24 consecutive months. The applicant must submit a written request stating the grounds for the extension, accompanied by a \$50.00 processing fee. An extension may be granted if the Director determines that:

1. The anticipated failure to complete construction or rehabilitation within the required time period is due to circumstances beyond the control of the owner;

2. The owner has been acting and could reasonably be expected to continue to act in good faith and with due diligence; and

3. All the conditions of the original contract between the applicant and the City will be satisfied upon completion of the project.

LJ. Application for Final Certificate. Upon completion of the improvements agreed upon in the contract between the applicant and the City and upon issuance of a temporary or permanent certificate of occupancy, the applicant may request a Final Certificate of Tax Exemption. The applicant must file with the Community and Economic Development Department the following:

1. The total number and type of units produced.

2. The number, size, and type of units produced meeting affordable housing requirements.

3. The development cost of each unit produced.

4. The total monthly rent or total sale amount of each unit produced, affordable and market rent.



5. The annual income and household size of each renter household for each of the affordable units.

~~6. A statement of expenditures made with respect to each multi-family housing unit and the total expenditures made with respect to the entire property;~~

~~2. A description of the completed work and a statement of qualification for the exemption; and~~

~~3. A statement that the work was completed within the required three-year period or any authorized extension.~~

~~4. If applicable, A statement that the project meets the affordable housing requirements as described in subsection EF above.~~

Within 30 days of receipt of all materials required for a Final Certificate, the Director shall determine which specific improvements satisfy the requirements of this chapter.

MK. Issuance of Final Certificate. If the Director determines that the project has been completed in accordance with the contract between the applicant and the City and has been completed within the authorized time period, the City shall, within ten days, file a Final Certificate of Tax Exemption with the Pierce County Assessor.

1. Denial and Appeal. The Director shall notify the applicant in writing that a Final Certificate will not be filed if the Director determines that:

a. The improvements were not completed within the authenticated time period;

b. The improvements were not completed in accordance with the contract between the applicant and the City; or

c. The owner's property is otherwise not qualified under this chapter.

2. Within 14 days of receipt of the Director's denial of a Final Certificate, the applicant may file an appeal with the City's Hearing Examiner, as provided in Section 1.23.070 of the Tacoma Municipal Code. The applicant may appeal the Hearing Examiner's decision in Pierce County Superior Court, if the appeal is filed within 30 days of receiving notice of that decision.

NL. Annual Compliance Review. ~~Within 30 days after the first anniversary of the date of filing the Final Certificate of Tax Exemption. Annually, when requested by the Department of Community and Economic Development, and each year thereafter,~~ for a period of eight, ~~or twelve years or twenty years,~~ the property owner shall file a notarized declaration with the Director indicating the following:

1. The number, size, and type of each unit, market rate and affordable.

2. The total monthly rent each unit, affordable and market rent.

3. For projects receiving a 12 year exemption, the annual income and household size of each renter household for each of the affordable units. ~~A statement of occupancy and vacancy of the multi-family units during the previous year;~~

~~2. A certification that the property continues to be in compliance with the contract with the City; and, if applicable, a certification of affordability based on documentation that the property is in compliance with the affordable housing requirements as described in section 6.A.110.020.EF;~~

~~43.~~ A description of any subsequent improvements or changes to the property.

City staff shall also conduct on-site verification of the declaration. Failure to submit the annual declaration may result in the tax exemption being canceled.

OM. Cancellation of Tax Exemption. If the Director determines the owner is not complying with the terms of the contract, the tax exemption will be canceled. This cancellation may occur in conjunction with the annual review or at any other time when noncompliance has been determined. If the owner intends to convert the multi-family housing to another use, the owner must notify the Director and the Pierce County Assessor within 60 days of the change in use.



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1. Effect of Cancellation. If a tax exemption is canceled due to a change in use or other noncompliance, the Pierce County Assessor may impose an additional tax on the property, together with interest and penalty, and a priority lien may be placed on the land, pursuant to State legislative provisions.

2. Notice and Appeal. Upon determining that a tax exemption is to be canceled, the Director shall notify the property owner by certified mail. The property owner may appeal the determination by filing a notice of appeal with the City Clerk within 30 days, specifying the factual and legal basis for the appeal. The Hearing Examiner will conduct a hearing at which all affected parties may be heard and all competent evidence received. The Hearing Examiner will affirm, modify, or repeal the decision to cancel the exemption based on the evidence received. An aggrieved party may appeal the Hearing Examiner's decision to the Pierce County Superior Court.

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## EXHIBIT "B"

### Chapter 13.17

#### ~~Mixed-Use Center Development~~ RESIDENTIAL TARGET AREAS

\* \* \*

#### Sections:

13.17.010 *Repealed.*

13.17.020 Residential target area designation and standards.

13.17.030 Tax exemptions for multi-family housing in residential target areas.

#### **13.17.010 *Repealed by Ord. 28613.* Definitions.**

*Relocated to 13.01.170.*

#### **13.17.020 Residential target area designation and standards.**

##### A. Criteria.

Following a public hearing, the City Council may, in its sole discretion, designate one or more residential target areas. Each designated target area must meet the following criteria, as determined by the City Council:

1. As outlined in subsection C below, the target area is located within a designated mixed-use center, a designated Neighborhood Commercial Node along Transit, an Existing Mid-Scale Residential on Corridors, or a site that is approved by the City Council for a Development Regulatory Agreement meeting the provisions of TMC 13.05.050.B.6 and also approved by the City Council as a residential target area;

2. The target area lacks sufficient available, desirable, and convenient residential housing to meet the needs of the public who would likely live in the ~~mixed-use center~~ residential target area if desirable, attractive, and livable places were available; and

3. The providing of additional housing opportunity in the target area will assist in achieving the following purposes:

a. Encourage increased residential opportunities within the target area; or

b. Stimulate the construction of new multi-family housing and the rehabilitation of existing vacant and underutilized buildings for multi-family housing.

In designating a residential target area, the City Council may also consider other factors, including, but not limited to: whether additional housing in the target area will attract and maintain a significant increase in the number of permanent residents; whether an increased residential population will help alleviate detrimental conditions and social liability in the target area; and whether an increased residential population in the target area will help to achieve the planning goals mandated by the Growth Management Act under RCW 36.70A.020. The City Council may, by ordinance, amend or rescind the designation of a residential target area at any time pursuant to the same procedure as set forth in this chapter for original designation.

##### B. Target Area Standards and Guidelines.

For each designated residential target area, the City Council shall adopt basic requirements for both new construction and rehabilitation supported by the City's property tax exemption for multi-family housing program, including the application procedures specified in Section 6A.110.020. The City Council may also adopt guidelines including the following:

1. Requirements that address demolition of existing structures and site utilization; and



2. Building requirements that may include elements addressing parking, height, density, environmental impact, public benefit features, compatibility with the surrounding property, and such other amenities as will attract and keep permanent residents and will properly enhance the livability of the residential target area.

The required amenities shall be relative to the size of the proposed project and the tax benefit to be obtained.

#### C. Designated Target Areas.

1. The proposed boundaries of the “residential target areas” ~~are~~ include the boundaries of the 16 mixed-use centers listed below and as indicated on the Mixed-use Centers Map of the Comprehensive Plan and in the Comprehensive Plan legal descriptions which are incorporated herein by reference and on file in the City Clerk’s Office.

The designated target areas do not include those areas within the boundary of the University of Washington Tacoma campus facilities master plan (per RCW 84.14.060).

| MIXED-USE CENTER                                | CENTER TYPE            | ORIGINALLY ADOPTED |
|---|------------------------|--------------------|
| South Tacoma Way                                | Neighborhood           | November 21, 1995  |
| Downtown Tacoma (including Stadium and Hilltop) | Regional Growth Center | November 21, 1995  |
| Proctor   | Neighborhood           | November 21, 1995  |
| Tacoma Mall                                     | Regional Growth Center | November 21, 1995  |
| Westgate  | Crossroads             | November 21, 1995  |
| Lincoln   | Neighborhood           | November 21, 1995  |
| 6th Avenue                                      | Neighborhood           | November 21, 1995  |
| Tacoma Central                                  | Crossroads             | November 21, 1995  |
| Upper Pacific                                   | Crossroads             | November 21, 1995  |
| Upper Portland Avenue                           | Crossroads             | November 21, 1995  |
| James Center                                    | Crossroads             | November 21, 1995  |
| Lower Portland Avenue                           | Crossroads             | January 16, 1996   |
| Lower Pacific                                   | Crossroads             | December 11, 2007  |
| McKinley  | Neighborhood           | December 11, 2007  |
| Narrows   | Neighborhood           | December 11, 2007  |
| Point Ruston                                    | Crossroads             | July 1, 2014       |

2. Designated Neighborhood Commercial Nodes along Transit outlined in the map below.





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**13.17.030 Tax exemptions for multi-family housing in residential target areas.**

A. The application, review, and decision guidelines and procedures for multi-family housing property tax exemptions are contained in TMC Title 6, Tax and License Code, Section 6A.110.

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