



Legislation Passed December 13, 2022

The Tacoma City Council, at its regular City Council meeting of December 13, 2022, adopted the following resolutions and/or ordinances. The summary of the contents of said resolutions and/or ordinances are shown below. To view the full text of the document, click on the bookmark at the left of the page.

Resolution No. 41084

A resolution setting Thursday, January 19, 2023, at 9:00 a.m., as the date for a hearing by the Hearing Examiner on the request to vacate a portion of South "L" Street, lying north of South 5th Street, and a portion of South 4th Street, lying west of South "L" Street, to facilitate a MultiCare Health System redevelopment project. (MultiCare Health System; File No. 124.1426)

[Troy Stevens, Senior Real Estate Specialist; Josh Diekmann, P.E. PTOE, Interim Director, Public Works]

Resolution No. 41085

A resolution authorizing the execution of Amendment No. 2 to the Interlocal Agreement with Pierce County Fire District 10, to adjust the current deployment model of Emergency Medical Services resources.

[Mary Hallman, Assistant Chief; Toryono Green, Fire Chief]

Resolution No. 41086

A resolution reappointing Jeff Ball to the Audit Advisory Board.

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

Resolution No. 41087

A resolution appointing individuals to the Community's Police Advisory Committee.

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

Resolution No. 41088

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

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

Resolution No. 41089

A resolution awarding a contract to McKinstry Essention, LLC, in the amount of \$583,504.14, plus applicable taxes, budgeted from the Convention Center Operations Fund, for the refurbishment of one chiller at the Greater Tacoma Convention Center, for an initial contract period from September 1, 2022, through September 30, 2023 - Port of Portland Contract 1158.

[Josh Kropf, Deputy Director; Adam Cook, Director, Tacoma Venues and Events]

Resolution No. 41090

A resolution awarding a contract to Axon Enterprise, Inc., in the amount of \$1,935,000, plus applicable taxes, plus a 10 percent contingency, for a cumulative total of \$1,935,000, budgeted from the General Fund, for the purchase of dash cameras inclusive of software, maintenance, and accessories, for an initial contract period of five years -

Sourcewell Contract No. 010720-AXN.

[Francesca Heard, Finance Manager; Avery Moore, Police Chief]

Resolution No. 41091

A resolution authorizing an increase to the contract with Kirkpatrick Psychology Services Inc., P.S., in the amount of \$320,000, plus applicable taxes, for a cumulative total of \$820,000, budgeted from the General Fund, for psychological services -

Direct Negotiation.

[Avery Moore, Police Chief]

Resolution No. 41092

A resolution authorizing the execution of an amendment to the Transaction Confirmation Agreement with IGI Resources, Inc., regarding the sale of renewable natural gas produced by the City of Tacoma.

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

Resolution No. 41094

A resolution authorizing the one-time use of Council Contingency Funds, in the amount of \$9,019.84, to reimburse the cost of barricades that supported the Día de los Muertos procession.

[Council Member Walker]

Ordinance No. 28860

An ordinance modifying the 2021-2022 Biennial Operating Budget to appropriate funds for additional changes in transfers and other budget adjustments, as well as appropriating additional estimated revenues.

[Katie Johnston, Budget Officer; Andy Cherullo, Director, Finance]

Ordinance No. 28861

An ordinance modifying the 2021-2022 Capital Budget to appropriate funds, adjust project budgets, implement additional changes in transfers and other budget adjustments, as well as appropriating additional estimated revenues.

[Katie Johnston, Budget Officer; Andy Cherullo, Director, Finance]

Substitute Ordinance No. 28862

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for certain represented employees; and to provide for the implementation of a new classification structure, rates of pay, and compensation plan changes for nonrepresented employees and nonrepresented executive employees, based on recommendations included in the classification and compensation study.

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



RESOLUTION NO. 41084

1 A RESOLUTION relating to the vacation of City right-of-way; setting Thursday,
 2 January 19, 2023, at 9:00 a.m., as the date for a hearing before the Hearing
 3 Examiner on the petition of MultiCare Health System, to vacate a portion of
 4 South "L" Street, lying north of South 5th Street, and a portion of South 4th
 5 Street, lying westerly of South "L" Street, to facilitate a MultiCare Health
 6 System redevelopment project.

7 WHEREAS MultiCare Health System, having received the consent of the
 8 owners of more than two-thirds of the properties abutting a portion of South "L"
 9 Street, lying north of South 5th Street, and a portion of South 4th Street, lying
 10 westerly of South "L" Street, has petitioned for the vacation of the following legally
 11 described right-of-way area:

12 THAT PORTION OF SOUTH L STREET AND SOUTH 4TH STREET IN
 13 THE SOUTHEAST QUARTER, OF THE SOUTHWEST QUARTER, OF
 14 SECTION 32, TOWNSHIP 21 NORTH, RANGE 3 EAST, WILLAMETTE
 15 MERIDIAN, CITY OF TACOMA, PIERCE COUNTY, WASHINGTON;
 16 SAID PORTIONS BEING DESCRIBED AS FOLLOWS:

17 SOUTH L STREET

18 THAT PORTION OF SOUTH L STREET LYING BETWEEN AND
 19 ADJACENT TO LOTS 3 THROUGH 12, BLOCKS 423 AND 424, MAP
 20 OF NEW TACOMA, WASHINGTON TERRITORY, RECORDED
 21 FEBRUARY 3, 1875.

22 AND

23 SOUTH 4TH STREET

24 THAT PORTION OF SOUTH 4TH STREET LYING BETWEEN THE
 25 NORTH EXTENSION OF THE WEST LINE OF THE EASTERLY 10
 26 FEET OF THE ALLEY VACATED IN ORDINANCE NO. 2773, SAID
 NORTH EXTENSION TO INTERSECT WITH THE NORTH LINE OF
 SOUTH 4TH STREET, AND THE NORTH EXTENSION OF THE EAST
 LINE OF BLOCK 424, MAP OF NEW TACOMA, WASHINGTON
 TERRITORY, RECORDED FEBRUARY 3, 1875, TO INTERSECT
 WITH THE NORTH LINE OF SOUTH 4TH STREET.



1 Now, Therefore,

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

3 Section 1. That Thursday, January 19, 2023, at 9:00 a.m., is hereby
4 fixed as the date and time, and the Council Chambers on the first floor of the
5 Tacoma Municipal Building, 747 Market Street, in the City of Tacoma,
6 Washington, and may be offered in a hybrid format that includes a remote
7 option, as the place when and where the request of MultiCare Health System to
8 vacate a portion of South "L" Street, lying north of South 5th Street, and a
9 portion of South 4th Street, lying westerly of South "L" Street, to facilitate a
10 MultiCare Health System redevelopment project, will be heard by the Hearing
11 Examiner and his recommendations thereafter transmitted to the Council of the
12 City of Tacoma.
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Section 2. That the Clerk of the City of Tacoma shall give proper notice of the time and place of said hearing.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Property description approved:

Deputy City Attorney

Chief Surveyor
Public Works Department

Location: A portion of South "L" Street, lying north of South 5th Street, and a portion of South 4th Street, lying westerly of South "L" Street.

Petitioner: MultiCare Health System

File No.: 124.1426



RESOLUTION NO. 41085

1 A RESOLUTION relating to fire services; authorizing the execution of Amendment
2 No. 2 to the Interlocal Agreement with Pierce County Fire District No. 10 to
3 adjust the current deployment model of Emergency Medical Services
4 resources.

5 WHEREAS the City and Pierce County Fire District 10 (“FD10”) entered into
6 an Interlocal Agreement in July 1994 for the purpose of consolidating fire
7 department operations, and

8 WHEREAS, on March 1, 2019, the City and FD10 entered into Amendment
9 No. 1 to the Agreement to authorize the City to assess fees and penalties within the
10 Fire District consistent with those within the boundaries of Tacoma, and

11 WHEREAS the number of Advanced Life Support (“ALS”) incidents in the
12 downtown, south, and east portions of the City continue to rise while the availability
13 of ALS resources within the Tacoma Fire Department (“TFD”) remains unchanged,
14 and

15 WHEREAS TFD staff reviewed response data for all areas served by
16 emergency services, to include response times and call volume experienced by
17 each Emergency Medical Services (“EMS”) resource, and data reveals that by
18 adjusting the current resource deployment model, ALS services will be improved in
19 the downtown, south, and east portions of the City, as well as within the response
20 zone of FD10, and

21 WHEREAS relocating Medic Unit 3 from FD10 Station 12, located in the City
22 of Fife, to TFD Station 2, located at South 27th Street and Tacoma Avenue, will
23 increase the availability of ALS transport resources to areas in the City that have
24 proven most in need, and
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WHEREAS assigning a firefighter/paramedic to Fire Engine 12 and a Basic Life Support (“BLS”) transport unit to FD10 Station 12 will improve EMS services located within FD10, and

WHEREAS the parties desire to amend the Agreement to adjust the current deployment model of EMS resources within FD10 and the City to best meet the needs of TFD’s tiered response system, while also ensuring timely and appropriate EMS services in both response areas; Now, Therefore,

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

That the proper officers of the City are hereby authorized to enter into Amendment No. 2 to the Interlocal Agreement with Pierce County Fire District No. 10 (“FD10”) to adjust the current deployment model of Emergency Medical Services resources within FD10 and the City to best meet the needs of TFD’s tiered response system, said document to be substantially in the form of the amendment on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 41086

1 BY REQUEST OF COUNCIL MEMBERS BUSHNELL, HINES, AND RUMBAUGH
 2 A RESOLUTION relating to committees, boards, and commissions; reappointing
 3 Jeff Ball to the Audit Advisory Board.

4 WHEREAS a vacancy exists on the Audit Advisory Board, and
 5 WHEREAS, at its meeting of November 15, 2022, the Government
 6 Performance and Finance Committee conducted an interview and recommended
 7 the reappointment of Jeff Ball to said board, and

8 WHEREAS, pursuant to City Charter 2.4, Jeff Ball has been nominated to
 9 serve on the Audit Advisory Board; Now, Therefore,

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

11 That Jeff Ball is hereby confirmed and reappointed as a member of the Audit
 12 Advisory Board to serve a two-year term, effective January 1, 2023, to expire
 13 December 31, 2024.

14 Adopted _____

15 _____
 16 Mayor

17 Attest:
 18 _____
 19 City Clerk

20 Approved as to form:
 21 _____
 22 City Attorney

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RESOLUTION NO. 41087

1 BY REQUEST OF COUNCIL MEMBERS BLOCKER, DANIELS, AND RUMBAUGH

2 A RESOLUTION relating to committees, boards, and commissions; appointing
3 individuals to the Community’s Police Advisory Committee.

4 WHEREAS vacancies exist on the Community’s Police Advisory Committee,
5 and

6 WHEREAS, at its meeting of November 10, 2022, the Community Vitality
7 and Safety Committee conducted interviews and recommended the appointment
8 of individuals to said committee, and

9 WHEREAS, pursuant to City Charter Section 2.4, the persons named on
10 Exhibit “A” have been nominated to serve on the Community’s Police Advisory
11 Committee; Now, Therefore,

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

13 That those nominees to the Community’s Police Advisory Committee, listed
14 on Exhibit “A,” are hereby confirmed and appointed as members of such
15 committee for such terms as are set forth on the attached Exhibit “A.”
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18 Adopted _____

19 _____
20 Mayor

21 Attest:

22 _____
23 City Clerk

24 Approved as to form:

25 _____
26 City Attorney



EXHIBIT "A"

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COMMUNITY'S POLICE ADVISORY COMMITTEE

Appointing **Andrew Nguyen** to the "Council District No. 1" position to fill an unexpired term, to expire December 31, 2025.

Appointing **Ralette Churchwell** to the "Council District No. 5" position to serve a three-year term, effective January 1, 2023, to expire December 31, 2025.



RESOLUTION NO. 41088

1 BY REQUEST OF COUNCIL MEMBERS BLOCKER, BUSHNELL, DANIELS,
AND DIAZ

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

4 WHEREAS vacancies exist on the Tacoma Arts Commission, and

5 WHEREAS, at its meetings of November 22 and 29, 2022, the Economic
6 Development Committee conducted interviews and recommended the
7 appointment and reappointment of individuals to said commission, and
8

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."
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18 Adopted _____

19 _____
20 Mayor

21 Attest:

22 _____
23 City Clerk

24 Approved as to form:

25 _____
26 City Attorney



EXHIBIT "A"

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TACOMA ARTS COMMISSION

Appointing **Marissa Kall** to the "At-Large No. 1" position to fill an unexpired term, to expire December 31, 2023, followed by a three-year term to expire December 31, 2026.

Appointing **Kenya Shakoor** to the "At-Large No. 2" position to serve a three-year term, effective January 1, 2023, to expire December 31, 2025.

Appointing **Sarah Jane Hoppe** to the "At-Large No. 3" position to serve a three-year term, effective January 1, 2023, to expire December 31, 2025.

Appointing **Derek Nunn** to the "Professional No. 2" position to serve a three-year term, effective January 1, 2023, to expire December 31, 2025.

Appointing **Heidi Wygle** to the "Public Education" position to fill an unexpired term, to expire December 31, 2023, followed by a three-year term to expire December 31, 2026.

Appointing **Ton Williams** to the "Working Professional Artist" position to fill an unexpired term, to expire December 31, 2024.

Reappointing **Mary Mikel Stump** to the "At-Large No. 7" position to serve a three-year term, effective January 1, 2023, to expire December 31, 2025.

Reappointing **Michael Kula** to the "Professional No. 1" position to serve a three-year term, effective January 1, 2023, to expire December 31, 2025.



RESOLUTION NO. 41089

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and
2 the furnishing of services; authorizing the execution of a contract with
3 McKinstry Essention, LLC, in the amount of \$583,504.14, plus applicable
4 taxes, budgeted from the Convention Center Operations Fund, for the
5 refurbishment of one chiller at the Greater Tacoma Convention Center, for
6 an initial contract period from September 1, 2022, through September 30,
7 2023, pursuant to Port of Portland Contract 1158.

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

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

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

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

18 Section 2. That the proper officers of the City are hereby authorized to
19 enter into a contract with McKinstry Essention, LLC, in the amount of \$583,504.14,

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1 plus applicable taxes, budgeted from the Convention Center Operations Fund, for
2 the refurbishment of one chiller at the Greater Tacoma Convention Center, for an
3 initial contract period from September 1, 2022, through September 30, 2023,
4 pursuant to Port of Portland Contract 1158, consistent with Exhibit "A."
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6 Adopted _____

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Mayor

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City Clerk

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Approved as to form:

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City Attorney

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RESOLUTION NO. 41090

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and
2 the furnishing of services; authorizing the execution of a contract with Axon
3 Enterprise, Inc., in the amount of \$1,935,000, plus applicable taxes, plus a
4 10 percent contingency, for a cumulative total of \$1,935,000, budgeted from
5 the General Fund, for the purchase of dash cameras inclusive of software,
6 maintenance, and accessories for an initial contract period of five years,
7 pursuant to Sourcewell Contract No. 010720-AXN.

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

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

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

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

18 Section 2. That the proper officers of the City are hereby authorized to
19 enter into a contract with Axon Enterprise, Inc. in the amount of \$1,935,000, plus
20 applicable taxes, plus a 10 percent contingency, for a cumulative total of
21 \$1,935,000, budgeted from the General Fund, for the purchase of dash
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1 cameras inclusive of software, maintenance, and accessories, for an initial
2 contract period of five years, pursuant to Sourcewell Contract No. 010720-AXN,
3 consistent with Exhibit "A."
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5 Adopted _____
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8 Mayor

9 Attest:
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12 City Clerk

13 Approved as to form:
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16 City Attorney
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RESOLUTION NO. 41091

1 A RESOLUTION related to the purchase of materials, supplies or equipment,
2 and the furnishing of services; authorizing the increase of Contract
3 No. CW2228415 with Kirkpatrick Psychology Services Inc., P.S., in the
4 amount of \$320,000, plus applicable taxes, for a cumulative total of
\$820,000, budgeted from the General Fund, for psychological services,
pursuant to Direct Negotiation.

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

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

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

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

17 Section 2. That the proper officers of the City are hereby authorized to
18 increase Contract No. CW2228415 with Kirkpatrick Psychology Services Inc., P.S.,
19 in the amount of \$320,000, plus applicable taxes, for a cumulative total of \$820,000,
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1 budgeted from the General Fund, for psychological services, pursuant to Direct
2 Negotiation, consistent with Exhibit "A."

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4 Adopted _____

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6 _____
7 Mayor

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9 Attest:

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11 _____
12 City Clerk

13 Approved as to form:

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16 City Attorney

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RESOLUTION NO. 41092

1 A RESOLUTION relating to renewable energy; authorizing the execution of an
2 amendment to the Transaction Confirmation Agreement with IGI
3 Resources, Inc., regarding the sale of Renewable Natural Gas produced
4 by the City of Tacoma.

4 WHEREAS the Bio-gas Utilization Project required agreements with Puget
5 Sound Energy, Inc. ("PSE"), IGI Resources Inc., and McKinstry Essention, LLC, in
6 order to produce, transport, and sell the Bio-gas produced at the Central Treatment
7 Plant ("CTP") located in the City of Tacoma, and

9 WHEREAS the Renewable Natural Gas ("RNG") project reduces carbon
10 and pollution emissions by replacing the equivalent of 35,000 gallons per month of
11 diesel fuel, and

12 WHEREAS the RNG project generates revenues that support the
13 Wastewater Utility in providing low-cost services to its ratepayers, and

15 WHEREAS the base terms and conditions governing the sale of RNG to
16 IGI Resources, Inc. for resale to RNG purchasers are contained in four parts:
17 the Base Agreement; the Bio-gas Supply Addendum; Contract Special
18 Provisions; and the Transaction Confirmation Agreement, which provides a
19 method of verifying RNG sales to the City's broker, and

21 WHEREAS this amendment relates to the Agreement with IGI Resources,
22 Inc., and

23 WHEREAS the parties entered into the Transaction Confirmation
24 Agreement on May 7, 2018, to provide for a Bio-gas sale and purchase
25 arrangement covering Bio-gas produced from the CTP, and
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WHEREAS the proposed amendment will update, simplify and clarify reporting and pricing for environmental attributes deriving from the City's RNG production at the CTP; Now, Therefore,

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

That the proper officers of the City are hereby authorized to execute an amendment to the Transaction Confirmation Agreement with IGI Resources, Inc., regarding the sale of Renewable Natural Gas produced by the City of Tacoma, said document to be substantially in the form of the amendment on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 41094

1 BY REQUEST OF DEPUTY MAYOR USHKA AND COUNCIL MEMBER WALKER

2 A RESOLUTION authorizing the one-time use of funds, in the amount of \$9,019.84,
3 budgeted from the Council Contingency Fund, to reimburse the City of
4 Tacoma Department of Public Works, Transportation Division, for costs
5 related to barricades that supported the community-organized and Tacoma
6 Creates-sponsored Día de los Muertos procession on October 29, 2022.

7 WHEREAS Calavera Collective, a grassroots group of community
8 members, hosted a Día de los Muertos event at the Eastside Community Center
9 on Saturday, October 29, 2022, and

10 WHEREAS the event was sponsored by a grant from Tacoma Creates, and
11 also received support from the Metropolitan Park District of Tacoma, Tacoma-
12 Pierce County Health Department, and Harvest Pierce County, and

13 WHEREAS the event started with a procession from Swan Creek Park to
14 the Community Center along Portland Avenue, traveling from East 40th Street to
15 East 56th Street, and

16 WHEREAS, due to language barriers, the group was unaware of the need
17 for barricades to proceed with the procession and did not secure the necessary
18 barricades, and

19 WHEREAS, in order to support this important community event, the Public
20 Works Department, Transportation Division, secured a company to supply and set
21 out the barricades necessary for a partial street closure, and
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23 WHEREAS the cost of the barricades was \$9,019.84, which was paid for
24 by the Transportation Division, and Transportation Division staff also helped with
25 traffic control on the day of the event, and
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WHEREAS the Public Works Department does not typically cover barricade costs for special events; however, the scope of the procession, support for the traffic control and permitting process, and timeline resulted in the Transportation Division taking the initiative to ensure the procession was executed in a safe manner, and

WHEREAS, at the Study Session of December 6, 2022, Council Member Walker shared a Council Consideration Request to authorize the one-time use of \$9,019.84, budgeted from the Council Contingency Fund, for the purpose of reimbursing the Public Works Department, Transportation Division, for the costs of barricades that supported the Día de los Muertos procession, and

WHEREAS RCW 35.34.250 and 35.34.260 authorize a withdrawal from the Council Contingency fund for any municipal expense, the necessity or extent of which could not have been foreseen or reasonably evaluated at the time of adopting the budget, and

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

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

That one-time funding in the amount of \$9,019.84, budgeted from the Council Contingency Fund, is hereby approved for the purpose of reimbursing the City of Tacoma Public Works Department, Transportation Division, for costs of



1 funding barricades that supported the community-organized and Tacoma
2 Creates-sponsored Día de los Muertos procession on October 29, 2022.

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4 Adopted _____

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Mayor

7 Attest:

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9 _____
City Clerk

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11 Approved as to form:

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13 _____
Deputy City Attorney

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ORDINANCE NO. 28860

1 AN ORDINANCE relating to the Biennial Operating Budget; amending the
2 Biennial Operating Budget of the City for fiscal years 2021-2022 to
3 appropriate funds for additional changes in transfers and other budget
adjustments, as well as appropriating additional estimated revenues.

4 WHEREAS, at the end of each biennium, it is necessary for City staff to
5 obtain authority from the City Council to perform various financial transactions
6 prior to the close of the biennium to ensure that fund accounting meets
7 GAAP (Generally Accepted Accounting Principles) and the City's financial
8 policies, and
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10 WHEREAS the adjustments will increase expenditure appropriations
11 and revenues to align with updated conditions and projections, and

12 WHEREAS, under RCW 35.34.200, this ordinance is necessary to
13 amend the 2021-2022 Biennial Operating Budget to account for contract
14 obligations, new grants and revenues, transfers, and other budget adjustments
15 that were not identifiable in December 2020; Now, Therefore,

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17 BE IT ORDAINED BY THE CITY OF TACOMA:

18 That the Biennial Operating Budget of the City for the fiscal years
19 2021-2022 ("Biennial Budget") is hereby amended by adopting the proposed
20 modifications set forth in Exhibit "A" and explained in narrative form in
21 Exhibit "B," which exhibits are attached hereto and incorporated as part of this
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1 ordinance; and that the Biennial Budget shall be deemed to be and is hereby
2 amended to provide for the appropriation and expenditure of said funds.

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4 Passed _____

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6 _____
7 Mayor

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9 Attest: _____
10 City Clerk

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12 Approved as to form: _____
13 Deputy City Attorney

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EXHIBIT A

**City of Tacoma, Washington
2021-2022 Biennial Operating Budget
Biennium End Modification of 2021-2022 Contracts, Transfers, other Obligations**

Fund No.	Fund Name	Modification Ordinance	Biennium End Ordinance	Revised Budget
0010	General Fund	540,970,480	\$10,400,000	551,370,480
Special Revenue Funds				
1020	Courts Special Revenue	170,399		170,399 x
1030	Contingency Fund	495,549		495,549 x
1050	PWS Transportation Revenues	9,144,560		9,144,560 x
1065	PW Street Fund (Street Ops, Eng, Transp)	58,003,545		58,003,545
1070	Transportation Benefit District	21,243,893		21,243,893 x
1085	Voted Streets Initiative	43,453,363		43,453,363 x
1090	TFD Special Revenue	3,774,776		3,774,776 x
1100	PWF Property Management	641,895		641,895 x
1110	Local Improvement Guaranty	36,780	12,000	48,780 x
1145	PWB Building & Land Use Services	1,261,297		1,261,297 x
1155	TFD EMS Special Revenue	66,150,959		66,150,959 x
1180	PAF Tourism & Conventions	9,598,822		9,598,822 x
1185	NCS Special Revenue	26,238,629	19,500,000	45,738,629 x
1195	CED Economic Development Grants	54,409,363		54,409,363 x
1200	Library Special Revenue	1,173,234		1,173,234 x
1236	CED Small Business Enterprise	482,184		482,184 x
1267	TPD Special Revenue	1,849,084		1,849,084 x
1431	CMO Municipal Cable TV	796,245	1,900,000	2,696,245 x
1500	CED Local Employment Apprenticeship Program	678,137		678,137 x
1650	Traffic Enforcement, Engineering & Education	7,256,899		7,256,899 x
1700	American Rescue Plan	61,000,000		61,000,000 x
	Total Special Revenue Funds	\$367,859,612	\$21,412,000	389,271,612
Debt Service Funds				
2010	Voted Bonds	5,461,000		5,461,000 x
2035	LTD GO Bonds 1997 A & B	8,543,059		8,543,059 x
2038	Public Works Trust Fund Loan	1,160,851		1,160,851 x
2040	LTGO 2009 Series A-F Bond Redemption	3,292,760	6,800,000	10,092,760 x
2041	2010 LTGO Bonds Series 2010B - 2010E	9,293,820	6,500,000	15,793,820 x
2043	LTGO Bond Issuances	3,463,765	24,300,000	27,763,765 x
	Total Debt Service Funds	\$31,215,254	\$37,600,000	68,815,254
Capital Project Funds				
3210	Real Estate Excise Tax	59,720,471		59,720,471 x
	Total Capital Project Funds	59,720,471	\$0	59,720,471

EXHIBIT A

**City of Tacoma, Washington
2021-2022 Biennial Operating Budget
Biennium End Modification of 2021-2022 Contracts, Transfers, other Obligations**

Fund No.	Fund Name	Modification Ordinance	Biennium End Ordinance	Revised Budget
Enterprise Funds				
4110	Permit Services Fund	39,256,185	\$1,500,000	40,756,185 x
4120	PW Tacoma Rail Mountain Division	5,441,738		5,441,738 x
4140	PWE Parking Operating	19,508,732		19,508,732 x
4165	Convention Center	26,058,544		26,058,544 x
4170	Cheney Stadium	3,444,093		3,444,093 x
4180	Tacoma Dome	40,365,870		40,365,870 x
4190	Performing Arts	3,492,728	\$900,000	4,392,728 x
4200	Solid Waste	169,091,834		169,091,834 x
4300	Wastewater	236,291,073		236,291,073 x
4301	Surface Water	120,508,216		120,508,216 x
4450	Union Station	4,903,400	\$1,200,000	6,103,400 x
4500	Tacoma Rail	78,331,658		78,331,658 x
4600	Water Utility	282,879,598		282,879,598 x
4700	Power	1,024,881,548	\$25,000,000	1,049,881,548 x
4800	TPU Self Insurance Claims	5,716,200		5,716,200 x
4805	Low Income Assistance	2,500,000		2,500,000 x
	Total Enterprise Funds	\$2,062,671,417	\$28,600,000	2,091,271,417
Internal Service Funds				
5050	TPU Fleet Service	11,601,721		11,601,721 x
5086	Tacoma Training & Employment Program	628,103		628,103 x
5400	PW Fleet Equipment Rental	25,454,149		25,454,149 x
5453	PWS Asphalt Plant	2,152,827	\$700,000	2,852,827 x
5540	Comms Equipment - Replacement Reserve	5,619,135		5,619,135 x
5550	Third Party Liability Claims	16,748,732		16,748,732 x
5560	Unemployment Compensation	1,030,000		1,030,000 x
5570	Worker's Compensation	15,005,271		15,005,271 x
5700	Municipal Building Acquisition & Oper	12,056,643		12,056,643 x
5800	General Governmental Internal Services	144,422,072		144,422,072 x
	Total Internal Service Funds	\$234,718,652	\$700,000	235,418,652
Trust & Agency Funds				
6050	Deferred Compensation Trust	521,142		521,142 x
6100	Employees Retirement	393,692,944		393,692,944 x
6120	Relief & Pension Police	10,618,941		10,618,941 x
6150	Relief & Pension Firefighters	13,022,542		13,022,542 x
6430	Health Care Trust Labor Management	161,069,187	1,500,000	162,569,187 x
6440	Group Life Trust	1,604,965		1,604,965 x
6460	Dental Care Labor Management	11,672,148	400,000	12,072,148 x
6470	Health Care Trust Firefighters	8,540,084		8,540,084 x
6480	Health Care Trust Police	7,827,328		7,827,328 x
6795	Public Facilities Districts	10,096,381		10,096,381 x
	Total Trust & Agency Funds	618,576,021	\$1,900,000	620,476,021
	Total City of Tacoma Operating Budget	3,915,731,905	100,612,000	4,016,343,905

EXHIBIT B

**City of Tacoma, Washington
2021-2022 Biennial Operating Budget
Biennium End Modification of 2021-2022 Contracts, Transfers and Other Obligations**

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2021-2022 Appropriations:

General Fund

0010 - General Fund	Amount
Revenues	
Beginning Cash Balance	(6,700,000)
Correction	(3,700,000)
	<u>\$ (6,700,000)</u>
Expenditures	
Encumbrances by Department	
Fire.....	3,000,000
Non-Departmental.....	2,200,000
Police.....	1,500,000
Correction	3,700,000
	<u>\$ 10,400,000</u>
<u>Total General Fund</u>	<u>\$ 10,400,000</u>

Special Revenue Funds

1110 - LID Guarantee	Amount
Revenues	
Beginning Cash Balance	(12,000)
	<u>\$ (12,000)</u>
Expenditures	
Labor	\$ 12,000
	<u>\$ 12,000</u>

EXHIBIT B

City of Tacoma, Washington
2021-2022 Biennial Operating Budget
Biennium End Modification of 2021-2022 Contracts, Transfers and Other Obligations

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2021-2022 Appropriations:

1185 - HRHS Special Revenue **Amount**

Revenues

Pierce County Grant	(5,500,000)
Federal Department of Treasury - Utility Assistance	(14,000,000)
	<u>(19,500,000)</u>
	\$ (19,500,000)

Expenditures

Shelter Service Expense - Reimbursed by Pierce County	5,500,000
Transfer for Utility Payments - Utility Assistance	14,000,000
	<u>19,500,000</u>
	\$ 19,500,000

1431 - IT Municipal Cable TV **Amount**

Revenues

Beginning Cash Balance	(1,900,000)
	<u>(1,900,000)</u>
	\$ (1,900,000)

Expenditures

Transfer of Cash Balance to General Fund	1,900,000
	<u>1,900,000</u>
	\$ 1,900,000

Total Special Revenue Funds \$ 21,412,000

Debt Service Funds

2040 - LTGO Bonds 2009 A-F **Amount**

Revenues

Beginning Cash Balance	(6,800,000)
	<u>(6,800,000)</u>
	\$ (6,800,000)

Expenditures

LTGO Bond Principal Payment	6,800,000
	<u>6,800,000</u>
	\$ 6,800,000

EXHIBIT B

City of Tacoma, Washington
2021-2022 Biennial Operating Budget
Biennium End Modification of 2021-2022 Contracts, Transfers and Other Obligations

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2021-2022 Appropriations:

2041 - 2010 LTGO Bonds **Amount**

Revenues

Beginning Cash Balance (6,500,000)
\$ (6,500,000)

Expenditures

LTGO Bond Principal Payment 6,500,000
\$ 6,500,000

2043 - LTGO Bond Issuances **Amount**

Revenues

Beginning Cash Balance (24,300,000)
\$ (24,300,000)

Expenditures

LTGO Bond Principal Payment 24,300,000
\$ 24,300,000

Total Debt Service Funds **\$ 37,600,000**

Enterprise Funds

4110 - Permit Services Fund **Amount**

Revenues

Beginning Cash Balance (1,500,000)
\$ (1,500,000)

Expenditures

Labor to from Others (Correction) 1,500,000
\$ 1,500,000

4190 - PAF Performing Arts **Amount**

Revenues

Transfer from General Fund (900,000)
\$ (900,000)

Expenditures

Equipment and Settlement Expenses 900,000
\$ 900,000

EXHIBIT B

City of Tacoma, Washington
2021-2022 Biennial Operating Budget
Biennium End Modification of 2021-2022 Contracts, Transfers and Other Obligations

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2021-2022 Appropriations:

4450 - Union Station **Amount**

Revenues

Beginning Cash Balance (1,200,000)
\$ (1,200,000)

Expenditures

Principal Portion of Debt Service 1,200,000
\$ 1,200,000

4700 - Power **Amount**

Revenues

Appropriation from Current Fund (25,000,000)
\$ (25,000,000)

Expenditures

Power Purchases 2,000,000
Transmission of Power 3,000,000
Power Purchases 7,500,000
Gross Earnings Tax (GET) 7,000,000
Labor Expenses 5,500,000
\$ 25,000,000

Total Enterprise Funds **\$ 28,600,000**

Internal Service Funds

5453 - PWS Asphalt Plant **Amount**

Revenues

Beginning Cash Balance (700,000)
\$ (700,000)

Expenditures

Maintenance and Operations Costs - Asphalt Production 700,000
\$ 700,000

Total Internal Service Funds **\$ 700,000**

EXHIBIT B

City of Tacoma, Washington
2021-2022 Biennial Operating Budget
Biennium End Modification of 2021-2022 Contracts, Transfers and Other Obligations

Narrative Explanation for the Budget Amendment Ordinance

Authorize an Increase in Revenues and Expenditures for 2021-2022 Appropriations:

Trust & Agency Funds

6430 - Health Care **Amount**

Revenues

Beginning Cash Balance (1,500,000)
\$ (1,500,000)

Expenditures

Claims Payments 1,500,000
\$ 1,500,000

6460 - Dental Care **Amount**

Revenues

Employer Premium Payments (400,000)
\$ (400,000)

Expenditures

Employer Premium Payments for Fully Insured Policy 400,000
\$ 400,000

Total Trust & Agency Funds **\$ 1,900,000**

Grand Total Expenditures - All Funds **\$ 100,612,000**



ORDINANCE NO. 28861

1 AN ORDINANCE relating to the Capital Budget; amending the Capital Budget of the
2 City for the fiscal years 2021-2022 to appropriate funds, adjust project
3 budgets, implement additional changes in transfers, and other budget
4 adjustments, as well as appropriating additional estimated revenues.

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

9 WHEREAS under RCW 35.34, this ordinance is necessary to appropriate
10 estimated expenditures and revenues, and use of available funds for the
11 biennium, and

12 WHEREAS Exhibit "A" describes the proposed modifications to the
13 Capital Budget, and Exhibit "B" provides a narrative detail about the
14 modifications, and

15 WHEREAS this amendment is necessary due to variances in capital
16 revenue projections, new grant revenues, unforeseen expenditure adjustments
17 and/or needs, and to ensure execution of capital budget commitments; Now,
18 Therefore,

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BE IT ORDAINED BY THE CITY OF TACOMA:

That the Capital Budget of the City for the fiscal years 2021-2022 is hereby amended as set forth in Exhibit "A," and as detailed in Exhibit "B," attached hereto and incorporated as part of this ordinance; and that the 2021-2022 Capital Budget shall be deemed to be and is hereby amended to provide for the appropriation and expenditure of said funds.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Exhibit A

**City of Tacoma, Washington
2021-2022 Capital Budget Ordinance
Biennium End Modification of Project Balances, Transfers, other Obligations**

Fund No.	Fund Name	Modification Ordinance	Biennium End Ordinance	Revised Budget
Special Capital Funds				
1060	Transportation Capital and Engineering	29,116,521	58,956,974	88,073,495
1140	PWE Paths & Trails Reserve	7,352,000	10,780,660	18,132,660
3211	Capital Projects Fund	15,032,080	600,000	15,632,080
Total City of Tacoma Capital Budget		<u>\$ 51,500,601</u>	<u>\$ 70,337,634</u>	<u>\$ 121,838,235</u>

Exhibit B

**City of Tacoma, Washington
2021-2022 Capital Budget Ordinance
Biennium End Modification of Project Balances, Transfers, other Obligations**

WBS	Project Title	Requested Capital Project Budget Adjustments
Fund No.	Fund Name	
1060	Transportation Capital and Engineering	
PWK-00433-32	BRT Study	100,000
PWK-00442	I-5 Crossing Study	325,000
PWK-00442	Impact Fee Study and Development	295,673
PWK-00442-03	Orchard Street - Lakewood Dr (S 56th to S 74th)	80,567
PWK-00442-04	Stormwater Erosion Repairs Tacoma Spur to Stadium Way	100,000
PWK-00717	Vision Zero Program	150,000
PWK-01031	Skyline Graffiti Removal	82,000
PWK-01032	East 11th St Viaduct Demolition	3,000,000
PWK-01035	St. Helens Grind and Overlay	1,600,000
PWK-01036	D Street Overpass Railing Repair	200,000
PWK-G0020	Puyallup Ave Transit/Complete Street Improvements	11,691,507
PWK-G0025	E 25th St ROW	(17,642)
PWK-G0026	South 21st and Fawcett Avenue	100,000
PWK-G0032	Revitalizing Tacoma's Brewery District	208,688
PWK-G0036	6th Ave Ped Crossing Safety Improvements	1,793,535
PWK-G0037	Yakima Avenue Traffic Signal Ops	871,976
PWK-G0040	I Street Overlay	75,000
PWK-G0042	E 64th Phase II	8,950,000
PWK-G0045	S 21st Street and C Street Signal	157,135
PWK-G0047	Manitou Elementary Safe Routes to School	598,091
PWK-G0048	Tacoma Spur Stadium NB/SB Ramps	5,496,479
PWK-G0049	Cultural Shift to Active Transportation	477,500
PWK-G0050	S Cedar Street Active Transportation Enhancements	1,516,630
PWK-G0051	E 38th St from E Portland Ave to SR7	1,361,000
PWK-G0052	E Portland Ave from E 56th St to E 64th St	1,130,000
PWK-G0053	E Portland Ave from 64th to 72nd	162,881
PWK-G0055	S Yakima Ave Sidewalk - S 67th to S 70th	297,910
PWK-G0056	Schuster Parkway Trail	4,010,000
PWK-G0057	J Street Bicycle Boulevard	4,636,044
PWK-G0059	East Lincoln Ave Bridge	1,230,000
PWK-G0060	E 34th St Bridge	8,220,000
PWK-TG003-01	Safe Routes Tacoma Traffic Gardens	30,000
PWK-TG003-02	Idle Free Schools	27,000
		<hr/> 58,956,974 <hr/>

Exhibit B

**City of Tacoma, Washington
2021-2022 Capital Budget Ordinance
Biennium End Modification of Project Balances, Transfers, other Obligations**

WBS	Project Title	Requested Capital Project Budget Adjustments
Fund No.	Fund Name	
1140	PWE Paths & Trails Reserve	
PWK-00561	Water Flume Line Trail	9,558,160
PWK-G0014	Prairie Line Trail Phase II	1,222,500
		<hr/> 10,780,660 <hr/>
3211	Capital Projects Fund	
CIP-00039	15th St Transient Moorage Dock Replacement	200,000
THE-00048	Site 10 and 12 Seawall, Muni Dock	400,000
		<hr/> 600,000 <hr/>
		<hr/> 70,337,634 <hr/>



SUBSTITUTE ORDINANCE NO. 28862

1 AN ORDINANCE amending Chapter 1.12 of the Tacoma Municipal Code, relating
2 to the Compensation Plan, to implement rates of pay and compensation for
3 certain represented employees, and to provide for the implementation of a
4 new classification structure, rates of pay, and compensation plan changes
5 for nonrepresented employees and nonrepresented executive employees,
6 based on recommendations included in the classification and compensation
7 study; and declaring the effective dates thereof.

8 WHEREAS this ordinance will implement general and market-based wage
9 increases in accordance with the terms of collective bargaining agreements
10 between the City and the International Brotherhood of Electrical Workers ("IBEW"),
11 Local 483, Clerical Unit; IBEW, Local 483, Court Clerks Unit; the Tacoma Police
12 Union, Local 6, I.U.P.A.; the Tacoma Police Management Association, Local 26;
13 and the Professional Public Safety Management Association, and

14 WHEREAS this ordinance will correct pay rates for the classification of
15 Water Service Mechanic, Water Service Worker, Water Meter Repair Worker and
16 Water Meter Repair Worker, Lead; and implement pay rates for the classification of
17 Police Officer Recruit, and

18 WHEREAS the City's Human Resources Department retained a consultant
19 to conduct a classification and compensation study for nonrepresented
20 classifications, the results of which recommended modernizing the current
21 nonrepresented classification system and comparing the City's compensation and
22 benefits to the prevailing market, which include both public and private sector, and
23 recommended updating the City's Compensation Philosophy and compensation
24 policies to facilitate effective use and maintenance of the updated classification
25 and compensation systems, and
26



1 WHEREAS this ordinance will establish a new compensation structure for
2 nonrepresented and nonrepresented executive classifications, including the City
3 Manager and Director of Utilities, effective January 2, 2023, and other
4 compensation plan changes as recommended by the classification and
5 compensation study, consistent with the Compensation Philosophy adopted by
6 Resolution No. 40526 on December 17, 2019, and

7 WHEREAS changes applicable to nonrepresented and nonrepresented
8 executive classifications include: (1) adding Human Resources Director approval
9 of original appointment salary placements higher than the minimum rate of pay;
10 (2) eliminating quarter steps in the salary table, effective January 2, 2023;
11 (3) changing the time for consideration of the first step increase from six months
12 to 12 months, and 12 months for all steps thereafter, applicable to employees
13 hired or promoted after December 31, 2022; (4) making all nonrepresented
14 classifications eligible for automatic step increases, except the City Manager and
15 Director of Public Utilities; (5) allowing a one-time, lump-sum payment for eligible
16 employees who may receive less than a 5 percent increase in pay, effective
17 January 2, 2023; (6) allowing annual lump sum payments, upon Human
18 Resources Director recommendation and City Council approval, for employees
19 whose pay is over the range maximum and have had their pay frozen;
20 (7) clarifying language regarding step placement upon promotion; and (8) minor
21 housekeeping changes related to titles and gender-neutral language; Now,
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25 Therefore,
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BE IT ORDAINED BY THE CITY OF TACOMA:

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Section 1. That Section 1.12 of the Tacoma Municipal Code (“TMC”) is hereby amended by amending Sections 1.12.030, 1.12.031, 1.12.041, 1.12.051, 1.12.060, 1.12.240, 1.12.270, 1.12.340, 1.12.640, and 1.12.970 thereof, effective January 1, 2023, as set forth in the attached Exhibit “A.”

Section 2. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5
0006		Office Assistant	<u>23.42</u>	<u>24.59</u>	<u>25.82</u>	<u>27.11</u>	<u>28.45</u>
0504		Financial Assistant	<u>26.92</u>	<u>28.27</u>	<u>29.69</u>	<u>31.17</u>	<u>32.72</u>
0508		Accountant	<u>34.22</u>	<u>35.94</u>	<u>37.74</u>	<u>39.62</u>	<u>41.60</u>
0514		Accountant, Senior	<u>39.38</u>	<u>41.34</u>	<u>43.40</u>	<u>45.58</u>	<u>47.86</u>
0547		Retirement Specialist	<u>26.92</u>	<u>28.27</u>	<u>29.69</u>	<u>31.17</u>	<u>32.72</u>
0737		Administrative Assistant	<u>26.92</u>	<u>28.27</u>	<u>29.69</u>	<u>31.17</u>	<u>32.72</u>
1140		Public Disclosure Specialist	<u>29.23</u>	<u>30.69</u>	<u>32.23</u>	<u>33.84</u>	<u>35.52</u>
1141		Public Disclosure Analyst	<u>33.42</u>	<u>35.09</u>	<u>36.84</u>	<u>38.68</u>	<u>40.63</u>

Code	A	Job Title	1	2	3	4	5
0006		Office Assistant	<u>24.61</u>	<u>25.83</u>	<u>27.13</u>	<u>28.48</u>	<u>29.89</u>
0504		Financial Assistant	<u>28.28</u>	<u>29.70</u>	<u>31.19</u>	<u>32.75</u>	<u>34.38</u>
0508		Accountant	<u>35.95</u>	<u>37.76</u>	<u>39.65</u>	<u>41.62</u>	<u>43.70</u>
0514		Accountant, Senior	<u>41.37</u>	<u>43.43</u>	<u>45.60</u>	<u>47.89</u>	<u>50.28</u>
0547		Retirement Specialist	<u>28.28</u>	<u>29.70</u>	<u>31.19</u>	<u>32.75</u>	<u>34.38</u>
0737		Administrative Assistant	<u>28.28</u>	<u>29.70</u>	<u>31.19</u>	<u>32.75</u>	<u>34.38</u>
1140		Public Disclosure Specialist	<u>30.71</u>	<u>32.24</u>	<u>33.86</u>	<u>35.55</u>	<u>37.32</u>
1141		Public Disclosure Analyst	<u>35.11</u>	<u>36.87</u>	<u>38.70</u>	<u>40.64</u>	<u>42.69</u>

Section 3. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	<u>24.08</u>	<u>25.28</u>	<u>26.54</u>	<u>27.87</u>	<u>29.26</u>	<u>30.72</u>
4324	A	Court Financial Clerk	<u>26.92</u>	<u>28.27</u>	<u>29.69</u>	<u>31.17</u>	<u>32.72</u>	



Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	24.68	25.91	27.20	28.57	29.99	31.49
4324	A	Court Financial Clerk	28.28	29.70	31.19	32.75	34.38	

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2024, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	24.68	25.91	27.20	28.57	29.99	31.49
4324	A	Court Financial Clerk	28.28	29.70	31.19	32.75	34.38	

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	25.36	26.62	27.95	29.36	30.81	32.36
4324	A	Court Financial Clerk	29.06	30.52	32.05	33.65	35.33	

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	25.36	26.62	27.95	29.36	30.81	32.36
4324	A	Court Financial Clerk	29.06	30.52	32.05	33.65	35.33	

Code	A	Job Title	1	2	3	4	5	6
4321	A	Court Clerk	26.06	27.35	28.72	30.17	31.66	33.25
4324	A	Court Financial Clerk	29.86	31.36	32.93	34.58	36.30	

Section 6. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	37.98	43.37	45.47	47.69	50.03	52.50
4204		Police Sergeant	60.45	63.47				
4207		Police Detective	54.94	57.69				

Code	A	Job Title	1	2	3	4	5	6
4202		Police Officer	39.88	45.53	47.74	50.08	52.53	55.13
4204		Police Sergeant	63.47	66.64				
4207		Police Detective	57.68	60.57				



Section 7. That Section 1.12.355 of the TMC is hereby amended, effective
 1 January 1, 2023, to read as follows:

2

Code	A	Job Title	1	2
4205		Police Lieutenant	75.55	79.34
4206		Police Captain	86.89	91.24

3

4

Code	A	Job Title	1	2
4205		Police Lieutenant	<u>79.34</u>	<u>83.31</u>
4206		Police Captain	<u>91.24</u>	<u>95.80</u>

5

6

7 Section 8. That Section 1.12.355 of the TMC is hereby amended, effective
 8 January 1, 2023, to read as follows:

9

Code	A	Job Title	1	2	3	4
0770	A	Police Chief Asst	100.88	105.92	111.22	116.78
0771	A	Police Chief, Deputy	108.45	113.87	119.56	125.54

10

11

Code	A	Job Title	1	2	3	4
0770	A	Police Chief Asst	<u>105.92</u>	<u>111.22</u>	<u>116.78</u>	<u>122.62</u>
0771	A	Police Chief, Deputy	<u>113.87</u>	<u>119.56</u>	<u>125.54</u>	<u>131.82</u>

12

13

14 Section 9. That Section 1.12.355 of the TMC is hereby amended, effective
 15 retroactive to January 1, 2019, to correct errors contained in Substitute Ordinance
 16 No. 28597, Section 2, passed July 16, 2019, to read as follows:

17

Code	A	Job Title	1	2
5305		Water Service Mechanic	36.67	38.51

18

19

Code	A	Job Title	1	2
5305		Water Service Mechanic	<u>37.78</u>	<u>39.67</u>

20

21 Section 10. That Section 1.12.355 of the TMC is hereby amended, effective
 22 retroactive to January 1, 2020, to correct errors contained in Substitute Ordinance
 23 No. 28597, Section 3, passed July 16, 2019, to read as follows:

24

25

26



Code	A	Job Title	1	2
5305		Water Service Mechanic	<u>37.78</u>	<u>39.67</u>

Code	A	Job Title	1	2
5305		Water Service Mechanic	<u>38.91</u>	<u>40.86</u>

Section 11. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2021, to correct errors contained in Substitute Ordinance No. 28597, Section 4, passed July 16, 2019, to read as follows:

Code	A	Job Title	1	2
5061		Water Service Worker	<u>34.29</u>	<u>35.83</u>
5225		Water Meter Repair Worker	<u>34.29</u>	<u>35.83</u>
5226		Water Meter Repair Worker, Lead	<u>41.20</u>	
5305		Water Service Mechanic	<u>38.91</u>	<u>40.86</u>

Code	A	Job Title	1	2
5061		Water Service Worker	<u>35.15</u>	<u>36.73</u>
5225		Water Meter Repair Worker	<u>35.15</u>	<u>36.73</u>
5226		Water Meter Repair Worker, Lead	<u>42.24</u>	
5305		Water Service Mechanic	<u>39.88</u>	<u>41.88</u>

Section 12. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3
4201		Police Officer Recruit	<u>37.98</u>	<u>43.37</u>	<u>45.47</u>

Code	A	Job Title	1	2	3
4201		Police Officer Recruit	<u>39.88</u>	<u>45.53</u>	<u>47.74</u>

Section 13. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 2, 2023, as set forth in the attached in Exhibit "B."

Section 14. That Section 9 is effective retroactive to January 1, 2019. That Section 10 is effective retroactive to January 1, 2020. That Section 11 is effective retroactive to January 1, 2021. That Sections 1, 2, 3, 6, 7, 8, and 12 are effective



1 January 1, 2023. That Section 13 is effective January 2, 2023. That Section 4 is
2 effective January 1, 2024. That Section 5 is effective January 1, 2025.

3
4 Passed _____

5

6

Mayor

7

8

Attest:

9

City Clerk

10

Approved as to form:

11

12

Deputy City Attorney

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14

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EXHIBIT "A"

* * *

1.12.030 Salary range – Increases.

The salary ranges are intended to furnish administrative flexibility in recognizing individual differences between positions allocated to the same class in the classified service and as a guide for appointive positions and in providing employee incentives and rewarding employees for meritorious service. The following shall be the general policy with respect to the use of the pay steps within salary ranges:

A. The minimum rate of pay for a class shall be paid to any person on ~~his~~their original appointment to a position of a class except when, as determined by the appointing authority, the new employee possesses exceptional qualifications warranting employment at a higher rate in the pay range; provided, that money is in the budget, as provided in Section 1.12.070.

B. The basic salary range shall consist of five numbered steps.

Within-range increases for classifications with five or fewer steps shall be from one pay step to the next higher step upon completion of a six-month period and annually thereafter or as agreed in a collective bargaining agreement, unless the appointing authority considers the employee's services to have been unsatisfactory. Notice of such unsatisfactory service shall be given to the employee and the Human Resources Director 10 days prior to the effective date for the within-range salary increase. Step increases for ranges with greater than five steps may be based on skills, assignments, performance or as specified in a collective bargaining agreement.

An employee whose normal within-range increase has been suspended by a report of unsatisfactory service shall not thereafter be entitled to any further, within-range increases in that position except upon the specific recommendation of the appointing authority. Such further within-range increases, upon specific recommendation of the appointing authority, may be made to any higher step in the range for which the employee would qualify had such step increases been made on a continuous normal basis.

All within-range increases are subject to the availability of funds. For the purposes of computing the length of time for eligibility for within-range increases, upon the request of the department concerned and upon approval of the Human Resources Director, the period of all leaves of absence without pay, except for military purposes for reserves performing active training duty or for pre-induction purposes, or sick leave during the first six months after appointment shall not be included, and all employees granted leaves of absence without pay in excess of 15 calendar days, except for military leaves as above stated, shall have a period of time equal to the total leave without pay added to the annual time for the further increases.

Eligibility for within-range salary increases shall be computed on the actual anniversary date of such eligibility.

Salary increases or decreases resulting from the adjustment of salary ranges in accordance with Section 1.12.020 shall not prevent within-range increases in accordance with this section.

1.12.031 Salary range – Increases for nonrepresented classifications.

The salary ranges are intended to furnish administrative flexibility in recognizing individual differences between positions allocated to the same class in the classified service and for appointive positions and in providing employee incentives and rewarding employees for meritorious service. The following shall be the general policy with respect to the use of the pay steps within salary ranges:

A. The minimum rate of pay for a class shall be paid to any person on ~~his or her~~their original appointment to a position except when, as determined by the appointing authority and approved by the Human Resources Director, the employee possesses exceptional qualifications, or exceptional market conditions exist warranting employment at a higher step in the pay range; provided, that money is in the budget, as provided in Section 1.12.070.

B. ~~The basic salary range shall consist of full steps with quarter step increments between each full step. Effective January 2, 2023, the basic salary range shall consist of full steps.~~

1. For nonrepresented employees hired January 1, 2023 or later, Sstep increases shall be considered upon completion of a ~~six~~12-month period and annually thereafter. ~~Eligibility for step increases shall be computed on the actual anniversary date of such eligibility.~~

EXHIBIT "A"

a. For nonrepresented employees hired before January 1, 2023, step increases shall be considered upon completion of a six-month period and annually thereafter.

2. Step increases shall consist of one full step ~~unless the appointing authority considers that a full step cannot be justified.~~

a. If a step increase is withheld, written notice shall be given to the employee and the Human Resources Director at least ten days prior to the effective date of the step increase.

b. An employee not receiving a full step increase shall not thereafter be entitled to any further step increases in that position except upon the specific recommendation of the appointing authority. Such further step increases, upon specific recommendation of the appointing authority, may be made to any higher step in the range for which the employee would have qualified.

3. For purposes of computing the length of time for eligibility for step increases:

a. Upon the request of the department concerned and upon approval of the Human Resources Director, the period of all leaves of absence without pay shall be excluded, provided that military leave, pursuant to TMC 1.12.260, shall not be excluded from the time computed.

b. All employees granted leaves of absence without pay in excess of 15 calendar days, except for military leaves as above stated, shall have a period of time equal to the total leave without pay added to the annual time for the further increases.

4. All step increases are subject to the availability of funds. Salary increases or decreases resulting from the adjustment of salary ranges in accordance with Section 1.12.021 shall not prevent within-range step increases in accordance with this section.

If any portion of this section conflicts with any other portion of the Tacoma Municipal Code, it is intended that this provision controls.

* * *

1.12.041 Adoption of the pay plan for nonrepresented classifications.

As of the effective date of the adoption of the Compensation Plan or any subsequent amendment thereto:

A. All employees whose pay is in excess of the maximum rate prescribed for their class shall not be reduced in pay but they shall not receive any pay increases as long as they occupy positions for which the salary range maximum is the same as, or less than, the pay rate currently received.

B. Employees will be advanced in pay as the result of an adjustment to the salary range for their class, as provided for in Section 1.12.021. In addition, employees will be eligible for step increases as provided for in Section 1.12.031. The provisions of this section shall not prevent demotion or reduction in pay for disciplinary reasons or the application of pay decreases when such action is required by the financial condition of the City or by changing economic conditions.

C. Employees who may be reclassified as a result of a classification and/or compensation study, whose pay is in excess of the maximum rate prescribed for their new class shall not be reduced in pay, but they shall not receive any pay increases as long as the salary range maximum for their new classification is the same as, or less than, the pay rate currently received. Upon the recommendation of the Human Resources Director, and with the approval of the City Council, employees who do not receive a salary increase as a result of this provision may receive an annual lump sum payment up to an amount that represents the general wage adjustment percentage provided in that year to other nonrepresented employees. Should such employees accept another position in the City service, they shall receive the rate of pay for that class as provided herein.

D. Eligible appointive, permanent, project, and temporary employees whose compensation is impacted as a result of classification and/or compensation study and whose initial placement in the revised pay structure as of January 2, 2023, provides for a wage increase of less than 5 percent, may receive a one-time, lump sum payment up to an amount that represents the difference between the annual salary in their initial placement and the value of a 5 percent annual wage increase.

EXHIBIT "A"

~~D~~E. Effective January 5, 2009, nonrepresented executive and nonrepresented classifications will no longer be eligible for longevity pay. A one-time roll in of the employee's current longevity pay will be added to base pay when determining employee placement in the new pay structure.

If any portion of this section conflicts with any other portion of the Tacoma Municipal Code, it is intended that this provision controls.

* * *

1.12.051 Transfer, promotion, demotion, reinstatement and reemployment – nonrepresented classifications.

When an employee is transferred, promoted, demoted, reclassified, reinstated, or reemployed, ~~his or her~~their rate of pay for the new position shall be determined as follows:

A. Transfer.

An employee transferred to another position in the same class will continue to receive the same pay rate until he or she is promoted or demoted or until ~~his or her~~their pay rate is adjusted in accordance with the provision of Section 1.12.021 or .031 of this chapter.

B. Promotion.

1. If ~~his or her~~the rate of pay in the lower class is below the minimum salary for the higher class, ~~his or her~~the rate of pay shall be increased to the minimum rate for the higher class; except when, as determined by the appointing authority and approved by the Human Resources Director, the employee possesses exceptional qualifications, or exceptional market conditions exist warranting placement at a higher rate in the pay range; provided, that money is in the budget, as provided in Section 1.12.070.

2. If ~~his or her~~the rate of pay in the lower class falls within the range of pay for the higher class, the employee shall be advanced to the next higher step; except when, as determined by the appointing authority, and approval of the Human Resources Director, the employee possesses exceptional qualification warranting employment at a higher rate in the pay range; provided, that money is in the budget, as provided in Section 1.12.070.

C. Demotion.

1. An employee demoted for disciplinary purposes from a position in one class to another class having a lower pay range shall receive a salary decrease.

a. If the rate of pay of the employee in the higher class is above the maximum salary for the lower class, ~~his or her~~the rate of pay will be decreased to at least the maximum rate of the lower class.

b. If the rate of pay of the employee in the higher class is within the pay range of the lower class, ~~his or her~~the rate of pay will be decreased by a ~~minimum of a quarter step increment~~full step.

2. An employee demoted for non-disciplinary purposes from a position in one class to another shall be placed at a pay rate closest to, but less than, the pay rate he or she currently earns.

D. Reinstatement.

The compensation of an employee reinstated to ~~his or her~~their former position shall be determined as follows:

1. An employee who had resigned from ~~his/ her~~their position in the City Service and is subsequently reinstated to a position in ~~his or her~~their former class shall be paid in accordance with the rules governing original appointments to a position in the City Service.

2. An employee who is reinstated to ~~his or her~~their position after an authorized leave of absence without pay shall be paid at the same pay in the range for ~~his or her~~the class that he or she was receiving at the time ~~he or she~~they began ~~his or her~~their leave of absence without pay.

E. Reemployment.

An employee reemployed in ~~his or her~~their former position after layoff shall be paid at the same pay in the range for ~~his or her~~the class that ~~he or she was~~they were receiving at the time ~~he or she was~~they were laid off.

EXHIBIT "A"

If any portion of this section conflicts with any other portion of the Tacoma Municipal Code, it is intended that this provision controls.

1.12.060 Salary decreases.

An appointing authority for just causes may reduce the salary of an employee within the pay range prescribed for the class. Notice of intention to effect such a reduction in pay and the reasons for such action shall be given to the employee and the [Human Resources](#) Director-~~of Personnel~~ 10 days prior to the effective date of the reduction. The employee affected shall have the right to appeal in the manner outlined in Section 1.24.950.

* * *

1.12.240 Sick leave without pay.

After the exhaustion of available sick leave and upon application of an appointive, project, temporary pending exam, probationary, or permanent employee, a leave of absence without pay may be granted by an appointing authority for disability because of sickness or injury. Such leave need not be limited to one year, but the appointing authority or the [Human Resources](#) Director-~~of Personnel~~, from time to time, may require that the employee submit a certificate from the attending physician or from a designated physician. In event of a failure or refusal to supply such certificate or if the certificate does not clearly show sufficient disability to preclude the employee from the performance of ~~his~~ [their](#) duties, the appointing authority, with the approval of the [Human Resources](#) Director-~~of Personnel~~, may cancel such sick leave and require the employee to report for duty on a specified date.

* * *

1.12.270 Cancellation of leaves of absence.

All leaves of absence shall be subject to the condition that the appointing authority may cancel the leave at any time upon prior written notice to the employee and the [Human Resources](#) Director-~~of Personnel~~ specifying a reasonable date of termination of the leave.

The [Human Resources](#) Director-~~of Personnel~~, upon prior notice to the employee and the appointing authority, may cancel an approved leave of absence at any time he finds that the employee is using the leave for purposes other than those specified at the time of approval.

* * *

1.12.340 Authority for Director of Finance.

The [Human Resources](#) Director-~~of Personnel~~ shall check all payrolls to determine that all persons in the City service have been properly appointed and are being paid in accordance with the provisions of the compensation ordinances of the City. After such determination has been made the [Human Resources](#) Director-~~of Personnel~~ shall certify such fact to the Director of Finance which shall be sufficient authority for the Director of Finance to execute warrants for salaries as provided by ordinance, within limitations of the annual budget.

* * *

1.12.640 Application of additional rates.

* * *

~~0619 The classification of Conservation Manager (CSC 0619) is comprised of all non-automatic steps, and progression within the salary range is based on market and/or a performance appraisal conducted by the appropriate hiring authority.~~

* * *

~~0720 The classification of Project Manager (CSC 0720) is comprised of all non-automatic steps, and progression within the salary range is based on management discretion.~~

~~0721 The classification of Project Manager (CSC 0721) is comprised of all non-automatic steps, and progression within the salary range is based on management discretion.~~

EXHIBIT "A"

* * *

~~2069 The classification of Real Time Energy Trader (CSC 2069) is comprised of all non-automatic steps, and progression within the salary range is based on merit or other factors.~~

~~2072 The classification of Term Energy Trader (CSC 2072) is comprised of all non-automatic steps, and progression within the salary range is based on merit or other factors.~~

* * *

~~2131, 2132, 2133, 2134 Employees in the classifications of Power Engineer I (CSC 2131), Power Engineer II (CSC 2132), Power Engineer III (CSC 2133) and Power Engineer IV (CSC 2134), assigned to work in emergency situations outside the normal work hours shall be compensated at time and one half of their regular rate of pay for all hours worked during emergency situations.~~

~~2132 See 2131, 2132, 2133, 2134~~

~~2133 See 2131, 2132, 2133, 2134~~

~~2133 The classification of Power Engineer III (CSC 2133) is comprised of all non-automatic steps, and progression within the salary range is based on management discretion.~~

~~2134 See 2131, 2132, 2133, 2134~~

~~2134 The classification of Power Engineer IV (CSC 2134) is comprised of all non-automatic steps, and progression within the salary range is based on management discretion.~~

* * *

~~4605 The classification of Department Aide (CSC 4605) shall be comprised of all non-automatic steps and progression within the salary range will be based on merit or other factors.~~

* * *

~~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.~~

~~5251 See 5249, 5251.~~

~~5251 The classification of Power Division Supervisor (CSC 5251) is comprised of all non-automatic steps and progression is based on performance.~~

* * *

NR. Effective January 5, 2009, classifications within the nonrepresented salary plan are not eligible for longevity pay.

NRE. Classifications within the nonrepresented executive salary plan are not eligible for longevity pay, ~~and are comprised of all non-automatic steps, with progression based on market and/or an executive performance appraisal conducted by the appropriate hiring authority. The executive salary plan includes the classifications of Information Technology Director (CSC 0835); City Attorney (CSC 0715); City Manager (CSC 0747); City Manager, Deputy (CSC 0745); City Manager, Assistant (CSC 0746); Customer Services Manager (CSC 0616); Community and Economic Development Director (CSC 0750); Environmental Services Director (CSC 0758); Finance Director (CSC 0712); Fire Chief (CSC 0767); Hearing Examiner (CSC 0717); Human Resources Director (CSC 0735);~~

EXHIBIT "A"

~~Neighborhood & Community Services Director (CSC 0759); PAF Director (CSC 0730); Police Chief (CSC 0772); Planning & Development Services Director (CSC 0719); Power Section Manager (CSC 0816); Public Works Director (CSC 0757); Retirement Systems Director (CSC 0560); Utilities Director (CSC 0822); Utilities Director, Deputy (CSC 0819); Utilities Director, Deputy Power Superintendent (CSC 0825); Utilities Director, Deputy Rail Superintendent (CSC 0830); and Utilities Director, Deputy Water Superintendent (CSC 0823).~~

* * *

1.12.970 Full disclosure of pay increases.

The City Manager and the Director of Utilities, through the ~~Personnel~~ [Human Resources](#) Director, shall provide a full and written disclosure to the City Council on the pay and fringe benefit increases for all personnel and clearly indicate all new classified and unclassified positions requested in the Pay and Compensation Plan. Furthermore, the City Manager and the Director of Utilities, through the ~~Personnel~~ [Human Resources](#) Director, shall provide this written disclosure to the City Council prior to the introduction of and first reading of any ordinance or resolution approving pay and benefit increases or creating new personnel classifications.

EXHIBIT "B"

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
0624	A	Account Executive	40.65	41.16	41.67	42.19	42.72	43.25	43.79	44.34	44.89	45.45	46.02	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83	51.47	52.11
0618	A	Account Executive, Senior	44.63	45.19	45.75	46.32	46.90	47.49	48.08	48.68	49.29	49.91	50.53	51.16	51.80	52.45	53.11	53.77	54.44	55.12	55.81	56.51	57.22
3127		Advanced Registered Nurse Practitioner	51.27	51.91	52.56	53.22	53.89	54.56	55.24	55.93	56.63	57.34	58.06	58.79	59.52	60.26	61.01	61.77	62.54	63.32	64.11	64.91	65.72
3037		Behavioral Health Case Manager	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.04	36.49
3035		Behavioral Health Crisis Responder	31.81	32.21	32.61	33.02	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.28	39.77	40.27	40.77
1129	A	Benefits Manager	45.84	46.41	46.99	47.58	48.17	48.77	49.38	50.00	50.62	51.25	51.89	52.54	53.20	53.86	54.53	55.21	55.90	56.60	57.31	58.03	58.76
0754	A	Budget Officer	70.67	71.55	72.44	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.06	84.10	85.15	86.21	87.29	88.38	89.48	90.60
0146	A	Business Development Manager	53.81	54.48	55.16	55.85	56.55	57.26	57.98	58.70	59.43	60.17	60.92	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12	68.97
0139	A	Cable & Franchise Production Supervisor	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	65.58	66.40	67.23	68.07
0715	A	City Attorney	95.36	96.55	97.76	98.98	100.22	101.47	102.74	104.02	105.32	106.64	107.97	109.32	110.69	112.07	113.47	114.89	116.33	117.78	119.25	120.74	122.25
1002	A	City Attorney, Assistant	51.13	51.77	52.42	53.08	53.74	54.41	55.09	55.78	56.48	57.19	57.90	58.62	59.35	60.09	60.84	61.60	62.37	63.15	63.94	64.74	65.55
1005	A	City Attorney, Chief Deputy	79.25	80.24	81.24	82.26	83.29	84.33	85.38	86.45	87.53	88.62	89.73	90.85	91.99	93.14	94.30	95.48	96.67	97.88	99.10	100.34	101.59
1004	A	City Attorney, Deputy	63.42	64.21	65.01	65.82	66.64	67.47	68.31	69.16	70.02	70.90	71.79	72.69	73.60	74.52	75.45	76.39	77.34	78.31	79.29	80.28	81.28
1004	A	City Attorney, Prosecuting	40.91	41.42	41.94	42.46	42.99	43.53	44.07	44.62	45.18	45.74	46.31	46.89	47.48	48.07	48.67	49.28	49.90	50.52	51.15	51.79	52.44
0700	A	City Clerk	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28	45.85	46.42	47.00	47.59	48.18
0747	A	City Manager	109.27	110.64	112.02	113.42	114.84	116.28	117.73	119.20	120.69	122.20	123.73	125.28	126.85	128.44	130.05	131.68	133.33	135.00	136.69	138.40	140.13
0746	A	City Manager, Assistant	85.64	86.71	87.79	88.89	90.00	91.13	92.27	93.42	94.59	95.77	96.97	98.18	99.41	100.65	101.91	103.18	104.47	105.78	107.10	108.44	109.80
0745	A	City Manager, Deputy	95.36	96.55	97.76	98.98	100.22	101.47	102.74	104.02	105.32	106.64	107.97	109.32	110.69	112.07	113.47	114.89	116.33	117.78	119.25	120.74	122.25
0744	A	City Manager, Assistant to the	60.25	61.00	61.76	62.53	63.31	64.10	64.90	65.71	66.53	67.36	68.20	69.05	69.91	70.78	71.66	72.56	73.47	74.39	75.32	76.26	77.21
0710	A	City Treasurer	57.93	58.65	59.38	60.12	60.87	61.63	62.40	63.18	63.97	64.77	65.58	66.40	67.23	68.07	68.92	69.78	70.65	71.53	72.42	73.33	74.25
2210	A	Community & Economic Development Division Manager	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59	65.40	66.22

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1176	A	Community & Economic Development Supervisor	43.17	43.71	44.26	44.81	45.37	45.94	46.51	47.09	47.68	48.28	48.88	49.49	50.11	50.74	51.37	52.01	52.66	53.32	53.99	54.66	55.34
0750	A	Community & Economic Development Director	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07	89.17	90.28	91.41
2208	A	Community & Economic Development Director, Assistant	59.43	60.17	60.92	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12	68.97	69.83	70.70	71.58	72.47	73.38	74.30	75.23	76.17
0805	A	Community & Media Services Manager	60.88	61.64	62.41	63.19	63.98	64.78	65.59	66.41	67.24	68.08	68.93	69.79	70.66	71.54	72.43	73.34	74.26	75.19	76.13	77.08	78.04
1214	A	Community Relations Officer	39.69	40.19	40.69	41.20	41.71	42.23	42.76	43.29	43.83	44.38	44.93	45.49	46.06	46.64	47.22	47.81	48.41	49.02	49.63	50.25	50.88
0802	A	Community Relations Spec	35.76	36.21	36.66	37.12	37.58	38.05	38.53	39.01	39.50	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86
1128	A	Compensation & Benefits Manager, Senior	52.82	53.48	54.15	54.83	55.52	56.21	56.91	57.62	58.34	59.07	59.81	60.56	61.32	62.09	62.87	63.66	64.46	65.27	66.09	66.92	67.76
0619	A	Conservation Manager	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81	71.70	72.60	73.51	74.43	75.36
2326	A	Conservation Manager, Assistant	51.12	51.76	52.41	53.07	53.73	54.40	55.08	55.77	56.47	57.18	57.89	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54
0634		Conservation Program Associate	25.77	26.09	26.42	26.75	27.08	27.42	27.76	28.11	28.46	28.82	29.18	29.54	29.91	30.28	30.66	31.04	31.43	31.82	32.22	32.62	33.03
0632		Conservation Program Coordinator	30.04	30.42	30.80	31.19	31.58	31.97	32.37	32.77	33.18	33.59	34.01	34.44	34.87	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52
0630	A	Conservation Program Manager	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	52.05
0620	A	Conservation Supervisor	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95	57.66	58.38	59.11	59.85
1124	A	Contract & Program Auditor	32.22	32.62	33.03	33.44	33.86	34.28	34.71	35.14	35.58	36.02	36.47	36.93	37.39	37.86	38.33	38.81	39.30	39.79	40.29	40.79	41.30
0524	A	Controller	70.67	71.55	72.44	73.35	74.27	75.20	76.14	77.09	78.05	79.03	80.02	81.02	82.03	83.06	84.10	85.15	86.21	87.29	88.38	89.48	90.60
4314	A	Court Administrator	54.80	55.49	56.18	56.88	57.59	58.31	59.04	59.78	60.53	61.29	62.06	62.84	63.63	64.43	65.24	66.06	66.89	67.73	68.58	69.44	70.31
4308	A	Court Operations Supervisor	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	47.75	48.35	48.95	49.56	50.18	50.81	51.45	52.09
0609	A	Customer Service Supervisor	36.95	37.41	37.88	38.35	38.83	39.32	39.81	40.31	40.81	41.32	41.84	42.36	42.89	43.43	43.97	44.52	45.08	45.64	46.21	46.79	47.37

EXHIBIT "B"

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
0610	A	Customer Service Supervisor-II	40.65	41.16	41.67	42.19	42.72	43.25	43.79	44.34	44.89	45.45	46.02	46.60	47.18	47.77	48.37	48.97	49.58	50.20	50.83	51.47	52.11
0654		Customer Service Training Analyst	33.82	34.24	34.67	35.10	35.54	35.98	36.43	36.89	37.35	37.82	38.29	38.77	39.25	39.74	40.24	40.74	41.25	41.77	42.29	42.82	43.36
0727	A	Customer Services Assistant Manager	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81	71.70	72.60	73.51	74.43	75.36	76.30	77.25	78.22	79.20
0616	A	Customer Services Manager	83.65	84.70	85.76	86.83	87.92	89.02	90.13	91.26	92.40	93.56	94.73	95.91	97.11	98.32	99.55	100.79	102.05	103.33	104.62	105.93	107.25
0147	A	Data Architecture Manager	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54	66.36	67.19	68.03	68.88	69.74	70.61	71.49	72.38	73.28	74.20	75.13
4605		Department Aide	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
3032		Designated Crisis Responder-I	34.91	35.35	35.79	36.24	36.69	37.15	37.61	38.08	38.56	39.04	39.53	40.02	40.52	41.03	41.54	42.06	42.59	43.12	43.66	44.21	44.76
3033		Designated Crisis Responder-II	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28	45.85	46.42	47.00
2349	A	Development Specialist-I	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50	36.96	37.42	37.89	38.36	38.84	39.33
2351	A	Development Specialist-II	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10
2352	A	Development Specialist-III	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69
2070	A	Engineer	41.77	42.29	42.82	43.36	43.90	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56
8028		Engineer in Training	28.58	28.94	29.30	29.67	30.04	30.42	30.80	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
2068	A	Engineer, Associate	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53
2073	A	Engineer, Principal	52.76	53.42	54.09	54.77	55.45	56.14	56.84	57.55	58.27	59.00	59.74	60.49	61.25	62.02	62.80	63.58	64.37	65.17	65.98	66.80	67.63
2082	A	Engineer, Professional	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
2083	A	Engineer, Senior	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
2060	A	Engineer, Senior Principal	58.22	58.95	59.69	60.44	61.20	61.97	62.74	63.52	64.31	65.11	65.92	66.74	67.57	68.41	69.27	70.14	71.02	71.91	72.81	73.72	74.64
2059	A	Environmental Services Director, Assistant	77.00	77.96	78.93	79.92	80.92	81.93	82.95	83.99	85.04	86.10	87.18	88.27	89.37	90.49	91.62	92.77	93.93	95.10	96.29	97.49	98.71
0758	A	Environmental Services Director	92.45	93.61	94.78	95.96	97.16	98.37	99.60	100.84	102.10	103.38	104.67	105.98	107.30	108.64	110.00	111.37	112.76	114.17	115.60	117.05	118.51
2056	A	Environmental Services Division Manager	66.53	67.36	68.20	69.05	69.91	70.78	71.66	72.56	73.47	74.39	75.32	76.26	77.21	78.18	79.16	80.15	81.15	82.16	83.19	84.23	85.28
2057	A	Environmental Services Division Manager Assistant	60.47	61.23	62.00	62.78	63.56	64.35	65.15	65.96	66.78	67.61	68.46	69.32	70.19	71.07	71.96	72.86	73.77	74.69	75.62	76.57	77.53

EXHIBIT "B"

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
2092		Environmental Specialist	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	42.55	43.08	43.62
2093		Environmental Specialist, Senior	39.55	40.04	40.54	41.05	41.56	42.08	42.61	43.14	43.68	44.23	44.78	45.34	45.91	46.48	47.06	47.65	48.25	48.85	49.46	50.08	50.71
2097		Environmental Technician	28.13	28.48	28.84	29.20	29.57	29.94	30.31	30.69	31.07	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06
2098		Environmental Technician, Senior	30.94	31.33	31.72	32.12	32.52	32.93	33.34	33.76	34.18	34.61	35.04	35.48	35.92	36.37	36.82	37.28	37.75	38.22	38.70	39.18	39.67
0753	A	Equity & Human Rights Director	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07	89.17	90.28	91.41
0820	A	Executive Assistant	42.39	42.92	43.46	44.00	44.55	45.11	45.67	46.24	46.82	47.41	48.00	48.60	49.21	49.83	50.45	51.08	51.72	52.37	53.02	53.68	54.35
0712	A	Finance Director	84.57	85.63	86.70	87.78	88.88	89.99	91.11	92.25	93.40	94.57	95.75	96.95	98.16	99.39	100.63	101.89	103.16	104.45	105.76	107.08	108.42
0520	A	Financial Manager	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	55.35	56.04	56.74	57.45	58.17
0522	A	Financial Manager, Senior	53.40	54.07	54.75	55.43	56.12	56.82	57.53	58.25	58.98	59.72	60.47	61.23	62.00	62.77	63.55	64.34	65.14	65.95	66.77	67.60	68.44
0524	A	Financial Supervisor	38.40	38.88	39.37	39.86	40.36	40.86	41.37	41.89	42.41	42.94	43.48	44.02	44.57	45.13	45.69	46.26	46.84	47.43	48.02	48.62	49.23
4020		Fire & Life Safety Educator	32.43	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58
0767	A	Fire Chief	96.43	97.64	98.86	100.10	101.35	102.62	103.90	105.20	106.51	107.84	109.19	110.55	111.93	113.33	114.75	116.18	117.63	119.10	120.59	122.10	123.63
0519	A	Fire Code Official	64.21	65.01	65.82	66.64	67.47	68.31	69.16	70.02	70.90	71.79	72.69	73.60	74.52	75.45	76.39	77.34	78.31	79.29	80.28	81.28	82.30
0518	A	Fire Department Manager	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	69.79
5344	A	Fleet Manager, Assistant	43.55	44.09	44.64	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
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	54.18	54.86	55.55	56.24	56.94	57.65	58.37	59.10	59.84	60.59	61.35	62.12	62.90	63.69	64.49	65.30	66.12	66.95	67.79	68.64	69.50
0724	A	Government Relations Officer	67.24	68.08	68.93	69.79	70.66	71.54	72.43	73.34	74.26	75.19	76.13	77.08	78.04	79.02	80.01	81.01	82.02	83.05	84.09	85.14	86.20
0717	A	Hearing Examiner	77.78	78.75	79.73	80.73	81.74	82.76	83.79	84.84	85.90	86.97	88.06	89.16	90.27	91.40	92.54	93.70	94.87	96.06	97.26	98.48	99.71
2310	A	Historic Preservation Coordinator	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90
2309	A	Historic Preservation Officer	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69
2336		Housing Rehabilitation Specialist	31.54	31.93	32.33	32.73	33.14	33.55	33.97	34.39	34.82	35.26	35.70	36.15	36.60	37.06	37.52	37.99	38.46	38.94	39.43	39.92	40.42
1134	A	Human Resources Analyst, Senior	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.39	47.98	48.58	49.19	49.80	50.42	51.05	51.69	52.34	52.99	53.65
0735	A	Human Resources Director	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	89.69	90.81	91.95	93.10	94.26	95.44	96.63	97.84

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1125	A	Human Resources Director, Assistant	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56	78.53	79.51	80.50	81.51
1136	A	Human Resources Manager	46.11	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93	51.57	52.21	52.86	53.52	54.19	54.87	55.56	56.25	56.95	57.66	58.38	59.11
1138	A	Human Resources Manager, Senior	52.82	53.48	54.15	54.83	55.52	56.21	56.91	57.62	58.34	59.07	59.81	60.56	61.32	62.09	62.87	63.66	64.46	65.27	66.09	66.92	67.76
2533		Human Services Program Assistant	20.60	20.86	21.12	21.38	21.65	21.92	22.19	22.47	22.75	23.03	23.32	23.61	23.91	24.21	24.51	24.82	25.13	25.44	25.76	26.08	26.41
5151	A	Hydro Project Manager	67.94	68.69	69.55	70.42	71.30	72.19	73.09	74.00	74.93	75.87	76.82	77.78	78.75	79.73	80.73	81.74	82.76	83.79	84.84	85.90	86.97
5150	A	Hydro Project Manager, Assistant	63.98	64.78	65.59	66.41	67.24	68.08	68.93	69.79	70.66	71.54	72.43	73.34	74.26	75.19	76.13	77.08	78.04	79.02	80.01	81.01	82.02
0140	A	Information Technology Manager	58.61	59.34	60.08	60.83	61.59	62.36	63.14	63.93	64.73	65.54	66.36	67.19	68.03	68.88	69.74	70.61	71.49	72.38	73.28	74.20	75.13
0136	A	Information Technology Supervisor	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	65.58	66.40	67.23	68.07
0835	A	Information Technology Director	87.29	88.38	89.48	90.60	91.73	92.88	94.04	95.22	96.41	97.62	98.84	100.08	101.33	102.60	103.88	105.18	106.49	107.82	109.17	110.53	111.91
0837	A	Information Technology Director, Assistant	71.70	72.60	73.51	74.43	75.36	76.30	77.25	78.22	79.20	80.19	81.19	82.20	83.23	84.27	85.32	86.39	87.47	88.56	89.67	90.79	91.92
0707	A	Information Technology Project Manager	47.69	48.29	48.89	49.50	50.12	50.75	51.38	52.02	52.67	53.33	54.00	54.67	55.35	56.04	56.74	57.45	58.17	58.90	59.64	60.39	61.14
0708	A	Information Technology Project Manager, Senior	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
1118	A	Labor Negotiator	48.91	49.52	50.14	50.77	51.40	52.04	52.69	53.35	54.02	54.70	55.38	56.07	56.77	57.48	58.20	58.93	59.67	60.42	61.18	61.94	62.71
1123	A	Labor Relations Analyst	37.85	38.32	38.80	39.28	39.77	40.27	40.77	41.28	41.80	42.32	42.85	43.39	43.93	44.48	45.04	45.60	46.17	46.75	47.33	47.92	48.52
1132	A	Labor Relations Manager	55.33	56.02	56.72	57.43	58.15	58.88	59.62	60.37	61.12	61.88	62.65	63.43	64.22	65.02	65.83	66.65	67.48	68.32	69.17	70.03	70.91
0760	A	Labor Relations Manager, Senior	63.58	64.37	65.17	65.98	66.80	67.64	68.49	69.35	70.22	71.10	71.99	72.89	73.80	74.72	75.65	76.60	77.56	78.53	79.51	80.50	81.51
2207	A	Land Use Administrator	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.40	65.20	66.02	66.85	67.69	68.54
0034		Legal Assistant	24.72	25.03	25.34	25.66	25.98	26.30	26.63	26.96	27.30	27.64	27.99	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91	31.30	31.69
0032		Legal Assistant, Senior	27.48	27.82	28.17	28.52	28.88	29.24	29.61	29.98	30.35	30.73	31.11	31.50	31.89	32.29	32.69	33.10	33.51	33.93	34.35	34.78	35.21
1007	A	Legal Intern	16.97	17.18	17.39	17.61	17.83	18.05	18.28	18.51	18.74	18.97	19.21	19.45	19.69	19.94	20.19	20.44	20.70	20.96	21.22	21.49	21.76

EXHIBIT "B"

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
0553		LEOFF 1 Pension Specialist	31.24	31.63	32.03	32.43	32.84	33.25	33.67	34.09	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06
1109	A	Management Analyst I	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.04	36.49
1120	A	Management Analyst II	35.70	36.15	36.60	37.06	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77
1135	A	Management Analyst III	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.29	56.99
4607		Management Fellow	25.71	26.03	26.36	26.69	27.02	27.36	27.70	28.05	28.40	28.75	29.11	29.47	29.84	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.96
4615		Management Intern	19.14	19.38	19.62	19.87	20.12	20.37	20.62	20.88	21.14	21.40	21.67	21.94	22.21	22.49	22.77	23.05	23.34	23.63	23.93	24.23	24.53
0841	A	Market Development Program Manager	57.31	58.03	58.76	59.49	60.23	60.98	61.74	62.51	63.29	64.08	64.88	65.69	66.51	67.34	68.18	69.03	69.89	70.76	71.64	72.54	73.45
0842	A	Market Development Research Analyst	51.28	51.92	52.57	53.23	53.90	54.57	55.25	55.94	56.64	57.35	58.07	58.80	59.53	60.27	61.02	61.78	62.55	63.33	64.12	64.92	65.73
0840	A	Marketing & Development Manager	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	85.57
1165	A	Marketing Assistant	20.40	20.65	20.91	21.17	21.43	21.70	21.97	22.24	22.52	22.80	23.09	23.38	23.67	23.97	24.27	24.57	24.88	25.19	25.50	25.82	26.14
5506	A	Marketing Coordinator	29.95	30.32	30.70	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
1151		Master Control Technician	21.30	21.57	21.84	22.11	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.73	25.04	25.35	25.67	25.99	26.31	26.64	26.97	27.31
0804	A	Media & Communications Director	58.58	59.31	60.05	60.80	61.56	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
5508	A	Media Specialist	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.09	45.65	46.22	46.80	47.38	47.97	48.57
3125		Mobile Unit Registered Nurse	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
2091	A	Natural Resources Manager	66.45	67.28	68.12	68.97	69.83	70.70	71.58	72.47	73.38	74.30	75.23	76.17	77.12	78.08	79.06	80.05	81.05	82.06	83.09	84.13	85.18
2106	A	Natural Resources Specialist I	35.49	35.93	36.38	36.83	37.29	37.76	38.23	38.71	39.19	39.68	40.18	40.68	41.19	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48
2089	A	Natural Resources Specialist II	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	52.05
2094	A	Natural Resources Specialist III	46.67	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83
2107		Natural Resources Technician I	22.25	22.53	22.81	23.10	23.39	23.68	23.98	24.28	24.58	24.89	25.20	25.51	25.83	26.15	26.48	26.81	27.15	27.49	27.83	28.18	28.53
2090	A	Natural Resources Technician II	31.16	31.55	31.94	32.34	32.74	33.15	33.56	33.98	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53	38.00	38.48	38.96	39.45	39.94

EXHIBIT "B"

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
0859	A	Neighborhood & Community Services Director, Assistant	57.66	58.38	59.11	59.85	60.60	61.36	62.13	62.91	63.70	64.50	65.31	66.13	66.96	67.80	68.65	69.51	70.38	71.26	72.15	73.05	73.96
0754	A	Neighborhood & Community Services Program Manager	42.45	42.98	43.52	44.06	44.61	45.17	45.73	46.30	46.88	47.47	48.06	48.66	49.27	49.89	50.51	51.14	51.78	52.43	53.09	53.75	54.42
0759	A	Neighborhood & Community Services Director	71.31	72.20	73.10	74.01	74.94	75.88	76.83	77.79	78.76	79.74	80.74	81.75	82.77	83.80	84.85	85.91	86.98	88.07	89.17	90.28	91.41
2058	A	Neighborhood & Community Services Division Manager	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59	65.40	66.22
2532		Neighborhood & Community Services Specialist	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
2534		Neighborhood & Community Services Supervisor	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.55	43.08	43.62	44.17	44.72	45.28
4602		Occupational Intern, Skilled	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
0738	A	Office Administrator	31.95	32.35	32.75	33.16	33.57	33.99	34.41	34.84	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.49	38.97	39.46	39.95	40.45	40.96
0739	A	Office Manager	36.74	37.20	37.67	38.14	38.62	39.10	39.59	40.08	40.58	41.09	41.60	42.12	42.65	43.18	43.72	44.27	44.82	45.38	45.95	46.52	47.10
0533	A	Operations Manager	52.40	53.05	53.71	54.38	55.06	55.75	56.45	57.16	57.87	58.59	59.32	60.06	60.81	61.57	62.34	63.12	63.91	64.71	65.52	66.34	67.17
1009	A	Paralegal	29.98	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
1010	A	Paralegal, Senior	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	43.33	43.87	44.42	44.98	45.54	46.11
2085	A	Park Supervisor	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.47	39.96	40.46	40.97	41.48	42.00	42.53	43.06	43.60	44.15	44.70
2086	A	Park Supervisor, Assistant	31.69	32.09	32.49	32.90	33.31	33.73	34.15	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64
2105		Permit Supervisor	35.71	36.16	36.61	37.07	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.65	45.21	45.78
2209		Planner, Associate	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.05	36.50	36.96	37.42	37.89	38.36	38.84	39.33
2221		Planner, Principal	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69
2203		Planner, Senior	37.52	37.99	38.46	38.94	39.43	39.92	40.42	40.93	41.44	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10
0719	A	Planning & Development Services Director	75.48	76.42	77.38	78.35	79.33	80.32	81.32	82.34	83.37	84.41	85.47	86.54	87.62	88.72	89.83	90.95	92.09	93.24	94.41	95.59	96.78
2219	A	Planning & Development Services Division Manager	51.64	52.29	52.94	53.60	54.27	54.95	55.64	56.34	57.04	57.75	58.47	59.20	59.94	60.69	61.45	62.22	63.00	63.79	64.59	65.40	66.22
2222	A	Planning Manager	52.79	53.45	54.12	54.80	55.48	56.17	56.87	57.58	58.30	59.03	59.77	60.52	61.28	62.05	62.83	63.62	64.42	65.23	66.05	66.88	67.72
2038	A	Plans Examiner I	36.30	36.75	37.21	37.68	38.15	38.63	39.11	39.60	40.09	40.59	41.10	41.61	42.13	42.66	43.19	43.73	44.28	44.83	45.39	45.96	46.53

EXHIBIT "B"

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
2039	A	Plans Examiner II	41.70	42.22	42.75	43.28	43.82	44.37	44.92	45.48	46.05	46.63	47.21	47.80	48.40	49.00	49.61	50.23	50.86	51.50	52.14	52.79	53.45
2040	A	Plans Examiner III	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
0772	A	Police Chief	96.43	97.64	98.86	100.10	101.35	102.62	103.90	105.20	106.51	107.84	109.19	110.55	111.93	113.33	114.75	116.18	117.63	119.10	120.59	122.10	123.63
0785	A	Police Chief of Staff	72.32	73.22	74.14	75.07	76.01	76.96	77.92	78.89	79.88	80.88	81.89	82.91	83.95	85.00	86.06	87.14	88.23	89.33	90.45	91.58	92.72
0786	A	Police Community Engagement Program Director	62.70	63.48	64.27	65.07	65.88	66.70	67.53	68.37	69.22	70.09	70.97	71.86	72.76	73.67	74.59	75.52	76.46	77.42	78.39	79.37	80.36
5123	A	Power Analyst	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	65.25	66.07
5128	A	Power Analyst, Senior	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	73.42
2134	A	Power Engineer I	37.49	37.96	38.43	38.91	39.40	39.89	40.39	40.89	41.40	41.92	42.44	42.97	43.51	44.05	44.60	45.16	45.72	46.29	46.87	47.46	48.05
2132	A	Power Engineer II	41.98	42.50	43.03	43.57	44.11	44.66	45.22	45.79	46.36	46.94	47.53	48.12	48.72	49.33	49.95	50.57	51.20	51.84	52.49	53.15	53.81
2133	A	Power Engineer III	49.34	49.96	50.58	51.21	51.85	52.50	53.16	53.82	54.49	55.17	55.86	56.56	57.27	57.99	58.71	59.44	60.18	60.93	61.69	62.46	63.24
2134	A	Power Engineer IV	58.70	59.43	60.17	60.92	61.68	62.45	63.23	64.02	64.82	65.63	66.45	67.28	68.12	68.97	69.83	70.70	71.58	72.47	73.38	74.30	75.23
0815	A	Power Section Assistant Manager I	74.81	75.75	76.70	77.66	78.63	79.61	80.61	81.62	82.64	83.67	84.72	85.78	86.85	87.94	89.04	90.15	91.28	92.42	93.58	94.75	95.93
0817	A	Power Section Assistant Manager II	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
0816	A	Power Section Manager	111.26	112.65	114.06	115.49	116.93	118.39	119.87	121.37	122.89	124.43	125.99	127.56	129.15	130.76	132.39	134.04	135.72	137.42	139.14	140.88	142.64
5248	A	Power Supervisor I	41.96	42.48	43.01	43.55	44.09	44.64	45.20	45.77	46.34	46.92	47.51	48.10	48.70	49.31	49.93	50.55	51.18	51.82	52.47	53.13	53.79
5251	A	Power Supervisor II	52.46	53.12	53.78	54.45	55.13	55.82	56.52	57.23	57.95	58.67	59.40	60.14	60.89	61.65	62.42	63.20	63.99	64.79	65.60	66.42	67.25
5249	A	Power Supervisor III	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	72.88	73.79	74.71	75.64	76.59	77.55	78.52
2322		Program Development Specialist	31.13	31.52	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90
2321		Program Development Specialist, Lead	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33
1100		Program Technician	25.78	26.10	26.43	26.76	27.09	27.43	27.77	28.12	28.47	28.83	29.19	29.55	29.92	30.29	30.67	31.05	31.44	31.83	32.23	32.63	33.04
0720	A	Project Manager	47.25	47.84	48.44	49.05	49.66	50.28	50.91	51.55	52.19	52.84	53.50	54.17	54.85	55.54	56.23	56.93	57.64	58.36	59.09	59.83	60.58
0721	A	Project Manager, Senior	59.55	60.29	61.04	61.80	62.57	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
2502		Project Specialist	26.23	26.56	26.89	27.23	27.57	27.91	28.26	28.61	28.97	29.33	29.70	30.07	30.45	30.83	31.22	31.61	32.01	32.41	32.82	33.23	33.65
1142	A	Public Disclosure Manager	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
0757	A	Public Works Director	81.04	82.05	83.08	84.12	85.17	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
0755	A	Public Works Director, Assistant	70.47	71.35	72.24	73.14	74.05	74.98	75.92	76.87	77.83	78.80	79.79	80.79	81.80	82.82	83.86	84.91	85.97	87.04	88.13	89.23	90.35

EXHIBIT "B"

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
2055	A	Public Works Division Manager, Assistant	58.24	58.97	59.71	60.46	61.22	61.99	62.76	63.54	64.33	65.13	65.94	66.76	67.59	68.43	69.29	70.16	71.04	71.93	72.83	73.74	74.66
2054	A	Public Works Division Manager	64.09	64.89	65.70	66.52	67.35	68.19	69.04	69.90	70.77	71.65	72.55	73.46	74.38	75.31	76.25	77.20	78.16	79.14	80.13	81.13	82.14
7128	A	Rail Chief Administrative Officer	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	69.88	70.75	71.63	72.53
7129	A	Rail Chief Information/Financial Officer	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	69.88	70.75	71.63	72.53
7130	A	Rail Chief Mechanical Officer	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	74.67	75.60	76.55	77.51	78.48	79.46	80.45	81.46
7152	A	Rail Superintendent, Assistant	70.77	71.65	72.55	73.46	74.38	75.31	76.25	77.20	78.16	79.14	80.13	81.13	82.14	83.17	84.21	85.26	86.33	87.41	88.50	89.61	90.73
7127	A	Rail Supervisor of Operations	45.29	45.86	46.43	47.01	47.60	48.20	48.80	49.41	50.03	50.66	51.29	51.93	52.58	53.24	53.91	54.58	55.26	55.95	56.65	57.36	58.08
7126	A	Railway Roadmaster	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	69.88	70.75	71.63	72.53
2343		Real Estate Officer	41.08	41.59	42.11	42.64	43.17	43.71	44.26	44.81	45.37	45.94	46.51	47.09	47.68	48.28	48.88	49.49	50.11	50.74	51.37	52.01	52.66
2344	A	Real Estate Officer, Senior	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.30	57.00	57.71	58.43	59.16	59.90	60.65	61.41
2069	A	Real Time Energy Trader	56.64	57.35	58.07	58.80	59.54	60.28	61.03	61.79	62.56	63.34	64.13	64.93	65.74	66.56	67.39	68.23	69.08	69.94	70.81	71.70	72.60
0740	A	Records Management Supervisor	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	43.04	43.58	44.12	44.67
5033		Recycling Supervisor	33.43	33.85	34.27	34.70	35.13	35.57	36.01	36.46	36.92	37.38	37.85	38.32	38.80	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86
3126		Registered Nurse Case Manager	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.81	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28	42.81	43.35	43.89	44.44
0845	A	Relicensing Coordinator	49.57	50.19	50.82	51.46	52.10	52.75	53.41	54.08	54.76	55.44	56.13	56.83	57.54	58.26	58.99	59.73	60.48	61.24	62.01	62.79	63.57
5052		Resource Conservation Specialist	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
0557	A	Retirement Chief Investment Officer, Deputy	57.73	58.45	59.18	59.92	60.67	61.43	62.20	62.98	63.77	64.57	65.38	66.20	67.03	67.87	68.72	69.58	70.45	71.33	72.22	73.12	74.03
0560	A	Retirement System Director	80.84	81.85	82.87	83.91	84.96	86.02	87.10	88.19	89.29	90.41	91.54	92.68	93.84	95.01	96.20	97.40	98.62	99.85	101.10	102.36	103.64
0559	A	Retirement System Director, Assistant	59.59	60.33	61.08	61.84	62.61	63.39	64.18	64.98	65.79	66.61	67.44	68.28	69.13	69.99	70.86	71.75	72.65	73.56	74.48	75.41	76.35

EXHIBIT "B"

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
1110		Risk Analyst	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	36.22	36.67	37.13	37.59	38.06	38.54
1137	A	Risk Analyst, Senior	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	42.55	43.08	43.62	44.17	44.72
0703	A	Risk Manager	51.70	52.35	53.00	53.66	54.33	55.01	55.70	56.40	57.11	57.82	58.54	59.27	60.01	60.76	61.52	62.29	63.07	63.86	64.66	65.47	66.29
0762	A	Safety Director	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40	71.28	72.17	73.07	73.98	74.90	75.84	76.79	77.75	78.72	79.70	80.70	81.71	82.73
1204	A	Safety Manager	43.49	44.03	44.58	45.14	45.70	46.27	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.06	53.72	54.39	55.07	55.76
1122		Safety Officer	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	49.66	50.28	50.91
2530		Senior Center Cook	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
2529		Senior Center Van Driver	17.30	17.52	17.74	17.96	18.18	18.41	18.64	18.87	19.11	19.35	19.59	19.83	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17
2556		Seniors Center Supervisor	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	32.71	33.12	33.53	33.95
0138	A	T&D Work Practices Specialist	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
1170	A	Tacoma Arts Commission Administrator	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.30	57.00
6220	A	Tacoma Venues & Events Attendant	14.49	14.67	14.85	15.04	15.23	15.42	15.61	15.81	16.01	16.21	16.41	16.62	16.83	17.04	17.25	17.47	17.69	17.91	18.13	18.36	18.59
0730	A	Tacoma Venues & Events Director	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	84.94	86.00	87.07	88.16	89.26	90.38	91.51	92.65
0734	A	Tacoma Venues & Events Director, Deputy	54.89	55.58	56.27	56.97	57.68	58.40	59.13	59.87	60.62	61.38	62.15	62.93	63.72	64.52	65.33	66.15	66.98	67.82	68.67	69.53	70.40
0732	A	Tacoma Venues & Events Division Manager	41.69	42.21	42.74	43.27	43.81	44.36	44.91	45.47	46.04	46.62	47.20	47.79	48.39	48.99	49.60	50.22	50.85	51.49	52.13	52.78	53.44
1164	A	Tacoma Venues & Events Event Services Coordinator	31.07	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83
1168	A	Tacoma Venues & Events Event Services Manager	34.52	34.95	35.39	35.83	36.28	36.73	37.19	37.65	38.12	38.60	39.08	39.57	40.06	40.56	41.07	41.58	42.10	42.63	43.16	43.70	44.25
0728	A	Tacoma Venues & Events Marketing Manager	39.01	39.50	39.99	40.49	41.00	41.51	42.03	42.56	43.09	43.63	44.18	44.73	45.29	45.86	46.43	47.01	47.60	48.20	48.80	49.41	50.03
0733	A	Tacoma Venues & Events Operations Manager	49.42	50.04	50.67	51.30	51.94	52.59	53.25	53.92	54.59	55.27	55.96	56.66	57.37	58.09	58.82	59.56	60.30	61.05	61.81	62.58	63.36
1215	A	Tacoma Venues & Events Sales Coordinator	26.31	26.64	26.97	27.31	27.65	28.00	28.35	28.70	29.06	29.42	29.79	30.16	30.54	30.92	31.31	31.70	32.10	32.50	32.91	33.32	33.74

EXHIBIT "B"

Code	A	Job Title	1A	1B	1C	1D	2A	2B	2C	2D	3A	3B	3C	3D	4A	4B	4C	4D	5A	5B	5C	5D	6A
1156		Tacoma Venues & Events Technical Services Coordinator	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.37	26.70	27.03	27.37	27.71	28.06	28.41	28.77	29.13	29.49	29.86	30.23	30.61	30.99
5535	A	Telecommunications Engineer	46.46	47.04	47.63	48.23	48.83	49.44	50.06	50.69	51.32	51.96	52.61	53.27	53.94	54.61	55.29	55.98	56.68	57.39	58.11	58.84	59.58
5539		Telecommunications Planning & Design Technician	31.46	31.85	32.25	32.65	33.06	33.47	33.89	34.31	34.74	35.17	35.61	36.06	36.51	36.97	37.43	37.90	38.37	38.85	39.34	39.83	40.33
5523	A	Telecommunications Technical Administrator	37.05	37.51	37.98	38.45	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
1154		Television Production Coordinator	38.29	38.77	39.25	39.74	40.24	40.74	41.25	41.77	42.29	42.82	43.36	43.90	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10
2072	A	Tom Energy Trader	71.39	72.28	73.18	74.09	75.02	75.96	76.91	77.87	78.84	79.83	80.83	81.84	82.86	83.90	84.95	86.01	87.09	88.18	89.28	90.40	91.53
1121	A	Training & Development Manager	44.45	45.01	45.57	46.14	46.72	47.30	47.89	48.49	49.10	49.71	50.33	50.96	51.60	52.25	52.90	53.56	54.23	54.91	55.60	56.29	56.99
0823	A	Utilities Director, Deputy Water Superintendent	92.40	93.55	94.72	95.90	97.10	98.31	99.54	100.78	102.04	103.32	104.61	105.92	107.24	108.58	109.94	111.31	112.70	114.11	115.54	116.98	118.44
0825	A	Utilities Director, Deputy Power Superintendent	127.94	129.54	131.16	132.80	134.46	136.14	137.84	139.56	141.30	143.07	144.86	146.67	148.50	150.36	152.24	154.14	156.07	158.02	160.00	162.00	164.03
0830	A	Utilities Director, Deputy Rail Superintendent	86.71	87.79	88.89	90.00	91.13	92.27	93.42	94.59	95.77	96.97	98.18	99.41	100.65	101.91	103.18	104.47	105.78	107.10	108.44	109.80	111.17
0822	A	Utilities Director	158.73	160.71	162.72	164.75	166.81	168.90	171.01	173.15	175.31	177.50	179.72	181.97	184.24	186.54	188.87	191.23	193.62	196.04	198.49	200.97	203.48
0819	A	Utilities Director, Deputy	87.98	89.08	90.19	91.32	92.46	93.62	94.79	95.97	97.17	98.38	99.61	100.86	102.12	103.40	104.69	106.00	107.32	108.66	110.02	111.40	112.79
0582	A	Utilities Economist, Senior	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	65.05	65.86	66.68	67.51	68.35	69.20
0580	A	Utilities Economist	43.19	43.73	44.28	44.83	45.39	45.96	46.53	47.11	47.70	48.30	48.90	49.51	50.13	50.76	51.39	52.03	52.68	53.34	54.01	54.69	55.37
0584	A	Utilities Economist, Associate	28.48	28.84	29.20	29.56	29.93	30.30	30.68	31.06	31.45	31.84	32.24	32.64	33.05	33.46	33.88	34.30	34.73	35.16	35.60	36.04	36.49
1207	A	Utilities Safety Manager	52.77	53.43	54.10	54.78	55.46	56.15	56.85	57.56	58.28	59.01	59.75	60.50	61.26	62.03	62.81	63.60	64.39	65.19	66.00	66.82	67.66
1153		Video Production Assistant	21.30	21.57	21.84	22.11	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.73	25.04	25.35	25.67	25.99	26.31	26.64	26.97	27.31
1152		Video Specialist	31.91	32.31	32.71	33.12	33.53	33.95	34.37	34.80	35.24	35.68	36.13	36.58	37.04	37.50	37.97	38.44	38.92	39.41	39.90	40.40	40.91

EXHIBIT "B"

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
2064	A	Water Division Superintendent, Deputy	76.99	77.95	78.92	79.91	80.91	81.92	82.94	83.98	85.03	86.09	87.17	88.26	89.36	90.48	91.61	92.76	93.92	95.09	96.28	97.48	98.70
2064	A	Water Division Manager, Assistant	60.47	61.23	62.00	62.78	63.56	64.35	65.15	65.96	66.78	67.61	68.46	69.32	70.19	71.07	71.96	72.86	73.77	74.69	75.62	76.57	77.53
2066	A	Water Division Manager	66.53	67.36	68.20	69.05	69.91	70.78	71.66	72.56	73.47	74.39	75.32	76.26	77.21	78.18	79.16	80.15	81.15	82.16	83.19	84.23	85.28
2100	A	Water Program Specialist	34.58	35.01	35.45	35.89	36.34	36.79	37.25	37.72	38.19	38.67	39.15	39.64	40.14	40.64	41.15	41.66	42.18	42.71	43.24	43.78	44.33

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P001	A	Account Relationship Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P002	A	Advanced Registered Nurse Practitioner	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
T001	A	Applications/Systems Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	E
T002	A	Applications/Systems Engineer, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T003	A	Applications/Systems Engineer, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P003		Arts Program Administrator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P004		Arts Program Planner	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P005	A	Assistant City Attorney	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
M003	A	Assistant Director, Community & Economic Development	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
M004	A	Assistant Director, Environmental Services	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M005	A	Assistant Director, Equity & Human Rights	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
M006	A	Assistant Director, Finance	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M007	A	Assistant Director, Human Resources	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
M008	A	Assistant Director, Information Technology	96.27	101.08	106.13	111.44	117.01	122.86	129.01	132.23	135.54	D
M009	A	Assistant Director, Neighborhood & Community Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
M010	A	Assistant Director, Planning & Development Services	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
M011	A	Assistant Director, Public Works	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M012	A	Assistant Director, Retirement System	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
M013	A	Assistant Director, Tacoma Venues & Events	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T004	A	Assistant Division Manager, Engineering	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P006	A	Assistant Division Manager, Environmental Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P007	A	Assistant Division Manager, Planning & Development	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P008	A	Assistant Division Manager, Public Works	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P009	A	Assistant Division Manager, Water Utility	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
M014	A	Assistant to the City Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T006	A	Associate Civil Engineer	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
T007	A	Associate Civil Engineer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
T008	A	Associate Civil Engineer, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
T009	A	Associate Electrical Engineer	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	E
T010	A	Associate Electrical Engineer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	E
T011	A	Associate Electrical Engineer, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	E
T012	A	Associate Power Systems Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	E
T013	A	Associate Power Systems Engineer, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	E
P010	A	Behavioral Health Case Manager	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P011	A	Behavioral Health Crisis Responder	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P012	A	Booking Manager	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
M015	A	Budget Officer	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P013		Business & Economic Development Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P014		Business & Economic Development Analyst, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P015	A	Business & Economic Development Program Manager	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P016	A	Business Services Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P017		Business Services Analyst, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P018	A	Business Services Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P019	A	Business Services Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P020	A	Business Systems Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P021		Business Systems Analyst, Associate	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P022	A	Business Systems Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P023	A	Business Systems Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
M016	A	Chief Deputy City Attorney	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
P024	A	Chief Fire Code Official	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
M017	A	Chief Government Affairs Officer	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P025	A	Chief of Staff, Police	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P026	A	Chief Strategy Officer	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
M018	A	City Attorney	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70	D
P027	A	City Clerk	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
M001	A	City Manager	148.83	156.27	164.08	172.29	176.59	181.01				D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
M019	A	City Treasurer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T014	A	Civil Engineer PE, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T015	A	Civil Engineer, PE	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P028	A	Civil Rights Investigator	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
O001	A	Client Technology Support Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
T016	A	Client Technology Support Supervisor	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	E
P029	A	Communications & Marketing Analyst	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P030		Communications & Marketing Analyst, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P031	A	Communications & Marketing Analyst, Principal	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P032	A	Communications & Marketing Analyst, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
A001		Communications & Marketing Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	A
P033		Community Resources Analyst	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P034	A	Community Resources Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P035	A	Community Resources Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P036	A	Continuous Improvement Consultant	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P037	A	Continuous Improvement Consultant, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P038	A	Continuous Improvement Consultant, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P039	A	Contract/Program Auditor	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
M020	A	Controller	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P040	A	Court Administrator	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
A002	A	Court Operations Supervisor	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P041	A	Criminal Justice Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P042		Customer Service Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P043	A	Customer Service Analyst, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
T053	A	Dam Safety Engineer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T019	A	Data Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
T020	A	Data Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
T021	A	Data Architecture Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D

EXHIBIT “B”

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
T017		Data Dashboard Analyst	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
T018	A	Data Dashboard Analyst, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
T022	A	Data Scientist	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P045	A	Day-Ahead Energy Trader	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
D001		Department Aide	15.74	16.53	17.35	18.22	19.13	20.09	21.09	22.15	23.26	A
P046	A	Department Emergency Management Officer	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P195	A	Department Emergency Management Officer, Senior	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P047	A	Deputy City Attorney	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P048	A	Deputy City Attorney, Senior	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
M021	A	Deputy City Manager	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70	D
P049	A	Deputy Retirement Investment Officer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P050	A	Development Services Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P051	A	Development Services Program Coordinator	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
O002		Development Services Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	A
O003		Development Services Specialist, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	A
M002	A	Director of Utilities	196.96	206.80	217.14	228.00	233.70	239.54				D
M023	A	Director, Communications	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
M024	A	Director, Community & Economic Development	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
M022	A	Director, Environmental Services	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08	D
M025	A	Director, Equity & Human Rights	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
M026	A	Director, Finance (CFO)	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08	D
M027	A	Director, Human Resources	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
M028	A	Director, Information Technology	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70	D
M029	A	Director, Neighborhood & Community Services	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M030	A	Director, Planning & Development	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
M031	A	Director, Public Works	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08	D
M032	A	Director, Retirement System	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
M033	A	Director, Safety	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
M034	A	Director, Tacoma Venues & Events	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
P053	A	Division Manager, Arts Administration	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P054	A	Division Manager, Business Services	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P055	A	Division Manager, Community & Economic Development	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P056	A	Division Manager, Customer Service	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T023	A	Division Manager, Engineering	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P057	A	Division Manager, Environmental Services	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P059	A	Division Manager, Financial Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P060	A	Division Manager, Fleet & Facilities	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T024	A	Division Manager, Information Technology	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
P061	A	Division Manager, Labor Relations	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P062	A	Division Manager, Planning & Development	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P063	A	Division Manager, Public Works	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P064	A	Division Manager, Television & Video Production	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P065	A	Division Manager, Water Utility	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P066	A	Education & Outreach Liaison	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A
P067		Education & Outreach Liaison, Associate	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	A
P068	A	Education & Outreach Liaison, Principal	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P069	A	Education & Outreach Liaison, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
T025	A	Electrical Engineer PE, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T026	A	Electrical Engineer, PE	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P070	A	Emergency Management Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P071	A	Emergency Management Officer, Chief	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T027	A	Engineering Project Manager	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
T029	A	Engineering Project Manager, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
O004	A	Engineering Support Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
S001		Engineer-in-Training	30.27	31.78	33.37	35.04	36.79					A
T030	A	Enterprise Data Architecture Manager	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P072	A	Equal Employment Opportunity Officer	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P073	A	Equity Programs Consultant	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P074	A	Equity Programs Consultant, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
A003		Equity Programs Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	D
A004		Equity Programs Specialist, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
O005		Events AV/Production Technician	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A
P076	A	Executive Assistant	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P077	A	Financial Services Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P078	A	Financial Services Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
A005	A	Financial Services Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
M035	A	Fire Chief	119.80	125.79	132.08	138.68	142.15	145.70				D
P079	A	Fleet & Facilities Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P080		Fleet & Facilities Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P081	A	Fleet & Facilities Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
O006	A	Fleet & Facilities Field Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P082	A	Government Affairs Advisor	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P083	A	Government Affairs Advisor, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P084	A	Government Affairs Officer	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P085	A	Guest Experience Manager	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
M036	A	Hearing Examiner	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
P086	A	Historic Preservation Analyst	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P087	A	Historic Preservation Officer	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P088	A	Housing Analyst	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P089	A	Housing Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P090	A	Housing Analyst, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
O007		Housing Rehab Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	A
P091	A	Human Resources Consultant, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P092	A	Hydro Parks Supervisor	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
O008	A	Hydro Parks Supervisor, Assistant	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
T031	A	Information Technology Security Analyst	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
T032	A	Information Technology Security Analyst, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	E
T033	A	Information Technology Security Analyst, Senior	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	E
P093	A	Labor Negotiator	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P094	A	Labor Relations Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P095	A	Language Access Program Coordinator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P096	A	Learning Consultant, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P097	A	Learning Consultant, Senior (Instructional Designer)	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
A006		Legal Assistant	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	A
A007		LEOFF I Pension Specialist	30.27	31.78	33.37	35.04	36.79	38.63	40.56	41.57	42.61	D
T034	A	Licensed Architect	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P098	A	Licensed Legal Intern	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A
P099	A	Management Fellow	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
A008		Management Support Technician, Senior	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64	A
P100	A	Manager, Business Services	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P101	A	Manager, Continuous Improvement	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
T035	A	Manager, Engineering	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	E
P102	A	Manager, Enterprise Safety	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P103	A	Manager, Financial Services	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P104	A	Manager, Fire Training & Accreditation	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P105	A	Manager, Fleet & Facilities Operations	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	E
P106	A	Manager, Human Resources	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P107	A	Manager, Natural Resources	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P108	A	Manager, Power Audit & Compliance	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P109	A	Manager, Power Energy Conservation	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P110	A	Manager, Power Energy Portfolio Services	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T036	A	Manager, Power Systems Engineering	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	E

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P111	A	Manager, Public Disclosure	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P112	A	Manager, Sustainability	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
T037	A	Manager, Technology	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P113	A	Manager, Television Station	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
M037	A	Manager, Training & Development	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P114	A	Manager, Venues & Events Services	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P116	A	Market Research & Development Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P115	A	Market Research & Development Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
O009		Master Control Programmer	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A
P117	A	Mobile Unit Registered Nurse	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P118	A	Natural Resources Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P119	A	Natural Resources Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P120	A	Natural Resources Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
O010	A	Natural Resources Field Supervisor	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	A
O011		Natural Resources Field Technician	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64	A
A009	A	Office Administrator	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
A010	A	Office Manager	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P121	A	Operations Manager, Parking	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P122	A	Operations Manager, Surface & Wastewater	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P123	A	Operations Manager, Water Operations & Maintenance	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
T038	A	Operations Technology Engineer	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	E
T039	A	Operations Technology Engineer, Associate	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	E
T040	A	Operations Technology Engineer, Principal	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	E
T041	A	Operations Technology Engineer, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	E
A011	A	Paralegal	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A
P124		Planner, Associate	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P125	A	Planner, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P126	A	Planner, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P127	A	Plans Examiner	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P128	A	Plans Examiner, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P129	A	Plans Examiner, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
M038	A	Police Chief	119.80	125.79	132.08	138.68	142.15	145.70				D
P193	A	Police Community Engagement Senior Manager	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P130	A	Policy Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P131	A	Policy Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P132	A	Power Assistant Section Manager, Energy Conservation	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
P133	A	Power Assistant Section Manager, Energy Portfolio Services	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
P134	A	Power Assistant Section Manager, Power Field Operations	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
T042	A	Power Assistant Section Manager, Power Systems Engineering	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
P135	A	Power Audit & Compliance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P136	A	Power Audit & Compliance Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P137	A	Power Audit & Compliance Analyst, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
A012		Power Audit & Compliance Specialist	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P138		Power Energy Conservation Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P139		Power Energy Conservation Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	A
P140	A	Power Energy Conservation Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P141	A	Power Energy Conservation Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P142	A	Power Energy Portfolio Analyst	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P143	A	Power Energy Portfolio Analyst, Principal	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P144	A	Power Energy Portfolio Analyst, Senior	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P145	A	Power Field Operations Supervisor	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	E
P146	A	Power Field Operations Supervisor, Senior	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	E
M039	A	Power Section Manager	103.49	108.66	114.09	119.80	125.79	132.08	138.68	142.15	145.70	D
T043	A	Power Systems Engineer PE, Principal	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	E
T044	A	Power Systems Engineer, PE	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	E
O012	A	Power Warehouse Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P147	A	Prosecuting City Attorney	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P196	A	Public Information Officer	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P148	A	Rail Chief Mechanical Officer	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P149	A	Rail Operations Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P150	A	Rail Operations Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
P151	A	Rail Trainmaster	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P152	A	Railway Roadmaster	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
P153	A	Real Property Officer, Principal	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P154		Real Property Officer, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P155	A	Real-Time Energy Trader	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	B
P156	A	Registered Nurse Case Manager	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	A
P157		Regulatory Compliance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P158		Regulatory Compliance Analyst, Associate	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P159	A	Regulatory Compliance Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P160		Regulatory Compliance Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
O013		Regulatory Compliance Technician	28.15	29.56	31.04	32.59	34.22	35.93	37.73	38.67	39.64	A
O014		Regulatory Compliance Technician, Senior	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P161	A	Retirement Chief Investment Officer	111.25	116.81	122.65	128.78	135.22	141.98	149.08	152.81	156.63	D
P162	A	RIM Administrator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P163	A	RIM Administrator/Deputy City Clerk	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
A013		RIM Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P164		Risk Analyst	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	D
P165	A	Risk Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P166	A	Risk Manager	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P167	A	Safety Consultant, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	E
P168	A	Safety Consultant, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	E
P169	A	Sales & Marketing Manager	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
P170	A	Senior Manager, Business Services	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P171	A	Senior Manager, Communications & Marketing	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P172	A	Senior Manager, Customer Service	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	D
P173	A	Senior Manager, Fleet & Facilities	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P174	A	Senior Manager, Market Research & Development	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P175	A	Senior Manager, Power Audit & Compliance	67.06	70.41	73.93	77.63	81.51	85.58	89.86	92.11	94.41	D
T045	A	Senior Manager, Power Energy Conservation	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P176	A	Senior Manager, Power Field Operations	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
T046	A	Senior Manager, Technology	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
S002		Skilled Occupational Intern	15.74	16.53	17.35	18.22	19.13					A
P177	A	Strategic Initiatives Program Coordinator	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D
T047	A	Structural Engineer, PE	62.38	65.50	68.77	72.21	75.82	79.61	83.59	85.68	87.82	D
P178		Sustainability Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P179	A	Sustainability Analyst, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
T048	A	Technology Project Manager	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	D
T049	A	Technology Project Manager, Senior	58.03	60.93	63.97	67.17	70.53	74.06	77.76	79.70	81.70	E
O015		Telecom Planning & Design Specialist	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	A
O016	A	Telecom Planning & Design Supervisor	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
T050	A	Telecommunications Engineer	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	E
T051	A	Telecommunications Engineer, Senior	53.98	56.68	59.51	62.49	65.61	68.89	72.33	74.14	76.00	E
O017	A	Telecommunications Technical Specialist, Senior	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P180	A	Term Energy Trader	72.08	75.69	79.47	83.45	87.62	92.00	96.60	99.02	101.49	D
P181	A	Therapeutic Courts Program Coordinator	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P182	A	Tort Claims Investigator	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P183		Transportation Services Analyst	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P184		Transportation Services Analyst, Associate	34.98	36.72	38.56	40.49	42.51	44.64	46.87	48.04	49.24	D
P185	A	Transportation Services Analyst, Principal	50.21	52.72	55.36	58.13	61.03	64.08	67.29	68.97	70.69	D
P186	A	Transportation Services Analyst, Senior	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
O018		TV/Video Producer	32.54	34.16	35.87	37.66	39.55	41.52	43.60	44.69	45.81	A

EXHIBIT "B"

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT Category
P187		TV/Video Producer, Principal	43.45	45.62	47.90	50.30	52.81	55.45	58.23	59.68	61.17	D
P188		TV/Video Producer, Senior	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	A
M040	A	Utilities Assistant Superintendent - Rail	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M041	A	Utilities Assistant Superintendent - Water	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
M042	A	Utilities Deputy Director	83.30	87.47	91.84	96.43	101.26	106.32	111.63	114.42	117.29	D
M043	A	Utilities Deputy Director - Power Superintendent	128.56	134.99	141.74	148.83	156.27	164.08	172.29	176.59	181.01	D
M044	A	Utilities Deputy Director - Rail Superintendent	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08	D
M045	A	Utilities Deputy Director - Water Superintendent	89.55	94.03	98.73	103.67	108.85	114.29	120.01	123.01	126.08	D
M046	A	Utilities Technology Director	96.27	101.08	106.13	111.44	117.01	122.86	129.01	132.23	135.54	D
T052	A	Utilities Technology Officer	77.49	81.37	85.43	89.71	94.19	98.90	103.85	106.44	109.10	D
S003	A	Venues & Events Attendant	15.74	16.53	17.35	18.22	19.13					A
P189		Venues & Events Liaison	37.60	39.48	41.45	43.52	45.70	47.99	50.39	51.64	52.94	D
P191	A	Venues & Events Program Manager	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P192	A	Water Operations & Maintenance Analyst	40.42	42.44	44.56	46.79	49.13	51.58	54.16	55.52	56.91	D
P194	A	Water Operations & Maintenance Analyst, Senior	46.71	49.04	51.50	54.07	56.77	59.61	62.59	64.16	65.76	D