City of Tacoma Salary Table effective January 1, 2005, through Ordinance S27301

Job Code		Job Title	1	2	3	4	5	6	7	8	9	10	11	12	13	Job	EEO	OT	Med	Barg	Notes
05120		Account Technician	21.59	22.67												16	46	A	3	CL	2004 rates
00370		Accounts Payable Supervisor	21.99	23.08	24.25	25.48	26.73									04	42	D	3	NR	
07420	A	Administrative Assistant Aft 1-1-88	21.42	22.47	23.62	24.79	26.00									03	42	D	3	NR	
11270	A	Administrative Services Manager I	27.08	28.41	29.85	31.31	32.92									02	42	D	3	NR	
08000	A	Administrative Services Manager II	32.45	34.10	35.79	37.64	39.47									02	41	D	3	NR	
01350		Appl Dev Systems Analyst	22.39	23.50	24.68	25.90	27.20	28.55	29.99	31.49						06	43	A	3	120	2003 rates
0135A		Appl Dev Systems Analyst, App A Sr<2080hr	24.41	25.62	26.90	28.23	29.65	31.12	32.69	34.32						06	43	A	3	120	2003 rates
0135B		Appl Dev Systems Analyst, App B Sr>2080hr	26.42	27.73	29.12	30.56	32.10	33.69	35.39	37.16						05	43	A	3	120	2003 rates
0135C		Appl Dev Systems Analyst, App C SrTech<2080hr	27.54	28.91	30.36	31.86	33.46	35.12	36.89	38.73						06	43	A	3	120	2003 rates
0135D		Appl Dev Systems Analyst, App D SrTech>2080hr	29.11	30.55	32.08	33.67	35.36	37.12	38.99	40.94						06	43	A	3	120	2003 rates
0135E		Appl Dev Systems Analyst, App E Prin Tech	30.23	31.73	33.32	34.97	36.72	38.54	40.49	42.51						06	43	A	3	120	2003 rates
50160		Asphalt Plant Crew Leader	24.88	26.11	26.76											23	47	A	1	117	
50150		Asphalt Plant Operator	21.43	22.48	23.58											22	47	A	1	117	
53200		Auto Body Repairer	23.99													23	47	A	2	160	2003 rates +.70 pension
5320B		Auto Body Repairer +5%	25.19													23	48	A	2	160	2003 rates +.70 pension
5331A		Auto Mechanic Apprentice (1st)	14.39													22	47	A	2	160	2003 rates +.70 pension
5331B		Auto Mechanic Apprentice (2nd)	15.59													22	47	A	2	160	2003 rates +.70 pension
5331C		Auto Mechanic Apprentice (3rd)	16.79													22	47	A	2	160	2003 rates +.70 pension
5331D		Auto Mechanic Apprentice (4th)	17.99													22	47	A	2	160	2003 rates +.70 pension
5331E		Auto Mechanic Apprentice (5th)	19.19													22	47	A	2	160	2003 rates +.70 pension
5331F		Auto Mechanic Apprentice (6th)	20.39													22	47	A	2	160	2003 rates +.70 pension
5331G		Auto Mechanic Apprentice (7th)	21.59													22	47	A	2	160	2003 rates +.70 pension
53310		Auto Mechanic Apprentice (8th)	22.79													22	47	A	2	160	2003 rates +.70 pension
5331J		Auto Mechanic Apprentice (1) G-011	13.95													22	47	A	N	160	2003 rates +.70 pension
5331K		Auto Mechanic Apprentice (2) G-011	15.12													22	47	A	N	160	2003 rates +.70 pension
5331L		Auto Mechanic Apprentice (3) G-011	16.28													22	47	A	N	160	2003 rates +.70 pension
5331M		Auto Mechanic Apprentice (4) G-011	17.44													22	47	A	N	160	2003 rates +.70 pension
5331N		Auto Mechanic Apprentice (5) G-011	18.61													22	47	A	N	160	2003 rates +.70 pension
5331P		Auto Mechanic Apprentice (6) G-011	19.77													22	47	A	N	160	2003 rates +.70 pension
5331R		Auto Mechanic Apprentice (7) G-011	20.93													22	47	A	N	160	2003 rates +.70 pension
5331T		Auto Mechanic Apprentice (8) G-011	22.09													22	47	A	N	160	2003 rates +.70 pension
05470		Benefit Specialist (Retirement)	20.44	21.45	22.52	23.65	24.85									16	46	A	3	CL	2004 rates
50190		Biosolids Distribution Operator	24.47													22	48	A	1	313	2003 rates =.50 pension
51000		Biosolids Operations Supervisor	30.47	31.96												21	48	A	2	NR	
50950		Biosolids Route Supervisor	29.21													21	48	A	2	NR	
21100		Boiler Inspector	22.42	23.54	24.72	25.95	27.25									23	43	A	2	NR	
21110		Boiler Inspector, Sr	23.59	24.75	26.00	27.25	28.63									24	43	A	2	NR	
55250		Broadband Services Technician	26.31	27.61	29.00	30.44	31.97	33.56	35.23	37.00						18	43	A	2	NR	
5525A		Broadband Services Technician +10%	28.94	30.37	31.90	33.49	35.17	36.91	38.75	40.70						18	43	A	2	NR	
11580	A	Broadway Center Performing Arts Executive Director	35.34	37.12	39.30	41.27	43.34									02	41	D	3	NR	

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Job Code		Job Title	1	2	3	4	5	6	7	8	9	10	11	12	13	Job	EEO	OT	Med	Barg	Notes
21010		Building Inspector	23.53	24.75	26.00	27.29	28.65									18	43	A	2	17	
2101A		Building Inspector +2.5%	24.12	25.37	26.65	27.97	29.36									18	43	A	2	17	
2101B		Building Inspector +5%	24.71	25.99	27.30	28.65	30.08									18	43	A	2	17	
60090		Building Maintenance Mechanic, Lead	26.49	27.80	29.20											23	47	A	2	L	
60100		Building Maintenance Supervisor	26.59	27.92	29.34											21	48	D	2	17	
60060		Building Maintenance Supervisor, Assistant	20.30	21.32	22.36	23.47	24.64									21	48	A	2	CS	
6006A		Building Maintenance Supervisor, Assistant +5%	21.31	22.39	23.47	24.65	25.87									21	48	A	2	CS	
60050		Building Maintenance Worker	17.65	18.54	19.49											20	48	A	2	CS	
6005A		Building Maintenance Worker +5%	18.53	19.47	20.46											20	48	A	2	CS	
08350	A	Business Information Systems Director	51.06	53.61	56.28	59.09	62.06	65.16	68.41	71.83	75.43	79.20				01	41	D	3	NRE	Includes Longevity
08370	A	Business Information Systems Director, Assistant	43.82	46.00	48.32	50.74	53.26	55.92								02	41	D	3	NR	
01450	A	Business Process Manager	39.83	41.82	43.92	46.13	48.42									02	42	D	3	NR	
52010		Carpenter	24.38													23	47	A	1	117	
52020		Carpenter Crew Leader	27.64													24	47	A	1	17	
5202A		Carpenter Crew Leader (HCU)	28.47													24	47	A	1	17	
11520		CATV Operations Specialist	22.02	23.12	24.29	25.48	26.76									18	43	A	3	NR	
03030		Central Stores Supervisor	22.72	23.87	25.08											21	48	A	3	120	2003 rates
50450	A	Cheney Stadium Manager	24.30	25.45	26.71	27.99	29.32									04	42	D	3	PAF	2004 rates
20030		Chief Of Party	23.53	24.75	26.00	27.29	28.65									19	43	A	2	17	
2003A		Chief Of Party +2.5%	24.12	25.37	26.65	27.97	29.36									19	43	A	2	17	
2003B		Chief Of Party +5%	24.71	25.99	27.30	28.65	30.08									19	43	A	2	17	
2003C		Chief Of Party +PLS 6%	24.95	26.24	27.56	28.92	30.37									19	43	A	2	17	
20060		Chief Surveyor	32.60	34.25	35.96	37.75	39.66									19	43	A	2	17	
20050		Chief Surveyor, Assistant	26.63	27.96	29.38	30.83	32.37									19	43	A	2	17	
2005A		Chief Surveyor, Assistant +2.5%	27.30	28.66	30.11	31.60	33.18									19	43	A	2	17	
2005B		Chief Surveyor, Assistant +5%	27.96	29.36	30.85	32.37	33.99									19	43	A	2	17	
2005C		Chief Surveyor, Assistant +PLS 6%	28.23	29.64	31.14	32.68	34.31									19	43	A	2	17	
07150	A	City Attorney	45.95	48.26	50.67	53.20	55.86	58.65	61.57	64.66	67.89	71.29				01	41	D	3	NRE	Includes Longevity
10010	A	City Attorney I, Assistant	26.35	27.65	29.03	30.53	32.03									07	42	D	3	NR	
10020	A	City Attorney II, Assistant	31.90	33.47	35.15	36.93	38.78									07	42	D	3	NR	
10030	A	City Attorney III, Assistant	38.29	40.17	42.25	44.30	46.56									07	42	D	3	NR	
10050	A	City Attorney, Chief Assistant	46.03	48.34	50.76	53.28	55.95									01	41	D	3	NR	
10040	A	City Attorney, Sr Assistant	41.14	43.22	45.39	47.65	50.04									02	41	D	3	NR	
07000	A	City Clerk, Deputy	29.34	30.77	32.32	33.94	35.65									02	42	D	3	NR	
11050	A	City EEO Officer	32.45	34.10	35.79	37.64	39.47									03	42	D	3	NR	
07470	A	City Manager	63.60	66.95	70.47	74.19	78.08	82.19	86.53	91.08						01	41	D	3	NRE	Includes Longevity
07460	A	City Manager, Assistant	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	41	D	3	NRE	Includes Longevity
07440	A	City Manager, Assistant to the	32.45	34.10	35.79	37.64	39.47									02	41	D	3	NR	
07450	A	City Manager, Deputy	51.06	53.61	56.28	59.09	62.06	65.16	68.41	71.83	75.43	79.20				01	41	D	3	NRE	Includes Longevity
07100	A	City Treasurer	28.05	29.45	30.97	32.44	34.08									02	42	D	3	NR	

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20300		Civil Engineer	26.56	27.87	29.26	30.73	32.27									05	42	A	3	NR	
20320		Civil Engineer, Principal Professional	35.80	37.59	39.46	41.44	43.51									06	42	D	3	NR	
20310		Civil Engineer, Professional	31.28	32.85	34.49	36.22	38.04									05	42	A	3	NR	
07410	A	Civil Service Coordinator	24.87	26.09	27.44	28.77	30.22									03	42	D	3	NR	
00260	A	Clerk of the Public Utility Board	19.77	21.03	22.30	23.55	24.83									17	46	D	3	NR	
21020		Code Inspector Supervisor	27.56	28.94	30.37	31.91	33.49									19	43	A	2	17	
2102A		Code Inspector Supervisor +2.5%	28.25	29.66	31.13	32.71	34.32									19	43	A	2	17	
2102B		Code Inspector Supervisor +5%	28.94	30.38	31.89	33.50	35.16									19	43	A	2	17	
50080		Collection Systems Specialist	19.41	20.38	21.39	22.47	23.59									20	48	A	1	NR	
50090		Collection Systems Technician	21.73	22.82	23.95	25.15	26.41									20	48	A	1	NR	
50070		Collection Systems Worker	19.03	20.02	21.04											20	48	A	1	NR	
20360		Commercial Plans Examiner	24.58	25.82	27.10	28.45	29.89									18	43	A	3	NR	
2036A		Commercial Plans Examiner - ICBO	26.56	27.87	29.26	30.73	32.27									18	43	A	3	NR	
2036B		Commercial Plans Examiner - PE/RA	31.28	32.85	34.49	36.22	38.04									18	43	A	3	NR	
2036C		Commercial Plans Examiner -ICBO+PE/RA	35.80	37.59	39.46											18	43	A	3	NR	
2036E		Commercial Plans Examiner-Section Supervisor	35.80	37.59	39.46	41.44	43.51									18	43	A	3	NR	
2036D		Commercial Plans Examiner-Struct Engineer	35.80	37.59	39.46	41.44										18	43	A	3	NR	
12250		Communications Service Technician	19.43	20.41	21.42	22.49	23.62									18	43	A	2	NR	
11550	A	Communications Supervisor	30.86	32.38	34.06	35.67	37.48									06	42	D	3	NR	
41200		Communications System Technician	31.54													18	43	C	2	L	
41210		Communications System Technician, Sr	33.29													19	43	C	2	L	
23350	A	Community & Human Development Supervisor	28.58	30.07	31.56	33.09	34.81									02	42	D	3	NR	
08050	A	Community & Media Services Manager	34.00	35.69	37.46	39.35	41.32									02	41	D	3	NR	
12110	A	Community Relations Officer	28.05	29.45	30.97	32.44	34.08									03	42	D	3	NR	
08020	A	Community Relations Specialist	24.95	26.25	27.51	28.91	30.34									03	42	D	3	NR	
08021	A	Community Relations Specialist/Neigh	26.69	28.09	29.44	30.93	32.46									03	42	D	3	NR	
50060		Community Services Work Crew Leader	16.77	17.62	18.49	19.42	20.39									20	48	A	3	17	
5006A		Community Services Work Crew Leader +10%	18.45	19.38	20.34	21.37	22.43									20	48	A	3	17	
5006B		Community Services Work Crew Leader +2.5%	17.19	18.06	18.95	19.91	20.90									20	48	A	3	17	
5006C		Community Services Work Crew Leader +5%	17.61	18.50	19.42	20.39	21.41									20	48	A	3	17	
5006D		Community Services Work Crew Leader +12.5%	18.87	19.82	20.80	21.85	22.94									20	48	A	3	17	
5006E		Community Services Work Crew Leader +15%	19.28	20.26	21.26	22.34	23.45									20	48	A	3	17	
01180		Computer Operator, Sr	18.19	19.02	19.99	21.03	21.99									19	43	A	3	120	2003 rates
01230		Computer Support Assistant	11.64	12.45	13.32	14.28	15.27	16.34	16.89	17.48	18.09	18.75				16	46	A	3	120	2003 rates
0123A		Computer Support Assistant +2%	11.87	12.70	13.58	14.56	15.58	16.66	17.23	17.83	18.45	19.12				16	46	A	3	120	2003 rates
01240		Computer Support Technician	17.65	18.48	19.41	20.42	21.35	22.42	23.54							18	43	A	3	120	2003 rates
01330		Computer Systems Programmer	22.39	23.50	24.68	25.90	27.20	28.55	29.99	31.49						05	43	A	3	120	2003 rates
0133A		Computer Systems Programmer, App A Sr<2080hr	24.41	25.62	26.90	28.23	29.65	31.12	32.69	34.32						05	43	A	3	120	2003 rates
0133B		Computer Systems Programmer, App B Sr>2080hr	26.42	27.73	29.12	30.56	32.10	33.69	35.39	37.16						05	43	A	3	120	2003 rates
0133C		Computer Systems Programmer, App C SrTech<2080hr	27.54	28.91	30.36	31.86	33.46	35.12	36.89	38.73						06	43	A	3	120	2003 rates

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0133D		Computer Systems Programmer, App D SrTech>2080hr	29.11	30.55	32.08	33.67	35.36	37.12	38.99	40.94						06	43	A	3	120	2003 rates
0133E		Computer Systems Programmer, App E Prin Tech	30.23	31.73	33.32	34.97	36.72	38.54	40.49	42.51						06	43	A	3	120	2003 rates
52100		Concrete Finisher	24.38													23	47	A	1	117	
5210A		Concrete Finisher, Lead Duties = 50250	25.46													23	47	A	1	117	
21040		Construction Inspection Supervisor	27.56	28.94	30.37	31.91	33.49									19	43	A	2	17	
2104A		Construction Inspection Supervisor +2.5%	28.25	29.66	31.13	32.71	34.32									19	43	A	2	17	
2104B		Construction Inspection Supervisor +5%	28.94	30.38	31.89	33.50	35.16									19	43	A	2	17	
20160		Construction Inspector	23.53	24.75	26.00	27.29	28.65	30.36								18	43	A	2	17	
2016A		Construction Inspector +2.5%	24.12	25.37	26.65	27.97	29.36	31.12								18	43	A	2	17	
2016B		Construction Inspector +5%	24.71	25.99	27.30	28.65	30.08	31.88								18	43	A	3	17	
20150		Construction Inspector Assistant	20.82	21.88	22.97	24.10	25.29									18	43	A	2	17	
2015A		Construction Inspector Assistant +2.5%	21.34	22.43	23.54	24.70	25.92									18	43	A	2	17	
2015B		Construction Inspector Assistant +5%	21.86	22.98	24.12	25.30	26.55									18	43	A	2	17	
11240	A	Contract & Program Auditor	25.93	27.25	28.58	30.07	31.56									03	42	D	3	NR	
03200		Contract Compliance Specialist	21.20	22.27	23.36	24.55	25.76									03	42	D	2	NR	
55380		Converter Inventory Technician	12.61	13.24	13.91	14.60	15.32	16.09	16.90	17.74	18.63	19.56				18	43	A	2	120	2003 rates
93020		Council Member	15.97													01	41	D	N	NA	
43110	A	Court Administrator	38.23	40.14	42.14	44.27	46.48									02	41	D	3	NR	
43100	A	Court Administrator, Deputy	32.68	34.31	36.02	37.82	39.71									04	42	D	3	NR	
43210	A	Court Clerk	15.69	16.47	17.04	17.31	18.17	19.10	19.73	20.93	21.96					16	46	A	3	NR	
43130	A	Court Commissioner	51.26													07	41	D	3	NR	
43080	A	Court Operations Supervisor	26.94	28.32	29.73	31.23	32.76									17	46	D	3	NR	
43010	A	Court Services Officer I	15.69	16.47	17.31	18.17	19.10									16	46	A	3	NR	
43230	A	Court Services Officer II	16.37	17.17	18.03	18.91	19.85									17	46	A	3	117	
43060	A	Court Services Officer III	18.07	18.95	19.92	20.93	21.96									16	46	A	3	NR	
50040		Craft Helper	12.71	13.50	14.31	15.12	15.94									22	48	A	1	L	
00430		Credit & Collection Supervisor	22.90	24.07	25.24	26.56	27.76									17	46	A	3	NR	
11750	A	Cultural Resources Manager	29.00	30.45	31.98	33.55	35.26									02	42	D	3	NR	
60020		Custodian	14.09	14.80	15.54	16.25	16.93									20	48	A	2	CS	
6002A		Custodian +5%	14.80	15.54	16.32	17.06	17.78									20	48	A	2	CS	
00410		Customer Accounts Supervisor	25.43	26.70	28.03	29.43	30.90									17	46	D	3	L2	
06110		Customer Service Assistant	15.89	17.20	18.47	19.77	21.09									16	46	A	3	CO	2004 rates
06120		Customer Service Assistant, Sr	21.40	22.50	23.62											17	46	A	3	CO	2004 rates
06121		Customer Service Assistant, Sr Sup Duties	25.99													17	46	A	3	CO	2004 rates
06111		Customer Service Assistant-Train Off	23.62													16	46	A	3	CO	2004 rates
06160	A	Customer Services Manager	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				02	42	D	3	NRE	Includes Longevity
01260		Data Analyst	22.39	23.50	24.68	25.90	27.20	28.55	29.99	31.49						05	43	A	3	120	2003 rates
0126A		Data Analyst, App A Sr<2080hr	24.41	25.62	26.90	28.23	29.65	31.12	32.69	34.32						05	43	A	3	120	2003 rates
0126B		Data Analyst, App B Sr>2080hr	26.42	27.73	29.12	30.56	32.10	33.69	35.39	37.16						05	43	A	3	120	2003 rates
0126C		Data Analyst, App C SrTech<2080hr	27.54	28.91	30.36	31.86	33.46	35.12	36.89	38.73						06	43	A	3	120	2003 rates

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0126D		Data Analyst, App D SrTech>2080hr	29.11	30.55	32.08	33.67	35.36	37.12	38.99	40.94						06	43	A	3	120	2003 rates
0126E		Data Analyst, App E Prin Tech	30.23	31.73	33.32	34.97	36.72	38.54	40.49	42.51						06	43	A	3	120	2003 rates
01120		Data Entry Supervisor	18.02	18.92	19.89	20.90	21.92									17	46	A	3	NR	
01280		Database Analyst	22.39	23.50	24.68	25.90	27.20	28.55	29.99	31.49						05	43	A	3	120	2003 rates
0128A		Database Analyst, App A Sr<2080hr	24.41	25.62	26.90	28.23	29.65	31.12	32.69	34.32						05	43	A	3	120	2003 rates
0128B		Database Analyst, App B Sr>2080hr	26.42	27.73	29.12	30.56	32.10	33.69	35.39	37.16						05	43	A	3	120	2003 rates
0128C		Database Analyst, App C SrTech<2080hr	27.54	28.91	30.36	31.86	33.46	35.12	36.89	38.73						05	43	A	3	120	2003 rates
0128D		Database Analyst, App D SrTech>2080hr	29.11	30.55	32.08	33.67	35.36	37.12	38.99	40.94						06	43	A	3	120	2003 rates
0128E		Database Analyst, App E Prin Tech	30.23	31.73	33.32	34.97	36.72	38.54	40.49	42.51						06	43	A	3	120	2003 rates
46050		Department Aide	7.55	7.91	8.30	9.16	9.61	10.10	10.60	11.13	11.69	12.27				16	46	A	3	NR	
23470	A	Development Operations Supervisor	28.58	30.07	31.56	33.09	34.81									02	42	D	3	NR	
20240		Distribution Engineering Technician II	26.82	28.18	29.59	31.11	32.64									19	43	A	3	17	
2024A		Distribution Engineering Technician II +2.5%	27.49	28.88	30.33	31.89	33.45									19	43	A	3	17	
2024B		Distribution Engineering Technician II +5%	28.17	29.59	31.07	32.66	34.27									19	43	A	3	17	
23500		Economic Data Analyst	22.45	23.59	24.75	26.00	27.25									03	42	D	3	NR	
07500	A	Economic Development Director	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	41	D	3	NRE	Includes Longevity
22080	A	Economic Development Director, Assistant	39.71	41.70	43.79	45.97	48.29									02	41	D	3	NR	
22100	A	Economic Development Division Manager	31.13	32.70	34.32	36.04	38.15	40.07	42.08							02	42	D	3	NR	
11660	A	Economic Development Manager	32.06	33.68	35.34	37.12	38.97									01	42	D	3	NR	
11760	A	Economic Development Supervisor	29.00	30.45	31.98	33.55	35.26									04	41	D	3	NR	
20500		Electrical Engineer	26.56	27.87	29.26	30.73	32.27									05	42	A	3	NR	
20520		Electrical Engineer, Principal Professional	35.80	37.59	39.46	41.44	43.51									06	42	D	3	NR	
20510		Electrical Engineer, Professional	31.28	32.85	34.49	36.22	38.04									05	42	A	3	NR	
20780	A	Electrical Inspection Manager	43.86	46.07												02	41	D	3	NR	
21250		Electrical Inspector	29.20	30.66	32.12											18	43	C	2	L	
2125A		Electrical Inspector 118%	34.46													18	43	C	2	L	
21300		Electrical Inspector Supervisor	40.53													19	43	E	2	NR	
2130A		Electrical Inspector Supervisor OT	40.53													19	43	C	2	NR	
52600		Electrical Maintenance & Const Supv, Asst	35.48													24	47	C	1	L	
52601		Electrical Maintenance & Const Supv, Asst 124.5%	36.35													24	47	C	1	L	
52300		Electrical Meter & Relay Technician	29.78													23	47	C	2	L	
5242A		Electrical Meter & Relay Technician, Apprentice	22.78	23.36	24.09	24.82	25.55	26.28								23	47	C	2	L	
52301		Electrical Meter & Relay-Adv Trng102%	29.78													24	47	C	2	L	
52302		Electrical Meter & Relay-Adv Trng102%	29.78													24	47	C	2	L	
52303		Electrical Meter & Relay-Adv Trng102%	29.78													24	47	C	2	L	
52304		Electrical Meter & Relay-Adv Trng103%	30.08													24	47	C	2	L	
52305		Electrical Meter & Relay-Adv Trng104%	30.37													24	47	C	2	L	
52306		Electrical Meter & Relay-Adv Trng105%	30.66													24	47	C	2	L	
52307		Electrical Meter & Relay-Adv Trng108%	31.54													24	47	C	2	L	
52308		Electrical Meter & Relay-Adv Trng114%	33.29													24	47	C	2	L	

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52309		Electrical Meter & Relay-Adv Trng125%	36.50	36.50												24	47	C	2	L	
21270	A	Electrical Plans Examiner	31.42	32.92	34.56											18	43	D	2	L2	
20530		Electrical Plant Engineer, Asst Chief	35.44	37.21	39.10	41.02	43.08									06	42	D	3	NR	
52390	A	Electrical Trainee	17.52	19.86												22	47	C	1	L	
52400		Electrical Worker	18.40	19.86	21.32	22.78										22	47	C	1	L	
5240H		Electrical Worker 78%	22.78													23	47	C	1	L	
5240A		Electrical Worker 79%	23.07													22	47	C	1	L	
5240B		Electrical Worker 82%	23.94													22	47	C	N	L	
5240C		Electrical Worker 83%	24.24													22	47	C	N	L	
5240D		Electrical Worker 84%	24.53													22	47	C	N	L	
5240E		Electrical Worker 85%	24.82													22	47	C	N	L	
5240F		Electrical Worker 87.5%	25.55													22	47	C	N	L	
5240J		Electrical Worker-Tool Room	22.78	24.09												22	47	C	1	L	
11180	A	Employee Relations Coordinator	32.47	34.09	35.81	37.60	39.47									03	42	D	3	NR	
40980	A	EMS Training Program Manager	28.41	29.83	31.31	32.90	34.52									09	42	D	3	NR	
21030		Energy Code Inspector	22.66	23.82	24.98	26.25	27.57									18	43	A	2	17	
06210	A	Energy Services Account Executive	35.98	37.76	39.66											03	42	D	3	NR	
06190	A	Energy Services Manager	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	42	D	3	NRE	Includes Longevity
23260	A	Energy Services Manager, Assistant	38.32	40.24	42.24	44.35	46.56									02	42	D	3	NR	
06230		Energy Services Representative	19.37	20.28	21.26	22.23	23.38									18	43	A	3	L	
06220		Energy Services Representative Commerc/Indust	24.88	26.14	27.47											18	43	A	3	NR	
06340		Energy Services Representative Commercial, Sr	27.45	28.82	30.26	31.78	33.36									19	43	D	3	NR	
06330		Energy Services Representative, Sr	24.90	26.14	27.45	28.82	30.26									19	43	D	3	NR	
06310		Energy Services Specialist I	20.75	21.79	22.88	24.03	25.23									03	45	A	3	NR	
06320		Energy Services Specialist II	24.66	25.90	27.19	28.56	29.98									04	42	D	3	NR	
06300	A	Energy Services Specialist III	29.35	30.82	32.35	33.98	35.66									04	42	D	3	NR	
06200	A	Energy Services Supervisor	32.46	34.09	35.79	37.59	39.47									04	42	D	3	NR	
20700	A	Engineer	31.28	32.85	34.49	36.22	38.04									03	42	A	3	NR	
20680	A	Engineer, Associate	27.10	28.47	29.89	31.38	32.95									05	42	A	3	NR	
20730	A	Engineer, Principal	37.90	39.79	41.78	43.86	46.07									04	42	A	3	NR	
20820	A	Engineer, Professional	34.10	35.82	37.61	39.48	41.45									03	42	D	3	NR	
20830	A	Engineer, Senior	35.80	37.59	39.46	41.44	43.51									03	42	D	3	NR	
20600	A	Engineer, Senior Principal	39.78	41.78	43.86	46.07	48.37									04	42	D	3	NR	
20460		Engineering Construction Coordinator	26.24	27.56	28.93	30.37	31.90									05	43	A	2	17	
2046A		Engineering Construction Coordinator +2.5%	26.90	28.25	29.65	31.13	32.70									05	43	A	2	17	
2046B		Engineering Construction Coordinator +5%	27.55	28.94	30.37	31.89	33.49									05	43	A	2	17	
20190		Engineering Instrumentation Technician	24.15	25.38	26.68	28.03	29.41									19	43	A	3	17	
2019B		Engineering Instrumentation Technician +2.5%	24.75	26.01	27.35	28.73	30.15									19	43	A	3	17	
2019C		Engineering Instrumentation Technician +5%	25.36	26.65	28.01	29.44	30.88									19	43	A	3	17	
20210		Engineering Office Coordinator	24.15	25.38	26.68	28.03	29.41									17	43	A	3	17	

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2021A		Engineering Office Coordinator +2.5%	24.75	26.01	27.35	28.73	30.14									17	43	A	3	17	
2021B		Engineering Office Coordinator +5%	25.36	26.65	28.01	29.44	30.88									17	43	A	3	17	
20100		Engineering Technician I	17.86	18.76	19.69	20.67	21.71									18	43	A	3	17	
2010A		Engineering Technician I +2.5%	18.30	19.23	20.18	21.19	22.25									18	43	A	3	17	
2010B		Engineering Technician I +5%	18.75	19.70	20.67	21.71	22.79									18	43	A	3	17	
20110		Engineering Technician II	20.34	21.35	22.42	23.53	24.71									18	43	A	3	17	
2011A		Engineering Technician II +2.5%	20.84	21.88	22.98	24.12	25.33									18	43	A	3	17	
2011B		Engineering Technician II +5%	21.35	22.42	23.54	24.71	25.95									18	43	A	3	17	
20120		Engineering Technician III	22.41	23.52	24.69	25.93	27.22									19	43	A	3	17	
2012A		Engineering Technician III +2.5%	22.97	24.11	25.31	26.58	27.90									19	43	A	3	17	
2012B		Engineering Technician III +5%	23.53	24.70	25.93	27.23	28.59									19	43	A	3	17	
20040		Engineering Technician IV	24.64	25.88	27.16	28.53	29.95									19	43	A	3	17	
2004A		Engineering Technician IV +2.5%	25.26	26.53	27.84	29.24	30.70									19	43	A	3	17	
2004B		Engineering Technician IV +5%	25.87	27.18	28.52	29.95	31.45									19	43	A	3	17	
80280		Engineering Trainee	11.61	12.22	12.81	13.74	14.11									18	43	A	3	NR	
20880	A	Environmental Program Coordinator	27.78	29.12	30.60	32.11	33.80									03	42	D	3	NR	
51040		Environmental Services Program Manager	32.11	33.75	35.41	37.18	39.04									02	42	D	3	NR	
20920		Environmental Specialist	23.50	24.67	25.91	27.20	28.57									05	43	A	3	NR	
20930		Environmental Specialist, Sr	29.61	31.09	32.66	34.28	36.00	37.79	39.68	41.66						06	43	D	3	NR	
06290		Environmental Systems Technician	19.04	20.00	21.00	22.05	23.14									18	48	A	3	WP	
0629A		Environmental Systems Technician +10%	20.95	22.00	23.10	24.25	25.46									18	48	A	3	WP	
53330		Equipment Mechanic	23.26													23	47	A	2	160	2003 rates +.70 pension
5333B		Equipment Mechanic +5%	24.42													23	47	A	2	160	2003 rates +.70 pension
53320		Equipment Mechanic, Heavy	23.99													23	47	A	N	160	2003 rates +.70 pension
5332A		Equipment Mechanic, Heavy +5%	25.19													23	47	A	2	160	2003 rates +.70 pension
5332D		Equipment Mechanic, Heavy +5%+5%	26.39													23	47	A	2	160	2003 rates +.70 pension
50200		Equipment Operator	22.98													23	48	A	2	117	
50204		Equipment Operator +.50,s,ol,br,m	23.48													22	48	A	2	117	
50203		Equipment Operator +1.60,pupT	24.58													23	48	A	2	117	
50205		Equipment Operator +5%	24.13													23	48	A	2	117	
50206		Equipment Operator +5%+.50	24.63													23	48	A	2	117	
50210		Equipment Operator Heavy	24.23	25.44												23	47	A	2	117	
50211		Equipment Operator Heavy +5%	25.44	26.71												23	47	A	2	117	
11110		Equipment Safety Technician	22.29	23.38	24.57	25.80	27.09									05	42	A	2	NR	
11640	A	Event Services Coordinator	18.07	19.02	20.02	21.06	22.16	23.34	24.52	25.70	27.03	28.36				03	42	D	3	NR	
53100		Fabrication Welder	24.10													23	47	A	1	160	2003 rates +.70 pension
5310A		Fabrication Welder +5%	25.31													23	47	A	1	160	2003 rates +.70 pension
60200		Facilities Maintenance & Repair Supervisor	27.85	29.24	30.71	32.25										24	47	D	2	17	
11630		Facilities Operations Assistant	15.66	16.38	17.25	18.14	18.97									17	45	A	3	NR	
60080		Facility Maintenance Mechanic	24.26	25.48	26.75											23	47	A	2	L	

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06040		Field Operations Supervisor	23.03	24.17	25.40	26.68	27.99									17	46	D	3	NR	
07120	A	Finance Director	45.95	48.26	50.67	53.20	55.86	58.65	61.57	64.66	67.89	71.29				01	41	D	3	NRE	Includes Longevity
05450	A	Finance Director, Assistant	40.64	42.68	44.80	47.05	49.41									01	41	D	3	NR	
05080		Financial Analyst	20.44	21.45	22.52	23.65	24.85									03	42	A	3	CL	2004 rates
05140		Financial Analyst, Sr	23.51	24.67	25.91	27.19	28.54									04	42	A	3	CL	2004 rates
05040		Financial Assistant	13.41	14.08	14.79	15.51	16.29	17.11	18.13	19.21	20.56	21.59	22.67			16	46	A	3	CL	2004 rates
05200	A	Financial Manager	34.29	36.01	37.81	39.70	41.68									04	42	D	3	NR	
05240	A	Financial Supervisor	27.08	28.41	29.85	31.31	32.92									04	42	D	3	NR	
0524A	A	Financial Supervisor Dome +5%	28.43	29.83	31.34	32.88	34.57									04	42	D	3	NR	
42110		Fingerprint Technician	17.93	18.84	19.79	20.76	21.81									18	43	A	3	117	
40200		Fire & Life Safety Educator	24.51	25.72	27.02	28.32	29.78									09	42	D	3	NR	
53350		Fire & Marine Diesel Mechanic	24.44													23	47	A	2	160	2003 rates +.70 pension
5335C		Fire & Marine Diesel Mechanic +5%	25.66													23	48	A	2	160	2003 rates +.70 pension
53360		Fire & Marine Shop Supervisor	29.19													24	47	A	2	160	2003 rates +.70 pension
5336A		Fire & Marine Shop Supervisor +5%	30.65													23	48	A	1	160	2003 rates +.70 pension
40050		Fire Battalion Chief Aide	28.40	29.83												09	44	A	F	31	2003 rates 2423 hrs/yr
4005F		Fire Battalion Chief Aide 40hr	33.08	34.75												09	44	A	F	31	2003 rates
4005G		Fire Battalion Chief Aide 40hr w25	35.44													09	44	A	F	31	2003 rates
4005C		Fire Battalion Chief Aide w25	30.42													09	44	A	F	31	2003 rates 2423 hrs/yr
40110		Fire Boat Pilot	27.05	28.41												09	43	A	F	31	2003 rates 2423 hrs/yr
4011A		Fire Boat Pilot +5%	28.40	29.83												09	44	A	F	31	2003 rates 2423 hrs/yr
4011D		Fire Boat Pilot +5% w25	30.42													09	44	A	F	31	2003 rates 2423 hrs/yr
4011F		Fire Boat Pilot 40hr	31.51	33.09												09	44	A	F	31	2003 rates
4011G		Fire Boat Pilot 40hr w25	33.75													09	43	A	F	31	2003 rates
4011C		Fire Boat Pilot w25	28.98													09	44	A	F	31	2003 rates 2423 hrs/yr
40030		Fire Captain	32.66	34.30												11	42	A	F	31	2003 rates 2423 hrs/yr
4003A		Fire Captain +5%	34.29	36.02												11	42	A	F	31	2003 rates 2423 hrs/yr
4003D		Fire Captain +5% w25	36.74													11	44	A	F	31	2003 rates 2423 hrs/yr
4003F		Fire Captain 40hr	38.05	39.96												11	44	A	F	31	2003 rates
4003G		Fire Captain 40hr w25	40.76													11	42	A	F	31	2003 rates
41020		Fire Captain Dispatcher 40hr	38.05	39.96												11	42	A	F	31	2003 rates
4102G		Fire Captain Dispatcher 40hr w25	40.76													11	42	A	F	31	2003 rates
4003C		Fire Captain w25	34.99													11	44	A	F	31	2003 rates 2423 hrs/yr
07670	A	Fire Chief	45.95	48.26	50.67	53.20	55.86	58.65	61.57	64.66	67.89	71.29				01	41	D	3	NRE	Includes Longevity
40040		Fire Chief Battalion	37.56	39.45												02	42	A	F	31	2003 rates 2423 hrs/yr
4004F		Fire Chief Battalion 40hr	47.03	49.40												02	44	D	F	31	2003 rates
4004G		Fire Chief Battalion 40hr w25	50.39													02	42	D	F	31	2003 rates
4004C		Fire Chief Battalion w25	40.24													02	44	A	F	31	2003 rates 2423 hrs/yr
07640	A	Fire Chief, Assistant	52.26	54.88	57.62	60.50										01	42	D	3	MA	Incl Lgv 2003 rates
07650	A	Fire Chief, Deputy	54.43	57.17	60.02	63.02										01	41	D	3	MA	Incl Lgv 2003 rates

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41030		Fire Communications Center Supervisor 40hr	40.90	42.96												11	42	D	F	31	2003 rates
4103G		Fire Communications Center Supervisor 40hr w25	43.82													11	42	D	F	31	2003 rates
52710		Fire Electrical Maintenance Supervisor	37.59	39.53	41.44	46.07										24	47	E	1	L2	
40150		Fire Inspector 40hr	33.08	34.75												09	43	A	F	31	2003 rates
4015G		Fire Inspector 40hr w25	35.44													09	43	A	F	31	2003 rates
40020		Fire Lieutenant	28.40	29.83												10	42	A	F	31	2003 rates 2423 hrs/yr
4002A		Fire Lieutenant + 5%	29.82	31.32												10	42	A	F	31	2003 rates 2423 hrs/yr
4002D		Fire Lieutenant +5% w25	31.95													10	42	A	F	31	2003 rates 2423 hrs/yr
4002F		Fire Lieutenant 40hr	33.08	34.75												10	44	A	F	31	2003 rates
4002G		Fire Lieutenant 40hr w25	35.44													10	42	A	F	31	2003 rates
41010		Fire Lieutenant Dispatcher 40hr	33.91	35.62												10	42	A	F	31	2003 rates
4101G		Fire Lieutenant Dispatcher 40hr w25	36.33													10	42	A	F	31	2003 rates
4002C		Fire Lieutenant w25	30.42													10	44	A	F	31	2003 rates 2423 hrs/yr
52700		Fire Maintenance Electrician	29.20													23	47	C	1	L	
52701		Fire Maintenance Electrician 104%	30.37													23	47	C	1	L	
52440		Fire Maintenance Electrician, Apprentice	22.78	23.36	24.09	24.82	25.55	26.28	27.01							22	47	C	1	L	
40160		Fire Marshal Deputy 40hr	38.05	39.96												11	42	A	F	31	2003 rates
4016G		Fire Marshal Deputy 40hr w25	40.76													11	42	A	F	31	2003 rates
40080	A	Fire Medical Services Officer	47.03	49.40												11	42	D	3	31	2003 rates
20340		Fire Protection Engineer	26.56	27.87	29.26	30.73	32.27									05	42	A	3	NR	
20350		Fire Protection Engineer, Professional	35.80	37.59	39.46	41.44	43.51									06	42	A	3	NR	
40010		Firefighter	17.88	18.73	21.33	22.37	23.48	24.65								08	44	A	F	31	2003 rates 2423 hrs/yr
4001E		Firefighter +5 +5 w25	27.65													08	44	A	F	31	2003 rates 2423 hrs/yr
4001A		Firefighter +5%	19.66	22.40	23.49	24.66	25.88									08	44	A	F	31	2003 rates 2423 hrs/yr
4001B		Firefighter +5% +5%	20.60	23.46	24.61	25.83	27.11									08	44	A	F	31	2003 rates 2423 hrs/yr
4001D		Firefighter +5% w25	26.40													08	44	A	F	31	2003 rates 2423 hrs/yr
4001F		Firefighter 40hr	20.83	21.81	24.85	26.06	27.36	28.71								08	44	A	F	31	2003 rates
4001M		Firefighter 40hr +15 w25 FCC	33.68													08	44	A	F	31	2003 rates
4001L		Firefighter 40hr +15% FCC	33.02													08	44	A	F	31	2003 rates
4001P		Firefighter 40hr +5% FCC	30.15													10	44	A	F	31	2003 rates
4001R		Firefighter 40hr +5% w25 FCC	30.75													08	44	A	F	31	2003 rates
4001K		Firefighter 40hr +7.5 w25 FCC	31.49													08	44	A	F	31	2003 rates
4001J		Firefighter 40hr +7.5% FCC	30.86													08	44	A	F	31	2003 rates
4001G		Firefighter 40hr w25	29.29													08	44	A	F	31	2003 rates
40070		Firefighter Paramedic Supervisor	31.11	32.65												10	42	A	F	31	2003 rates 2423 hrs/yr
4007F		Firefighter Paramedic Supervisor 40hr	36.24	38.04												09	44	A	F	31	2003 rates
4007G		Firefighter Paramedic Supervisor 40hr w25	38.80													11	42	A	F	31	2003 rates
4007C		Firefighter Paramedic Supervisor w25	33.30													10	44	A	F	31	2003 rates 2423 hrs/yr
4001C		Firefighter w/25	25.14													08	44	A	F	31	2003 rates 2423 hrs/yr
40060		Firefighter-Paramedic	27.05	28.41												09	44	A	F	31	2003 rates 2423 hrs/yr

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Job Code		Job Title	1	2	3	4	5	6	7	8	9	10	11	12	13	Job	EEO	OT	Med	Barg	Notes
4006A		Firefighter-Paramedic +5%	28.40	29.83												09	44	A	F	31	2003 rates 2423 hrs/yr
4006D		Firefighter-Paramedic +5% w25	30.42													09	44	A	F	31	2003 rates 2423 hrs/yr
4006F		Firefighter-Paramedic 40hr	31.51	33.09												09	44	A	F	31	2003 rates
4006G		Firefighter-Paramedic 40hr w25	33.75													09	44	A	F	31	2003 rates
4006C		Firefighter-Paramedic w25	28.98													09	44	A	F	31	2003 rates 2423 hrs/yr
20890	A	Fisheries Biologist	28.65	30.07	31.58	33.19	34.83									05	42	D	3	NR	
2089A	A	Fisheries Biologist +10%	38.31													05	42	D	3	NR	
20900	A	Fisheries Technician	24.24	25.49	26.71	28.05	29.45									18	43	A	3	NR	
53400	A	Fleet Manager	32.79	34.43	36.15	37.98	39.87									02	42	D	3	NR	
03340		Fleet Services Parts Technician	21.59	22.62	23.70											16	46	A	2	120	2003 rates
03330		Fleet Specialist	27.08	28.41	29.83	31.32	32.92									03	42	D	3	NR	
42150		Forensic Services Manager	33.81	35.49	37.28											19	43	D	3	NR	
42090		Forensic Services Supervisor	32.81	34.44												19	43	A	2	117	
4209A		Forensic Services Supervisor +5%	34.45	36.16												19	43	A	2	117	
42080		Forensic Specialist	24.49	25.71	26.98	28.33	29.76									18	43	A	2	117	
4208A		Forensic Specialist +2%	24.98	26.22	27.52	28.90	30.35									18	43	A	2	117	
07010	A	General Services Director	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	41	D	3	NRE	Includes Longevity
07050	A	General Services Director, Assistant	40.30	42.33	44.43	46.66	48.98									02	41	D	3	NR	
07060	A	General Services Division Manager	36.77	38.59	40.53	42.56	44.69									02	41	D	3	NR	
20800	A	Generation Manager	51.06	53.61	56.28	59.09	62.06	65.16	68.41	71.83	75.43	79.20				01	41	D	3	NRE	Includes Longevity
20710	A	Generation Manager, Assistant	43.93	46.15	48.43	50.86	53.39									02	42	D	3	NR	
01080		GIS Analyst	22.39	23.50	24.68	25.90	27.20	28.55	29.99	31.49						05	43	A	3	120	2003 rates
0108A		GIS Analyst, App A: Sr<2080hr	24.41	25.62	26.90	28.23	29.65	31.12	32.69	34.32						05	43	A	3	120	2003 rates
0108B		GIS Analyst, App B Sr>2080hr	26.42	27.73	29.12	30.56	32.10	33.69	35.39	37.16						05	43	A	3	120	2003 rates
0108C		GIS Analyst, App C SrTech<2080hr	27.54	28.91	30.36	31.86	33.46	35.12	36.89	38.73						06	43	A	3	120	2003 rates
0108D		GIS Analyst, App D SrTech>2080hr	29.11	30.55	32.08	33.67	35.36	37.12	38.99	40.94						06	43	A	3	120	2003 rates
0108E		GIS Analyst, App E Prin Tech	30.23	31.73	33.32	34.97	36.72	38.54	40.49	42.51						06	43	A	3	120	2003 rates
01090		GIS Mapping Specialist	16.57	17.38	18.25	19.16	20.11									16	46	A	3	120	2003 rates
07240	A	Government Relations Officer	39.50	41.50	43.57	45.77	48.02									01	41	D	3	NR	
07020	A	Grant Specialist	20.97	22.02	23.13	24.26	25.52	26.58	27.90	29.32						02	42	D	3	NR	
02200		Graphic Arts Specialist	19.77	20.76	21.81	22.90	24.04									18	43	A	2	120	2003 rates
02150		Graphic Arts Supervisor	23.33	24.53	25.69	27.03	28.32									19	43	D	3	NR	
02300		Graphic Services Supervisor	27.08	28.41	29.85	31.31	32.92									19	43	D	3	NR	
50410		Grounds Maintenance Crew Leader	25.16													21	48	A	2	117	
50420		Grounds Maintenance Supervisor	28.47	29.89	31.39											21	48	A	3	17	
50400		Grounds Maintenance Worker	20.82	21.47	22.11											20	48	A	1	117	
5040A		Grounds Maintenance Worker Greenhouse+AA	21.32	21.97												20	48	A	2	117	
4022G		Harbor Master Deputy 40 w25	41.71													11	42	A	F	31	2003 rates
40220		Harbor Master Deputy 40hr	38.99	40.89												11	42	A	F	31	2003 rates
55210		Headend Technician	26.31	27.61	29.00	30.44	31.97	33.56	35.23	37.00						18	43	A	2	NR	

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5521A		Headend Technician +10%	28.94	30.37	31.90	33.49	35.17	36.91	38.75	40.70						18	43	A	2	NR	
07170	A	Hearing Examiner	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	41	D	3	NRE	Includes Longevity
0717A	A	Hearing Examiner - Pro Tem	90.00													01	41	D	N	NRS	
00290		Hearings Reporter	19.73	20.72	21.77	22.84	23.96									16	46	A	3	NR	
51450		Heating/AC Maintenance Mechanic Supervisor	35.45													24	47	C	3	L	
11670		Heating/Air Conditioning Engineer	24.18													23	47	A	3	NR	
23090	A	Historic Preservation Officer	25.10	26.34	27.65	29.03	30.49									03	42	D	3	NR	
25250		Home Repair Supervisor	19.57	20.56	21.60	22.68	23.81									21	48	A	2	NR	
23320		Housing Rehab Coordinator	24.24	25.49	26.71	28.05	29.45									03	42	A	3	NR	
23280		Housing Rehab Loan Specialist	21.18	22.23	23.37	24.51	25.78									03	42	A	3	NR	
23360		Housing Rehab Specialist.	21.81	22.90	24.07	25.24	26.56									03	42	A	2	NR	
25620		Human Development Planning Coordinator	27.25	28.58	30.07	31.56	33.09									03	42	D	3	NR	
25360		Human Development Program Develop Supv	24.96	26.23	27.51	28.91	30.30									04	42	D	3	NR	
11150		Human Resources Analyst	24.87	26.09	27.44	28.77	30.22									03	42	D	3	NR	
11060		Human Resources Assistant	17.31	18.18	19.09	20.04	21.03									16	46	A	3	NR	
07350	A	Human Resources Director	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	41	D	3	NRE	Includes Longevity
11250	A	Human Resources Director, Assistant	39.75	41.73	43.82	46.00	48.32									02	41	D	3	NR	
1125A	A	Human Resources Director, Assistant +15%	45.71	47.99	50.39	52.90	55.57									02	41	D	3	NR	
11140		Human Resources Specialist	22.29	23.38	24.57	25.80	27.09									03	42	D	3	NR	
11080		Human Resources Technician	18.82	19.77	20.76	21.79	22.89									16	46	A	3	NR	
11040		Human Rights Case Investigator	19.19	20.16	21.16	22.26	23.33									03	42	D	3	NR	
11041		Human Rights Case Investigator/Maj Fed	21.11	22.18	23.27	24.49	25.66									03	42	D	3	NR	
07520	A	Human Rights/Human Services Director	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	41	D	3	NRE	Includes Longevity
25320		Human Rights/Human Services Specialist	20.65	21.69	22.79	23.91	25.13									03	42	D	3	NR	
25350	A	Human Rights/Services Director, Assistant	32.13	33.76	35.43	37.27	39.08									02	41	A	3	NR	
07540	A	Human Rights/Services Manager	28.58	30.07	31.56	33.09	34.81									01	41	D	3	NR	
25580		Human Services Case Worker	18.79	19.74	20.72	21.75	22.85									03	45	A	3	NR	
25640	A	Human Services Contract Specialist	22.42	23.55	24.74	25.95	27.25									03	42	D	3	NR	
25330		Human Services Program Assistant	15.05	15.83	16.59	17.38	18.32									16	46	A	3	NR	
2533A		Human Services Program Assistant +5%	15.80	16.62	17.42	18.25	19.23									16	46	A	3	NR	
25340		Human Services Supervisor	24.93	26.19	27.51	28.87	30.30									04	42	D	3	NR	
50470		Hydro Grounds Maintenance Worker	20.82	21.47	22.11											20	48	A	1	117	
51350		Hydro Plant Supervisor	36.56													24	47	E	2	NR	
5135A		Hydro Plant Supervisor OT	36.56													24	47	E	2	NR	
51360		Hydro Plant Supervisor, Sr	40.91													24	47	E	2	NR	
5136A		Hydro Plant Supervisor, Sr OT	40.91													24	47	E	2	NR	
51320		Hydro Project Electrician	30.08													23	47	C	1	L	
5132A		Hydro Project Electrician 116.5%	34.02													23	47	C	2	L	
51510	A	Hydro Project Manager Cowlitz	40.66	42.71	44.83	47.08	49.45									02	41	D	3	NR	
51520	A	Hydro Project Manager Cushman	40.66	42.71	44.83	47.08	49.45									02	41	D	3	NR	

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51530	A	Hydro Project Manager Nisqually	40.66	42.71	44.83	47.08	49.45									02	41	D	3	NR	
51500	A	Hydro Project Manager, Assistant	37.91	39.80	41.79	43.87	46.08									24	42	D	3	NR	
53010		Hydro Project Mechanic	30.08													23	47	C	1	L	
5301A		Hydro Project Mechanic 116.5%	34.02													23	47	C	2	L	
5301B		Hydro Project Mechanic OT-A	30.08													23	47	A	1	L	
50560		Hydro Utility Worker	18.40	19.86	21.32	23.94										22	47	C	1	L	
50570		Hydro Utility Worker, Sr	30.08													23	47	C	2	L	
11500		Information Resource Analyst	20.74	21.81	22.90	24.07	25.24									03	42	D	3	NR	
00610		Information Systems Operations Assistant	18.12	19.03	20.00	20.97	22.04									16	46	A	3	CL	2004 rates
01170		Information Systems Supv Comp Oper, Asst	21.37	22.25	23.36	24.53	25.78									19	43	A	3	120	2003 rates
01130		Information Systems Supv Data Control, Asst	15.52	16.32	17.13	18.00	18.89									17	46	A	3	120	2003 rates
08030	A	Information Technology Director	45.95	48.26	50.67	53.20	55.86	58.65	61.57	64.66	67.89	71.29				01	41	D	3	NRE	Includes Longevity
01400	A	Information Technology Manager	39.83	41.82	43.92	46.13	48.42									02	42	D	3	NR	
01360	A	Information Technology Supervisor	34.05	35.76	37.55	39.42	41.38									04	42	D	3	NR	
21220		Inspector, Senior	24.98	26.23	27.56	28.93	30.36									19	43	A	2	17	
2122A		Inspector, Senior +2.5%	25.60	26.89	28.25	29.65	31.12									19	43	A	3	17	
2122B		Inspector, Senior +5%	26.23	27.54	28.94	30.37	31.88									19	43	A	3	17	
20180		Instrumentation Technician	24.16	25.37	26.64	27.97	29.37									18	43	A	3	WP	
11470		Intergovernmental Affairs Coordinator	23.08	24.23	25.53	26.75	28.12									03	42	D	3	NR	
05150		Internal Auditor	24.44	25.69	26.94	28.32	29.73									03	42	D	3	NR	
05170		Internal Auditor Utilities	28.41	29.83	31.31	32.92	34.54									03	42	D	3	NR	
07230	A	International Affairs Specialist	23.59	24.75	26.00	27.25	28.63									03	42	D	3	NR	
20260		L I D Representative	24.40	25.64	26.89	28.22	29.66									19	43	A	3	17	
2026A		L I D Representative +2.5%	25.00	26.28	27.56	28.92	30.41									19	43	A	3	17	
2026B		L I D Representative +5%	25.61	26.92	28.23	29.63	31.15									19	43	A	3	17	
20270		L I D Representative, Sr	28.72	30.20	31.68	33.27	34.91									19	43	A	3	17	
2027A		L I D Representative, Sr +2.5%	29.44	30.95	32.47	34.10	35.78									19	43	A	3	17	
2027B		L I D Representative, Sr +5%	30.16	31.71	33.27	34.94	36.66									19	43	A	3	17	
11230		Labor Relations Analyst	20.40	21.39	22.45	23.59	24.75									03	42	D	3	NR	
50010		Laborer	10.27	10.79	11.33	11.87	12.48									20	48	A	1	117	
22200		Land Use Administration Planner	21.81	22.90	24.07	25.24	26.56	27.65	29.03	30.49						03	42	D	3	NR	
2220B		Land Use Administration Planner 105%	32.02													03	42	D	3	NR	
2220C		Land Use Administration Planner 110%	33.54													04	42	D	3	NR	
2220D		Land Use Administration Planner 115.7%	35.28													04	42	D	3	NR	
2220E		Land Use Administration Planner 128%	39.03													04	42	D	3	NR	
22070	A	Land Use Administrator	35.27	37.03	38.87	40.84	42.88									03	42	D	3	NR	
50360		Landfill Gas Systems Operator	22.59	23.72	24.90	26.15	27.46									22	47	A	2	WP	
50180		Landfill Supervisor	30.71	32.25												21	48	A	2	17	
20140		Landscape Architect Professional	26.97	28.31	29.77	31.19	32.76									06	42	A	3	NR	
42120		Latent Fingerprint Examiner	26.94	28.27	29.68	31.17	32.73									18	43	A	3	117	

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00310		Legal Assistant	15.46	16.21	17.02	17.86	18.68	19.58	20.56	21.60						16	46	A	3	NR	
00320		Legal Assistant, Senior	17.76	18.68	19.58	20.56	21.60									17	46	A	3	NR	
10070	A	Legal Intern	12.74													07	45	A	3	NR	
10080	A	Legal Intern, Sr	15.73													07	45	A	3	NR	
52530		Line Clearance Tree Trimmer	27.74													23	47	C	1	L	
52540		Line Clearance Tree Trimmer, Sr	30.08													24	47	C	1	L	
5254A		Line Clearance Tree Trimmer, Sr 108%	31.54													24	47	C	N	L	
52550		Line Electrician 105%	30.66													23	47	C	1	L	
52554		Line Electrician 105% HCU	31.54													23	47	C	1	L	
5255B		Line Electrician 111%	32.41													23	47	C	1	L	
52551		Line Electrician 85%	24.82													23	47	C	1	L	
5241A		Line Electrician, Apprentice Stp1-7	22.78	23.36	24.09	24.82	25.55	26.28	27.01							23	47	C	1	L	
5241B		Line Electrician, Apprentice Stp1-7 incl HCU	23.65	24.24	24.97	25.70	26.43	27.16	27.89							23	47	C	1	L	
52570		Line Electrician, Sr	34.46													24	47	C	1	L	
52571		Line Electrician, Sr HCU	35.33													24	47	C	1	L	
52560		Line Equipment Operator 92%	26.86													23	47	C	1	L	
03240	A	Local Business & Employment Training Prog Coord	27.08	28.41	29.83	31.32	32.92									04	42	D	3	NR	
71110		Locomotive Engineer	24.97													23	47	B	2	BLE	
7111A		Locomotive Engineer Mandatory Trng	25.97													23	47	B	N	BLE	
71114		Locomotive Engineer Mann.agmt.	2.00													24	47	B	2	BLE	
71112		Locomotive Engineer Sp.al-b 3/83	17.00													23	47	B	2	BLE	
71113		Locomotive Engineer Sp.al-b8/92	14.25													23	47	B	2	BLE	
71115		Locomotive Engineer, spvr Only	37.00													24	47	B	N	BLE	
71400		Locomotive Mechanic 1	26.51													23	47	A	1	BLM	+$1 pension
71390		Locomotive Mechanic Apprentice 60%	15.91													22	47	A	1	BLM	
7139A		Locomotive Mechanic Apprentice 65%	17.23													22	47	A	1	BLM	
7139B		Locomotive Mechanic Apprentice 70%	18.56													22	47	A	1	BLM	
7139C		Locomotive Mechanic Apprentice 75%	19.89													22	47	A	1	BLM	
7139D		Locomotive Mechanic Apprentice 80%	21.21													22	47	A	1	BLM	
7139E		Locomotive Mechanic Apprentice 85%	22.54													22	47	A	1	BLM	
7139F		Locomotive Mechanic Apprentice 90%	23.86													22	47	A	1	BLM	
7139G		Locomotive Mechanic Apprentice 95%	25.19													22	47	A	1	BLM	
71410		Locomotive Mechanic, Sr	29.00													24	47	A	1	BLM	+$1 pension
53120		Machinist	23.99													23	47	A	1	160	2003 rates +.70 pension
00180		Mail & Stock Processor	13.28	13.93	14.63	15.37	16.16									16	46	A	3	CL	2004 rates
0018A		Mail & Stock Processor 110%	14.61	15.32	16.10	16.91	17.78									16	46	A	3	CL	2004 rates
0018B		Mail & Stock Processor 113%	15.01	15.74	16.54	17.37	18.26									16	46	A	3	CL	2004 rates
00190		Mail Services Supervisor	23.91	25.14	26.39	27.76										17	46	A	2	NR	
11820	A	Management & Budget Assistant	15.21	15.96	16.76	17.61	18.48	19.41								16	46	A	3	NR	
11860	A	Management & Budget Internal Consultant	22.93	24.04	25.27	26.55	27.86	29.25	30.72	32.26	33.87					04	42	D	3	NR	

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11840	A	Management & Budget Specialist	19.13	20.09	21.08	22.14	23.25	24.43								16	46	A	3	NR	
11090	A	Management Analyst I	27.29	28.62	30.03	31.54	33.15									03	42	D	3	NR	
11200	A	Management Analyst II	31.54	33.11	34.78	36.51	38.32									04	42	D	3	NR	
11350	A	Management Analyst III	35.68	37.46	39.34	41.31	43.38									04	42	D	3	NR	
06150	A	Management Services Manager	37.81	39.70	41.69	43.78	45.96									02	41	D	3	NR	
07480	A	Management, Budget & Analysis Director	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	41	D	3	NRE	Includes Longevity
07490	A	Management, Budget & Analysis Director, Asst	32.68	34.31	36.02	37.82	39.71	41.69	43.78	45.96						02	41	D	3	NR	
11650	A	Marketing Aide	15.66	16.41	17.26	18.13	19.02									16	46	D	3	NR	
55060	A	Marketing Coordinator	21.42	22.47	23.62	24.79	26.00	27.30								03	42	D	3	NR	
11510		Master Control Technician	13.90	14.63	15.40	16.22	17.00	17.86	18.75	19.68	20.66					05	43	A	3	NR	
20470		Materials Technician	25.28	26.54	27.87	29.26	30.74									05	42	A	2	NR	
93010	A	Mayor	35.24													00	41	D	N	NA	
93030		Mayor, Deputy	17.62													00	41	D	N	NA	
20400		Mechanical Engineer	26.56	27.87	29.26	30.73	32.27									05	42	A	3	NR	
20420		Mechanical Engineer, Principal Professional	35.80	37.59	39.46	41.44	43.51									06	42	D	3	NR	
20410		Mechanical Engineer, Professional	31.28	32.85	34.49	36.22	38.04									05	42	A	3	NR	
21190		Mechanical Inspector	23.53	24.75	26.00	27.29	28.65									18	43	A	2	17	
2119A		Mechanical Inspector +2.5%	24.12	25.37	26.65	27.97	29.36									18	43	A	3	17	
2119B		Mechanical Inspector +5%	24.71	25.99	27.30	28.65	30.08									18	43	A	3	17	
51410		Mechanical Maintenance Worker	29.20													22	47	C	2	L	
06010		Meter Reader	15.89	17.20	18.47	19.77	21.09									16	46	A	2	CO	2004 rates
06011		Meter Reader-training-+10%	23.20													16	46	A	N	CO	2004 rates
43120	A	Municipal Court Judge	56.95													07	41	D	3	NRS	
43140	A	Municipal Court Judge-Pro Tem	41.50													07	41	D	3	NRS	
20910	A	Natural Resources Manager	38.72	40.65	42.69	44.81	47.06									06	42	D	3	NR	
25460		Neighborhood Center Assistant	10.65	11.21	11.75	12.60	12.96									20	48	A	2	NR	
25450		Neighborhood Center Supervisor	20.65	21.69	22.79	23.91	25.13									04	42	D	3	NR	
55170		Network Operations Center Technician	15.15	15.90	16.70	17.54	18.41	19.33	20.29	21.32	22.38	23.50				19	43	A	2	CK	
5517A		Network Operations Center Technician +10%	16.66	17.49	18.37	19.29	20.25	21.26	22.32	23.45	24.62	25.85				19	43	A	2	CK	
25300		Nutrition Coordinator	12.16	12.77	13.44	14.06	14.77									16	45	A	3	NR	
46010		Occupational Intern	7.55	7.91	8.30	8.71	9.16									16	45	A	3	NR	
46020		Occupational Intern, Skilled	10.38	10.94	11.48	12.01	12.67									22	45	A	3	NR	
46030		Occupational Trainee	10.38	10.94	11.48	12.01	12.67									16	45	A	3	NR	
46040		Occupational Trainee, Skilled	10.65	11.21	11.75	12.60	12.96									22	45	A	3	NR	
00060		Office Assistant	12.57	13.45	14.42	15.42	16.50	17.06	17.65	18.27	18.94	19.88				16	46	A	3	CL	2004 rates
00061		Office Assistant Trk Scale +2.5%	12.89	13.79	14.78	15.81	16.92	17.49	18.10	18.73	19.41	20.37				16	46	A	3	CL	2004 rates
00140		Office Services Supervisor Af 1-1-88	18.68	19.57	20.56	21.58	22.65									17	46	A	3	NR	
11330	A	Office Services Supervisor Bf 1-1-88	23.33	24.44	25.69	26.94	28.32									17	42	D	3	NR	
00130		Office Systems Supervisor	20.35	21.38	22.45	23.60	24.75									17	46	D	3	NR	
05330	A	Operations Manager	33.17	34.83	36.57	38.40	40.31									04	42	D	3	NR	

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12150	A	PAF Administrative/Marketing Assistant	20.27	21.29	22.35	23.44	24.63									03	42	D	3	NR	
62250		PAF Custodian	12.44	13.06	13.71	14.40	15.12									20	48	A	2	PAF	2004 rates
6225A		PAF Custodian + 5%	13.06	13.71	14.40	15.12	15.88									20	48	A	2	PAF	2004 rates
07300	A	PAF Director	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	41	D	3	NRE	Includes Longevity
07310	A	PAF Director Deputy	39.08	41.07	43.10	45.26	47.51									02	41	D	3	NR	
50510		PAF Electrician	23.13	24.35	25.66											23	47	A	2	PAF	2004 rates
11680	A	PAF Event Services Manager	24.61	25.84	27.13	28.48	29.87									04	42	D	3	NR	
50500		PAF HVAC Mechanic	22.03	23.20	24.43											23	47	A	2	PAF	2004 rates
50480		PAF Maintenance Chief	25.61	26.78	28.06											21	48	A	2	PAF	2004 rates
50481		PAF Maintenance Chief/Supervisor	26.89	28.12	29.47											21	48	A	2	PAF	2004 rates
60150		PAF Maintenance Worker II	18.08	18.95	19.78	20.73	22.50	23.62	24.43							20	48	A	2	PAF	2004 rates
60151		PAF Maintenance Worker II Lead +5%	18.98	19.90	20.76	21.77	23.62	24.80								21	48	A	2	PAF	2004 rates
11620	A	PAF Manager Assistant Operations	27.75	29.17	30.64	32.15	33.74									04	42	D	3	NR	
07320	A	PAF Manager Facility O & M	29.17	30.64	32.15	33.74	36.09									02	42	D	3	NR	
11710	A	PAF Manager-Assistant Pub Serv	24.18	25.43	26.69	28.03	29.42									04	42	D	3	NR	
62200	A	PAF Public Assembly Attendant	8.83	9.27	9.73	10.22	10.71	11.28	11.82	12.42						20	48	A	1	NR	
52060		Painter Crew Leader	26.79													24	47	A	1	17	
52050		Painter, Industrial	20.05	21.05	22.10	23.21	24.38									23	47	A	1	117	
10090	A	Paralegal	19.18	20.13	21.14	22.20	23.32									03	45	A	3	NR	
10100	A	Paralegal, Sr	21.72	22.80	23.94	25.15	26.40									04	45	A	3	NR	
20870	A	Park & Wildlife Supervisor	24.24	25.49	26.71	28.05	29.45									06	42	A	3	NR	
20850	A	Park Supervisor	26.47	27.83	29.19	30.62	32.19									04	42	D	1	NR	
20860	A	Park Supervisor, Assistant	24.06	25.28	26.57	27.87	29.26									04	42	D	1	NR	
00700		Parking Enforcement Officer	16.94	17.79	18.68	19.61	20.59									16	46	A	2	17	
0070A		Parking Enforcement Officer +2.5%	17.36	18.23	19.14	20.10	21.11									16	46	A	2	17	
0070B		Parking Enforcement Officer +5%	17.79	18.68	19.61	20.59	21.62									16	46	A	2	17	
00720		Parking Enforcement Supervisor	18.54	19.46	20.43	21.46	22.53									17	46	A	2	17	
20080		Permit Specialist	19.92	20.82	21.81	22.79	23.94									18	43	A	3	17	
2008A		Permit Specialist +2.5%	20.41	21.34	22.36	23.36	24.54									18	43	A	3	17	
2008B		Permit Specialist +5%	20.91	21.86	22.90	23.93	25.14									18	43	A	3	17	
20090		Permit Specialist, Sr	22.39	23.43	24.66	25.82	27.15									19	43	A	3	17	
2009A		Permit Specialist, Sr +2.5%	22.95	24.02	25.28	26.47	27.83									19	43	A	3	17	
2009B		Permit Specialist, Sr +5%	23.51	24.60	25.89	27.11	28.51									19	43	A	3	17	
21050		Permit Supervisor	26.40	27.73	29.11	30.57	32.09									19	43	A	3	NR	
02100		Photo Lab Assistant	14.30	14.99	15.76	16.53	17.41									18	45	A	3	120	2003 rates
02110		Photographer	18.78	19.73	20.72											18	43	A	3	120	2003 rates
02120		Photographer, Sr	21.74	22.75	23.92											19	43	A	3	120	2003 rates
20620	A	Pipeline Construction Coordinator	28.63	30.07	31.56	33.09	34.81									19	47	A	3	NR	
22000		Planning Aide	17.64	18.49	19.43	20.42	21.43									16	45	A	3	NR	
22060		Planning MIS Specialist	26.94	28.32	29.73	31.23	32.76									03	42	D	3	NR	

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42060		Police Captain	48.02	50.42												15	42	E	P	26	2003 rates
07720	A	Police Chief	45.95	48.26	50.67	53.20	55.86	58.65	61.57	64.66	67.89	71.29				01	41	D	P	NRE	Includes Longevity
0770A	A	Police Chief Assistant, +1%	54.98	57.74	60.62	63.65										01	41	D	P	MA	Incl Lgv 2003 rates
07700	A	Police Chief, Assistant	54.43	57.17	60.02	63.02										01	41	D	P	MA	Incl Lgv 2003 rates
42070		Police Detective	30.39	31.91												14	44	A	P	6	2003 rates
4207E		Police Detective +5%	31.91	33.51												14	44	A	P	6	2003 rates
4207F		Police Detective +5%w25	32.54	34.18												14	44	A	P	6	2003 rates
4207G		Police Detective w25	30.99	32.55												14	44	A	P	6	2003 rates
4207H		Police Detective+10%	33.42	35.11												14	44	A	P	6	2003 rates
4207J		Police Detective+10%w25	34.09	35.81												14	44	A	P	6	2003 rates
42050		Police Lieutenant	41.76	43.84												15	43	E	P	26	2003 rates
4205A		Police Lieutenant (Acting)	38.33													15	43	A	P	26	2003 rates
42020		Police Officer	21.00	23.97	25.15	26.37	27.67	29.03								12	44	A	P	6	2003 rates
4202J		Police Officer +10%	23.10	26.37	27.66	29.00	30.44	31.93								12	44	A	P	6	2003 rates
42021		Police Officer +2%	21.42	24.45	25.65	26.89	28.22	29.61								12	44	A	P	6	2003 rates
42022		Police Officer +5%	22.05	25.17	26.41	27.69	29.05	30.48								12	44	A	P	6	2003 rates
42010		Police Officer Recruit	21.00	23.97												12	44	A	P	6	2003 rates
42023		Police Officer Specialist	30.48													12	44	A	P	6	2003 rates
4202P		Police Officer Specialist +5%	32.00													12	44	A	P	6	2003 rates
4202Q		Police Officer Specialist +5% w25	32.64													12	44	A	P	6	2003 rates
4202H		Police Officer Specialist w25	31.09													12	44	A	P	6	2003 rates
4202M		Police Officer Specialist+10%	33.53													12	44	A	P	6	2003 rates
4202N		Police Officer Specialist+10%w25	34.20													12	44	A	P	6	2003 rates
4202G		Police Officer w25	29.61													12	44	A	P	6	2003 rates
4202K		Police Officer+10%w25	23.56	26.90	28.22	29.58	31.05	32.57								12	44	A	P	6	2003 rates
4202B		Police Officer+2%w25	21.85	24.94	26.16	27.43	28.79	30.20								12	44	A	P	6	2003 rates
4202F		Police Officer+5%w25	22.49	25.68	26.93	28.24	29.64	31.09								12	44	A	P	6	2003 rates
42040		Police Sergeant	33.45	35.10												13	43	A	P	6	2003 rates
4204E		Police Sergeant +5%	35.12	36.86												13	43	A	P	6	2003 rates
4204F		Police Sergeant +5%w25	35.82	37.60												13	43	A	P	6	2003 rates
4204G		Police Sergeant w25	34.11	35.81												13	43	A	P	6	2003 rates
4204H		Police Sergeant+10%	36.79	38.61												13	43	A	P	6	2003 rates
4204J		Police Sergeant+10%w25	37.53	39.39												13	43	A	P	6	2003 rates
51230	A	Power Analyst	39.03	40.97	43.03	45.17	47.43									06	42	D	3	NR	
51280	A	Power Analyst, Sr	44.87	47.13	49.47	51.95	54.54									06	42	D	3	NR	
51250		Power Dispatching Supervisor	42.14													24	42	E	3	NR	
20810	A	Power Division Superintendent, Deputy	46.76	49.09	51.55	54.11	56.80									01	41	D	3	NR	
20750	A	Power Manager	51.06	53.61	56.28	59.09	62.06	65.16	68.41	71.83	75.43	79.20				01	41	D	3	NRE	Includes Longevity
51260	A	Power Manager, Assistant	43.93	46.15	48.43	50.86	53.39									02	42	D	3	NR	
20740	A	Power System Control Manager	35.39	37.18	39.06	40.97	43.04									06	42	D	3	NR	

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23220		Program Development Specialist	21.81	22.90	24.07	25.24	26.56	27.65	29.03	30.49						03	42	D	3	NR	
2322A		Program Development Specialist +10%	23.99	25.19	26.47	27.76	29.21	30.42	31.93	33.54						03	42	D	3	NR	
11000		Program Technician	12.40	13.05	14.58	16.11	18.84	19.77	20.77	21.81	22.90					03	45	A	3	NR	
07200	A	Project Manager	36.23	38.05	39.94	41.95	44.04	46.25	48.56	50.95	53.54	56.23				02	42	D	3	NR	
25020		Project Specialist	20.38	21.41	22.46	23.56	24.76									03	42	D	3	NR	
07570	A	Public Works Director	45.95	48.26	50.67	53.20	55.86	58.65	61.57	64.66	67.89	71.29				01	41	D	3	NRE	Includes Longevity
07550	A	Public Works Director Assistant City Engineer	45.11	47.37	49.73	52.22	54.83									01	41	D	2	NR	
20590	A	Public Works Director, Assistant Utility Services	45.11	47.37	49.73	52.22	54.83									01	41	D	3	NR	
20540	A	Public Works Division Manager	40.50	42.53	44.65	46.87	49.22									01	41	D	2	NR	
20550	A	Public Works Division Manager, Assistant	35.80	37.59	39.46	41.44	43.51									01	41	D	3	NR	
03070		Purchasing Analyst	21.68	22.76	23.90	25.11	26.37	27.68	29.06							04	42	A	3	120	2003 rates
03040		Purchasing Assistant	18.50	19.42	20.37	21.38	22.45									03	42	A	3	120	2003 rates
71520	A	Rail Superintendent, Assistant	35.82	37.64	39.51	41.49	43.58									02	41	D	3	NR	
71270	A	Rail Supervisor of Operations	32.89	34.56	36.27	38.10	39.98									04	42	D	3	NR	
71030		Railway Interchange Clerk	15.66	16.38	17.25	18.14	18.97									16	46	A	2	NR	
71260	A	Railway Roadmaster	34.38	36.09	37.90	39.80	41.78									21	47	D	3	NR	
71420		Railway Shop Worker	15.87	16.72	17.61	18.54	19.51									20	48	A	2	BLM	+$1 pension
71050		Railway Switch Operator	18.26	19.32	21.47	23.63										23	47	B	2	UTU	
71053		Railway Switch Operator /sp.al/prod.fd.	11.17													23	47	B	N	UTU	
7105A		Railway Switch Operator After 8/92	15.53	16.56	18.64	20.71										23	47	B	N	UTU	
71055		Railway Switch Operator After 8/92 SpecAllow	19.31													23	47	B	2	UTU	
71052		Railway Switch Operator Prod Fund	24.13													23	47	B	2	UTU	
71051		Railway Switch Operator Spec Allow	11.17													23	47	B	2	UTU	
7105T		Railway Switch Operator Student	10.36													23	47	B	2	UTU	
71060		Railway Switch Supervisor	19.32	20.47	22.78	25.06										24	47	B	2	UTU	
71064		Railway Switch Supervisor /a-1 Mn.b8/92	40.00													24	47	B	N	UTU	
71063		Railway Switch Supervisor /s.a./pr.fd	11.17													24	47	B	N	UTU	
71065		Railway Switch Supervisor aft 8-92 Spc	19.31													24	47	B	2	UTU	
7106A		Railway Switch Supervisor After 8/92	16.22	17.31	19.47	21.63										24	47	B	N	UTU	
71062		Railway Switch Supervisor P.f.	24.13													24	47	B	2	UTU	
71061		Railway Switch Supervisor Spec Allow	11.17													24	47	B	2	UTU	
71190		Railway Track Inspector	15.33	16.34	17.37	18.39	19.42	20.43								23	43	A	2	BLU	2001 rates +.50 pension
7119A		Railway Track Inspector w 5+yr	15.33	16.34	18.39	20.43										23	43	A	2	BLU	2001 rates +.50 pension
71210		Railway Track Maintenance Supervisor	17.32	18.46	19.62	20.77	21.92	23.08								21	48	A	2	BLU	2001 rates +.50 pension
7121A		Railway Track Maintenance Supervisor w 5+yr	17.32	18.46	20.77	23.08										21	48	A	2	BLU	2001 rates +.50 pension
71200		Railway Track Maintenance Worker	15.33	16.34	17.37	18.39	19.42	20.43								20	48	A	1	BLU	2001 rates +.50 pension
7120A		Railway Track Maintenance Worker w 5+ yr	15.33	16.34	18.39	20.43										20	48	A	1	BLU	2001 rates +.50 pension
71010		Railway Yard Clerk	26.27													16	46	A	2	BLC	+.50 pension
7101A		Railway Yard Clerk-aft 6-28-93	19.70	21.01	23.64	26.27										16	46	A	2	BLC	+.50 pension
71150		Railway Yardmaster	25.61	27.31	30.73	34.14										24	47	B	3	Y	

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04060		Real Estate Management Supervisor	28.72	30.20	31.68	33.27	34.91									04	42	A	3	17	
0406A		Real Estate Management Supervisor +2.5%	29.44	30.95	32.47	34.10	35.78									04	42	A	3	17	
0406B		Real Estate Management Supervisor +5%	30.16	31.71	33.27	34.94	36.66									04	42	A	3	17	
04050		Real Estate Management Supervisor, Utilities	28.58	30.06	31.53	33.11	34.75									04	42	D	3	NR	
23430		Real Estate Officer	28.05	29.45	30.97	32.44	34.08									03	42	D	2	NR	
00350		Real Estate Specialist	17.57	18.44	19.35	20.34	21.35									16	46	A	3	17	
0035A		Real Estate Specialist +2.5%	18.01	18.90	19.84	20.84	21.88									16	46	A	3	17	
0035B		Real Estate Specialist +5%	18.45	19.36	20.32	21.35	22.42									16	46	A	3	17	
04010		Real Estate Specialist, Sr	24.15	25.38	26.68	28.03	29.41									04	42	D	3	17	
0401A		Real Estate Specialist, Sr +2.5%	24.75	26.01	27.35	28.73	30.14									04	42	D	3	17	
0401B		Real Estate Specialist, Sr +5%	25.36	26.65	28.01	29.44	30.88									04	42	D	3	17	
00360		Real Property Clerk II	16.76	17.60	18.46	19.41	20.40									16	46	A	3	NR	
20690	A	Real-Time Energy Trader	36.02	37.81	39.70	41.54	43.46	45.48	47.58							06	42	B	3	NR	
07400	A	Records Management Supervisor	22.62	23.79	24.96	26.24	27.51									04	42	D	3	NR	
50320		Recycling Supervisor	28.38	29.78	31.24	32.81	34.48									21	48	D	3	NR	
06280		Refuse Scale Operator	19.27	20.22												20	48	A	2	117	
02030		Reprographic Equipment Operator	14.41	15.13	15.89	16.68	17.49	18.38	19.29	20.26						23	47	A	2	120	2003 rates
07980	A	Res35289SpProjSoftwareEngr	55.95													00	43	D	N	NRS	
11260		Research & Evaluation Analyst	20.40	21.39	22.45	23.59	24.75									03	42	D	3	NR	
11010		Research Technician	18.87	19.82	20.80	21.84	22.93									18	45	A	3	NR	
20070		Residential Plans Examiner	22.39	23.43	24.66	25.82	27.15									18	43	A	3	17	
2007A		Residential Plans Examiner +2.5%	22.95	24.02	25.28	26.47	27.83									18	43	A	3	17	
2007B		Residential Plans Examiner +5%	23.51	24.60	25.89	27.11	28.51									18	43	A	3	17	
50520		Resource Conservation Spec	21.42	22.47	23.62	24.79	26.00									18	43	A	3	NR	
20760	A	Resource Development Manager	39.06	40.97	43.04	45.18	47.44									01	41	D	3	NR	
20770	A	Resource Planning Coordinator	34.39	36.12	37.93	39.77	41.78									03	42	D	3	NR	
53380		Resource Recovery Mechanic	23.99													23	47	A	2	160	2003 rates +.70 pension
50220		Resource Recovery Plant Operator	27.64													22	47	A	2	117	
50330		Resource Recovery Supervisor	26.40	27.73	29.11	30.57	32.09									21	48	A	3	NR	
05600	A	Retirement System Director	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	41	D	3	NRE	Includes Longevity
05590	A	Retirement System Director, Assistant	28.05	29.45	30.97	32.44	34.08									04	42	D	3	NR	
11100		Risk Analyst	23.29	24.43	25.68	26.97	28.30									03	42	D	3	NR	
07030	A	Risk Manager	39.75	41.73	43.82	46.00	48.32									02	42	D	3	NR	
21080		Road Use Compliance Officer	19.82	20.72	21.71	22.68	23.81									18	43	A	2	NR	
21081		Road Use Compliance Officer/Supv	21.81	22.79	23.88	24.95	26.19									19	43	A	2	NR	
11220		Safety Officer	27.23	28.60	30.06	31.50	33.09									03	42	D	3	NR	
12040	A	Safety Program Supervisor	31.31	32.87	34.51	36.22	38.05									04	42	D	3	NR	
11170		Safety Technician	22.28	23.37	24.56	25.78	27.09									03	42	A	3	NR	
1117A		Safety Technician +10%	24.51	25.71	27.01	28.36	29.80									03	42	A	3	NR	
55110		Sales & Service Representative	12.93	13.57	14.26	14.97	15.70	16.49	17.32	18.18	19.10	20.05	21.05	22.10	23.21	16	46	A	3	NR	

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Job Code		Job Title	1	2	3	4	5	6	7	8	9	10	11	12	13	Job	EEO	OT	Med	Barg	Notes
5511A		Sales & Service Representative +10%	14.22	14.93	15.68	16.46	17.27	18.14	19.05	20.00	21.01	22.05	23.16	24.31	25.53	16	46	A	3	NR	
20440		SCADA Administrator	29.99	31.51	33.07	34.73	36.48									06	42	D	3	NR	
11570	A	Scheduling Officer	20.98	22.03	23.15	24.29	25.54									16	46	A	3	NR	
00230	A	Secretary, Administrative	19.63	20.61	21.64	22.72	23.85									17	46	A	3	NR	
00250	A	Secretary, Executive	24.42	25.63	26.90	28.24	29.65									17	46	D	3	NR	
00160		Secretary, Police	17.64	18.52	19.42	20.41	21.43									16	46	A	3	117	
00220		Secretary, Senior	16.35	17.18	18.04	18.94	19.88	20.88								16	46	A	3	CL	2004 rates
45100		Security Guard	10.78													20	44	A	2	NR	
25290		Senior Center Van Driver	12.39	13.02	13.65	14.34	15.06									20	48	A	2	NR	
25560		Seniors Center Supervisor	19.59	20.57	21.62	22.68	23.83									04	42	D	2	NR	
20250		Service & Complaints Representative	24.24	25.49	26.71	28.05	29.45									03	42	A	3	NR	
53390		Service Writer	23.99													23	47	A	2	160	2003 rates +.70 pension
50120		Sewer Equipment Operator	21.69													22	48	A	2	313	2003 rates =.50 pension
5012A		Sewer Equipment Operator, 2 person trk	22.34													22	48	A	2	313	2003 rates =.50 pension
5012B		Sewer Equipment Operator, vactor trk	22.69													20	48	A	1	313	2003 rates =.50 pension
50280		Sewer Transmission Systems Maintenance Coord	24.13	25.33	26.59	27.92	29.34	30.71	32.25							21	45	A	2	17	
50100		Sewer Worker	18.40	19.36	20.35											20	48	A	1	313	2003 rates =.50 pension
5010A		Sewer Worker Locator	22.80													20	48	A	1	313	2003 rates =.50 pension
5010B		Sewer Worker, Hole Crew	18.65	19.61	20.60											20	48	A	1	313	2003 rates =.50 pension
50110		Sewer Worker, Sr	22.80													21	48	A	1	313	2003 rates =.50 pension
5011A		Sewer Worker, Sr (5021)	24.08													21	48	A	1	313	2003 rates =.50 pension
5011C		Sewer Worker, Sr +tv	23.80													21	48	A	N	313	2003 rates =.50 pension
21450		Sign Inspector	22.55	23.72	24.87	26.11	27.44									05	43	A	2	NR	
52750		Signal & Lighting Electrician	29.20													23	47	C	1	L	
52753		Signal & Lighting Electrician 103%	30.08													23	47	C	1	L	
52752		Signal & Lighting Electrician 104%	30.37													23	47	C	1	L	
5275A		Signal & Lighting Electrician 116.5%	34.02													23	47	C	2	L	
52740		Signal & Lighting Electrician, Sr	34.46													24	47	C	1	L	
52730		Signal & Street Lighting Electrical Apprentice	22.78	23.36	24.09	24.82	25.55	26.28	27.01							23	47	C	1	L	
5273C		Signal & Street Lighting Electrical Apprentice 100% HCU	30.08													23	47	C	1	L	
5273B		Signal & Street Lighting Electrical Apprentice 97%	29.20													23	47	C	1	L	
5273A		Signal & Street Lighting Electrical Apprentice HCU	23.65	24.24	24.97	25.70	26.43	27.16	27.89							23	47	C	1	L	
50170		Solid Waste Collection Supervisor	30.71	32.25												21	48	A	2	17	
50350		Solid Waste Collector/Driver	17.09	17.95	21.62	22.29	23.37									20	48	A	1	313	2003 rates
5035C		Solid Waste Collector/Driver DOB 102.5%	23.95													20	48	A	1	313	2003 rates
5035E		Solid Waste Collector/Driver DOB Trn E	24.67													20	48	A	1	313	2003 rates
5035F		Solid Waste Collector/Driver Ld DOB	24.95													20	48	A	1	313	2003 rates
5035B		Solid Waste Collector/Driver Transfer	24.75													20	48	A	1	313	2003 rates
5035A		Solid Waste Collector/Driver Trn & E	17.60	18.49	22.27	22.96	24.07									20	48	A	1	313	2003 rates
5035D		Solid Waste Collector/Driver Trn & Eva	25.49													20	48	A	1	313	2003 rates

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50370		Solid Waste Route Supervisor	29.34													21	48	A	2	17	
06270		Solid Waste Worker	15.16	15.91	16.71	17.54	18.43									20	48	A	2	117	
06273		Solid Waste Worker +13%	17.13	17.98	18.88	19.82	20.83									20	48	A	2	117	
06271		Solid Waste Worker +5%	15.92	16.70	17.54	18.41	19.35									20	48	A	2	117	
06272		Solid Waste Worker +8%	16.37	17.18	18.04	18.94	19.90									20	48	A	2	117	
0627A		Solid Waste Worker Laborer	10.27	11.25	12.48											20	48	A	2	117	
11460		Source Control Inspection Supervisor	25.69	26.99	28.34	29.76	31.22									21	48	A	2	NR	
06250		Source Control Representative	23.43	24.62	25.83	27.14	28.52									18	43	A	3	17	
0625A		Source Control Representative +2.5%	24.02	25.24	26.48	27.82	29.23									18	43	A	3	17	
0625B		Source Control Representative +5%	24.60	25.85	27.12	28.50	29.94									18	43	A	3	17	
31150		Source Control Supervisor	29.81	31.25	32.81	34.45	36.21									06	42	D	3	NR	
05520		Special Project Accountant	23.51	24.67	25.91	27.19	28.54									03	42	A	3	CL	2004 rates
50440		Stadium Groundskeeper	18.93	19.82	20.76	21.73	22.78									20	48	A	2	PAF	2004 rates
51580		Steam Plant Electrician	29.20													23	47	C	2	L	
51700	A	Steam Plant Manager	35.95	37.72	39.61	41.60	43.67									01	42	D	3	NR	
51690	A	Steam Plant Manager -Maint, Assistant	32.69	34.32	36.04	37.82	39.70									21	47	D	3	NR	
51680	A	Steam Plant Manager -Oper, Assistant	32.69	34.32	36.04	37.82	39.70									24	47	D	3	NR	
51590		Steam Plant Mechanic	26.57	27.89	29.20											23	47	C	2	L	
51550		Steam Plant Operator	18.69	19.57	21.32	22.78	24.82	26.28	29.20	30.36						23	47	A	2	L	
03000		Storekeeper	18.31	19.23	20.24											16	46	A	2	120	2003 rates
50253		Street Maintenance Crew Leader Screed Op	24.56	26.06												21	47	A	1	117	
50254		Street Maintenance Crew Leader Track Pav	24.96	26.46												21	47	A	1	117	
50260		Street Maintenance Supervisor	28.47	29.89	31.39											21	48	A	3	17	
50020		Street Maintenance Worker	19.82	20.46	21.06											20	48	A	1	117	
50022		Street Maintenance Worker + .50	20.32	20.96	21.56											20	48	A	1	117	
50024		Street Maintenance Worker -Concrete Asst	19.82	20.46	21.06	22.12	23.22									23	47	A	1	117	
50023		Street Maintenance Worker -Screed Oper	20.42	21.06	21.66											20	47	A	1	117	
50250		Street Maintenance Worker, Sr	23.96	25.46												21	48	A	1	117	
51150		Substation Operator	24.82													23	47	C	2	L	
51160		Substation Operator Sr	29.78													24	47	C	2	L	
20000		Survey Technician I	17.06	17.92	18.83	19.77	20.76									18	43	A	2	17	
2000A		Survey Technician I +2.5%	17.48	18.36	19.30	20.27	21.28									18	43	A	2	17	
2000B		Survey Technician I +5%	17.91	18.81	19.77	20.76	21.79									18	43	A	3	17	
20010		Survey Technician II	18.05	18.95	19.93	20.90	21.97									18	43	A	2	17	
2001A		Survey Technician II +2.5%	18.50	19.43	20.42	21.42	22.51									18	43	A	3	17	
2001B		Survey Technician II +5%	18.95	19.90	20.92	21.94	23.06									18	43	A	3	17	
20020		Survey Technician III	20.73	21.78	22.88	24.01	25.24									19	43	A	2	17	
2002A		Survey Technician III +2.5%	21.24	22.33	23.45	24.61	25.87									19	43	A	3	17	
2002B		Survey Technician III +5%	21.76	22.87	24.02	25.21	26.50									19	43	A	3	17	
01440	A	Systems & Program Manager	36.57	38.40	40.31	42.34	44.44									02	42	D	3	NR	

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5120B		Systems Power Dispatcher 122%	35.62													23	47	C	3	L	
51200		Systems Power Dispatcher 132%	38.54													23	47	C	3	L	
5120C		Systems Power Dispatcher 134%	39.13													23	47	C	3	L	
51190		Systems Power Dispatcher Candidate	28.62	29.20	30.66	33.00										23	47	C	3	L	
01380	A	T & D Work Practices Specialist	29.77	31.23	32.76	34.46	36.17									04	42	D	3	NR	
11700	A	Tacoma Arts Commission Administrator	27.86	29.24	30.72	32.28	33.88									02	41	D	3	NR	
11690		Tacoma Arts Program Coordinator	21.39	22.46	23.62	24.76	25.99									03	42	D	3	NR	
05250		Tax & License Compliance Officer	25.64	26.90	28.17	29.55	30.94									03	45	A	3	117	
05300		Tax & License Field Auditor	24.23	25.44	26.69	27.93	29.41									03	42	D	3	117	
05310		Tax & License Field Auditor, Sr	26.66	27.96	29.36	30.80	32.30									04	42	D	3	117	
05290		Tax & License Office Auditor	23.19	24.25	25.53	26.71	28.03									03	42	A	3	117	
01310		Technical Documentation Writer	17.65	18.48	19.41	20.42	21.35									18	43	A	3	120	2003 rates
11560		Technical Services Supervisor	17.44	18.35	19.25	20.20	21.21									19	43	A	3	NR	
55260	A	Telecom Broadband Services Manager	36.11	37.94	39.79	41.78	43.86	46.07								02	42	D	3	NR	
55020	A	Telecom Business Accounts Manager	25.80	27.08	28.43	29.86	31.35	32.92								02	42	D	3	NR	
55100		Telecom Business Systems Specialist	23.40	24.57	25.81	27.08	28.41	29.85	31.31	32.92						06	43	A	3	NR	
55310	A	Telecom Customer Care Manager	32.45	34.10	35.79	37.64	39.47	41.44								04	42	D	3	NR	
55320	A	Telecom Customer Care Supervisor	23.14	24.29	25.53	26.79	28.14	29.54	31.02	32.56						17	42	D	3	NR	
55350	A	Telecom Engineer	29.45	30.92	32.47	34.08	35.79	37.59	39.48	41.46						06	42	D	3	NR	
55480	A	Telecom Engineer, Principal	36.11	37.94	39.79	41.78	43.86	46.07	48.37							06	42	D	3	NR	
55300	A	Telecom Franchise Contract Specialist	31.54	33.11	34.78	36.51	38.32									03	42	D	3	NR	
55150	A	Telecom Manager, Assistant	40.30	42.33	44.43	46.66	48.98	51.42	53.99							02	42	D	3	NR	
55400		Telecom Network Construction Technician	21.64	22.72	23.85	25.04	26.31	27.61	29.00	30.44	31.97	33.56				18	43	A	2	NR	
5540A		Telecom Network Construction Technician +10%	23.80	25.00	26.24	27.54	28.94	30.37	31.90	33.49	35.17	36.91				18	43	A	2	NR	
55220	A	Telecom Network Operations Coordinator	19.45	20.42	21.44	22.49	23.66									17	46	A	3	NR	
55430		Telecom Network Technician	21.64	22.72	23.85	25.04	26.31	27.61	29.00	30.44	31.97	33.56				18	43	A	2	NR	
5543A		Telecom Network Technician +10%	23.80	25.00	26.24	27.54	28.94	30.37	31.90	33.49	35.17	36.91				18	43	A	2	NR	
55450	A	Telecom Operations Manager	36.56	38.39	40.30	42.33	44.43	46.66	48.98							02	42	D	3	NR	
55600	A	Telecom Sales Coordinator	21.42	22.47	23.62	24.79	26.00	27.30								03	42	D	3	NR	
55230	A	Telecom Technical Administrator	28.04	29.43	30.90	32.44	34.06	35.77	37.57							06	43	D	2	NR	
55620	A	Telecom Technical Services Supervisor	32.45	34.10	35.79	37.64	39.47	41.44								06	42	D	3	NR	
55180		Telecom Technician 1	13.74	14.42	15.15	15.90	16.70	17.54	18.41	19.33	20.29	21.32	22.38	23.50		23	47	A	2	CK	
5518A		Telecom Technician 1 +10%	15.11	15.86	16.66	17.49	18.37	19.29	20.25	21.26	22.32	23.45	24.62	25.85		23	47	A	2	CK	
55190		Telecom Technician 2	21.64	22.72	23.85	25.04	26.31	27.61	29.00	30.44	31.97	33.56				18	43	A	2	NR	
5519A		Telecom Technician 2 +10%	23.80	25.00	26.24	27.54	28.94	30.37	31.90	33.49	35.17	36.91				18	43	A	2	NR	
55160		Telecom Utility Worker	12.69	13.31	13.98	14.68	15.41	16.19	17.00	17.85	18.74					20	48	A	1	CK	
55161		Telecom Utility Worker +10%	13.96	14.64	15.37	16.15	16.96	17.81	18.70	19.63	20.61					20	48	A	1	CK	
55000	A	Telecommunications Manager	51.06	53.61	56.28	59.09	62.06	65.16	68.41	71.83	75.43	79.20				01	41	D	3	NRE	Includes Longevity
5560B	A	Telecommunications Sales Coord +10%	23.56	24.71	25.98	27.27	28.60	30.03								03	42	D	3	NR	
5560A	A	Telecommunications Sales Coord +5%	22.49	23.59	24.80	26.03	27.30	28.66								03	42	D	3	NR	

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11540		Television Production Coordinator	27.08	28.41	29.85	31.31	32.92									05	42	D	3	NR	
05070		Ticket Sales Assistant	11.26	11.78	12.40	13.05	13.64									16	46	A	3	NR	
11590		Tour Guide	9.31													16	46	A	3	NR	
52760		Traffic Field Operations Supervisor	37.59	39.53	41.44	46.07										24	47	E	3	L2	
5023E		Traffic Sign & Marking Spec +10% +$1	21.79	22.84	23.93	25.07	26.28									20	48	A	2	117	
5023D		Traffic Sign & Marking Spec +5% +$1	20.85	21.85	22.89	23.98	25.13									20	48	A	2	117	
50230		Traffic Sign & Marking Specialist	18.90	19.85	20.85	21.88	22.98									20	48	A	2	117	
5023A		Traffic Sign & Marking Specialist + $1	19.90	20.85	21.86	22.88	23.98									20	48	A	2	117	
5023C		Traffic Sign & Marking Specialist + 10%	20.79	21.84	22.93	24.07	25.28									20	48	A	2	117	
5023B		Traffic Sign & Marking Specialist + 5%	19.85	20.85	21.89	22.98	24.13									20	48	A	2	117	
11210	A	Training & Development Manager	36.20	38.02	39.91	41.90	44.01									02	42	D	3	NR	
11120		Training Coordinator	24.87	26.09	27.44	28.77	30.22									03	42	D	3	NR	
52520	A	Transmission & Distrib Arborist 106%	30.95													03	42	C	1	L	
50030		Transmission & Distrib Flagger	14.10	15.02	15.95											20	48	A	1	L	
20790	A	Transmission & Distrib Manager	51.06	53.61	56.28	59.09	62.06	65.16	68.41	71.83	75.43	79.20				01	41	D	3	NRE	Includes Longevity
52660	A	Transmission & Distrib Manager, Assistant	46.48	48.42	50.85	53.39	56.06									02	42	D	3	NR	
52510	A	Transmission & Distrib Supervisor	43.86	46.07												06	42	E	2	NR	
5251A	A	Transmission & Distrib Supervisor Add Duty	46.05	48.38												02	42	E	2	NR	
22040		Transportation Planner	30.74	32.29	33.91	35.59	37.35									03	42	D	3	NR	
20130		Urban Forester	23.59	24.75	26.00	27.25	28.63									05	42	A	3	NR	
22010		Urban Planner	21.81	22.90	24.07	25.24	26.56	27.65	29.03	30.49						03	42	D	3	NR	
22011		Urban Planner /Proj Lead	23.99	25.19	26.47	27.76	29.21	30.42	31.93	33.54						04	42	D	3	NR	
22012		Urban Planner /Team Lead	25.24	26.49	27.85	29.20	30.73	32.00	33.59	35.28						04	42	D	3	NR	
22020		Urban Planner II	25.10	26.34	27.65	29.03	30.49									04	42	D	3	NR	
22030		Urban Planner III	29.00	30.45	31.98	33.55	35.26									04	42	D	3	NR	
22031		Urban Planner III/Spec. Assistant	30.45	31.98	33.58	35.23	37.02									04	42	D	3	NR	
05130	A	Utilities Controller Deputy	33.46	35.09	36.91	38.71	40.68									02	41	D	3	NR	
08220	A	Utilities Director	83.12	87.31	91.65	96.23	101.04	106.09	111.40	116.96						01	41	D	3	NRE	Includes Longevity
08150	A	Utilities Director, Assistant CFAS	40.41	42.42	44.55	46.78	49.10									01	41	D	3	NR	
08190	A	Utilities Director, Deputy	42.90	45.04	47.29	49.64	52.10									01	41	D	3	NR	
08250	A	Utilities Director, Deputy Power Superintendent	51.06	53.61	56.28	59.09	62.06	65.16	68.41	71.83	75.43	79.20				01	41	D	3	NRE	Includes Longevity
08300	A	Utilities Director, Deputy Rail Superintendent	39.16	41.11	43.16	45.33	47.58	49.96	52.46	55.07	57.84	60.73				01	41	D	3	NRE	Includes Longevity
08230	A	Utilities Director, Deputy Water Superintendent	45.95	48.26	50.67	53.20	55.86	58.65	61.57	64.66	67.89	71.29				01	41	D	3	NRE	Includes Longevity
08200	A	Utilities Director, Exec Assistant To	27.92	29.30	30.78	32.32	33.94									02	41	D	3	NR	
05800	A	Utilities Economist	24.53	25.75	27.03	28.38	29.78	31.24	32.81	34.48						03	42	D	2	NR	
05810	A	Utilities Economist, Assoc	15.63	16.44	17.27	18.12	19.02	19.98	20.98	22.03	23.12	24.28	25.50	26.77		03	42	A	3	NR	
05820	A	Utilities Economist, Sr	32.45	34.10	35.79	37.64	39.47									04	42	D	3	NR	
06020		Utilities Field Investigator	23.62													18	43	A	2	CO	2004 rates
06021		Utilities Field Investigator +5%	24.81													18	43	A	N	CO	2004 rates
12060	A	Utilities Personnel Manager	34.10	35.82	37.64	39.50	41.50									02	41	D	3	NR	

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12020		Utilities Safety Officer	27.23	28.60	30.06	31.50	33.09									03	42	D	3	NR	
06130		Utility Services Representative I	19.92	20.82	21.81	22.79	23.94									18	43	A	3	17	
0613D		Utility Services Representative I +10%	21.91	22.90	23.99	25.06	26.34									18	43	A	3	17	
0613A		Utility Services Representative I +2.5%	20.41	21.34	22.36	23.36	24.54									18	43	A	3	17	
0613B		Utility Services Representative I +5%	20.91	21.86	22.90	23.93	25.14									18	43	A	3	17	
0613C		Utility Services Representative I +7.5%	21.41	22.38	23.45	24.49	25.74									18	43	A	3	17	
06131		Utility Services Representative I 105%	20.91	21.86	22.90	23.93	25.14									18	43	A	3	17	
06140		Utility Services Representative II	26.38	27.71	29.07	30.52	32.06									19	43	A	3	17	
0614A		Utility Services Representative II +2.5	27.04	28.40	29.80	31.29	32.86									19	43	A	3	17	
0614B		Utility Services Representative II +5%	27.70	29.09	30.52	32.05	33.67									19	43	A	3	17	
06141		Utility Services Representative II 109%	28.76	30.20	31.69	33.27	34.95									19	43	A	3	17	
06170	A	Utility Services Specialist	27.53	28.93	30.39	31.89	33.49	35.15	36.92							03	42	A	3	L	
53300		Vehicle & Equipment Shop Attendant	14.04	14.80	15.57	16.39	17.24									20	48	A	2	160	2003 rates +.70 pension
5330A		Vehicle & Equipment Shop Attendant +2%	14.32	15.10	15.89	16.72	17.59									20	48	A	1	160	2003 rates +.70 pension
5330C		Vehicle & Equipment Shop Attendant +2+5%	15.02	15.84	16.66	17.53	18.45									20	48	A	2	160	2003 rates +.70 pension
5330B		Vehicle & Equipment Shop Attendant +5%	14.74	15.54	16.35	17.21	18.10									20	48	A	1	160	2003 rates +.70 pension
53340		Vehicle & Equipment Shop Supervisor	25.67	26.99												24	47	A	2	160	2003 rates +.70 pension
5334A		Vehicle & Equipment Shop Supervisor +5%	26.95	28.34												23	48	A	1	160	2003 rates +.70 pension
53450		Vehicle & Equipment Shop Supervisor, Sr	29.24	30.71	32.25											24	47	D	3	17	
5345B		Vehicle & Equipment Shop Supervisor, Sr +5%	30.71	32.24	33.86											24	47	D	3	17	
02990		Vehicle Parts Assistant	19.39	20.36	21.35											16	46	A	2	120	2003 rates
0299A		Vehicle Parts Assistant +3%	19.98	20.97	21.99											16	46	A	2	120	2003 rates
42300		Victim Advocate	19.00	19.96	20.94	22.01	23.07									03	42	A	3	NR	
25120		Volunteer Services Coordinator	21.60	22.68	23.81	24.96	26.27									03	42	D	3	NR	
03050		Warehouse Supervisor, Utilities	23.31	24.41	25.69	26.95	28.32									21	48	D	3	CO	2004 rates
03010		Warehouse Technician	19.39	20.36	21.35											20	48	A	2	120	2003 rates
03020		Warehouse Technician, Sr	21.59	22.62	23.70											21	48	A	2	120	2003 rates
20960		Water Conservation Program Specialist	24.87	26.09	27.44	28.77	30.22									03	42	D	3	NR	
51090		Water Control Station Operator	27.72													23	47	A	2	W	
5109A		Water Control Station Operator +3%	28.48													23	47	A	2	W	
50800	A	Water Distribution Manager Assistant-Operations	34.55	36.30	38.11	40.02	42.01									02	47	D	2	NR	
50780		Water Distribution Supervisor	29.81	31.26	32.81	34.45	36.21									24	47	D	2	NR	
20660	A	Water Division Manager	40.50	42.53	44.65	46.87	49.22									01	42	D	3	NR	
20640	A	Water Division Superintendent, Deputy	43.60	45.79	48.06	50.48	53.00									01	41	D	3	NR	
52250		Water Meter Repair Worker	24.14	25.22												23	47	A	1	W	
52251		Water Meter Repair Worker Cr	25.98													23	47	A	1	W	
52260		Water Meter Repair Worker, Lead	26.99													24	47	A	2	W	
51080		Water Plant Maintenance Worker	24.14	25.22												23	47	A	2	W	
5108C		Water Plant Maintenance Worker 103%	25.98													23	47	A	2	W	
5108D		Water Plant Maintenance Worker 105%	26.48													23	47	A	2	W	

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5108B		Water Plant Maintenance Worker 107%	26.99													23	47	A	2	W	
5108A		Water Plant Maintenance Worker Safety Co	28.81													23	47	A	2	W	
50710		Water Pumps & Storage Supervisor	34.08													24	47	D	2	NR	
50700		Water Pumps & Storage Supervisor, Asst	30.26													24	47	A	2	W	
20950	A	Water Quality Coordinator	37.90	39.79	41.78	43.86	46.07									06	42	D	3	NR	
19990		Water Quality Specialist	20.00	20.67	21.67	22.64	23.79									18	45	A	2	W	
1999A		Water Quality Specialist +6%	21.21	21.91	22.97	24.00	25.21									18	45	A	2	W	
20220		Water Quality Technician	24.15	25.38	26.68	28.03	29.41									18	43	A	3	17	
2022A		Water Quality Technician +2.5%	24.75	26.01	27.35	28.73	30.14									18	43	A	3	17	
2022B		Water Quality Technician +5%	25.36	26.65	28.01	29.44	30.88									18	43	A	3	17	
20280		Water Resource Planning Coordinator	33.76	35.45	37.24	39.09	41.04									05	42	D	3	NR	
20290		Water Resource Planning Coordinator, Asst	29.48	30.96	32.49	34.12	35.83									05	42	D	3	NR	
53050		Water Service Mechanic	25.22	25.98												23	47	A	2	W	
5305A		Water Service Mechanic 107%	26.99													23	47	A	2	W	
50650		Water Service Supervisor	31.25													24	47	A	2	W	
50610		Water Service Worker	24.14	25.22												23	47	A	1	W	
50611		Water Service Worker Crew Sv	25.22													23	47	A	1	W	
50614		Water Service Worker Ld/Tmp 105	26.48													24	47	A	1	W	
50612		Water Service Worker Loc 103%	25.98													23	47	A	1	W	
50613		Water Service Worker, Lead	26.99													24	47	A	1	W	
50680		Water Transmission Supervisor	33.09													24	47	A	2	NR	
50630		Water Transmission Supervisor Assistant	28.99													24	47	A	2	W	
51120		Water Treatment Plant Operator	27.72													23	47	A	2	W	
51100		Water Treatment Plant Supervisor	28.99													24	47	A	2	W	
5060J		Water Utility Worker 100%	25.22													22	48	A	N	W	
5060K		Water Utility Worker 103%	25.98													22	48	A	N	W	
5060L		Water Utility Worker 105%	26.48													22	48	A	N	W	
5060A		Water Utility Worker 77.5%	19.55													22	48	A	N	W	
5060B		Water Utility Worker 81%	20.43													22	48	A	N	W	
5060C		Water Utility Worker 82.5%	20.81													22	48	A	N	W	
5060D		Water Utility Worker 84%	21.18													22	48	A	N	W	
5060E		Water Utility Worker 85%	21.44													22	48	A	N	W	
5060H		Water Utility Worker 88% Flush Trk	22.19													22	47	A	N	W	
50600		Water Utility Worker Aft 1/1/87	18.62	19.55												22	48	A	1	W	
5060F		Water Utility Worker Bf 1/1/87	20.53													22	48	A	N	W	
50601		Water Utility Worker -Opr Jk Hmr	20.43													22	48	A	1	W	
21540		Watershed Forester	29.48	30.96	32.49	34.12	35.83									05	42	A	2	NR	
21550		Watershed Inspector	23.86	25.05	26.30	27.63	28.99									18	43	A	1	W	
21560		Watershed Supervisor	30.94	32.46	34.09	35.80	37.59									06	42	A	2	NR	
01250		Web Technician	17.94	18.86	19.80	20.76	21.82									18	43	A	3	120	2003 rates

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Job Code		Job Title	1	2	3	4	5	6	7	8	9	10	11	12	13	Job	EEO	OT	Med	Barg	Notes
21400		Weights & Measures Inspector	22.55	23.72	24.87	26.11	27.44									18	43	A	2	NR	
20840	A	Wildlife & Recreation Coordinator	28.65	30.07	31.58	33.19	34.83									05	42	D	2	NR	
52450		Wire Electrician	30.66													23	47	C	1	L	
52451		Wire Electrician HCU	31.54													23	47	C	1	L	
5243A		Wire Electrician, Apprentice	22.78	23.36	24.09	24.82	25.55	26.28	27.01							23	47	C	1	L	
5243B		Wire Electrician, Apprentice incl HCU	23.65	24.24	24.97	25.70	26.43	27.16	27.89							23	47	C	1	L	
52460		Wire Electrician, Sr	34.46													24	47	C	1	L	
52461		Wire Electrician, Sr HCU	35.33													24	47	C	1	L	
11070		Womens Rights Coordinator	24.95	26.25	27.51	28.91	30.34									03	42	D	3	NR	
00100		Word Processing Specialist	16.50	17.06	17.65	18.27	18.94									16	46	A	3	CL	2004 rates
05500		Workers' Compensation Claims Adjuster	20.90	21.95	23.04	24.19	25.40									16	46	A	3	NR	
11190		Workers' Compensation Claims Coordinator	24.87	26.09	27.44	28.77	30.22									03	42	D	3	NR	
50990		WWTP Assistant	15.26	16.08	16.94	17.83	18.76									20	48	A	1	160	2003 rates +.70 pension
5099A		WWTP Assistant +3%	15.72	16.56	17.45	18.36	19.32									20	48	A	1	160	2003 rates +.70 pension
5099B		WWTP Assistant +6%	16.18	17.04	17.96	18.90	19.88									20	48	A	1	160	2003 rates +.70 pension
31120		WWTP Environmental Field Supervisor	25.69	26.99	28.34	29.76	31.22									06	42	A	3	NR	
50980		WWTP Industrial Electrician	24.16	25.37	26.64	27.97	29.37									23	47	A	2	WP	
31050		WWTP Lab Analyst	22.54	23.69	24.85	26.09	27.39									18	43	A	3	17	
31060		WWTP Lab Analyst, Sr	23.58	24.74	25.97	27.25	28.63									19	43	A	2	NR	
31040		WWTP Lab Assistant	20.35	21.36	22.43											18	45	A	2	NR	
31100		WWTP Lab Supervisor	25.69	26.99	28.34	29.76	31.22									19	43	A	3	NR	
51050		WWTP Maintenance Machinist	23.66	24.84	26.11	27.44										23	47	A	3	160	2003 rates +.70 pension
51060		WWTP Maintenance Machinist, Sr	28.27	29.85												24	47	A	2	160	2003 rates +.70 pension
51020		WWTP Maintenance Supervisor	26.77	28.10	29.49	30.96	32.51									24	47	A	2	16S	+$1 pension
51070		WWTP Operations Supervisor	27.65	29.02	30.45	32.00	33.61									24	47	A	3	17	
51010		WWTP Operator	24.90	26.14	27.45	28.82										23	47	A	2	WP	
51030		WWTP Operator, Sr	30.12	31.63												24	47	A	2	WP	
53020		Wynoochee Project Maintenance Technician	24.53	25.11	25.70	26.28										23	47	A	1	L	