



## Legislation Passed December 10, 2024

The Tacoma City Council, at its regular City Council meeting of December 10, 2024, 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. 41569**

A resolution awarding a contract to two contracted agencies and six programs, in the amount of \$1,699,152.50, plus applicable taxes, budgeted from the General Fund, Human Rights and Human Services Fund, and Special Revenue Fund, for contracts providing community and human services - Specification No. NC24-0136F.  
[Jason McKenzie, Business Services Manager; Allyson Griffith, Director, Neighborhood and Community Services]

### **Resolution No. 41570**

A resolution authorizing an increase and extending the contract with Northwest Cascade, Inc., in the amount of \$400,000, plus applicable taxes, for a cumulative total of \$1,000,000, budgeted from the Wastewater and Stormwater funds, for repairs to wastewater and stormwater mains on an as-needed basis in various locations throughout the City - Specification No. ES23-0014F.  
[Kari Prussen, P.E., Engineering Assistant Division Manager;  
Geoffrey M. Smyth, P.E., Interim Director, Environmental Services]

### **Resolution No. 41571**

A resolution accepting a grant from the Washington State Department of Commerce, in the amount of \$1,455,000, and depositing said sum into the Affordable Housing Fund; and approving an amendment to the agreement with Tacoma Community Redevelopment Authority for property acquisition for affordable housing.  
[Felicia Medlen, Housing Division Manager; Patricia Beard, Interim Director, Community and Economic Development]

### **Resolution No. 41572**

A resolution appointing Rowen Higley to the Tacoma Creates Advisory Board.  
[Nicole Emery, City Clerk; Chris Bacha, City Attorney]

### **Resolution No. 41573**

A resolution appointing individuals to the Urban Design Board.  
[Nicole Emery, City Clerk; Chris Bacha, City Attorney]

### **Resolution No. 41574**

A resolution reappointing Jeff Ball to the Audit Advisory Board.  
[Nicole Emery, City Clerk; Chris Bacha, City Attorney]

**Resolution No. 41575**

A resolution reappointing Diane Tilstra to the Board of Ethics.  
[Nicole Emery, City Clerk; Chris Bacha, City Attorney]

**Resolution No. 41576**

A resolution awarding a contract to eight agencies and 18 programs, in the amount of \$15,130,208, plus sales tax, budgeted from the General Fund and the Human Rights and Human Services Fund, for contracts providing community and human services - Direct Negotiation.

[Jason McKenzie, Business Services Manager; Allyson Griffith, Director, Neighborhood and Community Services]

**Resolution No. 41577**

A resolution authorizing an increase and extending the contract with Staff Pro Inc. d.b.a. Allied Universal Security Services, in the amount of \$1,500,000, plus applicable taxes, for a cumulative total of \$16,600,000, budgeted from the Tacoma Dome and Convention Center Operations funds, for provisions of security and guest services for the Tacoma Dome and the Greater Tacoma Convention Center, through January 31, 2025 - Specification No. PF16-0328F.

[Sean McBroom, Security Manager; Adam Cook, Director, Tacoma Venues and Events]

**Resolution No. 41578**

A resolution authorizing the execution of a Multi-Family Housing Eight-Year Limited Property Tax Exemption Agreement with Encompass Property Management, LLC, for the development of 16 multi-family market-rate rental housing units, located at 631 North Trafton Street in the Sixth Avenue Mixed-Use Center.

[Debbie Bingham, Program Manager; Pat Beard, Interim Director, Community and Economic Development]

**Resolution No. 41579**

A resolution authorizing the execution of a Multi-Family Housing 12-Year Limited Property Tax Exemption Agreement with Meacham Development, LLC, for the development of six multi-family market and regulated rate rental housing units, located at 619 South 35th Street in the Lincoln Mixed-Use Center.

[Debbie Bingham, Project Manager; Pat Beard, Interim Director, Community and Economic Development]

**Resolution No. 41580**

A resolution authorizing the execution of a Collective Bargaining Agreement with the Tacoma Police Management Association, Local 26, effective January 1, 2025, through December 31, 2027.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

**Ordinance No. 28992**

An ordinance granting a non-exclusive ten-year telecommunications franchise agreement to the Port of Tacoma to construct, operate, and maintain a telecommunications system in City right-of-way areas.

[Jeff Lueders, Cable and Franchise Services Division Manager; Amy Clancy, Director, Media and Communications Office]

**Amended Ordinance No. 29001**

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 and nonrepresented employees, and changes in classifications to reflect the organizational structure.

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

**Substitute Ordinance No. 29002**

An ordinance adopting the 2025-2026 Biennial Operating Budget.

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

**Ordinance No. 29003**

An ordinance adopting the 2025-2030 Capital Facilities Program of the Comprehensive Plan, and adopting the 2025-2026 Capital Budget.

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



## RESOLUTION NO. 41569

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and  
2 the furnishing of services; awarding a contract to two contracted agencies  
3 and six programs, in the amount of \$1,699,152.50, plus applicable taxes,  
4 budgeted from the General Fund, Human Rights and Human Services  
5 Fund, and Special Revenue Fund, for contracts providing community and  
6 human services, pursuant to Specification No. NC24-0136F.

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

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

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

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

17 Section 2. That the proper officers of the City are hereby authorized to  
18 enter into a contract with two contracted agencies and six programs, in the  
19 amount of \$1,699,152.50, plus applicable taxes, budgeted from the General Fund,  
20

21  
22  
23  
24  
25  
26



1 Human Rights and Human Services Fund, and Special Revenue Fund, for  
2 contracts providing community and human services, pursuant to Specification  
3 No. NC24-0136F, consistent with Exhibit "A."  
4

5 Adopted \_\_\_\_\_  
6

7 \_\_\_\_\_  
8 Mayor

9 Attest:  
10 \_\_\_\_\_  
11 City Clerk

12 Approved as to form:  
13 \_\_\_\_\_  
14 Deputy City Attorney

15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26



## RESOLUTION NO. 41570

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and  
2 the furnishing of services; authorizing the increase and extension of Contract  
3 No. CW225621 with Northwest Cascade, Inc., in the amount of \$400,000,  
4 plus applicable taxes, for a cumulative total of \$1,000,000, budgeted from  
5 the Wastewater and Stormwater funds, for repairs to wastewater and  
6 stormwater mains on an as-needed basis in various locations throughout the  
7 city, through December 31, 2025, pursuant to Specification No. ES23-0014F.

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  
19  
20  
21  
22  
23  
24  
25  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Section 2. That the proper officers of the City are hereby authorized to increase and extend Contract No. CW2256521 with Northwest Cascade, Inc., in the amount of \$400,000, plus applicable taxes, for a cumulative total of \$1,000,000, budgeted from the Wastewater and Stormwater funds, for repairs to wastewater and stormwater mains on an as-needed basis in various locations throughout the city, through December 31, 2025, pursuant to Specification No. ES23-0014F, consistent with Exhibit "A."

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
  
\_\_\_\_\_  
City Clerk

Approved as to form:  
  
\_\_\_\_\_  
City Attorney



## RESOLUTION NO. 41571

1 A RESOLUTION relating to affordable housing; authorizing the acceptance of a  
2 grant from the Washington State Department of Commerce, in the amount  
3 of \$1,455,000, and depositing said sum into the Affordable Housing Fund;  
4 and approving an amendment to the agreement with Tacoma Community  
5 Redevelopment Authority, for property acquisition for affordable housing.

6 WHEREAS the Tacoma Community Redevelopment Authority ("TCRA") was  
7 created to provide an independent means of carrying out and administering  
8 programs that rebuild or revitalize blighted areas, expand housing, job, and income  
9 opportunities; develop housing programs, including home rehabilitation, counseling,  
10 and maintenance; and stimulate economic development through the use of  
11 available resources, and

12 WHEREAS among the authorities granted through the formation of the TCRA  
13 are the ability to own, lease, and acquire land and personal property, contract with  
14 individuals and organizations, including the state and federal government, and lend  
15 and borrow money, and

16 WHEREAS in 2019, the TCRA began negotiations with Martin Luther  
17 King Development Association for acquisition of the property located at  
18 1143-1149 Tacoma Avenue South, also called the King Center, and the TCRA is  
19 continuing negotiations toward executing a purchase and sale agreement, and

20 WHEREAS the property acquisition is part of the TCRA's land acquisition  
21 program, which acquires property to make it available for affordable housing  
22 development in order to reduce the land acquisition expense that presents a  
23 barrier for affordable housing projects, and  
24  
25  
26





1           WHEREAS the acquisition of this property will ensure it is available for the  
2 development of affordable housing, and is in an area that has experienced  
3 significant redevelopment of market rate housing, and  
4

5           WHEREAS acquiring the property will allow the City to preserve a valuable  
6 real estate asset for future development of much-needed affordable housing in a  
7 rapidly gentrifying area of the City, and return the real estate to a productive  
8 community asset, and  
9

10           WHEREAS as part of the State's 2023-2024 Legislative Session, the City's  
11 Community and Economic Development Department ("CEDD") submitted a  
12 request for acquisition funding to acquire the King Center property, and the  
13 request was granted for a total of \$1,455,000 as part of the State's Capital Budget  
14 for Local and Community Projects administered by the Washington Department of  
15 Commerce, and  
16

17           WHEREAS CEDD will receive the funds and enter into an agreement with  
18 TCRA to transfer the money for the acquisition of property, and  
19

20           WHEREAS CEDD's recommendations align with the continued community  
21 need of increasing the number of affordable housing units to ensure equitable  
22 access to housing for low-income City residents, and  
23

24           WHEREAS, under the grant process guidelines, the City Council must  
25 approve acceptance of grant funding; Now, Therefore,  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

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

Section 1. That the proper officers of the City are hereby authorized to accept grant funding from the Washington State Department of Commerce (“WSDC”), in the amount of \$1,455,000, and deposit said sum into the Affordable Housing Fund; and approving an amendment to the agreement with Tacoma Community Redevelopment Authority for property acquisition for affordable housing.

Section 2. That the proper officers of the City are hereby authorized to execute a grant agreement and any associated term extensions with the WSDC for the administration of the funding accepted pursuant to Section 1, said document to be substantially in the form of the proposed grant agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



# RESOLUTION NO. 41572

1 BY REQUEST OF MAYOR WOODARDS

2 A RESOLUTION relating to committees, boards, and commissions; appointing an  
3 individual to the Tacoma Creates Advisory Board.

4 WHEREAS a vacancy exists on the Tacoma Creates Advisory Board, and

5 WHEREAS the Mayor’s Youth Commission of Tacoma’s leadership team  
6 selected Rowen Higley as their recommendation for the “Youth” position on the  
7 Tacoma Creates Advisory Board, and

8  
9 WHEREAS, pursuant to Tacoma City Charter Section 2.4, Rowen Higley has  
10 been nominated to serve in the “Youth” position on the Tacoma Creates Advisory  
11 Board; Now, Therefore,

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

13 That Rowen Higley is hereby confirmed and appointed to serve on the  
14 Tacoma Creates Advisory Board, in the “Youth” position, to fill an unexpired term, to  
15 expire August 31, 2025.  
16

17  
18 Adopted \_\_\_\_\_

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

21 Attest:  
22 \_\_\_\_\_  
City Clerk

23 Approved as to form:  
24 \_\_\_\_\_  
25 City Attorney  
26



## RESOLUTION NO. 41573

1 BY REQUEST OF DEPUTY MAYOR HINES AND COUNCIL MEMBERS DIAZ,  
2 SADALGE, AND WALKER.

3 A RESOLUTION relating to committees, boards, and commissions; appointing  
4 individuals to the Urban Design Board.

5 WHEREAS the Urban Design Board ("Board") was established by City  
6 Council Ordinance No. 28966, to coincide with the Urban Design Project  
7 Review Permit and process that will become effective on January 1, 2025, and

8 WHEREAS, at the October 30, 2024, Infrastructure, Planning, and  
9 Sustainability Committee special meeting, the Committee conducted interviews  
10 and recommended the appointment of individuals to said Board, and  
11

12 WHEREAS, pursuant to Tacoma City Charter Section 2.4, the persons  
13 named on Exhibit "A" have been nominated to serve on the Urban Design Board;

14 Now, Therefore,

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

16 That those nominees to the Urban Design Board, listed on Exhibit "A," are  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26



- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26

hereby confirmed and appointed as members of such board for such terms as are set forth on the attached Exhibit "A."

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



**EXHIBIT "A"**

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

**URBAN DESIGN BOARD**

Appointing **Chris Reeh** to the "Design and Development Professional No. 1" position to a three-year term, effective January 1, 2025, to expire December 31, 2027.

Appointing **Clara Cheeves** to the "Design and Development Professional No. 2" position to a three-year term, effective January 1, 2025, to expire December 31, 2027.

Appointing **Deborah Ranniger** to the "Design and Development Professional No. 3" position to a three-year term, effective January 1, 2025, to expire December 31, 2027.

Appointing **Brett Santhuff** to the "Design and Development Professional No. 4" position to a two-year term, effective January 1, 2025, to expire December 31, 2026.

Appointing **Stephanie Gowing** to the "Allied Community Representative No. 5" position to a three-year term, effective January 1, 2025, to expire December 31, 2027.

Appointing **Krystal Monteros** to the "Allied Community Representative No. 6" position to a two-year term, effective January 1, 2025, to expire December 31, 2026.

Appointing **Jennifer Weddermann** to the "Allied Community Representative No. 7" position to a two-year term, effective January 1, 2025, to expire December 31, 2026.



# RESOLUTION NO. 41574

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

BY REQUEST OF DEPUTY MAYOR HINES AND COUNCIL MEMBERS BUSHNELL, DANIELS, AND RUMBAUGH.

A RESOLUTION relating to committees, boards, and commissions; appointing an individual to the Audit Advisory Board.

WHEREAS a vacancy exists on the Audit Advisory Board, and

WHEREAS, at its meeting on November 5, 2024, the Government

Performance and Finance Committee conducted a review and recommended the reappointment of Jeff Ball, and

WHEREAS, under Tacoma City Charter Section 2.4, Jeff Ball has been nominated to serve on the Audit Advisory Board; Now, Therefore,

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

That Jeff Ball is hereby confirmed and reappointed to serve on the Audit Advisory Board for a two-year term effective January 1, 2025, to expire December 31, 2026.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
\_\_\_\_\_  
City Clerk

Approved as to form:  
\_\_\_\_\_  
City Attorney



# RESOLUTION NO. 41575

1 BY REQUEST OF DEPUTY MAYOR HINES AND COUNCIL MEMBERS  
2 BUSHNELL, DANIELS, AND RUMBAUGH.

3 A RESOLUTION relating to committees, boards, and commissions; appointing an  
4 individual to the Board of Ethics.

5 WHEREAS a vacancy exists on the Board of Ethics, and

6 WHEREAS, at its meeting of November 5, 2024, the Government  
7 Performance and Finance Committee conducted a review and recommended the  
8 reappointment of the Diane Tilstra, and

9 WHEREAS, under Tacoma City Charter Section 2.4, Diane Tilstra has been  
10 nominated to serve on the Board of Ethics; Now, Therefore,

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

12 That Diane Tilstra is hereby confirmed and reappointed to serve on the  
13 Board of Ethics for a three-year term, effective January 1, 2025, to expire  
14 December 31, 2027.

15 Adopted \_\_\_\_\_

16 \_\_\_\_\_  
17 Mayor

18 Attest:  
19 \_\_\_\_\_  
20 City Clerk

21 Approved as to form:  
22 \_\_\_\_\_  
23 City Attorney

24  
25  
26





## RESOLUTION NO. 41576

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and  
2 the furnishing of services; authorizing the waiver of competitive  
3 procurement procedures and awarding a contract to eight agencies and  
4 18 programs, in the amount of \$15,130,208, plus sales tax, budgeted from  
5 the General Fund and the Human Rights and Human Services Fund, for  
6 contracts providing community and human services, pursuant to Contract  
7 No. SR4859130858.

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,

14 Therefore,

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

16 Section 1. That the Council of the City of Tacoma concurs with the Board  
17 of Contracts and Awards to adopt the recommendation for award as set forth in  
18 the attached Exhibit "A," and authorizes the waiver of competitive procurement  
19 procedures, and awards a contract to eight agencies and 18 programs, in the  
20 amount of \$15,130,208, plus sales tax, budgeted from the General Fund and the  
21 Human Rights and Human Services Fund, for contracts providing community and  
22 human services, pursuant to Contract No. SR4859130858.

23 Section 2. That the proper officers of the City are hereby authorized to enter  
24 into a contract with eight agencies in the amount of \$15,130,208, plus sales tax,  
25 budgeted from the General Fund and the Human Rights and Human Services Fund,  
26



1 for the purpose of providing community and human services, pursuant to Contract  
2 No. SR4859130858, consistent with Exhibit "A."

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

5

6

\_\_\_\_\_  
Mayor

7 Attest:

8

9

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

10

11 Approved as to form:

12

13

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

14

15

16

17

18

19

20

21

22

23

24

25

26



## RESOLUTION NO. 41577

1 A RESOLUTION related to the purchase of materials, supplies or equipment, and  
2 the furnishing of services; authorizing an increase and extension of Contract  
3 No. CW2234042 with Staff Pro Inc. d.b.a. Allied Universal Security Services,  
4 in the amount of \$1,500,000, plus applicable taxes, for a cumulative total of  
5 \$16,600,000, budgeted from the Tacoma Dome and Convention Center  
6 Operations funds, for provisions of security and guest services for the  
7 Tacoma Dome and the Greater Tacoma Convention Center, through  
8 January 31, 2025, pursuant to Specification No. PF16-0328F.

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

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

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

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

19 Section 2. That the proper officers of the City are hereby authorized to  
20 increase and extend Contract No. CW2234042 with Staff Pro Inc. d.b.a. Allied  
21 Universal Security Services, in the amount of \$1,500,000, plus applicable taxes, for  
22 a cumulative total of \$16,600,000, budgeted from the Tacoma Dome and  
23 Convention Center Operations funds, for provisions of security and guest services  
24 for the Tacoma Dome and the Greater Tacoma Convention Center, through  
25  
26



1 January 31, 2025, pursuant to Specification No. PF16-0328F, consistent with  
2 Exhibit "A."

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

5  
6 \_\_\_\_\_  
7 Mayor

8  
9 Attest: \_\_\_\_\_  
10 City Clerk

11  
12 Approved as to form: \_\_\_\_\_  
13 Deputy City Attorney

14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26



## RESOLUTION NO. 41578

1 A RESOLUTION relating to the multi-family property tax exemption program;  
 2 authorizing the execution of a Multi-Family Housing Eight-Year Limited  
 3 Property Tax Exemption Agreement with Encompass Property Management,  
 4 LLC, for the development of 16 multi-family market-rate rental housing units,  
 to be located at 631 North Trafton Street, in the 6th Avenue Mixed-Use  
 Center.

5 WHEREAS the City has, pursuant to chapter 84.14 of the Revised Code of  
 6 Washington, designated several Residential Target Areas for the allowance of a  
 7 limited property tax exemption for new multi-family residential housing, and

8 WHEREAS the City has, through Ordinance No. 25789, enacted a program  
 9 whereby property owners in Residential Target Areas may qualify for a Final  
 10 Certificate of Tax Exemption which certifies to the Pierce County  
 11 Assessor-Treasurer that the owner is eligible to receive a limited property tax  
 12 exemption, and  
 13

14 WHEREAS Encompass Property Management, LLC is proposing to develop  
 15 16 new market-rate rental housing units to consist of:  
 16

Number of Units	Type of Unit	Average Size
Market Rate		
10	One bedroom, one bath	420 Square Feet
6	Two bedroom, one bath	675 Square Feet

17  
 18  
 19  
 20 as well as three on-site residential parking stalls, and

21 WHEREAS the Interim Director of Community and Economic Development  
 22 has reviewed the proposed property tax exemption and recommends that a  
 23 conditional property tax exemption be awarded for the property located at 631 North  
 24 Trafton Street in the 6th Avenue Mixed-Use Center, as more particularly described  
 25 in the attached Exhibit "A"; Now, Therefore,  
 26



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

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Section 1. That the City Council does hereby approve and authorize a conditional property tax exemption, for a period of eight years, to Encompass Property Management, LLC, for the property located at 631 North Trafton Street in the 6th Avenue Mixed-Use Center, as more particularly described in the attached Exhibit "A."

Section 2. That the proper officers of the City are authorized to execute a Multi-Family Housing Eight-Year Limited Property Tax Exemption Agreement with Encompass Property Management, LLC, said document to be substantially in the form of the proposed agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

Legal description approved:

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

\_\_\_\_\_  
Chief Surveyor  
Public Works Department



**EXHIBIT "A"**

**PROJECT DESCRIPTION**

Address: 631 North Trafton Street

Tax Parcel: 7280000230

Number of Units	Type of Unit	Average Size	Expected Rental Rate
Market Rate			
10	One bedroom, one bath	420 Square Feet	\$1,495
6	Two bedroom, one bath	675 Square Feet	\$1,745

This project will also provide three on-site residential parking stalls.

**LEGAL DESCRIPTION**

Legal Description:

LOTS 8 AND 9, BLOCK 2, ROSS'S ADDITION TO THE CITY OF NEW TACOMA, PIERCE COUNTY, W.T., ACCORDING TO THE PLAT THEREOF, RECORDED IN BOOK 1 OF PLATS, PAGE 55, RECORDS OF PIERCE COUNTY AUDITOR.

SITUATE IN THE CITY OF TACOMA, COUNTY OF PIERCE, STATE OF WASHINGTON.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26



## RESOLUTION NO. 41579

1 A RESOLUTION relating to the multi-family property tax exemption program;  
 2 authorizing the execution of a Multi-Family Housing 12-Year Limited Property  
 3 Tax Exemption Agreement with Meacham Development, LLC, for the  
 4 development of six multi-family market-rate and affordable rental housing  
 5 units to be located at 619 South 35th Street in the Lincoln Mixed-Use Center.

6 WHEREAS the City has, pursuant to chapter 84.14 of the Revised Code of  
 7 Washington, designated several Residential Target Areas for the allowance of a  
 8 limited property tax exemption for new multi-family residential housing, and

9 WHEREAS the City has, through Ordinance No. 25789, enacted a program  
 10 whereby property owners in Residential Target Areas may qualify for a Final  
 11 Certificate of Tax Exemption which certifies to the Pierce County  
 12 Assessor-Treasurer that the owner is eligible to receive a limited property tax  
 13 exemption, and

14 WHEREAS Meacham Development, LLC, is proposing to develop six new  
 15 market-rate and affordable rental housing units to consist of:

Number of Units	Type of Unit	Average Size
Market Rate		
4	One bedroom, one bath	450 Square Feet
Affordable Rate		
2	One bedroom, one bath	450 Square Feet

16  
 17  
 18  
 19  
 20 WHEREAS the affordable units will be rented to households whose income  
 21 is at or below 70 percent of Pierce County Area Median Income, adjusted for  
 22 household size, as determined by the Department of Housing and Urban  
 23 Development on an annual basis, and rent will be capped at 30 percent of those  
 24 income levels, adjusted annually, and  
 25  
 26





1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

WHEREAS the project will also include three on-site residential parking stalls, and

WHEREAS the Interim Director of Community and Economic Development has reviewed the proposed property tax exemption and recommends that a conditional property tax exemption be awarded for the property located at 619 South 35th Street in the Lincoln Mixed-Use Center, as more particularly described in the attached Exhibit "A"; Now, Therefore,

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

Section 1. That the City Council does hereby approve and authorize a conditional property tax exemption, for a period of 12 years, to Meacham Development, LLC, for the property located at 619 South 35th Street in the Lincoln Mixed-Use Center, as more particularly described in the attached Exhibit "A."



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Section 2. That the proper officers of the City are authorized to execute a Multi-Family Housing 12-Year Limited Property Tax Exemption Agreement with Meacham Development, LLC, said document to be substantially in the form of the proposed agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
  
\_\_\_\_\_  
City Clerk

Approved as to form:  
  
\_\_\_\_\_  
Deputy City Attorney

Legal description approved:  
  
\_\_\_\_\_  
Chief Surveyor  
Public Works Department



**EXHIBIT "A"**

**PROJECT DESCRIPTION**

Address: 619 South 35th Street

Tax Parcel: 2085030030

Number of Units	Type of Unit	Average Size	Expected Rental Rate
Market Rate			
4	One bedroom, one bath	450 Square Feet	\$1,450
Affordable Rate			
2	One bedroom, one bath	450 Square Feet	\$1,425 (including utility allowance)

The affordable units will be rented to households whose income is at or below 70 percent of Pierce County Area Median Income, adjusted for household size, as determined by the Department of Housing and Urban Development on an annual basis. Rent will be capped at 30 percent of those income levels, adjusted annually.

**LEGAL DESCRIPTION**

Legal Description:

LOT 3 AND THE WEST 3 FEET OF LOT 4, BLOCK 8503, TACOMA LAND COMPANY'S FIRST ADDITION TO TACOMA, WASHINGTON TERRITORY, ACCORDING TO THE PLAT FILED FOR RECORD JULY 7, 1884 IN THE OFFICE OF THE PIERCE COUNTY AUDITOR.

SITUATE IN THE CITY OF TACOMA, COUNTY OF PIERCE, STATE OF WASHINGTON.



## RESOLUTION NO. 41580

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and the  
3 Tacoma Police Management Association, Local 26, consisting of  
4 approximately 21 budgeted, full-time equivalent positions, effective  
5 January 1, 2025, through December 31, 2027.

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

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

13 WHEREAS the bargaining unit consists of approximately 21 budgeted,  
14 full-time equivalent (“FTE”) positions, and provides for a wage increase in each year  
15 of the agreement, and

16 WHEREAS the CBA will provide for a wage increase of 7 percent, effective  
17 January 1, 2025, and effective January 1, 2026, and January 1, 2027, wages will be  
18 adjusted as required to maintain the indexing/parity differential language in the  
19 CBA, and

20 WHEREAS other changes include:

21 (1) an increase to the employer contribution to an employee’s deferred  
22 compensation account, with or without an employee match, from \$238 to \$250 per  
23 pay period,  
24  
25  
26



1 (2) that accrued and unused sick leave balances upon retirement will be  
2 cashed out at the following tiers: 25 percent (up to 400 hours), 33 percent (for  
3 401-800 hours), and 50 percent (for 801 hours and above), with the amount  
4 deposited into the employee's Voluntary Employee Beneficiary Account ("VEBA"),  
5 and employees will also increase their deduction and contribution to a VEBA  
6 account from \$150 to \$200 per pay period,  
7

8 (3) an increase to the amount of an annual merit allowance from \$4,250 to  
9 \$5,450, and when the requirements in the CBA are met, language to provide for a  
10 prorated amount for employees who move in/out of the bargaining unit after  
11 January 1 of each year,  
12

13 (4) an increase to the amount budgeted for tuition reimbursement funds from  
14 \$15,000 to \$20,000 per year,  
15

16 (5) language that provides that employees placed into the bargaining unit will  
17 be converted to the Personal Time Off plan upon the completion of their  
18 probationary period,  
19

20 (6) undated language regarding the retention of performance management  
21 documents, consistent with the Revised Code of Washington ("RCW") 40.14.170,  
22

23 (7) addition of a new article to the CBA entitled Investigative Suspension  
24 without Pay to be used to place an employee on administrative leave without pay,  
25 when that employee has been charged with a crime that, if found guilty, would  
26 disqualify the employee from maintaining their commission, per RCW 43.101.105,  
Section 2(a)(i) A-E, or as hereafter amended by the legislature, and



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

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

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

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and the Tacoma Police Management Association, Local 26, effective January 1, 2025, through December 31, 2027, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26



# ORDINANCE NO. 28992

1 AN ORDINANCE relating to telecommunications and franchise services; granting a  
 2 non-exclusive franchise to Port of Tacoma, to construct, operate, and  
 3 maintain fiber-optic telecommunications facilities in the public rights-of-way  
 4 in designated area of the City of Tacoma; setting forth provisions, terms and  
 5 conditions of the grant of franchise; specifically making such grant subject to  
 6 the provisions of the Tacoma Municipal Code and Tacoma City Charter;  
 7 providing for regulation of the telecommunications system; prescribing  
 8 liquidated damages and certain other remedies for violation of franchise  
 9 provisions in addition to those specified pursuant to the Municipal Code and  
 10 the City of Tacoma Charter.

11 WHEREAS, Title 16B.02.020 requires a franchise prior to constructing a  
 12 Telecommunications Facility or providing Telecommunications Services, and

13 WHEREAS, PORT OF TACOMA (“Franchisee”) has owned and operated  
 14 such Telecommunications Facilities pursuant to a franchise agreement authorized  
 15 by the City of Tacoma (“City”) under Ordinance 27898 on July 13, 2010 and as  
 16 amended under Ordinance 28016, and is now applying for a new Franchise to  
 17 continue to operate and maintain the same Telecommunications System in the City  
 18 of Tacoma, and

19 WHEREAS, the Tacoma City Council (“City Council”) has determined to  
 20 grant such a franchise to PORT OF TACOMA upon those certain terms and  
 21 conditions which the City Council deems necessary, and

22 WHEREAS this City of Tacoma Telecommunications Franchise  
 23 Ordinance contains the following sections:

## SECTION 1. DEFINITIONS

- 24 1.1 City .....
- 25 1.2 City Manager .....
- 26 1.3 Construction, operation, or repair .....
- 1.4 Facility or Installation .....
- 1.5 Franchise .....





1	1.6	Franchise Area .....
	1.7	Franchisee .....
2	1.8	Hazardous Substances .....
	1.9	Operator .....
3	1.10	Overhead Facilities.....
	1.11	Person .....
4	1.12	Public Rights-of-Way.....
	1.13	System .....
5	1.14	Telecommunications Service or Services.....
	1.15	Telecommunications System or Telecommunications Facility .....
6	1.16	Title .....
7	1.17	Underground Facilities .....
8	<b>SECTION 2. FRANCHISE</b>	
	2.1	Grant of Franchise.....
9	2.2	Franchise Term .....
	2.3	Franchise Non-exclusive .....
10	2.4	Assignment and Transfer of Franchise.....
	2.5	Revocation .....
11	2.6	Right to Require Removal of Property/Right
		to Remove Property .....
12	2.7	Responsibility for Costs.....
13	2.8	Work of Contractors and Subcontractors .....
14	2.9	Survival of Terms .....
15	<b>SECTION 3. OPERATION IN STREETS AND RIGHTS-OF-WAY</b>	
	3.1	Use of Public Rights-of-Way .....
16	3.2	Construction, Operation, or Repair.....
	3.3	Right to Inspect and Order Corrections .....
17	3.4	Information Regarding Ongoing Work .....
18	<b>SECTION 4. REGULATORY PROVISIONS</b>	
19	4.1	Intent .....
	4.2	Remedies for Franchise Violations.....
20	4.3	Procedure for Remedying Franchise Violations .....
	4.4	Failure to Enforce .....
21	4.5	Force Majeure .....
	4.6	Alternative Remedies .....
22	4.7	Compliance with the Laws.....
23	<b>SECTION 5. COMPENSATION AND FINANCIAL PROVISIONS</b>	
24	5.1	Fees and Costs .....
	5.2	Performance Bond .....
25	5.3	Indemnification .....
26	5.4	Franchisee Insurance.....



5.5 Security Fund .....

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

SECTION 6. MISCELLANEOUS PROVISIONS

- 6.1 Posting and Publication .....
- 6.2 Guarantee of Performance .....
- 6.3 Governing Law and Venue .....
- 6.4 Open Records and Confidentiality
- 6.5 No Recourse .....
- 6.6 Notice .....
- 6.7 Corrections by City Clerk and Amendment by Parties.....
- 6.8 Entire Franchise .....
- 6.9 Execution .....



BE IT ORDAINED BY THE CITY OF TACOMA:

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Section 1 - DEFINITIONS. For the purposes of this Franchise, the following terms, phrases, words, and their derivations shall have the meaning given herein; words not defined herein which are defined in Title 16B, shall have the same meaning or be interpreted as provided in Title 16B. Words not defined here or in Title 16B shall be construed consistently with Title 47 of the United States Code, and if not therein, they shall have their common and ordinary meaning. A reference to any Title of the Tacoma Municipal Code or to the City's Charter refers to the same as may be amended from time to time.

1.1 "City" means the City of Tacoma, a municipal corporation of the state of Washington, and all departments, divisions, and agencies thereof, including Tacoma Public Utilities.

1.2 "City Manager" means the City Manager or the City Manager's designee.

1.3 "Construction, operation, or repair" and similar formulations of this term mean the named actions interpreted broadly, encompassing, among other things, installation, extension, maintenance, replacement, or components, relocation, undergrounding, grading, site preparation, adjusting, testing, make-ready, and excavation.

1.4 "Facility" and/or "Installation" refer to Telecommunications Facility and/or Telecommunications Installation and include, but are not limited to, plant, systems, improvements, and equipment owned, leased, or otherwise used by the Franchisee, such as poles, fiber, wires, fixtures, equipment, above ground



1 and underground circuits, and conduit in public rights-of-way and other property  
2 necessary or convenient for the transmission and distribution of  
3 telecommunications service where such facilities are located. This term, when  
4 used without a modifier, shall be considered to encompass both Overhead  
5 Facilities and Underground Facilities.

6 1.5 "Franchise" is as defined under the Tacoma Municipal Code and  
7 the City Charter.

8 1.6 "Franchise Area" means that area, set forth in Schedule I  
9 attached hereto, within the present and future corporate limits of the City  
10 of Tacoma, that a Franchisee is authorized to construct, operate, and  
11 maintain a Telecommunications System.

12 1.7 "Franchisee" is Port of Tacoma.

13 1.8 "Hazardous Substances" means any hazardous, toxic, or  
14 dangerous substance, material, waste, pollutant, or contaminant, including all  
15 substances designated under the Resource Conservation and Recovery Act,  
16 42 U.S.C. § 6901 et seq.; the Comprehensive Environmental Response,  
17 Compensation and Liability Act, 42 U.S.C. § 9601 et seq.; the Hazardous  
18 Materials Transportation Act, 49 U.S.C. § 1801 et seq.; the Federal Water  
19 Pollution Control Act, 33 U.S.C. § 1257 et seq.; the Clean Air Act, 42 U.S.C.  
20 §7401 et seq.; the Toxic Substances Control Act, 15 U.S.C. § 2601 et seq.; the  
21 Federal Insecticide, Fungicide, Rodenticide Act, 7 U.S.C. § 136 et seq.; the  
22 Washington Hazardous Waste management Act, Chapter 70.105 RCW; and  
23 the Washington Model Toxics Control Act, Chapter 70.105D, RCW; all as  
24  
25  
26



1 amended from time to time; or any other federal, state, or local statute, code or  
2 ordinance or lawful rule, regulation, order, decree, or other governmental  
3 authority as now or at any time hereafter in effect. The term shall specifically  
4 include petroleum and petroleum products. The term shall also be interpreted  
5 to include any substance which, after release into the environment, will or may  
6 reasonably be anticipated to cause death, disease, behavior abnormalities,  
7 cancer, or genetic abnormalities.

8           1.9    “Operator” refers to a Person who has ownership of any part of  
9 such Telecommunications System or has control over the use of any part of the  
10 such Telecommunications System through a lease, swap, rental or other similar  
11 bargained for arrangement.

12           1.10   “Overhead Facilities” refers to electric utility and  
13 Telecommunications Facilities located above the surface of the ground, including  
14 the underground supports and foundations for such Facilities.

15           1.11   “Person” includes any individual, corporation, partnership,  
16 association, joint stock company, trust, or any other legal entity, but not the City,  
17 unless the City department provides Telecommunications Service as defined  
18 herein.

19           1.12   “Public Rights of Way” mean the public streets and easements  
20 which, under the City Charter, the Tacoma Municipal Code, City ordinances, and  
21 applicable laws, the City has authority to grant Franchises, permits, or Licenses  
22 for use thereof or has regulatory authority thereover, but expressly excluding  
23 railroad rights of way, airport, and harbor areas. Public Rights-of-Way for the  
24  
25  
26



1 purpose of this Franchise do not include buildings, parks, poles, conduits, similar  
2 facilities, or property owned by or leased to the City, including, by way of  
3 example and not limitation, structures in the Public Rights-of-Way such as utility  
4 poles and light poles.

5 1.13 "System" means the Telecommunications System.

6 1.14 "Telecommunications Service" or "Service" means the  
7 transmission of information in electronic or optical form, including, but not  
8 limited to, voice, video, or data, whether or not the transmission medium is  
9 owned by the provider itself. Telecommunications Service includes telephone  
10 service but does not include Cable Service or over-the-air broadcasts to the  
11 public-at-large from facilities licensed by the Federal Communications  
12 Commission or any successor thereto.

13 1.15 "Telecommunications System" or "Telecommunications Facility"  
14 means a tangible facility that is used to provide one or more Telecommunications  
15 Services, any portion of which occupies Public Rights-of-Way. The term  
16 Telecommunications System by way of example, and not limitation, includes  
17 wires, equipment cabinets, guys, conduit, radio transmitting towers, poles, other  
18 supporting structures, and associated and appurtenant facilities used to transmit  
19 telecommunications signals. The term Telecommunications System includes all  
20 devices mounted on light and/or utility poles in the Public Rights-of-Way through  
21 which Telecommunications Services are originated or terminated. An open video  
22 system is not a Telecommunications System to the extent that it provides only  
23 video services; a Cable System is not a Telecommunications System to the  
24  
25  
26



1 extent that it provides only Cable Service. The term Telecommunications Facility  
2 includes any of the tangible components of a Telecommunications System which  
3 occupies Public Rights-of-Way.

4 1.16 "Title," when used alone in the context of referring to the Title of  
5 the Tacoma Municipal Code, shall mean Title 16 (and more specifically Title  
6 16B) of the Tacoma Municipal Code.

7 1.17 "Underground Facilities" refers to electric utility and  
8 Telecommunications Facilities located under the surface of the ground,  
9 excluding the underground foundations or supports for Overhead Facilities.  
10

11 Section 2 - FRANCHISE.

12 2.1 Grant of Franchise. The City hereby grants to Franchisee a  
13 non-exclusive Franchise which, once it becomes effective, shall authorize  
14 Franchisee, to occupy the Public Rights-of-Way within the Franchise Area set  
15 forth in Schedule I attached hereto to construct, operate, and maintain a fiber-  
16 optic Telecommunications System necessary to the operation of the  
17 Franchisee's business and to the health, safety, and welfare of the community.  
18 This Franchise is conditioned upon the provisions contained herein and the  
19 Franchisee's compliance with any application federal or state regulations that  
20 currently exist or may hereafter be enacted by federal or state regulatory  
21 agencies with jurisdiction over the Franchisee and its use of the Public-Rights-  
22 of-Way, Title 16B, Title 10, and other applicable provisions of the Tacoma  
23 Municipal Code, the Tacoma City Charter including but not limited to the  
24 provisions set forth in Article VIII of the Charter, applicable law, including by  
25  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

way of example and not limitation, zoning law codes and permitting requirements, and this Franchise may be revoked if it is not so exercised. Neither the granting of this Franchise, nor any provision thereof, shall constitute a waiver or bar to the exercise of any governmental right or power, police power, or regulatory power of the City as may exist at the time the Franchise is issued or thereafter be obtained.

No rights shall pass to the Franchisee by implication.

The grant of this Franchise is limited to the purpose stated herein. This Franchise does not include permission to provide for hire Telecommunications Services or cable service, as defined in 47 U.S.C. § 522, multichannel video programming, open video systems, or uses other than what is stated herein.

Notwithstanding the above grant to use Public Rights-of-Way, no Public Rights-of-Way shall be used by Franchisee if the City, in its sole opinion, determines that such use is inconsistent with the terms, conditions or provisions by which such Public Rights-of-Way was created or dedicated, or presently used under applicable laws.

Franchisee shall not unlawfully discriminate in hiring, in contracting, or in the provision of services.

This Franchise is only intended to convey a limited right and interest as to that property and those rights-of-way designated on Schedule I in which the City has an actual interest. It is not a warranty of title or interest in City road rights-of-way, nor is it a warranty of the Franchisee's right to locate in any such area. No rights granted herein shall be deemed to be a representation nor guarantee by the City that its interest, or other right to control the use of such





1 property, is sufficient to permits its use for such purposes, and a Franchise  
2 shall be deemed to grant no more than those rights which the City may have  
3 the undisputed right and power to give. None of the rights granted herein shall  
4 affect the City's ability or jurisdiction over its property, streets, or rights-of-way.

5 In the event of any conflict between a provision in this Franchise and any  
6 provision of the City Charter, which Charter is incorporated herein by reference,  
7 the applicable provision of the Charter shall control over any inconsistent  
8 provision of this Franchise.

9 2.2 Franchise Term. Subject to compliance with Section 7.7, each of  
10 the provisions of this Franchise shall become effective upon the Franchisee's  
11 acceptance of the terms and conditions of this Franchise ("Effective Date") and  
12 shall remain in effect for ten (10) years thereafter. Subsequently, and in  
13 accordance with the terms and provisions of Tacoma Charter Article VIII, City  
14 Council may consider renewing this Franchise, at the written request of the  
15 Franchisee, for any additional renewal period at any time within two (2) years  
16 before the end of the Franchisee's original ten (10) year term, unless either  
17 party expresses its intention in writing to terminate this Franchise at the  
18 conclusion of the original ten (10) year term.

19 2.3 Franchise Non-Exclusive. The Franchise granted herein shall be  
20 non-exclusive. The issuance of a Franchise shall not affect the City's right to  
21 itself construct, operate, or repair any Facility, with or without a Franchise.  
22  
23  
24  
25  
26



2.4 Assignment and Transfer of Franchise.

1           A.     In accordance with Tacoma City Charter Article VIII,  
2 Section 8.5, this Franchise shall not be leased, assigned, or otherwise alienated  
3 without the express consent of the City. The rights granted, pursuant to this  
4 Franchise, are a privilege that is held in the public trust and personal to the  
5 original Franchisee. Franchisee shall ensure that no Transfer of the Franchise  
6 may occur, directly or indirectly, without the express consent of the City by  
7 ordinance.

9           B.     Applications for approval of any Transfer shall be filed in  
10 accordance with procedures set out in Title 16B of the Tacoma Municipal Code.

11           C.     Any transfer or assignment of this Franchise without the  
12 prior written consent of the City as set forth herein shall be void and shall result  
13 in revocation of the Franchise and any existing permits.

14           2.5 Revocation. The procedures for revocation and forfeiture shall be  
15 governed by Title 16B, Section 16B.05.100. Before the Franchise is revoked,  
16 Franchisee shall be given notice and opportunity to cure at least equivalent to  
17 that required by Title 16B (except in those cases where notice and opportunity  
18 to cure are not required), and shall be accorded at least an opportunity to be  
19 heard that provides at least the due process protections required by Title 16B.  
20 In addition to any rights set out elsewhere in this Franchise, the City Charter or  
21 Title 16, the City reserves the right to declare a forfeiture or otherwise revoke  
22 this Franchise, and all rights and privileges pertaining thereto, as provided in  
23 Title 16(B) or in the event that:  
24  
25  
26



1 A. Franchisee materially breaches or otherwise fails to  
2 perform, comply with or otherwise observe any of the terms and conditions of  
3 this franchise or fails to maintain all required licenses and approvals from  
4 federal, state, and local jurisdictions, and fails to cure such breach or default  
5 within thirty (30) calendar days of City's providing Franchisee written notice  
6 thereof, or, if not reasonably capable of being cured within thirty (30) calendar  
7 days, within such other reasonable period of time as the parties may agree  
8 upon; or

9 B. Franchisee becomes insolvent, unable or unwilling to pay  
10 its debts, or is adjudged a bankrupt; or

11 C. Franchisee fails to obtain and maintain any permit required by  
12 any federal or state regulatory body or by the City, relating to the construction,  
13 operation, and maintenance of the Telecommunications System; or

14 D. Franchisee fails to maintain the full amount of, or to post a  
15 performance bond as required under the terms of this Franchise.  
16

17  
18 2.6 Right to Require Removal of Property/Right to Remove Property.

19 A. Upon termination of this Franchise, Franchisee may be  
20 required to remove its property from any Public Rights-of-Way, and restore  
21 such Rights-of-Way to their same or better condition as existed just prior to  
22 such removal, subject to any rights Franchisee may have to abandon property  
23 in place, as set out in Title 16B. If Franchisee fails to remove property that the  
24 City requires it to remove, the City may perform the work and collect the cost  
25 thereof from Franchisee. The actual cost thereof, including direct administrative  
26



1 costs, shall be a lien upon all plant and property of Franchisee effective upon  
2 filing of the lien with the Pierce County Auditor.

3 B. To the extent any portion of the System in the Public  
4 Rights-of-Way or on any other public property is not removed by the Operator  
5 within 12 months of the later of the end of the Franchise term or any  
6 Continuation Period, the property will be deemed abandoned and shall become  
7 the property of the City if the City wishes to own it.

8 C. Any order by the City issued pursuant to Section 2.6.A to  
9 remove Installations shall be sent by registered or certified mail to Franchisee  
10 not later than 24 months following the date of Franchise termination. Removal  
11 shall be completed (except with respect to property that Franchisee is permitted  
12 to abandon in place) not later than 12 months following the date of notification  
13 to remove the Facilities.

14 D. Franchisee shall file a written removal plan with the City not  
15 later than 30 calendar days following the date of the receipt of any orders directing  
16 removal, or any consent to removal describing the work that will be performed, the  
17 manner it will be performed, and a schedule for removal by location. The removal  
18 plan shall be subject to approval and regulation by the City, including, without  
19 limitation, the City's Right-of-Way Restoration Policy.

20 The affected property must be restored to as good or better condition than  
21 existed immediately prior to removal; and those damaged by removal must be  
22 compensated for the damage.  
23  
24  
25  
26



1           2.7    Responsibility for Costs. Except as expressly provided otherwise,  
2 any act that Franchisee is required to perform under this Franchise shall be  
3 performed at its cost. If Franchisee fails to perform work that it is required to  
4 perform within the time provided for performance, the City may perform the  
5 work and bill the Franchisee. The Franchisee shall pay the amounts billed  
6 within 30 days of receipt of the bill. The parties agree that any amounts paid  
7 pursuant to this section or Title 16B are not franchise fees.

8           2.8    Work of Contractors and Subcontractors. Work by contractors and  
9 subcontractors is subject to the same restrictions, limitations and conditions as if  
10 the work were performed by Franchisee. Franchisee shall be responsible for all  
11 work performed by its contractors and subcontractors, and others performing work  
12 on its behalf as if the work were performed by it and shall ensure that all such work  
13 is performed in compliance with this Franchise and Title 16B, and other applicable  
14 law, including without limitation, the City's Right-of-Way Restoration Policy, and  
15 shall be jointly and severally liable for all damages and correcting all damage  
16 caused by them. It is Franchisee's responsibility to ensure that contractors,  
17 subcontractor or other Person(s) performing work on Franchisee's behalf are  
18 familiar with the requirements of this Franchise, Title 16B, the City's Right-of-Way  
19 Restoration Policy, and other applicable laws governing the work performed by  
20 them.  
21  
22  
23

24           2.9    Survival of Terms. Upon the expiration, termination, revocation, or  
25 forfeiture of the Franchise Agreement, Franchisee shall no longer have the right  
26 to occupy the Public Rights-of-Way as provided for through this Franchise.



1 However, the Franchisee's obligations under this Franchise Agreement to the  
2 City shall survive the expiration, termination, revocation, or forfeiture of these  
3 rights according to its terms for so long as Franchisee's Telecommunications  
4 System or any part thereof shall remain in whole or in part in the Public Rights-of-  
5 Way, or until such time as Franchisee transfers ownership in all of its Facilities in  
6 the Franchise Area to the City or executes an assignment as provided for under  
7 TMC 16B. Said obligations include, but are not limited to Franchisee's  
8 obligations to indemnify, defend, and protect the City, to provide insurance, to  
9 relocate its Facilities, and to reimburse the City for its costs to perform  
10 Franchisee's work.  
11

12 SECTION 3 - OPERATION IN STREETS AND RIGHTS-OF-WAY.

13 3.1 Use of Public Rights-of-Way. Franchisee may, subject to the terms  
14 of this Franchise and Title 16B, the City's Right-of-Way Restoration Policy, and  
15 other applicable laws, construct, operate and maintain a System in the Public  
16 Rights-of-Way within the Franchise Area. Without limiting the foregoing,  
17 Franchisee expressly agrees that it will construct, operate and maintain its System  
18 in compliance with the requirements of The Titles 10 and 16, and with other  
19 applicable City codes; and will obtain and maintain all bonds and billable work  
20 orders required by the same.  
21

22  
23 3.2 Construction, Operation, or Repair. Franchisee shall, in all cases,  
24 comply with all lawful City ordinances and regulations now in effect or hereinafter  
25 enacted regarding the acquisition of permits and such other items as may be  
26 required by the City in connection with the construction, operation or repair of the



1 Telecommunications System, including, without limitation, the City's Right-of-Way  
2 Restoration Policy.

3 Without limiting the foregoing, Franchisee agrees that it shall, in the course  
4 of constructing, operating, maintaining, and repairing its Telecommunications  
5 System comply with the requirements of Title 16B and among other things:

6 A. (1) Franchisee shall, with as much advance notice as is  
7 feasible under the circumstances, but in no event less than 90 days, except in  
8 circumstances there is a risk to public safety, protect, support, temporarily  
9 disconnect, relocate, or remove any of its property when required by the City by  
10 reason of traffic conditions; public safety; Public Rights-of-Way construction;  
11 Public Rights-of-Way repair (including resurfacing or widening); change of  
12 Public Rights-of-Way grade; construction, installation or repair of sewers,  
13 drains, water pipes, power lines, signal lines, tracks, or any other type of  
14 government-owned Telecommunications System, public work, public project,  
15 public facility, or improvement or any government-owned utility; Public Rights-  
16 of-Way vacation; or for any other purpose where the work involved would be  
17 aided by the removal or relocation of the Telecommunications System.  
18 Collectively, such matters are referred to below as the "public work."  
19

20  
21 (2) In the event of an emergency, or where the  
22 Telecommunications System creates or is contributing to an imminent danger to  
23 health, safety, or property, the City may protect, support, temporarily  
24 disconnect, remove, or relocate any or all parts of the Telecommunications  
25 System without prior notice, and charge the Franchisee for costs incurred. The  
26



1 City shall notify Franchisee as soon as is reasonably practical, after any City  
2 action pursuant to this Section.

3 (3) In the case of work, if any third party Person that is  
4 authorized to place Facilities in the Rights-of-Way requests Franchisee to protect,  
5 support, temporarily disconnect, remove, or relocate Franchisee's facilities to  
6 accommodate the construction, operation, or repair of the facilities of such other  
7 third party Person, the Franchisee shall, after 90 days' advance written notice, take  
8 action to effect the necessary changes requested. In the case of work by a third  
9 party Person for the sole benefit of the thirty party Person, unless the matter is  
10 governed by a valid contract or a state or federal law or regulation, or unless the  
11 Franchisee's Telecommunications System was not properly installed, the  
12 Franchisee's reasonable cost of the same shall be borne by the third party Person  
13 requesting the protection, support, temporary disconnection, removal, or  
14 relocation.  
15

16 (4) Franchisee shall, on the request of any Person  
17 holding a valid permit issued by a governmental authority, temporarily raise or  
18 lower its wires to permit the moving of buildings or other objects. The expense  
19 of such temporary removal or raising or lowering of wires shall be paid by the  
20 Person requesting the same.  
21

22 B. The Franchisee's obligation to construct, operate, and repair its  
23 Telecommunications System in compliance with all laws, ordinances, departmental  
24 rules and regulations and practices affecting such System, includes, by way of  
25 example, and not limitation, the obligation to construct, operate, maintain, and  
26





1 repair in accordance with zoning codes, safety codes and City construction  
2 standards, including the most current version of the Standard Specifications for  
3 Road, Bridge and Municipal Construction, as prepared by the Washington State  
4 Department of Transportation (WSDOT) and the Washington State Chapter of  
5 American Public Works Association (APWA); the most current version of the APWA  
6 Amendments to Division One, and the most current version of the City of Tacoma  
7 Amendments thereto. In addition, the construction, operation, and repair shall be  
8 performed in a manner consistent with industry standards for the same or similar  
9 services in the State of Washington. The Franchisee shall exercise reasonable  
10 care in the performance of all its activities and shall use industry standard methods  
11 and devices for preventing failures and accidents that are likely to cause damage,  
12 injury, or nuisance to the public or to property. In the event that Franchisee's work  
13 or other use of the Public Right-of-Way causes damage to any City facility,  
14 Franchisee shall bear the cost of repairing, or replacing as necessary, such City  
15 facility.  
16  
17

18 C. Except in the event of an emergency, Franchisee shall provide  
19 City at least thirty (30) calendar days written notice prior to any alteration, repair,  
20 replacement, removal, or other substantial activity, other than routine inspections  
21 and maintenance, by Franchisee, its agents, employees or contractors on  
22 Franchisee's Facilities or appurtenant structures on City's property. Said written  
23 notice shall include, at a minimum, detailed plans and specifications, if any, and a  
24 detailed description of the proposed work and anticipated time of the work. Such  
25 work shall only commence upon the issuance of applicable permits by the City,  
26



1 which permits shall not be unreasonably withheld or delayed. In the event of an  
2 emergency requiring immediate action by Franchisee for the protection of the  
3 Facilities, City's property, Franchisee may take such action upon such notice to the  
4 City as is reasonable under the circumstances. If any damage occurs to an  
5 Underground Facility or its protective covering, the Franchisee, or its agent, shall  
6 notify the Facility's operator promptly. When the Facility's operator receives a  
7 damage notice, the Facility's operator shall promptly dispatch personnel to the  
8 damage area to investigate. If the damage results in the escape of any flammable,  
9 toxic, or corrosive gas or liquid, or endangers life, health, or property, the  
10 Franchisee, or its agent, shall immediately notify the Facility's operator and 911  
11 and take immediate action to protect the public and nearby properties.  
12

13 D. Franchisee must follow City-established requirements for  
14 placement of Facilities in Public Rights-of-Way, including the specific location of  
15 Facilities in the Public Rights-of-Way, and must in any event install Facilities in  
16 a manner that minimizes interference with the use of the Public Rights-of-Way  
17 by others, including others that may be installing Telecommunications Facilities.  
18 The City may require that Facilities be installed at a particular time, at a specific  
19 place, or in a particular manner as a condition of access to a particular Public  
20 Right-of-Way area; may deny access if Franchisee is not willing to comply with  
21 the City's requirements; and may remove, or require removal of, any Facility  
22 that is not installed in compliance with the requirements established by the City,  
23 or which is installed without prior City approval of the time, place, or manner of  
24 installation and charge the Franchisee for all costs associated with removal;  
25  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

and may require Franchisee to cooperate with others to minimize adverse impacts on the Public Rights-of-Way through joint trenching and other arrangements.

E. Franchisee agrees that, as a condition of installation of conduit, the City may require it to install conduit in excess of its reasonably foreseeable requirements for the purpose of accommodating the City and/or other Franchisees and Licensees where the City Manager determines it is appropriate to do so to minimize disruption of public passage or infrastructure, to forestall or relieve exhaustion of Right-of-Way capacity, or to protect environmentally sensitive areas; provided, that the City will be responsible for the costs to install the additional conduit, including material and labor, associated with installing such excess conduit if installed for City use; and provided further, that City's use of any such excess conduit is limited to non-commercial, governmental uses.

F. To the extent possible, Franchisee shall use conduit existing at the time of permitting in installing its System.

G. Whenever all existing utilities are located underground in an area in the City, the Franchisee must also locate its Telecommunication System underground, including Telecommunication System Facilities, such as drops, which cross private property.

1. Whenever the owners of poles locate or relocate underground within an area of the City, the Franchisee shall concurrently relocate its Facilities underground at its own cost.



1                                    2.        Whenever an electric utility opens a trench for the  
2                                    purpose of installing or relocating Facilities, the Franchisee shall concurrently  
3                                    relocate its Facilities underground and, if it uses the same trench, share the cost.

4                                    3.        The City Manager may, for good cause shown, exempt  
5                                    a particular portion of the Telecommunication System from the obligation to locate  
6                                    or relocate Facilities underground, where relocation is impractical, or where the  
7                                    interest in protecting against visual blight can be protected in another manner.  
8                                    Nothing in this Section 3.2.G prevents the City from ordering the Franchisee to  
9                                    locate or relocate its Telecommunication System underground under other  
10                                    provisions of the Tacoma Municipal Code, it being the intent that the number and  
11                                    extent of Overhead Facilities and the visual pollution resulting therefrom will, over  
12                                    time, be reduced and eventually, to the extent feasible, be eliminated.

14                                    H.        The Franchisee shall participate in conversion to underground  
15                                    Local Improvement Districts ("LIDs"). The Franchisee, at no cost to the City or  
16                                    abutting property owners, shall share fairly with other utilities the cost of  
17                                    undergrounding when done through the LID process.

19                                    1.        As part of its obligations under the Tacoma Municipal  
20                                    Code, the Franchisee shall provide the preliminary cost estimate, facility conversion  
21                                    designs, and final cost estimates to any LID project coordinator in a timely manner.  
22                                    At the request of an LID project coordinator, the Franchisee shall perform  
23                                    underground construction and movement of Customer connections underground  
24                                    (overhead reclaim), in coordination with the undergrounding services provided by  
25                                    other LID utilities, at no cost to the City or abutting property owners.  
26



1 I. Whenever it shall be necessary in constructing, maintaining,  
2 repairing, relocating, removing, or replacing any of the Franchisee's Facilities in any  
3 street, right of way area, or public property, the Franchisee shall without delay, as  
4 soon as is commercially reasonable, and at the Franchisee's sole expense, remove  
5 all debris and restore the surface of the street, or public property as nearly as  
6 practicable to as good or better condition as it was in before the work began.  
7 Franchisee shall replace any property corner monuments, survey reference or hubs  
8 that were disturbed or destroyed during the Franchisee's work in the Franchise  
9 Area. Such restoration shall be done in a manner consistent with applicable codes  
10 and laws, under the supervision of the City's Director of Public Works or his  
11 authorized designee and to the City's reasonable satisfaction and specifications.  
12 Whenever restoration is required hereunder, the restoration shall be done under a  
13 bond in an amount appropriate to guarantee adequate restoration.  
14

15 J. No tree trimming shall be performed without the permission  
16 of the City and other affected authorities, and any tree trimming must be  
17 performed in strict accordance with the City Code. Even if tree trimming is  
18 authorized by the City, Franchisee is liable for any damage it causes during the  
19 course of tree trimming.  
20

21 K. In any dispute over the adequacy of a restoration relative to  
22 this section, the Tacoma Department of Public Works Director shall in his/her  
23 sole discretion, make the final determination.  
24

25 L. Franchisee shall not remove any Overhead or Underground  
26 Facilities except as hereinafter provided.



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

(1) Franchisee shall not remove any Overhead or Underground Facilities which require trenching or other opening of the Rights-of-Way along the extension of the Facilities to be removed without the express permission of the City. Franchisee must request permission from the City to remove the Facilities at least 30 days in advance of the date Franchisee proposes to begin removal.

(2) Franchisee shall remove such Overhead or Underground Facilities as the City orders it to remove; provided, that the City may not order removal where such removal is primarily to give economic benefit or advantage to a competing provider of Telecommunications Service.

(3) Where trenching or other opening of the Rights-of-Way along the extension of Facilities to be removed is required, Franchisee must post bonds, as the City may require, to ensure that the property is promptly removed, with minimum disruption. Franchisee must restore the affected property in conformance with the City's Right-of-Way Restoration Policy; and Franchisee must compensate those whose property it damages for the damage.

(4) Franchisee may voluntarily remove any Overhead or Underground Facilities from the streets which have been installed in such a manner that they can be removed without trenching or other opening of the Rights-of-Way.

M. Additional Notice of Disturbance or Damage. If the Franchisee's actions including but not limited to the installation, construction, operation, maintenance, or repair of its Telecommunications System causes



1 unplanned, unapproved, or unanticipated disturbance or damage to the Public-  
2 Rights-of-Way or other public or private property, Franchisee shall promptly  
3 notify the property owner within 24 hours.

4 N. Franchisee shall continuously be a member of the State of  
5 Washington one number locator service under RCW 19.122, or approved  
6 equivalent, and shall comply with all such applicable rules and regulations.  
7 Franchisee shall provide reasonable notice to the City prior to commencing any  
8 work or construction under this Franchise and additionally to those owners or other  
9 persons in control of property abutting the Franchise Area when such work or  
10 construction will affect access to such property or otherwise impact such property  
11 or the private or public improvements within said area.

13 O. Nothing in this Franchise shall be deemed to impose any  
14 duty or obligations upon the City to determine the adequacy or sufficiency of the  
15 Franchisee's plans and designs or to ascertain whether the Franchisee's  
16 proposed or actual construction, testing, maintenance, repairs, replacement or  
17 removal is in conformance with the plans and specifications reviewed by the  
18 City. Franchisee shall ensure that any contractor working on its job sites within  
19 the Franchise Area has a written safety plan addressing the safety of all persons  
20 and property during the performance of any work therein.

23 3.3 Right To Inspect and Order Corrections. The City may inspect the  
24 Telecommunications System at any time reasonable under the circumstances to  
25 ensure compliance with this Franchise and applicable law, including to ensure  
26 that Franchisee's Telecommunications System is constructed and maintained in



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

a safe condition. If an unsafe condition is found to exist, the City, in addition to taking any other action permitted under applicable law, may order Franchisee, in writing, to make the necessary repairs and alterations specified therein forthwith to correct the unsafe condition on a timetable established by the City which is reasonable in light of the unsafe condition. The City has the right to correct, inspect, administer, and repair the unsafe condition if Franchisee fails to do so, and to charge the Franchisee therefor.

3.4 Information Regarding Ongoing Work. In addition to providing notice to the public of ongoing work as may be required under applicable law, Franchisee shall make available information regarding any ongoing construction, operation, repair or installation of its Telecommunications System sufficient to show (1) the nature of the work being performed; (2) where it is performed; (3) its estimated completion date; and (4) progress to completion.

SECTION 4 - REGULATORY PROVISIONS.

4.1 Intent. The City shall have the right to administer and regulate activities of this Franchise up to the fullest extent of the law. The failure to reserve a particular right to regulate, or reference a particular regulation, shall not be interpreted by negative implication or otherwise to prevent the application of a regulation to Franchisee.

4.2 Remedies for Franchise Violations. The City has the right to exercise any and all of the following remedies, singly or in combination, in the event Franchisee violates any provision of this Franchise:





1           A.     Draw upon or foreclose all or any part of any letter of credit,  
2 security fund, performance bond or other security provided under this Franchise;  
3 provided, however, such drawing or foreclosure shall be only in such a manner  
4 and in such amount as the City reasonably determines is necessary to remedy  
5 the default. Should the City take this action, Franchisee shall be responsible for  
6 all direct and actual costs related to such action, including, but not limited to,  
7 legal and administrative costs:

- 8                   B.     Commencing an action at law for monetary damages;  
9                   C.     Commencing an action for equitable or other relief;  
10                  D.     Declaring the Franchise to be revoked; and/or  
11                  E.     Seeking specific performance of any provision, which  
12 reasonably lends itself to such remedy.  
13

14           In determining which remedy or remedies for Franchisee's violation are  
15 appropriate, the City may take into consideration the nature and extent of the  
16 violation, the remedy needed to prevent such violations in the future, whether  
17 Franchisee has a history of previous violations of the same or similar kind, and  
18 such other considerations as are appropriate under the circumstances.  
19 Remedies are cumulative; the exercise of one shall not foreclose the exercise  
20 of others.  
21

22           4.3     Procedure for Remedying Franchise Violations. Before imposing  
23 liquidated damages, or drawing upon any performance bond, letter of credit,  
24 security fund, or any other security provided to the City related to this Franchise  
25 set forth in Section 6, the City shall follow the procedure below.  
26



1 A. Notice of Violation. In the event that the City believes that  
2 Franchisee has not complied with the terms of this Franchise, the City shall notify  
3 Franchisee in writing, by certified mail, of the nature of the alleged noncompliance.

4 B. Franchisee's Right to Cure or Respond. Except as provided in  
5 Section 4.3.D., Franchisee shall have 30 days from the receipt of notice described  
6 above to (a) respond to the City contesting the assertion of noncompliance, or  
7 (b) to cure such default or, in the event that by the nature of the default such  
8 default cannot be cured within the 30-day period, initiate steps to remedy such  
9 default as promptly as possible. The duty to cure includes the duty to cure all  
10 harms caused by the acts or omissions of Franchisee. At the end of the 30-day  
11 period, Franchisee shall notify the City in writing of the steps it has taken to cure  
12 the default, if any; if the cure is not complete, the reason it is not complete and the  
13 projected date for completion; and if the default is disputed, the complete basis for  
14 that contention.  
15

16 C. Public Hearing. The City may schedule a public hearing to  
17 investigate any alleged default. The City shall give Franchisee 20 calendar days'  
18 notice of the time and place of the hearing and provide Franchisee with an  
19 opportunity to be heard.  
20

21 D. Action after Hearing. If the City determines after such  
22 hearing that the Franchisee did not cure, or initiate steps to cure satisfactory to  
23 the City, after the notice required by Section 4.3.A. was provided, then the City  
24 may draw upon any performance bond, letter of credit, security fund or other  
25 security, including requiring performance under the guarantee; and impose  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

liquidated damages. However, notice and opportunity to cure are not required for repeat violations, or for a failure to correct a default where Franchisee knew or should have known it was in default; in such cases, the performance bond, security fund, letter of credit or other security may be drawn upon, the guarantor required to perform and liquidated damages imposed after the hearing required by Section 4.3.C.

E. Liquidated Damage Amounts. Because Franchisee's failure to comply with the provisions of this Franchise will result in injury to the City, and because it may be difficult to estimate the extent of each such injury, Franchisee and the City agree to the following liquidated damages, which provisions represent the best estimate of the damages resulting from injuries of specific types. The amounts of the liquidated damages set forth in this Franchise are in 2024 dollars and shall be increased each year by the increase in the U. S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index for Pacific Cities and U. S. City Average for the greater Seattle area. The amount of liquidated damages for all material violations of this Franchise for which actual damages may not be ascertainable shall be: \$1,000 per day for each violation for each day the violation continues. It is provided, however, that the City shall allow the Franchisee a minimum of 30 business days after notice to the Franchisee of such neglect, failure, or refusal to comply within which to meet compliance or correct performance, prior to the assessment of any liquidated damages.



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

4.4 Failure to Enforce. Franchisee shall not be relieved of any of its obligations to comply promptly with any provision of this Franchise by reason of any failure of the City to enforce prompt compliance, and the City's failure to enforce shall not constitute a waiver of rights or acquiescence in Franchisee's conduct.

4.5 Force Majeure. The Franchisee shall not be deemed in default with provisions of this Franchise where performance was rendered impossible by war or riots, civil disturbances, floods, or other natural catastrophes or events beyond the Franchisee's control; the unforeseeable unavailability of labor or materials; or power outages exceeding back-up power supplies. This Franchise shall not be revoked or the Franchisee penalized for such noncompliance, provided that the Franchisee takes immediate and diligent steps to bring itself back into compliance and to comply as soon as possible under the circumstances with this Franchise without unduly endangering the health, safety, and integrity of the Franchisee's employees, representatives or contracts, or the Franchisee's property, or the health, safety, and integrity of the public, Public Rights-of-Way, public property, or private property.

4.6 Alternative Remedies. No provision of this Franchise shall be deemed to bar the right of the City to seek or obtain judicial relief from a violation of any provision of the Ordinance or any rule, regulation, requirement or directive promulgated thereunder. Neither the existence of other remedies identified in this Franchise nor the exercise thereof shall be deemed to bar or otherwise limit the right of the City to recover monetary damages for such violation by Franchisee,



1 or to seek and obtain judicial enforcement of Franchisee's obligations by means  
2 of specific performance, injunctive relief or mandate, or any other judicial remedy  
3 at law or in equity.

4 4.7 Compliance with the Laws. Franchisee shall comply with all federal  
5 and state laws and regulations, including regulations of any administrative agency  
6 thereof, as well as all City ordinances, resolutions, rules policies and regulations  
7 heretofore or hereafter adopted or established during the entire term of the  
8 Franchise; provided that, nothing herein shall prevent Franchisee from  
9 challenging a provision of laws that applies only to it as an impairment of contract.  
10 Nothing in this Franchise shall limit the City's right of eminent domain under state  
11 law. Nothing in this Franchise shall be deemed to waive the requirements of any  
12 lawful code or resolution of the City regarding permits, fees to be paid, or manner  
13 of construction.  
14

15 SECTION 5 - COMPENSATION AND FINANCIAL PROVISIONS.  
16

17 5.1 Fees and Costs.

18 A. Franchise Fee. The City reserves the right to exercise authority  
19 it has or may acquire in the future to charge a fee for the use of the City's Rights-  
20 of-Way provided for under this Agreement, as authorized by law, and Franchisee  
21 shall in good faith endeavor to negotiate a reasonable fee in that event.  
22

23 B. Permit Fees. Franchisee shall be subject to all permit fees  
24 associated with activities undertaken through the authority granted in this  
25 Franchise Agreement or under ordinances of the City in effect on the date the  
26 permits and authorizations are issued for the affected Facilities.



1 C. Franchisee Obligated to Pay Administrative Costs. In accord  
2 with RCW 35.21.860 as presently effective, and as it may be later amended,  
3 Franchisee must pay the City an amount sufficient to recover administration  
4 expenses incurred in receiving and approving this Franchise, including, but not  
5 limited to, the reasonable costs of outside consultants retained by the City to  
6 assist in the City's consideration and processing of this Franchise application.  
7 The first \$5,000 of said expenses will be covered by the \$5,000 application fee  
8 deposited with the City. Franchisee will also pay the reasonable costs of  
9 enforcing, or, as necessary, reviewing, the provisions of this Franchise as well as  
10 costs involved with the modification, amendment, renewal, or Transfer of this  
11 Franchise, as ordered by the Franchise Services Manager, whether such costs  
12 result from accrued in-house staff time, or out-of-pocket expenses or administrative  
13 costs, as well as expenses of retaining independent technical, legal, or financial  
14 consultants or advisors, or whether relating to costs incurred due to initial System  
15 development or to future System expansion. The amount of payment to be made by  
16 Franchisee to cover these administrative costs is an amount determined to be  
17 reasonable by the Franchise Services Manager pursuant to applicable laws and  
18 regulations. Such obligation further includes municipal fees related to receiving and  
19 approving permits or licenses, inspecting plans and construction, or relating to the  
20 preparation of a detailed statement pursuant to Chapter 43.21C RCW. Said fees  
21 must be paid within 30 days of receipt of the City's billing therefor.  
22

25 D. Manner of Payment; Audit. Franchisee shall make any required  
26 fee payments in the form, intervals and manner requested by the City Treasurer,



1 and furnish him/her any information related to his/her revenue collection functions  
2 reasonably requested. In case of audit, the City Treasurer may require Franchisee  
3 to furnish a verified statement of compliance with Franchisee's obligations or in  
4 response to any questions. Said certificate may be required from an independent,  
5 certified public accountant, at Franchisee's expense. All audits will take place on  
6 Franchisee's premises or offices furnished by Franchisee, which shall be a location  
7 within the City of Tacoma or other mutually agreeable place; however, the  
8 Franchisee must agree to pay the associated costs. Franchisee agrees, upon  
9 request of the City Treasurer, to provide copies of all documents filed with any  
10 federal, state, or local regulatory agency, to be mailed to the City Treasurer on the  
11 same day as filed, postage prepaid, affecting any of Franchisee's Facilities or  
12 business operations in the City of Tacoma.

14 E. Period of Limitations. The period of limitation for recovery of  
15 any fee payable hereunder shall be six years from the date on which payment  
16 by Franchisee is due, subject to tolling as provided as a matter of law or equity.  
17 Unless within six years from and after the due date for a particular payment, the  
18 City makes written request to review Franchisee's records with respect to such  
19 fee payment (either individually or as part of a broader request) recovery shall  
20 be barred with respect to such payment and the Franchising Authority shall be  
21 estopped from asserting any claims whatsoever against Franchisee relating to  
22 any alleged deficiencies in that particular payment.

25 5.2 Performance Bond. At the same time it provides its Franchise  
26 acceptance to the City, Franchisee shall provide a performance bond to ensure the



1 faithful performance of its responsibilities under this Franchise and applicable law,  
2 including by way of example and not limitation, its obligations to relocate and  
3 remove its facilities; and to restore City Rights-of-Way and other property. The  
4 initial amount of the performance bond shall be \$15,000. The amount of the bond  
5 may be changed from time to time to reflect changed risks to the City or to the  
6 public. The Franchisee may be required to obtain additional bonds in accordance  
7 with the City's ordinary practices. The bond shall be, in a form and with a surety  
8 (authorized to do business in the state of Washington) acceptable to the City's Risk  
9 Manager and in a form acceptable to the City Attorney. Franchisee shall pay all  
10 premiums or costs associated with maintaining the bond, and shall keep the same  
11 in full force and effect at all times during the Franchise Term.  
12

13 5.3 Indemnification.

14 A. Franchisee, by accepting this Franchise, agrees to release the  
15 City from and against any and all liability and responsibility in or arising out of the  
16 construction, operation or maintenance of the Franchisee's System, and, without  
17 limiting the provisions of Section 7.4, agrees not to sue or seek any money or  
18 damages from City, its trustees, elected and appointed officials, officers, agents,  
19 and employees in connection with the above mentioned matters unless the  
20 liabilities and damages are caused by the City, its trustees, elected and appointed  
21 officials, officers, agents, and employees and the actions are not provided for under  
22 this Franchise and are not a lawful exercise of the City's governmental right or  
23 power, police power, or regulatory power.  
24  
25  
26





1 B. Franchisee agrees to indemnify, defend, and hold harmless  
2 the City, its trustees, elected and appointed officials, officers, agents, and  
3 employees, from and against any and all claims, demands, or causes of action of  
4 whatever kind or nature, and the resulting losses, costs, expenses, reasonable  
5 attorneys' fees, liabilities, damages, orders, judgments, or decrees, sustained by  
6 the City or any third party arising out of, or by reason of, or resulting from, or of  
7 the acts, errors, or omissions of the Franchisee, or its agents, independent  
8 contractors or employees related to or in any way arising out of the construction,  
9 operation, repair, or relocation of the System including but not limited to costs and  
10 reasonable attorneys' and experts' fees incurred by the City in defense thereof,  
11 arising from (a) Franchisee's breach of any environmental laws applicable to the  
12 System or (b) from any release of a hazardous substance on, from, or as a result  
13 of the System being in the Franchise Area, or (c) other activity related to the  
14 Franchise Area by Franchisee, its employees, agents, contractors, or  
15 subcontractors provided that this provision shall not apply to the extent that the  
16 claims, demands, or causes of action, resulting losses, costs, expenses,  
17 attorneys' fees, liabilities, damages, orders, judgments, or decrees result from the  
18 sole negligence of the City, its trustees, elected and appointed officers, agents, or  
19 employees. This indemnity includes but is not limited to (a) liability for a  
20 governmental agency's costs of removal or remedial action for Hazardous  
21 Substances; (b) damages to natural resources caused by Hazardous Substances,  
22 including the reasonable costs of assessing such damages; (c) liability for any  
23 other person's costs of responding to hazardous substances; (d) liability for any  
24  
25  
26



1 costs of investigation, abatement, correction, cleanup, fines, penalties, or other  
2 damages arising under any environmental laws; and (e) liability for personal  
3 injury, property damage, or economic loss arising under any statutory or common-  
4 law theory.

5 C. Franchisee shall remain solely and separately liable for the  
6 function, testing, maintenance, replacement and/or repair of the Facilities or other  
7 activities permitted hereunder.

8 D. With respect to any action brought by any employee of  
9 Franchisee against the City, Franchisee waives immunity under Title 51 RCW  
10 for the sole and limited purpose of effectuating its obligations to indemnify, hold  
11 harmless, and defend the City under this clause and affirms that the City and  
12 Franchisee have specifically negotiated this provision, as required by  
13 RCW 4.24.115, to the extent it may apply.

14 E. Except for third party claims covered under the indemnification  
15 provisions in this Franchise, in no event shall either party be liable to the other  
16 party for any incidental, special, punitive, or consequential damages arising out  
17 of or in connection with this Franchise.

18 F. This Franchise shall not create any duty on the City or any of its  
19 officials, officers, employees or agents and no liability shall arise from any action  
20 or failure to act by the City or any of its officials, officers, employees or agents in  
21 the exercise of powers reserved herein. Further, this ordinance is not intended to  
22 acknowledge, create, imply or expand any duty or liability of the City with respect  
23 to any function in the exercise of its police power or for any other purpose. Any  
24  
25  
26



1 duty that may be deemed to be created in the City hereunder shall be deemed a  
2 duty to the general public and not to any specific party, group or entity.

3 G. Franchisee agrees that the covenants and representations  
4 relating to the indemnity provided in this Section 5.3 above shall survive the  
5 term/expiration/termination of this Franchise, Special Street Use Permit, License,  
6 or other authorization, and continue in full force and effect as to the Franchisee's  
7 responsibility to indemnify, subject to Section 2.9 on Survival of Terms.

8 5.4 Franchisee Insurance.

9 A. Franchisee shall maintain, throughout the term of the  
10 Franchise, adequate insurance to protect the City, its trustees, elected and  
11 appointed officers, agents, and employees against claims and damages that  
12 may arise as a result of the construction, operation or repair of the  
13 Telecommunications System. The City makes no representation as to what  
14 constitutes adequate insurance for Franchisee's operations. The foregoing  
15 notwithstanding, Franchise must maintain at least the minimum insurance  
16 coverages and amounts set forth in TMC 16B.05.090.

17 B. The required insurance must be obtained and maintained  
18 for the entire period the Franchisee has facilities in the Public Rights-of-Way,  
19 and for six years thereafter. If the Franchisee, its contractors, or subcontractors  
20 do not have the required insurance, the City may order such entities to stop  
21 operations until the insurance is obtained and approved.

22 C. Certificates of insurance, reflecting evidence of the required  
23 insurance and naming the City as an additional insured for both ongoing and  
24



1 completed operations with all required endorsements on all required policies shall  
2 be filed with the City's Risk Manager annually. The certificate shall be filed with  
3 the acceptance of the Franchise, and annually thereafter, and as provided in E  
4 below. These certificates shall contain a provision that the insurers providing  
5 coverages afforded under these policies will not cancel same until at least 30 days'  
6 prior written notice has been given to the City.

7 D. Policies shall be issued by companies authorized to do  
8 business under the laws of the state of Washington (or issued as a surplus line  
9 by a Washington Surplus lines broker). Financial Ratings must be no less than  
10 "(A-)VII" in the latest edition of "Bests Key Rating Guide," published by A.M.  
11 Best Guide.  
12

13 E. In the event that the insurance certificate provided indicates  
14 that the insurance shall terminate or lapse during the period of the Franchise, the  
15 Franchisee shall furnish, prior to the expiration of the date of such insurance, a  
16 renewed certificate of insurance as proof that equal and like coverage has been or  
17 will be obtained prior to any such lapse or termination during the balance of the  
18 period of the Franchise.  
19

20 F. The City shall reserve the right to require any other  
21 insurance coverage it deems necessary during the term of the Franchise,  
22 depending upon the exposures.  
23

24 5.5 Security Fund. Franchisee shall establish a cash security fund or  
25 provide the City an irrevocable letter of credit in the amount of \$30,000, to secure  
26 the payment of fees owed, to secure any other performance promised in this



1 Franchise, and to pay any taxes, fees or liens owed to the City. The letter of  
2 credit shall be in a form and with an institution acceptable to the City's Director of  
3 Finance and in a form acceptable to the City Attorney. Should the City draw upon  
4 the cash security fund or letter of credit, it shall promptly notify the Franchisee,  
5 and the Franchisee shall promptly restore the fund or the letter of credit to the full  
6 required amount. The City may from time to time change the amount of the  
7 required security fund/letter of credit to reflect changes in the risks to the City and  
8 to the public, including delinquencies in taxes or other payments to the City.

9  
10 SECTION 6 - MISCELLANEOUS PROVISIONS.

11 6.1 Posting and Publication. Franchisee shall assume the cost of  
12 posting and publication of this Franchise as such posting and publication is  
13 required by law and such is payable upon Franchisee's filing of acceptance of  
14 the Franchise.

15 6.2 Guarantee of Performance. Franchisee acknowledges that it enters  
16 into the Franchise voluntarily in order to secure and in consideration of the grant  
17 from the City of a ten-year Franchise. Performance pursuant to the terms and  
18 conditions of this Franchise agreement is guaranteed by Franchisee.

19 6.3 Governing Law and Venue. The Franchise shall be governed by  
20 and construed in accordance with the laws of the state of Washington without  
21 recourse to any principles of Conflicts of Laws, and Franchisee agrees that any  
22 action brought relative to enforcement of this Franchise shall be initiated in the  
23 Superior Court of Pierce County, and shall not be removed to a federal court.  
24  
25  
26



1           6.4    Open Records and Confidentiality. Unless otherwise provided by law,  
2 information submitted as part of a Franchise application is open to public inspection  
3 and subject to the Washington Public Records Act (Chapter 42.56 RCW). It is the  
4 Franchisee’s responsibility to be familiar with the Washington Public Records Act.  
5 Franchisee may specifically identify any information it considers proprietary by  
6 marking and providing said information to City in a separate envelope marked  
7 “Proprietary Information.” In the event that: (A) the City receives a request from  
8 another party to disclose any information which the Franchisee has deemed  
9 proprietary, and if the City Attorney determines that said information may be subject  
10 to being disclosed; or (B) the City determines that the information should be  
11 disclosed in connection with its enforcement of any provision of Title 16B TMC, or in  
12 the exercise of its police or regulatory powers, then the City shall notify the  
13 Franchisee of the Franchisee’s opportunity to seek a protective order from a court  
14 with appropriate jurisdiction. In the event an action is not commenced within ten  
15 business days, the City may disclose said information. By submitting information  
16 which the Franchisee deems proprietary or otherwise exempt from disclosure, the  
17 Franchisee agrees to defend and hold harmless the City from any claim for  
18 disclosure under the Washington Public Records Act, including, but not limited to,  
19 any expenses including out-of-pocket costs and attorneys’ fees, as well as any  
20 judgment entered against the City for the attorney fees of the party requesting  
21 disclosure.  
22  
23  
24

25           6.5    No Recourse. Without limiting such immunities as the City or other  
26 Persons may have under applicable law, Franchisee shall have no monetary



1 recourse whatsoever against the City or its officials, boards, commissions, agents  
2 or employees for any loss, costs, expense or damage arising out of any provision  
3 or requirement of Title 16B or because of the enforcement of Title 16B or the City's  
4 exercise of its authority pursuant to Title 16B, this Franchise or other applicable  
5 law.

6           6.6 Notice. Unless expressly otherwise agreed between the parties,  
7 every notice, billing, or response required by this Franchise to be served upon the  
8 City or Franchisee shall be in writing, and shall be deemed to have been duly given  
9 to the required party five business days after having been posted in a properly  
10 sealed and correctly addressed envelope when hand delivered or sent by mail,  
11 postage prepaid. The notices or responses to the City shall be addressed as  
12 follows:  
13

14           City of Tacoma  
15           Municipal Services Building  
16           1224 MLK Jr Way  
17           Tacoma, WA 98405  
18           Attn: Franchise Services Manager

19           With A Copy To:

20           City Attorney  
21           747 Market Street, #1120  
22           Tacoma, WA 98402

23 The notices or responses to Franchisee shall be addressed as follows:

24           PORT OF TACOMA, Director of Contracts  
25           P.O. Box 1837  
26           Tacoma, WA 98401



With A Copy To:

1 Port General Counsel (provided the City has been informed of the Port  
2 Counsel's current address)

3 The City and Franchisee may designate such other address from time to  
4 time by giving written notice to the other, but notice cannot be required to more  
5 than one address, and the address must be within the City, except by mutual  
6 agreement.  
7

8 6.7. Corrections by City Clerk and Amendment by the Parties. Upon  
9 approval of the City Attorney, the City Clerk is authorized to make necessary  
10 corrections to this ordinance, including the correction of clerical errors; references  
11 to other local, state or federal laws, codes, rules, or regulations; or ordinance  
12 numbering and section/subsection numbering. Any other modification, change, or  
13 alteration to this Franchise shall only be effective if completed by means of a  
14 written ordinance approved by City Council approving said amendment.  
15

16 6.8 Entire Franchise. This Franchise contains the entire understanding  
17 and agreement between the parties as to the subject matter herein and no other  
18 agreements or understandings, written or otherwise, shall be binding upon the  
19 parties upon approval and acceptance of this Franchise.  
20

21 6.9 Execution. Franchisee shall execute Ordinance by means of signed  
22 acceptance of the Franchise granted hereunder within 30 days after the date of  
23 passage of the Ordinance by the City Council. The acceptance shall be submitted  
24 in the form attached hereto or other form acceptable to the City Attorney and in  
25 accepting the Franchise, Franchisee warrants that it has carefully read the terms  
26





1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

and conditions of this Franchise and unconditionally accepts all of the terms and conditions of this Franchise and agrees to abide by the same and acknowledges that it has relied upon its own investigation of all relevant facts, that it has had the assistance of counsel, that it was not induced to accept a Franchise, that this Franchise represents the entire agreement between Franchisee and the City, and that Franchisee accepts all risks related to the interpretation of this Franchise. The countersigned Ordinance and acceptance shall be returned to the City accompanied by: evidence of insurance; a payment for publication costs; billable work order deposit, and security deposit (or the letter of credit), if any.

The Franchise rights granted herein shall not become effective until all of the foregoing is received in acceptable form. In the event Franchisee fails to submit the countersigned Ordinance and acceptance as provided for herein, or fails to provide the required accompanying documents and payments, within the time limits set forth in this section, the grant of the Franchise shall be null and void.

Passed \_\_\_\_\_

Mayor: \_\_\_\_\_

Attest: City Clerk

\_\_\_\_\_

Approved as to form

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



ACCEPTANCE OF CITY FRANCHISE

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Ordinance No. \_\_\_\_\_, effective \_\_\_\_\_, 2024

I, \_\_\_\_\_, am the \_\_\_\_\_, of  
PORT OF TACOMA and am the authorized representative to accept the  
above-referenced City franchise ordinance on behalf of the Franchisee.

I certify that this franchise and all terms and conditions thereof are  
accepted by Franchisee without qualification or reservation.

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

By \_\_\_\_\_  
Its \_\_\_\_\_

Approved as to form:

\_\_\_\_\_  
General Counsel, Port of Tacoma



SCHEDULE I

“Franchised Area”

A meandering 5 Foot wide strip lying within the northerly 75 feet of the Port of Tacoma Road Right of Way described as follows:

Beginning at a point 45 Feet easterly of the intersection of East 11th Street, as vacated by City of Tacoma Ordinance 15312 dated April 18, 1955 and the extended northerly margin of Port of Tacoma Road as dedicated per the Corrected Plat of Port of Tacoma Industrial Development District, First Addition recorded March 20, 1957 under Auditor's File Number 1782439, records of Pierce County, Washington; thence Southeasterly, within said Port of Tacoma Road Right of Way, to a point lying 250 Feet Easterly of the easterly margin of Lincoln Avenue and the Terminus of this described strip.

As further depicted within the As-Build drawings attached hereto and incorporated herein by this reference.

All situate in the Northeast and Southeast Quarter of Section 34, and the Southwest Quarter of Section 35, Township 21 North, Range 3 East of the W.M., City of Tacoma, County of Pierce, State of Washington

Together with

ALL THAT PORTION OF THE FOLLOWING DESCRIBED 5 FOOT WIDE STRIP OF LAND LYING WITHIN THE EAST 11TH STREET, MILWAUKEE WAY AND LINCOLN AVENUE RIGHT OF WAYS, LYING 2.5 FEET ON EACH SIDE OF THE FOLLOWING DESCRIBED CENTER LINE:

COMMENCING AT A BRASS DISK AT THE INTERSECTION OF EAST 11TH STREET AND TAYLOR WAY, SAID MONUMENT ALSO BEING PORT OF TACOMA CONTROL POINT NO. 184, AS SHOWN ON PORT OF TACOMA 2007 SURVEY CONTROL MAP TITLED "BLAIR-HYLEBOS PENINSULA SURVEY CONTROL MAP"; THENCE SOUTH 44°06'22" WEST, 4,652.71 FEET TO A BRASS DISK SET IN A MONUMENT CASE AT THE INTERSECTION OF EAST 11TH STREET AND THORNE ROAD, SAID MONUMENT ALSO BEING PORT OF TACOMA CONTROL POINT NO. 925 AS SHOWN ON AFORESAID MAP; THENCE SOUTH 50°20'25" WEST, 830.42 FEET, MORE OR LESS, TO THE NORTHERN MARGIN OF EAST 11TH STREET AND THE POINT OF BEGINNING; THENCE SOUTH 43°27'34" EAST ALONG AN UNDERGROUND CONDUIT ROUTE, 125.15 FEET;



1 THENCE SOUTH 43°44'19" WEST, 113.27 FEET TO A POLE AND  
2 TRANSITION TO AERIAL CABLE ROUTE;  
3 THENCE CONTINUING SOUTH 43°44'19" WEST ALONG SAID AERIAL  
4 CABLE ROUTE, 54.06 FEET;  
5 THENCE SOUTH 30°49'29" EAST, 1444.88 FEET;  
6 THENCE SOUTH 29°39'29" EAST, 213.86 FEET;  
7 THENCE SOUTH 27°40'58" EAST, 255.85 FEET; THENCE SOUTH 26°57'56"  
8 EAST, 246.82 FEET; THENCE SOUTH 29°27'07" EAST, 250.17 FEET;  
9 THENCE SOUTH 35°28'43" EAST, 246.79 FEET; THENCE SOUTH 29° 24'46"  
10 EAST, 253.39 FEET;  
11 THENCE NORTH 59°58'41" EAST, 91.67 FEET TO A POLE AND  
12 TRANSITION TO UNDERGROUND CONDUIT ROUTE;  
13 THENCE SOUTH 06°02'25" WEST ALONG SAID UNDERGROUND CONDUIT  
14 ROUTE, 27.20 FEET;  
15 THENCE SOUTH 31°27'14" EAST, 351.14 FEET;  
16 THENCE SOUTH 39°46'07" EAST, 89.31 FEET;  
17 THENCE SOUTH 52°47'35" EAST, 9.53 FEET;  
18 THENCE SOUTH 79°15'18" EAST, 9.53 FEET;  
19 THENCE NORTH 89° 29'00" EAST, 18.95 FEET;  
20 THENCE SOUTH 77°10'44" EAST, 12.15 FEET; THENCE SOUTH 51°15'42"  
21 EAST, 14.59 FEET; THENCE SOUTH 04°14'24" EAST, 85.59 FEET; THENCE  
22 SOUTH 13°33'24" EAST, 14.48 FEET; THENCE SOUTH 30°08'00" EAST,  
23 14.48 FEET;  
24 THENCE SOUTH 41°36'50" EAST, 102.36 FEET, MORE OR LESS, TO THE  
25 EASTERN MARGIN OF MILWAUKEE WAY AND THE TERMINUS OF THIS  
26 DESCRIBED LINE.

16 THE SIDELINES OF WHICH ARE TO BE LENGTHENED OR SHORTENED  
17 AS NEEDED TO INTERSECT EACH OTHER AT ALL ANGLE POINTS AND  
18 THE MARGINS OF EAST 11TH STREET, MILWAUKEE WAY AND LINCOLN  
19 AVENUE.

19 TOGETHER WITH  
20 ALL THAT PORTION OF THE FOLLOWING DESCRIBED 5 FOOT WIDE  
21 STRIP OF LAND LYING WITHIN THE MARSHALL AVENUE RIGHT OF WAY,  
22 LYING 2.5 FEET ON EACH SIDE OF THE FOLLOWING DESCRIBED  
23 CENTER LINE:

23 COMMENCING AT A BRASS DISK AT THE INTERSECTION OF EAST 11 TH  
24 STREET AND TAYLOR WAY, SAID MONUMENT ALSO BEING PORT OF  
25 TACOMA CONTROL POINT NO. 184, AS SHOWN ON PORT OF TACOMA  
26 2007 SURVEY CONTROL MAP TITLED "BLAIR-HYLEBOS PENINSULA  
SURVEY CONTROL MAP"; THENCE SOUTH 44°06'22" WEST, 4,652.71 FEET  
TO A BRASS DISK SET IN A MONUMENT CASE AT THE INTERSECTION  
OF EAST 11TH STREET AND THORNE ROAD, SAID MONUMENT ALSO



1 BEING PORT OF TACOMA CONTROL POINT NO. 925 AS SHOWN ON  
2 AFORESAID MAP;  
3 THENCE SOUTH 21° 29'58" EAST, 4,968.41 FEET, MORE OR LESS, TO THE  
4 NORTHERN MARGIN OF MARSHALL AVENUE AND THE POINT OF  
5 BEGINNING; THENCE SOUTH 38° 13'32" EAST ALONG A UNDERGROUND  
6 CONDUIT ROUTE, 2.42 FEET;  
7 THENCE SOUTH 79°47'16" EAST, 3.98 FEET;  
8 THENCE NORTH 58°39'00" EAST, 27.02 FEET;  
9 THENCE SOUTH 31°21'00" EAST, 75.20 FEET, MORE OR LESS, TO THE  
10 SOUTHERN MARGIN OF SAID MARSHALL AVENUE AND THE TERMINUS  
11 OF THIS DESCRIBED LINE.

12 THE SIDELINES OF WHICH ARE TO BE LENGTHENED OR SHORTENED  
13 AS NEEDED TO INTERSECT EACH OTHER AT ALL ANGLE POINTS AND  
14 THE MARGINS OF MARSHALL AVENUE.

15 TOGETHER WITH

16 ALL THAT PORTION OF THE FOLLOWING DESCRIBED 5 FOOT WIDE  
17 STRIP OF LAND LYING WITHIN THE PORT OF TACOMA ROAD RIGHT OF  
18 WAY, LYING 2.5 FEET ON EACH SIDE OF THE FOLLOWING DESCRIBED  
19 CENTER LINE:

20 COMMENCING AT A BRASS DISK AT THE INTERSECTION OF EAST 11TH  
21 STREET AND TAYLOR WAY, SAID MONUMENT ALSO BEING PORT OF  
22 TACOMA CONTROL POINT NO. 184, AS SHOWN ON PORT OF TACOMA  
23 2007 SURVEY CONTROL MAP TITLED "BLAIR-HYLEBOS PENINSULA  
24 SURVEY CONTROL MAP"; THENCE SOUTH 44°06'22" WEST, 4,652.71  
25 FEET TO A BRASS DISK SET IN A MONUMENT CASE AT THE  
26 INTERSECTION OF EAST 11TH STREET AND THORNE ROAD, SAID  
MONUMENT ALSO BEING PORT OF TACOMA CONTROL POINT NO. 925  
AS SHOWN ON AFORESAID MAP;  
THENCE SOUTH 41°56'25" WEST, 8,773.94 FEET, MORE OR LESS, TO THE  
WESTERN MARGIN OF PORT OF TACOMA ROAD AND THE POINT OF  
BEGINNING;  
THENCE NORTH 77°45'15" EAST ALONG AN UNDERGROUND CONDUIT  
ROUTE, 48.24 FEET;  
THENCE SOUTH 75°04'30" EAST, 132.35 FEET;  
THENCE NORTH 71°48'57" EAST, 9.40 FEET;  
THENCE NORTH 10°20'58" EAST, 19.84 FEET;  
THENCE NORTH 38°28'24" EAST, 101.73 FEET, MORE OR LESS, TO THE  
EASTERN MARGIN OF SAID PORT OF TACOMA ROAD AND THE  
TERMINUS OF THIS DESCRIBED LINE.



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

THE SIDELINES OF WHICH ARE TO BE LENGTHENED OR SHORTENED AS NEEDED TO INTERSECT EACH OTHER AT ALL ANGLE POINTS AND THE MARGINS OF PORT OF TACOMA ROAD.

TOGETHER WITH ALL THAT PORTION OF THE FOLLOWING DESCRIBED 5 FOOT WIDE STRIP OF LAND LYING WITHIN THE ALEXANDER AVENUE RIGHT OF WAY, LYING 2.5 FEET ON EACH SIDE OF THE FOLLOWING DESCRIBED CENTER LINE:

COMMENCING AT A BRASS DISK AT THE INTERSECTION OF EAST 11TH STREET AND TAYLOR WAY, SAID MONUMENT ALSO BEING PORT OF TACOMA CONTROL POINT NO. 184, AS SHOWN ON PORT OF TACOMA 2007 SURVEY CONTROL MAP TITLED "BLAIR-HYLEBOS PENINSULA SURVEY CONTROL MAP"; THENCE SOUTH 44°06'22" WEST, 4,652.71 FEET TO A BRASS DISK SET IN A MONUMENT CASE AT THE INTERSECTION OF EAST 11TH STREET AND THORNE ROAD, SAID MONUMENT ALSO BEING PORT OF TACOMA CONTROL POINT NO. 925 AS SHOWN ON AFORESAID MAP; THENCE SOUTH 64°21'18" EAST, 10,141.65 FEET, MORE OR LESS, TO THE WESTERN MARGIN OF ALEXANDER AVENUE AND THE POINT OF BEGINNING; THENCE SOUTH 08°11'07" EAST ALONG AN AERIAL CABLE ROUTE, 130.23 FEET TO A POLE AND TRANSITION TO UNDERGROUND CONDUIT ROUTE; THENCE SOUTH 12°53'24" EAST ALONG SAID UNDERGROUND CONDUIT ROUTE, 13.31 FEET; THENCE SOUTH 08°08'20" EAST, 6.75 FEET; THENCE SOUTH 23°15'58" WEST, 2.59 FEET; THENCE SOUTH 48°49'20" WEST, 11.63 FEET; THENCE SOUTH 25°42'23" WEST, 2.36 FEET; THENCE SOUTH 02°35'25" WEST, 5.62 FEET; THENCE SOUTH 06°36'02" EAST, 92.60 FEET; THENCE SOUTH 01°03'53" EAST, 53.13 FEET; THENCE SOUTH 00°49'08" WEST, 53.30 FEET; THENCE NORTH 90°00'00" EAST, 40.91 FEET; THENCE SOUTH 00°00'00" EAST, 85.79 FEET; THENCE SOUTH 22°27'52" WEST, 4.48 FEET; THENCE NORTH 87°10'43" WEST, 44.80 FEET; THENCE NORTH 88°37'36" WEST, 31.06 FEET, MORE OR LESS, TO THE WESTERN MARGIN OF ALEXANDER AVENUE AND THE TERMINUS OF THIS DESCRIBED LINE.

THE SIDELINES OF WHICH ARE TO BE LENGTHENED OR SHORTENED AS NEEDED TO INTERSECT EACH OTHER AT ALL ANGLE POINTS AND THE MARGINS OF ALEXANDER AVENUE.

TOGETHER WITH



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

ALL THAT PORTION OF THE FOLLOWING DESCRIBED 5 FOOT WIDE STRIP OF LAND LYING WITHIN THE ALEXANDER AVENUE RIGHT OF WAY, LYING 2.5 FEET ON EACH SIDE OF THE FOLLOWING DESCRIBED CENTER LINE: COMMENCING AT A BRASS DISK SET IN A MONUMENT CASE AT THE INTERSECTION OF EAST 11TH STREET AND THORNE ROAD, SAID MONUMENT ALSO BEING PORT OF TACOMA CONTROL POINT NO. 925, AS SHOWN ON PORT OF TACOMA 2007 SURVEY CONTROL MAP TITLED "BLAIR-HYLEBOS PENINSULA SURVEY CONTROL MAP"; THENCE NORTH 44°06'22" EAST, 4652.71 FEET TO A BRASS DISK AT THE INTERSECTION OF EAST 11TH STREET AND TAYLOR WAY, SAID MONUMENT ALSO BEING PORT OF TACOMA CONTROL POINT NO. 184 AS SHOWN ON AFORESAID MAP; THENCE SOUTH 46°03'53" WEST, 713.74 FEET, MORE OR LESS, TO THE WESTERN MARGIN OF ALEXANDER AVENUE AND THE POINT OF BEGINNING; THENCE NORTH 39°13'35" EAST ALONG AN UNDERGROUND CONDUIT ROUTE, 3.70 FEET; THENCE NORTH 06°21 '13" WEST, 10.84 FEET THENCE NORTH 32°48'31" EAST, 18.14 FEET TO A POLE AND TRANSITION TO AN AERIAL CABLE ROUTE; THENCE SOUTH 43°35'16" EAST, 553.55 FEET; THENCE SOUTH 45°53'19" EAST, 1,066.87 FEET; THENCE SOUTH 45°28'32" EAST, 539.86 FEET; THENCE SOUTH 46°27'17" EAST, 317.66 FEET; THENCE SOUTH 45°50'47" EAST, 488.10 FEET; THENCE SOUTH 46°06'51" EAST, 521.77 FEET; THENCE SOUTH 45°27'54" EAST, 636.20 FEET; THENCE SOUTH 46°08'28" EAST, 211.08 FEET; THENCE SOUTH 45°47'47" EAST, 642.45 FEET; THENCE SOUTH 46°18'25" EAST, 204.48 FEET; THENCE SOUTH 45°54'44" EAST, 633.99 FEET; THENCE SOUTH 17°11 '43" WEST, 25.62 FEET, MORE OR LESS, TO THE WESTERN MARGIN OF ALEXANDER AVENUE AND THE TERMINUS OF THIS DESCRIBED LINE. THE SIDELINES OF WHICH ARE TO BE LENGTHENED OR SHORTENED AS NEEDED TO INTERSECT EACH OTHER AT ALL ANGLE POINTS AND THE MARGINS OF ALEXANDER AVENUE. TOGETHER WITH ALL THAT PORTION OF THE FOLLOWING DESCRIBED 5 FOOT WIDE STRIP OF LAND LYING WITHIN THE EAST 11TH STREET RIGHT OF WAY, LYING 2.5 FEET ON EACH SIDE OF THE FOLLOWING DESCRIBED CENTER LINE: COMMENCING AT A BRASS DISK AT THE INTERSECTION OF EAST 11TH STREET AND TAYLOR WAY, SAID MONUMENT ALSO BEING PORT OF TACOMA CONTROL POINT NO. 184, AS SHOWN ON PORT OF TACOMA



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

2007 SURVEY CONTROL MAP TITLED "BLAIR-HYLEBOS PENINSULA SURVEY CONTROL MAP"; THENCE SOUTH 44°06'22" WEST, 4,652.71 FEET TO A BRASS DISK SET IN A MONUMENT CASE AT THE INTERSECTION OF EAST 11TH STREET AND THORNE ROAD, SAID MONUMENT ALSO BEING PORT OF TACOMA CONTROL POINT NO. 925 AS SHOWN ON AFORESAID MAP;  
THENCE SOUTH 46°53'16" WEST, 1,034.56 FEET, MORE OR LESS, TO THE NORTHERN MARGIN OF EAST 11TH STREET AND THE POINT OF BEGINNING; THENCE SOUTH 29°02'00" EAST ALONG A UNDERGROUND CONDUIT ROUTE, 104.58 FEET, MORE OR LESS, TO THE SOUTHERN MARGIN OF SAID EAST 11TH STREET AND THE TERMINUS OF THIS DESCRIBED LINE.  
THE SIDELINES OF WHICH ARE TO BE LENGTHENED OR SHORTENED AS NEEDED TO INTERSECT EACH OTHER AT ALL ANGLE POINTS AND THE MARGINS OF EAST 11TH STREET.  
NOTE: THE TOTAL LENGTH OF AERIAL LINE IS 9,029 FEET AND THE TOTAL LENGTH OF THE UNDERGROUND LINE IS 1,994 FEET. TOTAL OVERALL LENGTH FOR BOTH LINES IS 11,023 FEET.





# ORDINANCE NO. 29001

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the  
 2 Tacoma Municipal Code to implement rates of pay and compensation for  
 3 certain represented and nonrepresented employees and make changes in  
 4 classifications to reflect the organizational structure; and declaring the  
 5 effective dates thereof.

6 WHEREAS the ordinance provides for wage increases as negotiated for  
 7 represented classifications contained within the collective bargaining agreements,  
 8 and other related documents, with the Tacoma Fire Fighters Union, Local 31, and  
 9 the Professional Public Safety Management Association, for Fire titles only,  
 10 effective January 1, 2025, and

11 WHEREAS the ordinance amends Section 1.12.180 of the Tacoma  
 12 Municipal Code to increase the standby pay rate for eligible nonrepresented  
 13 employees from \$3.75 to \$4.50 per hour, effective January 1, 2025, and

14 WHEREAS the ordinance provides a general wage increase of 2.75 percent  
 15 for all nonrepresented classifications, excluding the positions of City Manager and  
 16 Utilities Director, and

17 WHEREAS the ordinance maintains current wage rates for the  
 18 classifications of Community Services Officer, Engineering Support Supervisor,  
 19 Associate Planner, Principal Planner, and Senior Planner pending accretion  
 20 bargaining, as well as incumbents in the classifications of Regulatory Compliance  
 21 Analyst, Principal Regulatory Compliance Analyst, Senior Regulatory Compliance  
 22 Analyst, and Skilled Occupational Intern that are assigned within the Planning and  
 23 Development Services Department only, and  
 24  
 25  
 26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

WHEREAS in addition, the ordinance provides compensation adjustments for the classifications of Principal Associate Civil Engineer, Principal Associate Electrical Engineer, Continuous Improvement Consultant, Continuous Improvement Manager, Office Manager, Fire Chief, and Police Chief, and

WHEREAS the ordinance will also provide for the following: (1) the addition of eight new unclassified, nonrepresented classifications and four new classified, nonrepresented classifications; (2) changes to the titles of 28 nonrepresented classifications and provide for a change in the overtime designation for 19 classifications from exempt to nonexempt in order to comply with FLSA requirements; and (3) the deletion of two classifications and one application of rate that are no longer needed; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.180 of the Tacoma Municipal Code (“TMC”) is hereby amended, effective January 1, 2025, to read as follows:

**1.12.180 Standby pay.**

Employees shall be eligible for standby pay pursuant to applicable collective bargaining agreements when assigned as a member of a standby crew for possible call to work in the event of an emergency. Non-represented employees may be eligible for standby pay of ~~\$3.75~~4.50 per hour when assigned and approved by a Department Director. Exempt employees (overtime Category D or E) are not eligible for standby pay unless such pay is provided for in a collective bargaining agreement or the department has received prior written approval from the Human Resources Director, based on documented, critical business need.

Section 2. That Section 1.12.355 of the TMC is hereby amended, effective January 1, 2025, to read as follows:



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>34.10</u>	<u>35.81</u>	<u>40.82</u>	<u>42.86</u>	<u>45.00</u>	<u>47.25</u>
4002		Fire Lieutenant	<u>54.47</u>	<u>57.20</u>				
4003		Fire Captain	<u>62.64</u>	<u>65.77</u>				
4004		Fire Chief Battalion	<u>72.04</u>	<u>75.64</u>				
4005		Fire Battalion Chief Aide	<u>54.47</u>	<u>57.20</u>				
4006		Firefighter-Paramedic	<u>51.92</u>	<u>54.52</u>				
4008	A	Fire Medical Services Officer	<u>89.35</u>	<u>93.82</u>				
4011		Fire Boat Pilot	<u>54.47</u>	<u>57.20</u>				
4015		Fire Inspector	<u>62.84</u>	<u>65.98</u>				
4016		Fire Marshal Deputy	<u>72.26</u>	<u>75.87</u>				
4017		Fire Marshal	<u>81.67</u>	<u>85.77</u>				
4022		Harbor Master Deputy	<u>73.94</u>	<u>77.64</u>				
4101		Fire Communications Center Lieutenant	<u>67.53</u>	<u>70.92</u>				
4102		Fire Captain Dispatcher	<u>75.97</u>	<u>79.79</u>				
4103	A	Fire Communications Center Supervisor	<u>81.67</u>	<u>85.77</u>				

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>35.13</u>	<u>36.89</u>	<u>42.05</u>	<u>44.15</u>	<u>46.36</u>	<u>48.68</u>
4002		Fire Lieutenant	<u>56.11</u>	<u>58.91</u>				
4003		Fire Captain	<u>64.53</u>	<u>67.75</u>				
4004		Fire Chief Battalion	<u>74.21</u>	<u>77.91</u>				
4005		Fire Battalion Chief Aide	<u>56.11</u>	<u>58.91</u>				
4006		Firefighter-Paramedic	<u>53.48</u>	<u>56.15</u>				
4008	A	Fire Medical Services Officer	<u>92.03</u>	<u>96.64</u>				
4011		Fire Boat Pilot	<u>56.11</u>	<u>58.91</u>				
4015		Fire Inspector	<u>64.72</u>	<u>67.96</u>				
4016		Fire Marshal Deputy	<u>74.42</u>	<u>78.14</u>				
4017		Fire Marshal	<u>84.14</u>	<u>88.35</u>				
4022		Harbor Master Deputy	<u>76.16</u>	<u>79.97</u>				
4101		Fire Communications Center Lieutenant	<u>69.57</u>	<u>73.05</u>				
4102		Fire Captain Dispatcher	<u>78.27</u>	<u>82.18</u>				
4103	A	Fire Communications Center Supervisor	<u>84.14</u>	<u>88.34</u>				



Section 3. 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
0764	A	Fire Chief, Assistant	<del>103.70</del>	<del>108.88</del>	<del>114.32</del>	<del>120.04</del>
0765	A	Fire Chief, Deputy	<del>111.48</del>	<del>117.05</del>	<del>122.90</del>	<del>129.04</del>

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<u>106.81</u>	<u>112.15</u>	<u>117.76</u>	<u>123.65</u>
0765	A	Fire Chief, Deputy	<u>114.82</u>	<u>120.56</u>	<u>126.59</u>	<u>132.92</u>

Section 4. That Section 1.12.355 of the TMC is hereby amended,  
 effective January 1, 2025, to read as set forth in the attached Exhibit "A."

Section 5. That Section 1.12.640 of the TMC is hereby amended,  
 effective January 1, 2025, to read as follows:

**1.12.640 Application of additional rates.**

\* \* \*

~~P1170 A Mobile Unit Registered Nurse (CSC P117) will be eligible to receive an application of rate of 7 percent to acknowledge the additional unusual risk faced in providing clinical care as part of the evolving area of alternative response to Police and Fire.~~

\* \* \*

Section 6. That Sections 1, 2, 3, 4 and 5 are effective January 1, 2025.

Passed \_\_\_\_\_

\_\_\_\_\_  
 Mayor

Attest:

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

Approved as to form:

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

**Ordinance No. 29001**

**Amended 12-10-2024**

**EXHIBIT “A”**

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0010	A	Account Relationship Manager	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P0020	A	Advanced Registered Nurse Practitioner	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0010	A	Applications/Systems Engineer	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	E
T0020	A	Applications/Systems Engineer, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
T0030	A	Applications/Systems Engineer, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0030		Arts Program Administrator	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0040		Arts Program Planner	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P0050	A	Assistant City Attorney	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
M0030	A	Assistant Director, Community & Economic Development	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
M0040	A	Assistant Director, Environmental Services	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0050	A	Assistant Director, Equity & Human Rights	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
M0060	A	Assistant Director, Finance	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0070	A	Assistant Director, Human Resources	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
M0080	A	Assistant Director, Information Technology	98.91	103.86	109.05	114.50	120.23	126.24	132.55	135.86	139.26	D
M0090	A	Assistant Director, Neighborhood & Community Services	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
M0100	A	Assistant Director, Planning & Development Services	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
M0110	A	Assistant Director, Public Works	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0120	A	Assistant Director, Retirement System	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
M0130	A	Assistant Director, Tacoma Venues & Events	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P1720	A	Assistant Division Manager, Customer Service	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
T0040	A	Assistant Division Manager, Engineering	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0060	A	Assistant Division Manager, Environmental Services	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P2080	A	Assistant Division Manager, Financial Services	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P0070	A	Assistant Division Manager, Planning & Development	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P0080	A	Assistant Division Manager, Public Works	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P0090	A	Assistant Division Manager, Water Utility	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
M0470	A	Assistant Section Manager, Power Utility	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0140	A	Assistant to the City Manager	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
M0480	A	Assistant Utilities Technology Director	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
T0060	A	Associate Civil Engineer	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
T0070	A	Associate Civil Engineer, Principal	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
T0080	A	Associate Civil Engineer, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
T0090	A	Associate Electrical Engineer	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	E
T0100	A	Associate Electrical Engineer, Principal	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	E
T0110	A	Associate Electrical Engineer, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	E
T0120	A	Associate Power Systems Engineer	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	E
T0130	A	Associate Power Systems Engineer, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	E
P0100	A	Behavioral Health Case Manager	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
P0110	A	Behavioral Health Crisis Responder	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0120	A	Booking Manager	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
M0150	A	Budget Officer	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P0130		Business & Economic Development Analyst	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P0140		Business & Economic Development Analyst, Associate	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
P0150	A	Business & Economic Development Program Manager	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
P0160	A	Business Services Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0170		Business Services Analyst, Associate	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
P0180	A	Business Services Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0190	A	Business Services Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0200	A	Business Systems Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0210		Business Systems Analyst, Associate	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P0220	A	Business Systems Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0230	A	Business Systems Analyst, Senior	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
M0160	A	Chief Deputy City Attorney	79.63	83.64	87.79	92.18	96.79	101.63	106.74	109.38	112.14	D
P0240	A	Chief Fire Code Official	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
M0170	A	Chief Government Affairs Officer	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P0250	A	Chief of Staff, Police	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0260	A	Chief Strategy Officer	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
M0180	A	City Attorney	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70	D
P0270	A	City Clerk	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
M0190	A	City Treasurer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
T0140	A	Civil Engineer PE, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
T0150	A	Civil Engineer, PE	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P0280	A	Civil Rights Investigator	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
N0010	A	Client Technology Support Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
T0160	A	Client Technology Support Supervisor	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	E
P0290	A	Communications & Marketing Analyst	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P0300		Communications & Marketing Analyst, Associate	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
P0310	A	Communications & Marketing Analyst, Principal	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
P0320	A	Communications & Marketing Analyst, Senior	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
A0010		Communications & Marketing Specialist	31.10	32.66	34.29	36.00	37.80	39.69	41.67	42.74	43.78	A
P0330		Community Resources Analyst	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P0340	A	Community Resources Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0350	A	Community Resources Analyst, Senior	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0360	A	Continuous Improvement Consultant	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P0370	A	Continuous Improvement Consultant, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0380	A	Continuous Improvement Consultant, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0390	A	Contract/Program Auditor	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
M0200	A	Controller	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P0400	A	Court Administrator	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
A0020	A	Court Operations Supervisor	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
P0410	A	Criminal Justice Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0420		Customer Service Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0430	A	Customer Service Analyst, Principal	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1980	A	Customer Service Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
T0530	A	Dam Safety Engineer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
T0550	A	Data Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
T0190	A	Data Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0200	A	Data Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
T0210	A	Data Architecture Manager	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
T0170		Data Dashboard Analyst	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
T0180	A	Data Dashboard Analyst, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
T0220	A	Data Scientist	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0450	A	Day-Ahead Energy Trader	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
D0010		Department Aide	16.28	17.09	17.94	18.84	19.78	20.77	21.81	22.90	24.05	A
P0460	A	Department Emergency Management Officer	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0470	A	Deputy City Attorney	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
P0480	A	Deputy City Attorney, Senior	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
M0210	A	Deputy City Manager	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70	D
P0490	A	Deputy Retirement Investment Officer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0500	A	Development Services Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0510	A	Development Services Program Coordinator	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P2090	A	Development Services Program Coordinator Supervisor	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
N0020		Development Services Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	A
N0030		Development Services Specialist, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	A
M0230	A	Director, Communications	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
M0240	A	Director, Community & Economic Development	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0220	A	Director, Environmental Services	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
M0250	A	Director, Equity & Human Rights	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
M0260	A	Director, Finance (CFO)	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
M0270	A	Director, Human Resources	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0280	A	Director, Information Technology	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70	D
M0290	A	Director, Neighborhood & Community Services	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0300	A	Director, Planning & Development	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0310	A	Director, Public Works	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
M0320	A	Director, Retirement System	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0330	A	Director, Safety	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0340	A	Director, Tacoma Venues & Events	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D



Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0530	A	Division Manager, Arts Administration	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
P0540	A	Division Manager, Business Services	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0550	A	Division Manager, Community & Economic Development	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
P0560	A	Division Manager, Customer Service	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
T0230	A	Division Manager, Engineering	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P0570	A	Division Manager, Environmental Services	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0590	A	Division Manager, Financial Services	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0600	A	Division Manager, Fleet & Facilities	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
T0240	A	Division Manager, Information Technology	79.63	83.61	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
P0610	A	Division Manager, Labor Relations	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P2100	A	Division Manager, Market Research & Development	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P1990	A	Division Manager, Neighborhood & Community Services	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
P0620	A	Division Manager, Planning & Development	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
P0630	A	Division Manager, Public Works	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0640	A	Division Manager, Television & Video Production	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
P0650	A	Division Manager, Water Utility	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0660	A	Education & Outreach Liaison	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P0670		Education & Outreach Liaison, Associate	31.10	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78	A
P0680	A	Education & Outreach Liaison, Principal	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0690	A	Education & Outreach Liaison, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
T0250	A	Electrical Engineer PE, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
T0260	A	Electrical Engineer, PE	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P0700	A	Emergency Management Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0710	A	Emergency Management Officer, Chief	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
S0010		Engineering Intern	31.10	32.66	34.29	36.00	37.80					A
T0270	A	Engineering Project Manager	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
T0540	A	Engineering Project Manager, Principal	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
T0290	A	Engineering Project Manager, Senior	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
T0300	A	Enterprise Data Architecture Manager	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0720	A	Equal Employment Opportunity Officer	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
P0730	A	Equity Programs Consultant	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0740	A	Equity Programs Consultant, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P2040	A	Equity Programs Consultant, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
A0030		Equity Programs Specialist	31.40	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78	A
A0040		Equity Programs Specialist, Senior	38.63	40.56	42.59	44.72	46.96	49.34	51.78	53.07	54.40	D
N0050		Events AV/Production Technician	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P0760	A	Executive Assistant	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0770	A	Financial Services Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0780	A	Financial Services Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P2070	A	Financial Services Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
A0050	A	Financial Services Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
M0350	A	Fire Chief	123.09	129.24	135.70	142.49	146.05	149.70				D
P0790	A	Fleet & Facilities Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0800		Fleet & Facilities Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.34	51.78	53.07	54.40	D
P0810	A	Fleet & Facilities Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
N0060	A	Fleet & Facilities Field Supervisor	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0820	A	Government Affairs Advisor	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
P0830	A	Government Affairs Advisor, Senior	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D
P0840	A	Government Affairs Officer	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P0850	A	Guest Experience Manager	38.63	40.56	42.59	44.72	46.96	49.34	51.78	53.07	54.40	D
M0360	A	Hearing Examiner	79.63	83.64	87.79	92.18	96.79	101.63	106.74	109.38	112.14	D
P0880	A	Housing Analyst	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P0890	A	Housing Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P0900	A	Housing Analyst, Senior	38.63	40.56	42.59	44.72	46.96	49.34	51.78	53.07	54.40	D
N0070		Housing Specialist	31.40	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78	A
P0910	A	Human Resources Consultant, Senior	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
T0310	A	Information Technology Security Analyst	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
T0320	A	Information Technology Security Analyst, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	E
T0330	A	Information Technology Security Analyst, Senior	55.47	58.24	61.15	64.24	67.42	70.79	74.33	76.19	78.09	E
P2110	A	Instructional Designer	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P0960	A	Instructional Designer, Principal	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
P0970	A	Instructional Designer, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0930	A	Labor Negotiator	59.62	62.60	65.73	69.02	72.47	76.09	79.89	84.89	83.94	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1970	A	Labor Negotiator, Public Safety	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P0940	A	Labor Relations Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P0950	A	Language Access Program Coordinator	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
A0060		Legal Assistant	31.40	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78	A
A0070		LEOFF I Pension Specialist	31.40	32.66	34.29	36.00	37.80	39.69	41.67	42.71	43.78	A
P0980	A	Licensed Legal Intern	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P0990	A	Management Fellow	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
A0080		Management Support Technician, Senior	28.93	30.38	31.90	33.49	35.16	36.92	38.77	39.74	40.73	A
P1000	A	Manager, Business Services	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P2120	A	Manager, Communications & Marketing	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P1010	A	Manager, Continuous Improvement	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0350	A	Manager, Engineering	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	E
P1020	A	Manager, Enterprise Safety	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1030	A	Manager, Financial Services	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P1040	A	Manager, Fire Training & Accreditation	64.40	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P1050	A	Manager, Fleet & Facilities Operations	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	E
P1060	A	Manager, Human Resources	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P2130	A	Manager, Market Research & Development	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P1070	A	Manager, Natural Resources	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P2140	A	Manager, Physical Security	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P2150	A	Manager, Planning	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0360	A	Manager, Power Systems Engineering	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	E
P2000	A	Manager, Power Utility	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	E
P1110	A	Manager, Public Disclosure	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P2060	A	Manager, Real Property	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1120	A	Manager, Sustainability	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
T0370	A	Manager, Technology	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P1130	A	Manager, Television Station	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
M0370	A	Manager, Training & Development	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1140	A	Manager, Venues & Events Services	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P2160	A	Market Research & Development Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1160	A	Market Research & Development Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1150	A	Market Research & Development Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
N0090		Master Control Programmer	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P1180	A	Natural Resources Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1190	A	Natural Resources Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P1200	A	Natural Resources Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P2050	A	Natural Resources Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
N0100	A	Natural Resources Field Supervisor	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	A
N0110		Natural Resources Field Technician	28.93	30.38	31.90	33.49	35.16	36.92	38.77	39.74	40.73	A
A0090	A	Office Administrator	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
A0100	A	Office Manager	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P1210	A	Operations Manager, Parking	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1220	A	Operations Manager, Surface & Wastewater	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1230	A	Operations Manager, Water Operations & Maintenance	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0380	A	Operations Technology Engineer	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	E
T0390	A	Operations Technology Engineer, Associate	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	E
T0400	A	Operations Technology Engineer, Principal	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	E
T0410	A	Operations Technology Engineer, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	E
A0110	A	Paralegal	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P2170	A	Physical Security Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	54.04	58.47	D
P2180	A	Physical Security Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1270	A	Plans Examiner	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1280	A	Plans Examiner, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P1290	A	Plans Examiner, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
M0380	A	Police Chief	123.09	129.24	135.70	142.49	146.05	149.70				D
P1930	A	Police Community Engagement Senior Manager	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P1300	A	Policy Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1310	A	Policy Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P1350	A	Power Audit & Compliance Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1360	A	Power Audit & Compliance Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1370	A	Power Audit & Compliance Analyst, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
A0420		Power Audit & Compliance Specialist	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
P1380		Power Energy Conservation Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1390		Power Energy Conservation Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	A
P1400	A	Power Energy Conservation Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1410	A	Power Energy Conservation Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P1420	A	Power Energy Portfolio Analyst	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P2010		Power Energy Portfolio Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	A
P1430	A	Power Energy Portfolio Analyst, Principal	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1440	A	Power Energy Portfolio Analyst, Senior	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P1450	A	Power Field Operations Supervisor	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	E
P1460	A	Power Field Operations Supervisor, Senior	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	E
T0430	A	Power Systems Engineer PE, Principal	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	E
T0440	A	Power Systems Engineer, PE	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	E
N0120	A	Power Warehouse Supervisor	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1470	A	Prosecuting City Attorney	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1960	A	Public Information Officer	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	D
P1480	A	Rail Chief Mechanical Officer	64.10	67.30	70.67	74.20	77.91	81.81	85.90	88.05	90.25	D
P1490	A	Rail Operations Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1500	A	Rail Operations Manager	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
P1510	A	Rail Trainmaster	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P1520	A	Railway Roadmaster	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P1530	A	Real Property Officer, Principal	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P1540		Real Property Officer, Senior	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1550	A	Real-Time Energy Trader	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	B
P2020	A	Real-Time Energy Trader, Lead	68.90	72.34	75.96	79.76	83.75	87.94	92.34	94.65	97.02	D
P1170	A	Registered Nurse	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D
P1560	A	Registered Nurse Case Manager	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	A
P1570		Regulatory Compliance Analyst	41.53	43.61	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1580		Regulatory Compliance Analyst, Associate	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P1590	A	Regulatory Compliance Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P1600		Regulatory Compliance Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
N0130		Regulatory Compliance Technician	28.93	30.38	31.90	33.49	35.16	36.92	38.77	39.74	40.73	A
N0140		Regulatory Compliance Technician, Senior	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1610	A	Retirement Chief Investment Officer	114.30	120.02	126.02	132.32	138.94	145.89	153.18	157.04	160.94	D
P1620	A	RIM Administrator	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1630	A	RIM Administrator/Deputy City Clerk	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
A0130		RIM Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D
P1640		Risk Analyst	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	D
P1650	A	Risk Analyst, Senior	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1660	A	Risk Manager	64.10	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P2190		Safety Consultant	38.63	40.56	42.59	44.72	46.96	49.34	51.78	53.07	54.40	A
P1670	A	Safety Consultant, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	E
P1680	A	Safety Consultant, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	E
P1690	A	Sales & Marketing Manager	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
M0390	A	Section Manager, Power Utility	106.33	111.65	117.23	123.09	129.24	135.70	142.49	146.05	149.70	D
P1700	A	Senior Manager, Business Services	64.10	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P1710	A	Senior Manager, Communications & Marketing	64.10	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P1730	A	Senior Manager, Fleet & Facilities	64.10	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P1740	A	Senior Manager, Market Research & Development	64.10	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P2030	A	Senior Manager, Power Utility	79.63	83.64	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
T0460	A	Senior Manager, Technology	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
S0020		Skilled Occupational Intern	16.28	17.09	17.94	18.84	19.78					A
P1770	A	Strategic Initiatives Program Coordinator	47.99	50.39	52.94	55.56	58.34	61.26	64.32	65.93	67.58	D
T0470	A	Structural Engineer, PE	64.10	67.30	70.67	74.20	77.91	81.84	85.90	88.05	90.25	D
P1780		Sustainability Analyst	38.63	40.56	42.59	44.72	46.96	49.34	51.78	53.07	54.40	D
P1790	A	Sustainability Analyst, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.82	D
T0480	A	Technology Project Manager	55.47	58.24	61.15	64.21	67.42	70.79	74.33	76.19	78.09	D
T0490	A	Technology Project Manager, Senior	59.62	62.60	65.73	69.02	72.47	76.09	79.89	81.89	83.94	E
N0150		Telecom Planning & Design Specialist	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	A
N0160	A	Telecom Planning & Design Supervisor	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
N0170	A	Telecommunications Technical Specialist, Senior	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1800	A	Term Energy Trader	74.07	77.77	81.66	85.74	90.03	94.53	99.26	101.74	104.28	D
P1810	A	Therapeutic Courts Program Coordinator	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1830		Transportation Services Analyst	38.63	40.56	42.59	44.72	46.96	49.34	51.78	53.07	54.40	D
P1840		Transportation Services Analyst, Associate	35.93	37.73	39.62	41.60	43.68	45.86	48.15	49.35	50.58	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1850	A	Transportation Services Analyst, Principal	51.60	54.18	56.89	59.73	62.72	65.86	69.15	70.88	72.65	D
P1860	A	Transportation Services Analyst, Senior	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
N0180		TV/Video Producer	33.43	35.10	36.86	38.70	40.64	42.67	44.80	45.92	47.07	A
P1870		TV/Video Producer, Principal	44.65	46.88	49.22	51.68	54.26	56.97	59.82	61.32	62.85	D
P1880		TV/Video Producer, Senior	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	A
M0400	A	Utilities Assistant Superintendent - Rail	79.63	83.64	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0410	A	Utilities Assistant Superintendent - Water	79.63	83.64	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
M0420	A	Utilities Deputy Director	85.59	89.87	94.36	99.08	104.03	109.23	114.69	117.56	120.50	D
M0430	A	Utilities Deputy Director - Power Superintendent	132.10	138.70	145.64	152.92	160.57	168.60	177.03	181.46	186.00	D
M0440	A	Utilities Deputy Director - Rail Superintendent	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
M0450	A	Utilities Deputy Director - Water Superintendent	92.02	96.62	101.45	106.52	111.85	117.44	123.31	126.39	129.55	D
M0460	A	Utilities Technology Director	98.94	103.86	109.05	114.50	120.23	126.24	132.55	135.86	139.26	D
T0520	A	Utilities Technology Officer	79.63	83.64	87.79	92.18	96.79	101.63	106.71	109.38	112.11	D
S0030	A	Venues & Events Attendant	46.28	47.09	47.94	48.84	49.78					A
P1890		Venues & Events Liaison	38.63	40.56	42.59	44.72	46.96	49.31	51.78	53.07	54.40	D
P1910	A	Venues & Events Program Manager	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1920	A	Water Operations & Maintenance Analyst	41.53	43.64	45.79	48.08	50.48	53.00	55.65	57.04	58.47	D
P1940	A	Water Operations & Maintenance Analyst, Senior	47.99	50.39	52.91	55.56	58.34	61.26	64.32	65.93	67.58	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0010	A	Account Relationship Manager	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
P0020	A	Advanced Registered Nurse Practitioner	57.00	59.85	62.84	65.98	69.28	72.74	76.38	78.29	80.25	D
T0010	A	Applications/Systems Engineer	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	E
T0020	A	Applications/Systems Engineer, Principal	61.26	64.32	67.54	70.92	74.47	78.19	82.10	84.15	86.25	D
T0030	A	Applications/Systems Engineer, Senior	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
P0030		Arts Program Administrator	45.87	48.16	50.57	53.10	55.76	58.55	61.48	63.02	64.60	D
P0040		Arts Program Planner	39.70	41.68	43.76	45.95	48.25	50.66	53.19	54.52	55.88	D
<a href="#">P2210</a>		<a href="#">Arts Program Planner, Associate</a>	34.35	36.07	37.87	39.76	41.75	43.84	46.03	47.18	48.36	A
P0050	A	Assistant City Attorney	53.02	55.67	58.45	61.37	64.44	67.66	71.04	72.82	74.64	D
<a href="#">M0490</a>	<a href="#">A</a>	<a href="#">Assistant City Manager</a>	101.63	106.71	112.05	117.65	123.53	129.71	136.20	139.61	143.10	<a href="#">D</a>
M0030	A	Assistant Director, Community & Economic Development	76.10	79.90	83.90	88.10	92.51	97.14	102.00	104.55	107.16	D
M0040	A	Assistant Director, Environmental Services	81.81	85.90	90.20	94.71	99.45	104.42	109.64	112.38	115.19	D
M0050	A	Assistant Director, Equity & Human Rights	65.86	69.15	72.61	76.24	80.05	84.05	88.25	90.46	92.72	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
M0060	A	Assistant Director, Finance	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
M0070	A	Assistant Director, Human Resources	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	D
M0080	A	Assistant Director, Information Technology	<a href="#">101.63</a>	<a href="#">106.71</a>	<a href="#">112.05</a>	<a href="#">117.65</a>	<a href="#">123.53</a>	<a href="#">129.71</a>	<a href="#">136.20</a>	<a href="#">139.61</a>	<a href="#">143.10</a>	D
M0090	A	Assistant Director, Neighborhood & Community Services	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
M0100	A	Assistant Director, Planning & Development Services	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	D
M0110	A	Assistant Director, Public Works	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
M0120	A	Assistant Director, Retirement System	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
M0130	A	Assistant Director, Tacoma Venues & Events	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P1720	A	Assistant Division Manager, Customer Service	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
T0040	A	Assistant Division Manager, Engineering	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0060	A	Assistant Division Manager, Environmental Services	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P2080	A	Assistant Division Manager, Financial Services	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P0070	A	Assistant Division Manager, Planning & Development	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P0080	A	Assistant Division Manager, Public Works	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P0090	A	Assistant Division Manager, Water Utility	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
M0470	A	Assistant Section Manager, Power Utility	<a href="#">87.93</a>	<a href="#">92.33</a>	<a href="#">96.95</a>	<a href="#">101.80</a>	<a href="#">106.89</a>	<a href="#">112.23</a>	<a href="#">117.84</a>	<a href="#">120.79</a>	<a href="#">123.81</a>	D
M0140	A	Assistant to the City Manager	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
M0480	A	Assistant Utilities Technology Director	<a href="#">94.55</a>	<a href="#">99.28</a>	<a href="#">104.24</a>	<a href="#">109.45</a>	<a href="#">114.92</a>	<a href="#">120.67</a>	<a href="#">126.70</a>	<a href="#">129.87</a>	<a href="#">133.12</a>	D
T0060	A	<del>Associate</del> Civil Engineer, <del>Associate</del>	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
T0070	A	<del>Associate</del> Civil Engineer, <del>Principal</del> Senior	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
T0080	A	<del>Associate</del> Civil Engineer, <del>Senior</del>	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
T0090	A	<del>Associate</del> Electrical Engineer, <del>Associate</del>	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	E
T0100	A	<del>Associate</del> Electrical Engineer, <del>Principal</del> Senior	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	E
T0110	A	<del>Associate</del> Electrical Engineer, <del>Senior</del>	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	E
T0120	A	<del>Associate</del> Power Systems Engineer, <del>Associate</del>	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	E
T0130	A	<del>Associate</del> Power Systems Engineer, <del>Senior</del>	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	E



Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0100	A	Behavioral Health Case Manager	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	A
P0110	A	Behavioral Health Crisis Responder	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	A
P0120	A	Booking Manager	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
M0150	A	Budget Officer	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	D
P0130		Business & Economic Development Analyst	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
P0140		Business & Economic Development Analyst, Associate	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P0150	A	Business & Economic Development Program Manager	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
P0160	A	Business Services Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P0170		Business Services Analyst, Associate	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P0180	A	Business Services Analyst, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P0190	A	Business Services Analyst, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P0200	A	Business Systems Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P0210		Business Systems Analyst, Associate	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
P0220	A	Business Systems Analyst, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P0230	A	Business Systems Analyst, Senior	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
M0160	A	Chief Deputy City Attorney	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
P0240	A	Chief Fire Code Official	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	D
M0170	A	Chief Government Affairs Officer	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	D
P0250	A	Chief of Staff, PolicePublic Safety	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0260	A	Chief Strategy Officer	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
M0180	A	City Attorney	<a href="#">109.25</a>	<a href="#">114.71</a>	<a href="#">120.45</a>	<a href="#">126.47</a>	<a href="#">132.79</a>	<a href="#">139.43</a>	<a href="#">146.40</a>	<a href="#">150.06</a>	<a href="#">153.81</a>	D
P0270	A	City Clerk	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
M0190	A	City Treasurer	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
T0140	A	Civil Engineer PE, Principal	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
T0150	A	Civil Engineer, PE	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P0280	A	Civil Rights Investigator	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
N0010	A	Client Technology Support Specialist	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
T0160	A	Client Technology Support Supervisor	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	E
P0290	A	Communications & Marketing Analyst	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
P0300		Communications & Marketing Analyst, Associate	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P0310	A	Communications & Marketing Analyst, Principal	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
P0320	A	Communications & Marketing Analyst, Senior	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
A0010		Communications & Marketing Specialist	<a href="#">31.95</a>	<a href="#">33.55</a>	<a href="#">35.23</a>	<a href="#">36.99</a>	<a href="#">38.84</a>	<a href="#">40.78</a>	<a href="#">42.82</a>	<a href="#">43.89</a>	<a href="#">44.99</a>	A
P0330		Community Resources Analyst	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
P0340	A	Community Resources Analyst, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P0350	A	Community Resources Analyst, Senior	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P0360	A	Continuous Improvement Consultant	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P0370	A	Continuous Improvement Consultant, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P0380	A	Continuous Improvement Consultant, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
<a href="#">M0500</a>	<a href="#">A</a>	<a href="#">Continuous Improvement Officer</a>	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	<a href="#">D</a>
P0390	A	Contract/Program Auditor	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
M0200	A	Controller	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	D
P0400	A	Court Administrator	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
A0020	A	Court Operations Supervisor	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
<a href="#">P2220</a>	<a href="#">A</a>	<a href="#">Court Support Services Unit Manager</a>	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	<a href="#">D</a>
P0410	A	Criminal Justice Analyst	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P0420		Customer Service Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P0430	A	Customer Service Analyst, Principal	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
P1980	A	Customer Service Analyst, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
T0530	A	Dam Safety Engineer	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
T0550	A	Data Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
T0190	A	Data Analyst, Principal	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
T0200	A	Data Analyst, Senior	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
T0210	A	<a href="#">Data Architecture Manager Solution Architect</a>	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
T0170		Data Dashboard Analyst	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
T0180	A	Data Dashboard Analyst, Senior	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
T0220	A	Data Scientist	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0450	A	Day-Ahead Energy Trader	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
D0010		Department Aide	<a href="#">16.72</a>	<a href="#">17.56</a>	<a href="#">18.44</a>	<a href="#">19.36</a>	<a href="#">20.33</a>	<a href="#">21.35</a>	<a href="#">22.42</a>	<a href="#">23.54</a>	<a href="#">24.72</a>	A
P0460	A	Department <a href="#">Emergency Management Officer/Manager, Emergency Management</a>	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P0470	A	Deputy City Attorney	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P0480	A	Deputy City Attorney, Senior	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
M0210	A	Deputy City Manager	<a href="#">109.25</a>	<a href="#">114.71</a>	<a href="#">120.45</a>	<a href="#">126.47</a>	<a href="#">132.79</a>	<a href="#">139.43</a>	<a href="#">146.40</a>	<a href="#">150.06</a>	<a href="#">153.81</a>	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0490	A	<del>Deputy</del> Retirement Deputy Chief Investment Officer	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0500	A	Development Services Analyst	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P0510	A	Development Services Program Coordinator	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
P2090	A	Development Services Program Coordinator Supervisor	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
N0020		Development Services Specialist	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
N0030		Development Services Specialist, Senior	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	A
M0230	A	Director, Communications	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
M0240	A	Director, Community & Economic Development	<a href="#">87.93</a>	<a href="#">92.33</a>	<a href="#">96.95</a>	<a href="#">101.80</a>	<a href="#">106.89</a>	<a href="#">112.23</a>	<a href="#">117.84</a>	<a href="#">120.79</a>	<a href="#">123.81</a>	D
M0220	A	Director, Environmental Services	<a href="#">94.55</a>	<a href="#">99.28</a>	<a href="#">104.24</a>	<a href="#">109.45</a>	<a href="#">114.92</a>	<a href="#">120.67</a>	<a href="#">126.70</a>	<a href="#">129.87</a>	<a href="#">133.12</a>	D
M0250	A	Director, Equity & Human Rights	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
M0260	A	Director, Finance (CFO)	<a href="#">94.55</a>	<a href="#">99.28</a>	<a href="#">104.24</a>	<a href="#">109.45</a>	<a href="#">114.92</a>	<a href="#">120.67</a>	<a href="#">126.70</a>	<a href="#">129.87</a>	<a href="#">133.12</a>	D
M0270	A	Director, Human Resources	<a href="#">87.93</a>	<a href="#">92.33</a>	<a href="#">96.95</a>	<a href="#">101.80</a>	<a href="#">106.89</a>	<a href="#">112.23</a>	<a href="#">117.84</a>	<a href="#">120.79</a>	<a href="#">123.81</a>	D
M0280	A	Director, Information Technology	<a href="#">109.25</a>	<a href="#">114.71</a>	<a href="#">120.45</a>	<a href="#">126.47</a>	<a href="#">132.79</a>	<a href="#">139.43</a>	<a href="#">146.40</a>	<a href="#">150.06</a>	<a href="#">153.81</a>	D
M0290	A	Director, Neighborhood & Community Services	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
M0300	A	Director, Planning & Development	<a href="#">87.93</a>	<a href="#">92.33</a>	<a href="#">96.95</a>	<a href="#">101.80</a>	<a href="#">106.89</a>	<a href="#">112.23</a>	<a href="#">117.84</a>	<a href="#">120.79</a>	<a href="#">123.81</a>	D
M0310	A	Director, Public Works	<a href="#">94.55</a>	<a href="#">99.28</a>	<a href="#">104.24</a>	<a href="#">109.45</a>	<a href="#">114.92</a>	<a href="#">120.67</a>	<a href="#">126.70</a>	<a href="#">129.87</a>	<a href="#">133.12</a>	D
M0320	A	Director, Retirement System	<a href="#">87.93</a>	<a href="#">92.33</a>	<a href="#">96.95</a>	<a href="#">101.80</a>	<a href="#">106.89</a>	<a href="#">112.23</a>	<a href="#">117.84</a>	<a href="#">120.79</a>	<a href="#">123.81</a>	D
M0330	A	Director, Safety	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
M0340	A	Director, Tacoma Venues & Events	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
P0530	A	Division Manager, Arts Administration	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P0540	A	Division Manager, Business Services	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0550	A	Division Manager, Community & Economic Development	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P0560	A	Division Manager, Customer Service	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
T0230	A	Division Manager, Engineering	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	D
P0570	A	Division Manager, Environmental Services	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0590	A	Division Manager, Financial Services	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0600	A	Division Manager, Fleet & Facilities	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
T0240	A	Division Manager, Information Technology	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
P0610	A	Division Manager, Labor Relations	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	D
P2100	A	Division Manager, Market Research & Development	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1990	A	Division Manager, Neighborhood & Community Services	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P0620	A	Division Manager, Planning & Development	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P0630	A	Division Manager, Public Works	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0640	A	Division Manager, Television & Video Production	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P0650	A	Division Manager, Water Utility	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0660	A	Education & Outreach Liaison	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P0670		Education & Outreach Liaison, Associate	<a href="#">31.95</a>	<a href="#">33.55</a>	<a href="#">35.23</a>	<a href="#">36.99</a>	<a href="#">38.84</a>	<a href="#">40.78</a>	<a href="#">42.82</a>	<a href="#">43.89</a>	<a href="#">44.99</a>	A
P0680	A	Education & Outreach Liaison, Principal	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P0690	A	Education & Outreach Liaison, Senior	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
T0250	A	Electrical Engineer PE, Principal	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
T0260	A	Electrical Engineer, PE	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P0700	A	Emergency Management Analyst	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
<a href="#">P2230</a>		<a href="#">Emergency Management Analyst, Senior</a>	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	<a href="#">D</a>
P0710	A	Emergency Management Officer, Chief	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
S0010		Engineering Intern	<a href="#">31.95</a>	<a href="#">33.55</a>	<a href="#">35.23</a>	<a href="#">36.99</a>	<a href="#">38.84</a>					A
T0270	A	Engineering Project Manager	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
<a href="#">T0560</a>		<a href="#">Engineering Project Manager, Associate</a>	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	<a href="#">A</a>
T0540	A	Engineering Project Manager, Principal	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
T0290	A	Engineering Project Manager, Senior	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
<a href="#">T0580</a>	<a href="#">A</a>	<a href="#">Enterprise Architect</a>	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	<a href="#">D</a>
T0300	A	<a href="#">Enterprise Data Architecture Manager Solution Architect, Senior</a>	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0720	A	Equal Employment Opportunity Officer	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P0730	A	Equity Programs Consultant	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P0740	A	Equity Programs Consultant, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P2040	A	Equity Programs Consultant, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
A0030		Equity Programs Specialist	<a href="#">31.95</a>	<a href="#">33.55</a>	<a href="#">35.23</a>	<a href="#">36.99</a>	<a href="#">38.84</a>	<a href="#">40.78</a>	<a href="#">42.82</a>	<a href="#">43.89</a>	<a href="#">44.99</a>	A
A0040		Equity Programs Specialist, Senior	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
N0050		Events AV/Production Technician	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P0760	A	Executive Assistant	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P0770	A	Financial Services Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P0780	A	Financial Services Analyst, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P2070	A	Financial Services Analyst, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
A0050	A	Financial Services Specialist	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
M0350	A	Fire Chief	<a href="#">129.24</a>	<a href="#">135.70</a>	<a href="#">142.49</a>	<a href="#">149.61</a>	<a href="#">153.35</a>	<a href="#">157.18</a>				D
P0790	A	Fleet & Facilities Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P0800		Fleet & Facilities Analyst, Associate	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
P0810	A	Fleet & Facilities Analyst, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
N0060	A	Fleet & Facilities Field Supervisor	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P0820	A	Government Affairs Advisor	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
P0830	A	Government Affairs Advisor, Senior	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P0840	A	Government Affairs Officer	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P0850	A	Guest Experience Manager	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
M0360	A	Hearing Examiner	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
P0880	A	Housing Analyst	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
P0890	A	Housing Analyst, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P0900	A	Housing Analyst, Senior	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
N0070		Housing Specialist	<a href="#">31.95</a>	<a href="#">33.55</a>	<a href="#">35.23</a>	<a href="#">36.99</a>	<a href="#">38.84</a>	<a href="#">40.78</a>	<a href="#">42.82</a>	<a href="#">43.89</a>	<a href="#">44.99</a>	A
P0910	A	Human Resources Consultant, Senior	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
T0310	A	Information Technology Security Analyst	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
T0320	A	Information Technology Security Analyst, Principal	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	E
T0330	A	Information Technology Security Analyst, Senior	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	E
P2110	A	Instructional Designer	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P0960	A	Instructional Designer, Principal	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
P0970	A	Instructional Designer, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P0930	A	Labor Negotiator	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P1970	A	Labor Negotiator, Public Safety	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P0940	A	Labor Relations Analyst	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P0950	A	Language Access Program Coordinator	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
A0060		Legal Assistant	<a href="#">31.95</a>	<a href="#">33.55</a>	<a href="#">35.23</a>	<a href="#">36.99</a>	<a href="#">38.84</a>	<a href="#">40.78</a>	<a href="#">42.82</a>	<a href="#">43.89</a>	<a href="#">44.99</a>	A
A0070		LEOFF I Pension Specialist	<a href="#">31.95</a>	<a href="#">33.55</a>	<a href="#">35.23</a>	<a href="#">36.99</a>	<a href="#">38.84</a>	<a href="#">40.78</a>	<a href="#">42.82</a>	<a href="#">43.89</a>	<a href="#">44.99</a>	A
P0980	A	Licensed Legal Intern	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P0990	A	Management Fellow	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
A0080		Management Support Technician, Senior	<a href="#">29.72</a>	<a href="#">31.21</a>	<a href="#">32.77</a>	<a href="#">34.41</a>	<a href="#">36.13</a>	<a href="#">37.94</a>	<a href="#">39.84</a>	<a href="#">40.84</a>	<a href="#">41.86</a>	A
P1000	A	Manager, Business Services	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P2120	A	Manager, Communications & Marketing	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P1010	A	Manager, Continuous Improvement	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
<a href="#">T0570</a>	<a href="#">A</a>	<a href="#">Manager, Data Analytics</a>	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	<a href="#">D</a>
T0350	A	Manager, Engineering	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	E
P1020	A	Manager, Enterprise Safety	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P1030	A	Manager, Financial Services	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P1040	A	Manager, Fire Training & Accreditation	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P1050	A	Manager, Fleet & Facilities <del>Operations</del>	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	E
P1060	A	Manager, Human Resources	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
<a href="#">P2200</a>	<a href="#">A</a>	<a href="#">Manager, Learning &amp; Development</a>	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	<a href="#">D</a>
P2130	A	Manager, Market Research & Development	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P1070	A	Manager, Natural Resources	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P2140	A	Manager, Physical Security	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P2150	A	Manager, Planning & Development	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
T0360	A	Manager, Power Systems Engineering	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	E
P2000	A	Manager, Power Utility	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	E
P1110	A	Manager, Public Disclosure	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P2060	A	Manager, Real Property	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
<a href="#">P2250</a>	<a href="#">A</a>	<a href="#">Manager, Regulatory Compliance</a>	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	<a href="#">D</a>
P1120	A	Manager, Sustainability	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
T0370	A	Manager, Technology	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P1130	A	Manager, Television Station	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P1140	A	Manager, Venues & Events Services	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
P2160	A	Market Research & Development Analyst	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P1160	A	Market Research & Development Analyst, Principal	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P1150	A	Market Research & Development Analyst, Senior	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
N0090		Master Control Programmer	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P1180	A	Natural Resources Analyst	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P1190	A	Natural Resources Analyst, Associate	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
P1200	A	Natural Resources Analyst, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P2050	A	Natural Resources Analyst, Senior	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
N0100	A	Natural Resources Field <del>Supervisor</del> <u>Technician, Senior</u>	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
N0110		Natural Resources Field Technician	<a href="#">29.72</a>	<a href="#">31.21</a>	<a href="#">32.77</a>	<a href="#">34.41</a>	<a href="#">36.13</a>	<a href="#">37.94</a>	<a href="#">39.84</a>	<a href="#">40.84</a>	<a href="#">41.86</a>	A
A0090	A	Office Administrator	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
A0100	A	Office Manager	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
P1210	A	Operations Manager, <u>Parking-Transportation Services</u>	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P1220	A	Operations Manager, Surface & Wastewater	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P1230	A	Operations Manager, Water Operations & Maintenance	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
T0380	A	Operations Technology Engineer	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	E
T0390	A	Operations Technology Engineer, Associate	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	E
T0400	A	Operations Technology Engineer, Principal	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	E
T0410	A	Operations Technology Engineer, Senior	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	E
A0110	A	Paralegal	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P2170	A	Physical Security Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P2180	A	Physical Security Analyst, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P1270	A	Plans Examiner	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
<u>P2260</u>		<u>Plans Examiner, Associate</u>	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	A
P1280	A	Plans Examiner, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P1290	A	Plans Examiner, Senior	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
M0380	A	Police Chief	<a href="#">129.24</a>	<a href="#">135.70</a>	<a href="#">142.49</a>	<a href="#">149.61</a>	<a href="#">153.35</a>	<a href="#">157.18</a>				D
P1930	A	Police Community Engagement Senior Manager	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P1300	A	Policy Analyst	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P1310	A	Policy Analyst, Senior	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
P1350	A	Power Audit & Compliance Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P1360	A	Power Audit & Compliance Analyst, Principal	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P1370	A	Power Audit & Compliance Analyst, Senior	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P1380		Power Energy <del>Conservation-Programs</del> Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P1390		Power Energy <u>Conservation Programs</u> Analyst, Associate	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	A
P1400	A	Power Energy <u>Conservation Programs</u> Analyst, Principal	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P1410	A	Power Energy <u>Conservation Programs</u> Analyst, Senior	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1420	A	Power Energy Portfolio Analyst	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P2010		Power Energy Portfolio Analyst, Associate	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	A
P1430	A	Power Energy Portfolio Analyst, Principal	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P1440	A	Power Energy Portfolio Analyst, Senior	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P1450	A	Power Field Operations Supervisor	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	E
P1460	A	Power Field Operations Supervisor, Senior	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	E
T0430	A	Power Systems Engineer PE, Principal	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	E
T0440	A	Power Systems Engineer, PE	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	E
N0120	A	Power Warehouse Supervisor	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P1470	A	Prosecuting City Attorney	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P1960	A	Public Information Officer	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	D
P1480	A	Rail Chief Mechanical Officer	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P1490	A	Rail Operations Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P1500	A	Rail Operations Manager	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
P1510	A	Rail Trainmaster	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P1520	A	Railway Roadmaster	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P1530	A	Real Property Officer, Principal Supervisor	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
P1540		Real Property Officer, Senior	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P1550	A	Real-Time Energy Trader	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	B
P2020	A	Real-Time Energy Trader, Lead	<a href="#">70.79</a>	<a href="#">74.33</a>	<a href="#">78.05</a>	<a href="#">81.95</a>	<a href="#">86.05</a>	<a href="#">90.35</a>	<a href="#">94.87</a>	<a href="#">97.24</a>	<a href="#">99.67</a>	D
P1170	A	Registered Nurse	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	A
P1560	A	Registered Nurse Case Manager	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	A
P1570		Regulatory Compliance Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P1580		Regulatory Compliance Analyst, Associate	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
P1590	A	Regulatory Compliance Analyst, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P1600		Regulatory Compliance Analyst, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
N0130		Regulatory Compliance Technician	<a href="#">29.72</a>	<a href="#">31.21</a>	<a href="#">32.77</a>	<a href="#">34.41</a>	<a href="#">36.13</a>	<a href="#">37.94</a>	<a href="#">39.84</a>	<a href="#">40.84</a>	<a href="#">41.86</a>	A
N0140		Regulatory Compliance Technician, Senior	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P1610	A	Retirement Chief Investment Officer	<a href="#">117.45</a>	<a href="#">123.32</a>	<a href="#">129.49</a>	<a href="#">135.96</a>	<a href="#">142.76</a>	<a href="#">149.90</a>	<a href="#">157.40</a>	<a href="#">161.34</a>	<a href="#">165.37</a>	D
P1620	A	RIM Administrator	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P1630	A	RIM Administrator/Deputy City Clerk	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
A0130		RIM Specialist	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
P1640		Risk Analyst	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P2270	A	Risk Analyst, Principal	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D



Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
P1650	A	Risk Analyst, Senior	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P1660	A	Risk Manager	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P2190		Safety Consultant	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	A
P1670	A	Safety Consultant, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	E
P1680	A	Safety Consultant, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	E
P1690	A	Sales & Marketing Manager	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
M0390	A	Section Manager, Power Utility	<a href="#">109.25</a>	<a href="#">114.71</a>	<a href="#">120.45</a>	<a href="#">126.47</a>	<a href="#">132.79</a>	<a href="#">139.43</a>	<a href="#">146.40</a>	<a href="#">150.06</a>	<a href="#">153.81</a>	D
P1700	A	Senior Manager, Business Services	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P1710	A	Senior Manager, Communications & Marketing	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P1730	A	Senior Manager, Fleet & Facilities	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P1740	A	Senior Manager, Market Research & Development	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P2030	A	Senior Manager, Power Utility	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
T0460	A	Senior Manager, Technology	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	D
S0020		Skilled Occupational Intern	<a href="#">16.72</a>	<a href="#">17.56</a>	<a href="#">18.44</a>	<a href="#">19.36</a>	<a href="#">20.33</a>					A
P1770	A	Strategic Initiatives Program Coordinator	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D
T0470	A	Structural Engineer, PE	<a href="#">65.86</a>	<a href="#">69.15</a>	<a href="#">72.61</a>	<a href="#">76.24</a>	<a href="#">80.05</a>	<a href="#">84.05</a>	<a href="#">88.25</a>	<a href="#">90.46</a>	<a href="#">92.72</a>	D
P1780		Sustainability Analyst	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
P1790	A	Sustainability Analyst, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
T0480	A	Technology Project Manager	<a href="#">57.00</a>	<a href="#">59.85</a>	<a href="#">62.84</a>	<a href="#">65.98</a>	<a href="#">69.28</a>	<a href="#">72.74</a>	<a href="#">76.38</a>	<a href="#">78.29</a>	<a href="#">80.25</a>	D
T0490	A	Technology Project Manager, Senior	<a href="#">61.26</a>	<a href="#">64.32</a>	<a href="#">67.54</a>	<a href="#">70.92</a>	<a href="#">74.47</a>	<a href="#">78.19</a>	<a href="#">82.10</a>	<a href="#">84.15</a>	<a href="#">86.25</a>	E
N0150		Telecom Planning & Design Specialist	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
N0160	A	Telecom Planning & Design Supervisor	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
N0170	A	Telecommunications Technical Specialist, Senior	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P1800	A	Term Energy Trader	<a href="#">76.10</a>	<a href="#">79.90</a>	<a href="#">83.90</a>	<a href="#">88.10</a>	<a href="#">92.51</a>	<a href="#">97.14</a>	<a href="#">102.00</a>	<a href="#">104.55</a>	<a href="#">107.16</a>	D
P1810	A	Therapeutic Courts Program Coordinator	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P1830		Transportation Services Analyst	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
P1840		Transportation Services Analyst, Associate	<a href="#">36.91</a>	<a href="#">38.76</a>	<a href="#">40.70</a>	<a href="#">42.74</a>	<a href="#">44.88</a>	<a href="#">47.12</a>	<a href="#">49.48</a>	<a href="#">50.72</a>	<a href="#">51.99</a>	A
P1850	A	Transportation Services Analyst, Principal	<a href="#">53.02</a>	<a href="#">55.67</a>	<a href="#">58.45</a>	<a href="#">61.37</a>	<a href="#">64.44</a>	<a href="#">67.66</a>	<a href="#">71.04</a>	<a href="#">72.82</a>	<a href="#">74.64</a>	D
P1860	A	Transportation Services Analyst, Senior	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
N0180		TV/Video Producer	<a href="#">34.35</a>	<a href="#">36.07</a>	<a href="#">37.87</a>	<a href="#">39.76</a>	<a href="#">41.75</a>	<a href="#">43.84</a>	<a href="#">46.03</a>	<a href="#">47.18</a>	<a href="#">48.36</a>	A
P1870		TV/Video Producer, Principal	<a href="#">45.87</a>	<a href="#">48.16</a>	<a href="#">50.57</a>	<a href="#">53.10</a>	<a href="#">55.76</a>	<a href="#">58.55</a>	<a href="#">61.48</a>	<a href="#">63.02</a>	<a href="#">64.60</a>	D
P1880		TV/Video Producer, Senior	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	A

Code	A	Job Title	1	2	3	4	5	6	7	8	9	OT
M0400	A	Utilities Assistant Superintendent - Rail	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
M0410	A	Utilities Assistant Superintendent - Water	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
M0420	A	Utilities Deputy Director	<a href="#">87.93</a>	<a href="#">92.33</a>	<a href="#">96.95</a>	<a href="#">101.80</a>	<a href="#">106.89</a>	<a href="#">112.23</a>	<a href="#">117.84</a>	<a href="#">120.79</a>	<a href="#">123.81</a>	D
M0430	A	Utilities Deputy Director - Power Superintendent	<a href="#">135.73</a>	<a href="#">142.52</a>	<a href="#">149.65</a>	<a href="#">157.13</a>	<a href="#">164.99</a>	<a href="#">173.24</a>	<a href="#">181.90</a>	<a href="#">186.45</a>	<a href="#">191.11</a>	D
M0440	A	Utilities Deputy Director - Rail Superintendent	<a href="#">94.55</a>	<a href="#">99.28</a>	<a href="#">104.24</a>	<a href="#">109.45</a>	<a href="#">114.92</a>	<a href="#">120.67</a>	<a href="#">126.70</a>	<a href="#">129.87</a>	<a href="#">133.12</a>	D
M0450	A	Utilities Deputy Director - Water Superintendent	<a href="#">94.55</a>	<a href="#">99.28</a>	<a href="#">104.24</a>	<a href="#">109.45</a>	<a href="#">114.92</a>	<a href="#">120.67</a>	<a href="#">126.70</a>	<a href="#">129.87</a>	<a href="#">133.12</a>	D
M0460	A	Utilities Technology Director	<a href="#">101.63</a>	<a href="#">106.71</a>	<a href="#">112.05</a>	<a href="#">117.65</a>	<a href="#">123.53</a>	<a href="#">129.71</a>	<a href="#">136.20</a>	<a href="#">139.61</a>	<a href="#">143.10</a>	D
T0520	A	Utilities Technology Officer	<a href="#">81.81</a>	<a href="#">85.90</a>	<a href="#">90.20</a>	<a href="#">94.71</a>	<a href="#">99.45</a>	<a href="#">104.42</a>	<a href="#">109.64</a>	<a href="#">112.38</a>	<a href="#">115.19</a>	D
S0030	A	Venues & Events Attendant	<a href="#">16.72</a>	<a href="#">17.56</a>	<a href="#">18.44</a>	<a href="#">19.36</a>	<a href="#">20.33</a>					A
P1890		Venues & Events Liaison	<a href="#">39.70</a>	<a href="#">41.68</a>	<a href="#">43.76</a>	<a href="#">45.95</a>	<a href="#">48.25</a>	<a href="#">50.66</a>	<a href="#">53.19</a>	<a href="#">54.52</a>	<a href="#">55.88</a>	D
P1910	A	Venues & Events Program Manager	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P1920	A	Water Operations & Maintenance Analyst	<a href="#">42.68</a>	<a href="#">44.81</a>	<a href="#">47.05</a>	<a href="#">49.40</a>	<a href="#">51.87</a>	<a href="#">54.46</a>	<a href="#">57.18</a>	<a href="#">58.61</a>	<a href="#">60.08</a>	D
P1940	A	Water Operations & Maintenance Analyst, Senior	<a href="#">49.31</a>	<a href="#">51.78</a>	<a href="#">54.37</a>	<a href="#">57.09</a>	<a href="#">59.94</a>	<a href="#">62.94</a>	<a href="#">66.09</a>	<a href="#">67.74</a>	<a href="#">69.43</a>	D



## SUBSTITUTE ORDINANCE NO. 29002

1 AN ORDINANCE relating to the Biennial Operating Budget; adopting the  
2 2025-2026 Biennial Operating Budget of the City of Tacoma.

3 WHEREAS the City Council desires to adopt the proposed 2025-2026  
4 Biennial Operating Budget, and

5 WHEREAS on October 1, 2024, the City Manager presented to the City  
6 Council the 2025-2026 Proposed Biennial Operating Budget ("Budget"), and  
7 staff hosted a series of engagement sessions, work sessions, and tools to  
8 receive feedback from the community, and

9 WHEREAS in October, 2024, the Office of Management and Budget  
10 launched an interactive budgeting tool, called Balancing Act, for community  
11 members to submit feedback on redirecting General Fund resources between  
12 programs in the Budget, and

13 WHEREAS in October and November, 2024, two virtual Budget Workshops  
14 were held where staff gave a brief presentation on the Budget, as well as the use  
15 of Balancing Act, and attendees were given opportunities to provide their thoughts  
16 and ask questions, and

17 WHEREAS to further inform both the City Council and the public, four  
18 Budget work sessions were held between October 8 and October 29, 2024,  
19 which provided more detailed information on the Budget as it relates to the City  
20 Council priorities of Community Safety, Human and Environmental Health,  
21 Housing and Homelessness, Access, Livable Wage Jobs, and Operational  
22 Effectiveness and Culture, and  
23  
24  
25  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

WHEREAS two public hearings were held on October 29 and November 19, 2024, and

WHEREAS by motions at its Special Meeting on November 20, 2024, the City Council directed the City Manager to make certain adjustments to the proposed 2025-2026 Biennial Operating Budget as budget provisos and the City Manager recommends further adjustments, and

WHEREAS by motion at its Regular Meeting on December 3, 2024, the City Council directed the City Manager to make additional adjustments to reduce expenditures in the General Fund category, and

WHEREAS by motion at its Regular Meeting on December 10, 2024, the City Council directed the City Manager to adjust the fund balance above reserves and to allocate additional one-time appropriations to the Fire Department, and

WHEREAS all of the adjustments to the 2025-2026 Proposed Biennial Operating Budget are more particularly described in Exhibit "B," and are incorporated into the 2025-2026 Biennial Operating Budget, and

WHEREAS budgets, estimates, notices of hearings, hearings, and adoption of the Budget are processed and accomplished in accordance with the requirements of RCW 35.34; Now, Therefore,



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

BE IT ORDAINED BY THE CITY OF TACOMA:

That the Biennial Operating Budget of the City of Tacoma for 2025-2026, and each and every item thereof, as fixed, determined, and set out in Exhibits "A," which provides the appropriations that are equal to the estimated revenues by fund and total budget as reflected in the Amended Budget column, and "B," which provides certain adjustments and budget provisos, which attachments are attached hereto and incorporated herein, is hereby adopted as the Biennial Operating Budget of the City of Tacoma for 2025-2026.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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

**EXHIBIT A**

**City of Tacoma, Washington  
2025-2026 Biennial Operating Budget  
Contracts, Transfers, other Obligations**

<b>Fund No.</b>	<b>Fund Name</b>	<b>Proposed Budget</b>	<b>Adjustments</b>	<b>Amended Budget</b>
<b>0010</b>	<b>General Fund</b>	<b>641,224,433</b>	<b>(6,400,000)</b>	<b>634,824,433</b>
<b>Special Revenue Funds</b>				
1020	Courts Special Revenue	146,508	451,519	<b>598,027</b>
1030	Contingency Fund	585,301	52,500	<b>637,801</b>
1050	PWS Transportation Revenues	11,273,226		<b>11,273,226</b>
1065	PW Street Fund (Street Ops, Eng, Transp)	70,660,156		<b>70,660,156</b>
1085	Voted Streets Initiative	52,982,106		<b>52,982,106</b>
1090	TFD Special Revenue	1,887,093		<b>1,887,093</b>
1100	PWF Property Management	2,227,141		<b>2,227,141</b>
1110	Local Improvement Guaranty	97,309		<b>97,309</b>
1145	PWB Building & Land Use Services	950,376		<b>950,376</b>
1155	TFD EMS Special Revenue	102,165,742		<b>102,165,742</b>
1180	PAF Tourism & Conventions	9,630,883		<b>9,630,883</b>
1185	NCS Special Revenue	40,404,877		<b>40,404,877</b>
1195	CED Economic Development Grants	47,830,680	4,047,000	<b>51,877,680</b>
1200	Library Special Revenue	1,334,668		<b>1,334,668</b>
1236	CED Small Business Enterprise	987,435		<b>987,435</b>
1267	TPD Special Revenue	2,718,551		<b>2,718,551</b>
1431	CMO Municipal Cable TV	1,604,928		<b>1,604,928</b>
1500	CED Local Employment Apprenticeship Program	1,154,050		<b>1,154,050</b>
1650	Traffic Enforcement, Engineering & Education	7,708,143		<b>7,708,143</b>
1700	American Rescue Plan	-		-
	<b>Total Special Revenue Funds</b>	<b>356,349,173</b>	<b>4,551,019</b>	<b>360,900,192</b>
<b>Debt Service Funds</b>				
2035	LTD GO Bonds 1997 A & B	1,552,428		<b>1,552,428</b>
2038	Public Works Trust Fund Loan	-		-
2040	LTGO 2009 Series A-F Bond Redemption	13,637,670		<b>13,637,670</b>
2041	2010 LTGO Bonds Series 2010B - 2010E	5,794,213		<b>5,794,213</b>
2043	LTGO Bond Issuances	4,448,623		<b>4,448,623</b>
	<b>Total Debt Service Funds</b>	<b>25,432,934</b>	-	<b>25,432,934</b>
<b>Capital Project Funds</b>				
3210	Real Estate Excise Tax	24,133,984	1,000,000	<b>25,133,984</b>
	<b>Total Capital Project Funds</b>	<b>24,133,984</b>	<b>1,000,000</b>	<b>25,133,984</b>

**EXHIBIT A**

**City of Tacoma, Washington  
2025-2026 Biennial Operating Budget  
Contracts, Transfers, other Obligations**

<b>Fund No.</b>	<b>Fund Name</b>	<b>Proposed Budget</b>	<b>Adjustments</b>	<b>Amended Budget</b>
<b>Enterprise Funds</b>				
4110	Permit Services Fund	57,223,869		57,223,869
4120	PW Tacoma Rail Mountain Division	1,433,515		1,433,515
4140	PWE Parking Operating	12,016,996		12,016,996
4165	Convention Center	26,635,015		26,635,015
4170	Cheney Stadium	5,539,199		5,539,199
4180	Tacoma Dome	31,820,990		31,820,990
4190	Performing Arts	3,732,959		3,732,959
4200	Solid Waste	212,511,796		212,511,796
4300	Wastewater	292,738,362		292,738,362
4301	Surface Water	136,609,109		136,609,109
4450	Union Station	11,140		11,140
4500	Tacoma Rail	80,487,083		80,487,083
4600	Water Utility	342,808,318		342,808,318
4700	Power	1,333,562,686		1,333,562,686
4800	TPU Self Insurance Claims	5,653,200		5,653,200
4805	Low Income Assistance	10,000,000		10,000,000
	<b>Total Enterprise Funds</b>	<b>2,552,784,237</b>	<b>-</b>	<b>2,552,784,237</b>
<b>Internal Service Funds</b>				
5050	TPU Fleet Service	13,326,245		13,326,245
5086	Tacoma Training & Employment Program	1,165,578		1,165,578
5400	PW Fleet Equipment Rental	30,344,632		30,344,632
5453	PWS Asphalt Plant	3,633,909		3,633,909
5540	Comms Equipment - Replacement Reserve	5,957,312		5,957,312
5550	Third Party Liability Claims	30,337,399		30,337,399
5560	Unemployment Compensation	1,338,085		1,338,085
5570	Worker's Compensation	14,639,164		14,639,164
5700	Municipal Building Acquisition & Oper	19,953,055		19,953,055
5800	General Governmental Internal Services	218,099,742		218,099,742
	<b>Total Internal Service Funds</b>	<b>338,795,121</b>	<b>-</b>	<b>338,795,121</b>
<b>Trust &amp; Agency Funds</b>				
6050	Deferred Compensation Trust	615,576		615,576
6100	Employees Retirement	502,968,458		502,968,458
6120	Relief & Pension Police	10,186,951		10,186,951
6150	Relief & Pension Firefighters	11,983,815		11,983,815
6430	Health Care Trust Labor Management	207,385,440		207,385,440
6440	Group Life Trust	2,108,727		2,108,727
6460	Dental Care Labor Management	14,037,214		14,037,214
6470	Health Care Trust Firefighters	7,510,000		7,510,000
6480	Health Care Trust Police	7,378,000		7,378,000
6795	Public Facilities Districts	12,414,002		12,414,002
	<b>Total Trust &amp; Agency Funds</b>	<b>776,588,183</b>	<b>-</b>	<b>776,588,183</b>
	<b>Total City of Tacoma Operating Budget</b>	<b>4,715,308,065</b>	<b>(848,981)</b>	<b>4,714,459,084</b>

**EXHIBIT B**

**City of Tacoma, Washington  
2025-2026 Biennial Operating Budget  
Contracts, Transfers, other Obligations**

**Narrative Explanation for the Budget Adjustments and City Council Budget Proviso**

Authorize an Increase or Redirection or Revenues and Expenditures for 2025-2026 Appropriations:

<b>Fund No.</b>	<b>Fund Name</b>	<b>Narrative Description</b>	<b>Adjustment Amount</b>
<b>0010</b>	<b>General Fund</b>		
	<b>Revenue</b>		
		<b>Reduce Use of Fund Balance Above Reserves</b>	<b>6,400,000</b>
	<b>Expense</b>		
	Business Safety and Resilience Program	Staff will charge \$250,000 of administrative costs for the Community and Economic Development to a grant awarded by the Washington State Department of Commerce. (City Council Budget Proviso)	<b>-250,000</b>
		The General Fund savings will then be reallocated to the Business Safety and Resilience Program in Community and Economic Development Department General Fund Budget. (City Council Budget Proviso)	<b>250,000</b>
		Net	<b>0</b>
	Summer Late Nights	Dedicate \$150,000 of the Neighborhood and Community Service's BRAYVE budget to the Summer Late Nights Program. (City Council Budget Proviso)	<b>No Appropriation Change</b>
	<b>Identified Reductions</b>	The reductions include a \$318,000 reduction to the Tacoma Public Library and other reductions will be allocated to departmental budgets in 2025.	<b>-5,600,000</b>
	<b>Removal of Vacancy Assumption</b>		<b>1,400,000</b>
	<b>Additional Reductions</b>		<b>-4,700,000</b>
	<b>Additional One-Time Fire Department Personnel Funding</b>		<b>2,500,000</b>
<b>1020</b>	<b>Municipal Court Special Revenue</b>		
	<b>Revenue</b>		
	Grant Revenues		<b>-451,519</b>
	<b>Expense</b>		
	Therapeutic Court Program	Recognize the expenses of an existing grant awarded for the Therapeutic Court Program.	<b>451,519</b>



**EXHIBIT B**

**City of Tacoma, Washington  
2025-2026 Biennial Operating Budget  
Contracts, Transfers, other Obligations**

**Narrative Explanation for the Budget Adjustments and City Council Budget Proviso**

Authorize an Increase or Redirection or Revenues and Expenditures for 2025-2026 Appropriations:

<b>Fund No.</b>	<b>Fund Name</b>	<b>Narrative Description</b>	<b>Adjustment Amount</b>
<b>1030</b>	<b>Contingency Fund</b>		
<b>Revenue</b>			
	Beginning Cash Balance		<b>-52,500</b>
<b>Expense</b>	<i>The first two amendments listed below dedicate appropriation authority to the specified projects. While the second two require increased appropriation for the 2025-2026 budget.</i>		
	Grand Cinema Capital Campaign	Dedicate \$50,000 of the 2025-2026 Budget for Council Contingency to the Grand Cinema Capital Campaign for improvements to the Merlino Building. (City Council Budget Proviso)	<b>No Appropriation Change</b>
	Rebuilding Hope Capital Campaign	Dedicate \$25,000 of the 2025-2026 Budget for Council Contingency for the Rebuilding Hope Capital Campaign. (City Council Budget Proviso)	<b>No Appropriation Change</b>
	Oasis Center	Dedicate \$10,000 of savings from prior biennium Council Contingency to the Oasis Center for maintaining services. (City Council Budget Proviso)	<b>10,000</b>
	Downtown Business Retail Advocate	Dedicate \$42,500 of savings from prior biennium Council Contingency to support the Downtown Business Retail Advocate program. (City Council Budget Proviso)	<b>42,500</b>
<b>1185</b>	<b>NCS Special Revenue</b>		
<b>Expense</b>			
	Anti-Graffiti Program	Dedicate \$25,000 from the Tidy Up Public and Private Graffiti program to additional anti-graffiti and public art. (City Council Budget Proviso)	<b>No Appropriation Change</b>

**EXHIBIT B**

**City of Tacoma, Washington  
2025-2026 Biennial Operating Budget  
Contracts, Transfers, other Obligations**

**Narrative Explanation for the Budget Adjustments and City Council Budget Proviso**

Authorize an Increase or Redirection or Revenues and Expenditures for 2025-2026 Appropriations:

<b>Fund No.</b>	<b>Fund Name</b>	<b>Narrative Description</b>	<b>Adjustment Amount</b>
<b>1195</b>	<b>CED Economic Development Grants</b>		
<b>Revenue</b>			
	Beginning Cash (UDAG)		<b>-47,000</b>
	Washington State Department of Commerce Community Reinvestment Plan Grant Revenue		<b>-4,000,000</b>
<b>Expense</b>			
	Seaport Museum Commercial Pump-Out Loan	Provide \$47,000 in loan funds from the UDAG program to aid in the Seaport Museum's commercial pump-out station. (City Council Budget Proviso)	<b>47,000</b>
	Washington Department of Commerce Community Reinvestment Plan Grant	Recognize the expenses of a grant awarded by the Washington State Department of Commerce.	<b>4,000,000</b>
<b>3210</b>	<b>Real Estate Excise Tax</b>		
<b>Revenue</b>			
	Beginning Cash		<b>-1,000,000</b>
<b>Expense</b>			
	Transfer to Capital Improvement Plan	Transfer funds for the Downtown Skate Park project, selected through the District 2 Participatory Budgeting process. (City Council Budget Proviso)	<b>1,000,000</b>



## ORDINANCE NO. 29003

1 AN ORDINANCE relating to the Comprehensive Plan and Capital Budget;  
2 adopting the 2025-2030 Capital Facilities Program of the Comprehensive  
Plan, and adopting the 2025-2026 Capital Budget.

3 WHEREAS in compliance with the Growth Management Act, the City  
4 Council periodically adopts an updated Capital Facilities Program (“CFP”) that  
5 indicates existing and proposed capital facilities projects throughout the City,  
6 and

7 WHEREAS a draft of the 2025-2030 CFP was presented to the Planning  
8 Commission on May 1, May 15, June 5, and July 17, 2024, and a public hearing  
9 was held on June 5, 2024, and the Planning Commission recommended the  
10 CFP for approval, and  
11

12 WHEREAS the CFP helps inform development of the City’s Capital  
13 Budget, which was presented at a City Council study session on  
14 October 8, 2024, and

15 WHEREAS, by motion at its Special Meeting on November 20, 2024, the  
16 City Council directed the City Manager to add the McKinley Street Scape  
17 project to the draft CFP project list in the Transportation program category, and  
18

19 WHEREAS the City Manager administratively added the Downtown  
20 Skate Park project to the draft CFP project list in the Parks and Open Space  
21 program category to align with the District 2 Participatory Budgeting process  
22 which results in a minor adjustment to the proposed 2025-2026 Capital Budget,  
23 and  
24

25 WHEREAS, by motions at its Special Meeting on November 20, 2024,  
26 the City Council directed the City Manager to add certain budget provisos to the



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

proposed 2025-2026 Capital Budget and the City Manager recommends certain adjustments to the proposed 2025-2026 Capital Budget as described in Exhibit B, which are incorporated into the 2025-2026 Capital Budget, and

WHEREAS, pursuant to RCW 35.34, the City must pass an ordinance that appropriates estimated expenditures and revenues, and

WHEREAS funds within the Capital Budget are provided with multi-year or continuing appropriation and are adopted separately from the City's Biennial Operating Budget, and

WHEREAS the proposed 2025-2026 Capital Budget reflects modifications to the existing continuing appropriations for capital projects; Now, Therefore,

**BE IT ORDAINED BY THE CITY OF TACOMA:**

Section 1. That the 2025-2030 Capital Facilities Program, amending the Comprehensive Plan, is hereby approved, said document to be substantially in the form of the document on file in the office of the City Clerk.

Section 2. That the City of Tacoma 2025-2026 Capital Budget, attached hereto as Exhibit "A," which provides additional appropriations to each fund, and Exhibit "B," which provides project-by-project detail of additional appropriations in each fund and certain adjustments and budget provisos, which exhibits are attached hereto and incorporated herein, is hereby approved.



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Section 3. That the Finance Director is hereby authorized to bring forward into fiscal year 2025 all appropriations and allocations not otherwise closed, completed, or deleted from prior years' capital budgets.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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

**Exhibit A**

**City of Tacoma, Washington  
2025-2026 Capital Budget Ordinance  
Project Balances, Transfers, other Obligations**

<b>Fund No.</b>	<b>Fund Name</b>	<b>Proposed Appropriation</b>	<b>Adjustments</b>	<b>Amended Budget</b>
<b>Special Capital Funds</b>				
1060	Transportation Capital and Engineering	12,628,359		12,628,359
1140	PWE Paths & Trails Reserve	13,910		13,910
3211	Capital Projects Fund	3,076,163	\$ 1,000,000	4,076,163
<b>Total City of Tacoma Capital Budget</b>		<b>\$ 15,718,432</b>	<b>\$ 1,000,000</b>	<b>\$ 16,718,432</b>

**Exhibit B**

**City of Tacoma, Washington  
2025-2026 Capital Budget Ordinance  
Project Balances, Transfers, other Obligations**

<b>WBS</b>	<b>Project Title</b>	<b>Proposed Appropriation</b>	<b>Adjustments</b>
<b>Fund No. 1060</b>	<b>Fund Name Transportation Capital and Engineering</b>		
	Capital Sidewalk Program	3,600,000	
	<i>Dedicate \$36,000 to Foss Esplanade Completion (City Council Budget Proviso)</i>		
	ADA Curb Ramp Program	700,000	
	Active Transportation Program Improvements	900,000	
	Neighborhood Traffic Calming Improvement Program	100,000	
	Safe Routes to School Improvement Program	1,300,000	
	Signs and Markings Improvement Program	1,990,000	
	Streetlight Infrastructure Improvements	150,000	
	Traffic Beacon Improvement Program	300,000	
	Traffic Enhancement Improvement Program	75,000	
	Traffic Signal Infrastructure Improvement Program	800,000	
	Vision Zero Infrastructure Improvement Program	90,000	
	Public Works Capital Projects	250,000	
	Grant Match Opportunities	2,000,000	
	<i>Dedicate \$1,000,000 for Vision Zero Improvements (City Council Budget Proviso)</i>		
	Capital Project Inspection Charges	200,000	
	Capital Reserve	173,359	
		<hr/> <b>12,628,359</b> <hr/>	
<b>1140</b>	<b>PWE Paths &amp; Trails Reserve</b>		
	Capital Reserve	13,910	
		<hr/> <b>13,910</b> <hr/>	
<b>3211</b>	<b>Capital Projects Fund</b>		
	Capital Reserve	276,163	
	Restore or Remove Downtown Fountains	1,500,000	
	Energy Efficiency Measures at TMBN	1,000,000	
	<i>Downtown Skate Park Participatory Budgeting Project</i>		1,000,000
	Main Library HVAC Project	300,000	
		<hr/> <b>3,076,163</b> <hr/>	
		<hr/> <b>15,718,432</b> <hr/>	<hr/> <b>1,000,000</b> <hr/>