



LAKEWOOD CITY COUNCIL AGENDA

Monday, June 16, 2014
7:00 P.M.
City of Lakewood
City Council Chambers
6000 Main Street SW
Lakewood, WA 98499

Page No.

CALL TO ORDER

ROLL CALL

FLAG SALUTE

CITY MANAGER REPORT

PROCLAMATIONS AND PRESENTATIONS

Business showcase H & L Produce - *Brian and Kerri Lloyd, Owners*

Business showcase Studio Fitness –*Shelley Campbell, Owner and Shane Simmons, Manager*

Sound Transit Update – *Chelsea Levy, Government and Community Relations Office, Sound Transit*

PUBLIC COMMENTS

C O N S E N T A G E N D A

- (5) A. Approval of the minutes of the City Council meeting of June 2, 2014.
- (11) B. Approval of the minutes of the City Council Study Session June 9, 2014.

The Council Chambers is accessible to persons with disabilities. Equipment is available for the hearing impaired. Persons requesting special accommodations or language interpreters should contact the City Clerk's Office, 589-2489, as soon as possible in advance of the Council meeting so that an attempt to provide the special accommodations can be made.

<http://www.cityoflakewood.us>

City Hall will be closed 15 minutes after adjournment of the meeting.

- (16) C. Items Filed in the Office of the City Clerk:
1. Human Services Funding Advisory Board meeting minutes of May 15, 2014.
 2. Redevelopment Advisory Board meeting minutes of May 13, 2014.

R E G U L A R A G E N D A

PUBLIC HEARINGS AND APPEALS

- (21) This is the date set for a public hearing by the City Council on the proposed 2013-2014 biennial budget amendments.

APPOINTMENT

- (54) Motion No. 2014-37

Appointing Kurtiss Erickson to serve on the Arts Commission through October 15, 2016. - Mayor

ORDINANCE

- (58) Ordinance No. 586

Creating Section 1.12.030 of the Lakewood Municipal Code relative to holidays based on reasons of faith. – *Human Resources Director*

UNFINISHED BUSINESS

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City Hall will be closed 15 minutes after adjournment of the meeting.

NEW BUSINESS(72) Motion No. 2014-38

Authorizing the execution of an agreement with the American Federation of State, County, and Municipal Employees (AFSCME) Local #1938 from January 1, 2013 through December 31, 2016. – *Human Resources Director*

BRIEFING BY THE CITY MANAGER

- (146) Review of a proposed tax incentive urban use center and residential target areas.

CITY COUNCIL COMMENTS**ADJOURNMENT**

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LAKWOOD CITY HALL
 6000 Main Street SW, Lakewood, WA 98499-5027
 (253) 589-2489

MEETING SCHEDULE
June 16, 2014 – June 20, 2014

Date	Time	Meeting	Location
June 16	7:00 P.M.	City Council	Lakewood City Hall Council Chambers
June 17	7:00 P.M.	Northeast Neighborhood Association	Lakewood Fire Department 10928 Pacific Highway SW
June 18	6:30 P.M.	Planning Advisory Board	Lakewood City Hall Council Chambers
June 19	No Meetings Scheduled		
June 20	No Meetings Scheduled		

TENTATIVE MEETING SCHEDULE
June 23, 2014 – June 27, 2014

Date	Time	Meeting	Location
June 23	7:00 P.M.	City Council Study Session	Lakewood City Hall Council Chambers
June 24	5:30 P.M.	Parks and Recreation Advisory Board	Lakewood City Hall 1 st Floor, Conference Room 1D
	5:30 P.M.	Citizens Transportation Advisory Board	Lakewood City Hall 1 st Floor, Conference Room 1E
June 25	No Meetings Scheduled		
June 26	3:30 P.M.	City Talk with the Mayor or another Councilmember. Please call 253-589- 2489 for an appointment	Lakewood City Hall 3 rd Floor, Mayor's Office
June 27	No Meetings Scheduled		

NOTE: The City Clerk's Office has made every effort to ensure the accuracy of this information. Please confirm any meeting with the sponsoring City department or entity.



LAKESWOOD CITY COUNCIL MINUTES

June 2, 2014
City of Lakewood
City Council Chambers
6000 Main Street SW
Lakewood, WA 98499

CALL TO ORDER

Mayor Anderson called the meeting to order at 7:00 p.m.

ROLL CALL

Councilmembers Present: 7 – Mayor Don Anderson; Deputy Mayor Jason Whalen; Councilmembers Mary Moss, Mike Brandstetter, John Simpson, Marie Barth and Paul Bocchi.

FLAG SALUTE

The Pledge of Allegiance was led by Mayor Anderson.

REPORTS BY THE CITY MANAGER

City Manager Caulfield called on Parks and Recreation Director Dodsworth who announced that the third annual Farmers Market begins on June 3, 2014.

PROCLAMATIONS AND PRESENTATIONS

Proclamation in remembrance of Larry Humphrey, former Lakewood City Councilmember.

MAYOR ANDERSON PRESENTED A PROCLAMATION TO MRS. NATALIE HUMPHREY IN REMEMBRANCE OF LARRY HUMPHREY, FORMER LAKEWOOD CITY COUNCILMEMBER.

Youth Council Report and Recognition.

The Youth Council provided a year-end review of the activities of the Youth Council including the teen leadership summit, truck and tractor day, Make a Difference Day, Stuff the Bus, holiday fair, joint event with the City Council, tree lighting ceremony, legislative youth action day, daddy/daughter dance, fair garden tea party, Lakewood United presentation, Human Services Collaboration panel, arts fest reception, Lions Club Crab feed, World Vision, and the Youth empowerment program.

Councilmember Barth, Youth Council liaison, presented Certificates of Appreciation to each of the 2013-2014 Youth Councilmembers for their service.

Clover Park School District Board Report.

Clover Park School District (CPSD) Board Director Paul Wagemann thanked the Council for the community collaboration and commitment to the Youth Council. He spoke about a Department of Defense grant that the School District received in the amount of \$1.775 million over three years. He then spoke about a boundary adjustments meeting that the District held with JBLM. He reported about a track star event in the Special Olympics. He indicated that the Board will be discussing ways for better communication at their next Retreat. He then provided a progress report on the construction of Harrison Preparatory and the other schools.

PUBLIC COMMENTS

Speaking before the Council were:

Dennis Haugen, Lakewood resident, spoke about potholes and hiring a visioning consultant.

Helen Davis, Lakewood resident, spoke about the Lakewood Senior Center activities and announced that the Center will be holding an open house on June 5, 2014 from 10:00 a.m. – 1:00 p.m.

Glen Spieth, Lakewood resident, spoke about opening restroom facilities or provide sani-cans at Kiwanis Park.

C O N S E N T A G E N D A

- A. Approval of the minutes of the City Council meeting of May 19, 2014.
- B. Approval of the minutes of the City Council Study Session of May 27, 2014.
- C. Approval of payroll checks in the amount of \$2,152,369.70, for the period April 16, 2014 through May 15, 2014.
- D. Approval of claim vouchers in the amount of \$1,398,151.02, for the period April 29, 2014 through May 22, 2014.
- E. Motion No. 2014 –34

Setting Monday, June 16, 2014, at approximately 7:00 p.m., as the date for a public hearing by the City Council on the proposed 2013-2014 biennial budget amendments.

F. Resolution No. 2014-15

Setting Monday, July 7, 2014, at approximately 7:00 p.m., as the date for a public hearing by the City Council on the proposed 2015-2020 Six Year Transportation Improvement Program.

G. Items Filed in the Office of the City Clerk:

1. Parks and Recreation Advisory Board meeting minutes of March 25, 2014 and April 28, 2014.
2. Landmarks and Heritage Advisory Board meeting minutes of March 27, 2014.
3. Lakewood Arts Commission meeting minutes of April 7, 2014.
4. Human Services Funding Advisory Board meeting minutes of April 17, 2014.
5. Citizens' Transportation Advisory Committee meeting minutes of April 29, 2014.

COUNCILMEMBER MOSS MOVED TO ADOPT THE CONSENT AGENDA AS PRESENTED. SECONDED BY COUNCILMEMBER BARTH. VOICE VOTE WAS TAKEN AND CARRIED UNANIMOUSLY.

R E G U L A R A G E N D A

ORDINANCE

Ordinance No. 585 amending various chapters of the Lakewood Municipal Code relative to the Hearings Examiner processes.

COUNCILMEMBER SIMPSON MOVED TO ADOPT ORDINANCE NO.585. SECONDED BY COUNCILMEMBER MOSS. VOICE VOTE WAS TAKEN AND CARRIED UNANIMOUSLY.

NEW BUSINESS

Motion No. 2014-35 approving the execution of an agreement with Rasmussen Triebelhorn, in the amount of \$60,570, for the design of the Public Works Operations and Maintenance Shop.

DEPUTY MAYOR WHALEN MOVED TO APPROVE THE EXECUTION OF AN AGREEMENT WITH RASMUSSEN TRIEBELHORN, IN THE AMOUNT OF \$60,570, FOR THE DESIGN OF THE PUBLIC WORKS OPERATIONS AND MAINTENANCE SHOP. SECONDED BY COUNCILMEMBER BRANDSTETTER. VOICE VOTE WAS TAKEN AND CARRIED UNANIMOUSLY.

Motion 2014-36 approving an interlocal agreement with Pierce College relative to the Oak Prairie management and restoration program.

COUNCILMEMBER SIMPSON MOVED TO APPROVE AN INTERLOCAL AGREEMENT WITH PIERCE COLLEGE RELATIVE TO THE OAK PRAIRIE MANAGEMENT AND RESTORATION PROGRAM. SECONDED BY COUNCILMEMBER BARTH. VOICE VOTE WAS TAKEN AND CARRIED UNANIMOUSLY.

BRIEFING BY THE CITY MANAGER**Review of a proposed tax incentive urban use center and designation of a residential target area.**

City Manager Caulfield called on Assistant City Manager Bugher who reviewed options for a proposed tax incentive urban use center and designation of a residential target area.

Discussion ensued on considering a tax incentive use center and residential target area boundaries later with the Comprehensive Plan amendment process; the Redevelopment Advisory Board's recommendations to support the proposed tax incentive urban use center and residential target area boundaries; concerns about delaying the setting of boundaries to later in the year with the Comprehensive Plan process and moving forward with designations; scaling down the residential target areas to specific properties within MF3, NC2 areas and removing the proposed TOC areas; reviewing the community design standards; providing for some open space in the redevelopment for the Springbrook area; and how the tax abatements would affect revenues for schools and the fire district.

City Manager Caulfield reported on the status of the six Pierce County Regional Council (PCRC) transportation improvement applications submitted by Public Works Department. He noted that the Transportation Coordinating Committee of the PCRC is recommending that the six projects totaling \$6.1 million be funded.

He reported that Sound Transit will be providing the Council with a long range plan update on June 16, 2014. He noted that staff is responding to Sound Transit's draft EIS.

He announced that staff held a 2015-2016 budget kick-off meeting and staff is scheduled to present a comprehensive budget to the Council on October 6, 2014.

He announced that the Community Visioning kick-off will be held on June 5, 2014, at 1:30 p.m.

He then extended his thanks to the Police Department and others for participating in the Special Olympic torch run.

He noted that a gateway design update will be presented to the Council on July 7, 2014.

He reported that the barn that collapsed at Ft Steilacoom Park was on the national historic register. The City's insurance carrier suggested that the debris be tested for contamination before removal and it tested positive for lead. The cost for removal will be approximately \$30,000.

He suggested that the next Transportation Benefit District Board meeting be scheduled for July 14, 2014.

He announced that General Lanza will be holding a meeting on June 10, 2014 from 10:00 a.m.-noon at the Golf Course relative to the military draw down.

He also noted that the Washington State Department of Transportation open house on the I-5/JBLM corridor be held at the Golf Course in DuPont on June 11, 2014 from 4:00 – 7:00 p.m.

He reported that the Joint Land Use Study process is underway. Meetings will be held on June 23-25, 2014.

CITY COUNCIL COMMENTS

Councilmember Bocchi expressed his appreciation to the Public Works Department on the recommendation of the PCRC Transportation Coordinating Committee for funding Lakewood's transportation projects. He also acknowledged the work of the Youth Council and commented on Youth Council Keila Pritchard's appointment to West Point.

Councilmember Moss commented on the gateway entrances design project. She also thanked the Youth Council. She then commented on the Harrison Preparatory honorary graduates ceremony.

Councilmember Barth noted that she will be attending Farmers Market on June 3, 2014.

Deputy Mayor Whalen commented on the Rotary meeting he attended and the decision to move forward with the Ft. Steilacoom Park amphitheater project. He announced that he will be attending the Pierce County Regional Council meeting scheduled for June 19, 2014. He also indicated that the Tillicum Neighborhood Association meeting is scheduled for Thursday, June 5, 2014.

Mayor Anderson commented on the Public Works transportation projects being recommended for funding. He then commented on the phone interview that he and the City Manager participated in relative to the Joint Land Use Study. He also commented on the reception he attended with the Commander General on the Special Olympics kickoff.

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Mayor Anderson announced that Council will move into a closed session to discuss employee relations pursuant to RCW 42.30.140(4).

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ADJOURNMENT

There being no further business, the meeting adjourned at 9:25 p.m.

DON ANDERSON, MAYOR

ATTEST:

ALICE M. BUSH, MMC
CITY CLERK



LAKWOOD CITY COUNCIL STUDY SESSION MINUTES

June 9, 2014
City of Lakewood
City Council Chambers
6000 Main Street SW
Lakewood, WA 98499

CALL TO ORDER

Mayor Anderson called the meeting to order at 7:04 p.m.

ROLL CALL

Councilmembers Present: 7 – Mayor Don Anderson; Deputy Mayor Jason Whalen; Councilmembers Mary Moss, Mike Brandstetter, John Simpson, Marie Barth and Paul Bocchi.

Lodging Tax Advisory Committee Members Present: 3 – Rebecca Huber, Phillip Raschke, and Linda Smith

ITEMS FOR DISCUSSION:

Joint Lodging Tax Advisory Committee meeting

Members of the Lodging Tax Advisory Committee (LTAC) introduced themselves. Ms. Smith reviewed the process that the LTAC used in reviewing applications and making recommendations for lodging tax funding. Mr. Raschke reviewed the amounts requested and the amounts that were funded.

Discussion ensued on the new lodging tax funding laws and guidelines; and would signage at City entrances be allowable for lodging tax use.

Review of the proposed 2015-2020 Six Year Transportation Improvement Program

Transportation Manager Winkler provided an overview of the proposed Six Year Transportation Improvement Program.

Discussion ensued on the review process and scoring criteria to strategize for obtaining grant funding and opportunities; what policies can Council implement to leverage grant funding; how would the Thorne Avenue to Gravelly Lake Drive motorized and the non-motorized connector score in the grant funding process; what process will be used in prioritizing neighborhood transportation projects;

and aligning transportation improvement projects with Lakewood Water District projects.

Review of the proposed 2013-2014 biennial budget amendments

Assistant City Manager for Finance reviewed the proposed biennial budget adjustments.

Discussion ensued on what is the need for the City Hall facilities fund (Fund 102); creating an annual reserve for capital facilities maintenance; will the Public Works Maintenance and Operations Shop be included in the City Hall facilities fund (Fund 102); addressing capital facilities maintenance in the financial policies; is \$100,000 sufficient for the Bridgeport Way entrance gateway; what is the \$40,000 economic development professional services contract for (work regarding WSDOT property on Pacific Highway); to what extent is the \$36,856 additional personnel cost for a full-time Municipal Court judge being extended to University Place and the Town of Steilacoom; who is responsible for the Ft. Steilacoom Barn removal (staff views it as the State's responsibility as the owner of the property); and making a tree fund adjustment in the amount of \$4,000 versus \$2,000.

BRIEFING BY THE CITY MANAGER

Review of proposed building permit fees for industrial warehousing.

City Manager Caulfield called on Assistant City Manager Bugher who provided an overview of proposed building permitting fees for industrial warehouses and the results of a survey of what other communities charge.

Discussion ensued on the reasons for not charging a flat fee versus a per square foot charge; what level of fee recovery costs is appropriate; what is the regional modifier (based on International building code and a Lakewood modifier); providing a comparison of what Lakewood's proposed fee would be in comparison with what other entities would charge; and will a cost recovery percentage be including in building fees and addressed in the financial policy.

City Manager Caulfield asked for Council's consensus to proceed with acquiring a 5 yard dump truck (\$49,000) for potential inclement weather this winter. It was the consensus of the Council to proceed with acquisition.

City Manager Caulfield recognized Becky Newton for organizing the Housing Forum and receiving the Employee Teamwork Award along with her team mates Ellie Chambers-Grady, Melody Perrussel, Andrea Bell and Brent Champaco. He noted that 88 individuals attended the forum and then provided a report on the evaluations provided by the attendees.

He reported that Lakewood's transportation projects are being recommended for funding and being considered by the Pierce County Regional Council at their

July 17, 2014 meeting.

He then provided an update on the Community Visioning meeting that was held last week.

He reported that the City of Puyallup is joining South Sound 911 and an amendment to the interlocal agreement will be coming before the Council for consideration.

He reported that Pierce County Councilmember Doug Richardson is proposing a commercial sewer conservation loans program.

He reported that tickets are on sale for the 2015 US Open.

He noted that the City of DuPont is interested in contracting for municipal court services and human resource services.

He announced that Senator Murray's new South Sound Regional Director is Kristine Reeves.

He announced that General Lanza will be holding a Town Hall Meeting at the Eagles Golf Course on June 10, 2014 and on June 11, 2014, WSDOT will be holding a meeting at 4:00 p.m. regarding the I-5/JBLM Corridor.

ITEMS TENTATIVELY SCHEDULED FOR THE JUNE 16, 2014 REGULAR CITY COUNCIL MEETING:

1. Businesses showcase of H & L Produce and Studio Fitness.
2. Sound Transit Long Range Plan update.
3. Review of 2014 First Quarter Financial Report.
4. This is the date for a public hearing by the City Council on the proposed 2013-2014 biennial budget amendments.
5. Appointing an individual to serve on the Arts Commission.
6. Amending Chapter 1.12 of the Lakewood Municipal Code relative to City holidays.
7. Pierce County Regional Council transportation improvement project applications update.

CITY COUNCIL COMMENTS

Councilmember Moss commented on the Farmers Market.

Councilmember Bocchi noted that the Pierce County Regional Council meeting has been rescheduled to July 17, 2014. He reported that there will be a Pierce County sewer discussion tomorrow and that Lakewood submitted an application for funding. He commented on the Farmers Market, Senior Center event and the Community Visioning meeting he attended.

Councilmember Brandstetter spoke about the proposed amendment to the South Sound 911 agreement that will be coming before the City Council to consider the City of Puyallup joining South Sound 911. He spoke about the changes Puyallup has requested. He then commented on the Flood Control District meeting he attended and the District's intent to not tamper with the property tax assessment. He spoke about projects being worked on. He indicated that he will be attending the AWC Conference next week.

Councilmember Barth spoke about the Farmers Market. She also commented on the Senior Center event. She indicated that she and Councilmember Moss will have a report to provide on their upcoming business tour.

Councilmember Simpson commented on the work of Council. He then commented on the Community Visioning meeting and its process. He expressed an interest in attending the Community Visioning meetings.

Deputy Mayor Whalen commented on the Farmers Market. He spoke about the Tillicum Neighborhood Association meeting he attended and their discussion about traffic calming funds and their interest in traffic calming measures. He complimented the City Manager for the communications tools that the City has implemented. He noted that he will not be attending the June 23, 2014 Council meeting.

Mayor Anderson commented on the Farmers Market, the Senior Center event, Relay for Life, and the Community Visioning meeting, Pierce Transit meeting the Board authorized the Pierce Transit CEO to negotiate the sale of their air corridor property.

ADJOURNMENT

There being no further business, the meeting adjourned at 9:30 p.m.

DON ANDERSON, MAYOR

ATTEST:

ALICE M. BUSH, MMC
CITY CLERK



**Human Services Funding Advisory Board
Regular Meeting Minutes
Thursday, May 15, 2014**

**6000 Main Street SW
Lakewood, WA 98499**

CALL TO ORDER

Ms. Green called the meeting to order at 4:00 p.m.

ATTENDANCE

Board Members Present: Ms. Mary Bohn, Dr. Catherine Forte, Ms. Mary Green, Mr. Barry Hackett, Ms. Susan Hart and Ms. Christine Turner

Absent (excused): Mr. Paul Calta and Mr. Anthony Gomez

City Council Liaison: Mike Brandstetter

Staff Member Present: Karmel Shields

CALL TO ORDER

Ms. Shields called roll.

APPROVAL OF MINUTES

Ms. Hart moved to approve the April 17, 2014 minutes of the Human Services Funding Advisory Board as written. Mr. Hackett seconded the motion. The minutes were approved unanimously.

PUBLIC COMMENTS

NONE

UNFINISHED BUSINESS

Review Feedback from Council Study Session

Board members were invited to share what they heard and understood to be Council's direction for the human service funding strategic areas of focus: Housing, Stabilization Services, Emotional Supports, Culturally-relevant Services and Access to Health and Behavioral Health Care Services.

The HSFAB agreed that the change in language from funding categories to areas of focus created a lot of confusion and that it was very difficult to explain both the needs analysis process and the summary of findings in a short period of time. The second page of the chart, which listed the 2014 funded services, was intended to reassure the Council that the Board was not abandoning current services to support new initiatives or to attempt to solve larger social issues that are outside the City's scope. Instead, we would use the new focus areas to concentrate City funds to support local organizations that can address multiple service needs.

Toward the end of the session with Council, however, the Board felt there was enough direction to move forward. The general consensus was the Council wants funding to focus on basic needs; and children, youth and their families should benefit most from services being funded.

In addition, the Council expressed support for continuing to leverage additional resources by looking at programs with the greatest return on investment. Council also expressed concern of spreading resources too thin, which could lessen our intended impact when solving a particular human service issue or our ability to reach certain outcomes. There was no indication that additional funds for human services would be available in the coming biennium.

The Council did express praise and appreciation for the diligent work of the HSFAB and their admiration for how hard the Board works to ensure that City funds are invested wisely.

NEW BUSINESS

Funding Criteria

Ms. Shields asked the Board to brainstorm key areas to be included in the 2015/16 Request for Proposal (RFP) application. The intent is to prepare a list of criteria before creating the proposal questions. In addition, the Board would like to see a draft score sheet, which includes the value for each proposal question and guidelines for determining if funding request levels are appropriate.

Ms. Shields provided a copy of the 2013/14 RFP application form for the Board's review. It was discussed that the common application, developed with the City of Tacoma and United Way two years ago, might not be sufficient to reflect this new approach of funding *service strategies*, rather than set *categories*. This is especially important since as we hope to attract bidders who can provide multiple services to their specified population.

Ms. Bohn stated that, during the bidders' conference, all potential applicants need to understand that this year's strategic focus areas are different from previous years. She also recommends the meeting be increased in length giving the participants an opportunity to learn how to craft a solid proposal. Ms. Shields will ensure this happens by increasing the length of the meeting and by including more instruction on successful proposal writing.

RFP Criteria Brainstorming Session

Below is a list of criteria in no specific order. Staff will take this list and create proposal questions and rating criteria. The Board will review and finalize the RFP questions at its next meeting in June.

- Program's ability to leverage additional resources
- Partnerships and coordination agreements
- Able to provide multiple services (i.e. case management & emergency assistance)
- Clearly describes the need and how the program helps to solve a problem (how do they know)
- Track record of success (in the community and as a contractor)
- Screening clients or selection process (right fit for the program)
- Outreach to underserved populations (geographic and ethnic)
- Solid organizational structure including involved & seasoned professionals (staff & board)
- Percentage or number of Lakewood residents served
- Administrative cost are low or below 20%
- Copies of the last 990 and agency audit
- Budgets and narrative that specifically address how Lakewood funds will be used
- Return of Investment(ROI) indicators: overall community impact, ability to leverage more resources, volunteer work force, in-kind contributions
- Output or unit cost per output measures calculations

OTHER

Ms. Shields informed the Board that she would not be available for the next regularly scheduled meeting Thursday, June 19, 2014. The Board discussed various dates and times to reschedule the meeting, given that the Request for Proposal needs to be drafted and reviewed by Council prior to its release in early July. The Board settled on the next meeting date: Thursday, June 5, 2014, 4:00 – 5:30 p.m.

ADJOURNMENT

There being no other business, Mr. Hackett moved that the board adjourn. Ms. Hart seconded the motion. The motion passed and Ms. Green adjourned the meeting at 5:30 p.m.

Mary Green
Ms. Mary Green, Board Chair

6/5/2014
Date

Karmel Shields
Ms. Karmel Shields, HS Coordinator

6/5/2014
Date



REDEVELOPMENT ADVISORY BOARD (REDAB)

TUESDAY – MAY 13, 2014 – 7:30 a.m.
Lakewood City Hall, Conference Room 1E
6000 Main Street SW, Lakewood, WA 98499

CALL TO ORDER: Chair Jim Charboneau called the meeting to order at 7:32 a.m.

ROLL CALL

REDAB Members Present: Bruce Bodine, Chair Jim Charboneau, Robert Estrada, James Guerrero and Matthew Wallin

REDAB Members Absent: Dan Durr, Timothy Johnson, Louis Imhof and Denise Yochum

City Council Liaison Present: Deputy Mayor Jason Whalen

Staff Present: Assistant City Manager of Development/Community Development Director David Bugher, Economic Development Specialist Becky Newton and Administrative Assistant Melody Perrussel

APPROVAL OF MINUTES: James Guerrero moved, and Bruce Bodine seconded the motion, to approve the April 8, 2014, REDAB minutes. The motion passed unanimously.

PUBLIC COMMENTS: None.

COMMUNITY ENCOURAGEMENT: Mr. Guerrero talked about the Big Lot's ribbon cutting on May 9th and indicated Lakewood's Hobby Lobby is exceeding their projected earnings.

Discussion ensued on the Lakewood Towne Center's covenants and restrictions on open space, office space, and mixed use. Assistant City Manager of Development/Community Development Director David Bugher said these Comprehensive Plan topics are under review.

Mr. Bugher talked about City gateway programs to improve the City's entrances. Parks, Recreation and Community Services Director Mary Dodsworth is asking WSDOT to clean up the I-5 freeway.

Mr. Guerrero said the Gateway Committee discussed four designs and is meeting again that week. Councilmember Jason Whalen advised Lakewood has eight entrances, and City Manager John Caulfield will find funds for a clean-up prior to the 2015 U.S. Open.

OLD BUSINESS - Lakewood Housing Forum, Thursday – May 15th

Economic Development Specialist Becky Newton invited REDAB to attend the upcoming Housing Forum at the Clover Park Technical College McGavick Center. Congressman Denny Heck has agreed to speak, and Mr. Bugher will talk about what is possible in Lakewood today.

Presentations planned for the event are: Federal Housing Priorities & Financial Services Committee Legislation, Economic Outlook and Housing Trends, JBLM Off-Base Housing Needs, Lending Patterns and a Developers Panel.

NEW BUSINESS - Comprehensive Plan 2015 Updates

Mr. Bugher talked about the draft handout being from the Economic Development portion of the Comprehensive Plan and indicated there will be some changes in text. It contains educational, real estate, workforce, and population data. He indicated the City Council had recently reviewed the draft.

Mr. Bugher stated Lakewood's middle class accounts for 11% of our total population, and the City wants to raise the quality of our housing and jobs to increase that percentage. We are making nuanced Municipal Code changes to ease up the building of single family residences and identifying short plats that can be used to allow for cottage housing. An example in the Lake City area would be to combine several narrow and long lots, and remove an old home on one to create three house lots.

Lakewood's per capita income is less than Gig Harbor and Puyallup. Mr. Bugher stated there's not a lot of retail leakage around the Lakewood Towne Center, because a higher level of lower income shoppers live here than in the cities surround us.

Ms. Newton said the City needs a market study analysis to determine the financial viability of encouraging retail developers to build next to the I-5 Freeway. Discussion ensued on available financial programs including EB-5 and the Section 108 loan for Curbside Motors, which may earn up to \$100,000 in City retail sales tax and provide 20 low to moderate income jobs within two years. Mr. Bugher talked about the eight Habitat for Humanity houses under construction, which will bring the total up to 31.

Councilmember Whalen stated the Council is reviewing citizen advisory committees/ boards to see if symbiotic relationships occur with the idea of possibly combining them.

RPAI and BCRA disagree on what to do with the Lakewood Towne Center, which is built on a swamp. Do they move forward with short-term or long-term in mind? Do they build on the old Gottschalk's foundation or remove and replace it? The structural integrity of the Towne Center is an important factor in construction, as lots of rebar were in the original structural foundations.

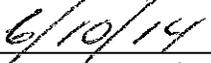
OTHER BUSINESS: None.

NEXT MEETING DATE: June 10th at 7:30 a.m.

ADJOURNMENT: Chair Charboneau adjourned the meeting at 8:19 a.m.



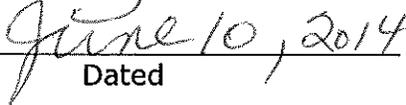
Jim Charboneau, Chair



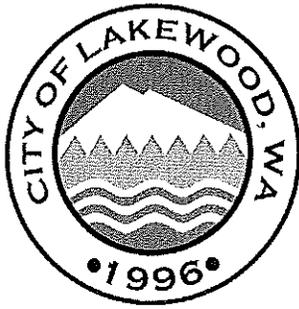
Dated



Melody Perrussel, Secretary



Dated



Don Anderson
Mayor

Jason Whalen
Deputy Mayor

Mary Moss
Councilmember

Michael D. Brandstetter
Councilmember

John Simpson
Councilmember

Marie Barth
Councilmember

Paul Bocchi
Councilmember

John J. Caulfield
City Manager

June 5 and 11, 2014

NOTICE OF PUBLIC HEARING CITY OF LAKEWOOD

2013-2014 BIENNIAL BUDGET AMENDMENTS

Notice is hereby given that on Monday, June 16, 2014, at 7:00 p.m., or soon thereafter, a public hearing will be held by the Lakewood City Council on the amendments to the 2013-2014 City of Lakewood biennial budget. This hearing will take place at the City of Lakewood, Council Chambers, 6000 Main Street SW, Lakewood, Washington.

If you have concerns about this matter and want those concerns to be known and considered, they must be presented at the hearing or written comments can be submitted to the City Clerk, 6000 Main Street SW, Lakewood, WA 98499-5027, prior to the hearing.

Beginning June 5, 2014, copies of the amendments to the 2013-2014 City of Lakewood biennial budget will be made available in the Finance Department or can be viewed at www.cityoflakewood.us For further information, please call Tho Kraus, Assistant City Manager/Finance & Administrative Services, at (253) 983-7706.

Alice M. Bush, MMC
City Clerk

(Motion No. 2014-34)



To: Mayor and City Councilmembers
From: Tho Kraus, Assistant City Manager/Finance & Administrative Services
Through: John J. Caulfield, City Manager *John J. Caulfield*
Date: June 16, 2014
Subject: 2014 Miscellaneous Budget Adjustment

BACKGROUND

The proposed budget adjustment makes the following types of modifications to the current biennium:

- Revise the 2014 beginning balance due to additional entries posted in 2013;
- Various housekeeping adjustments;
- Appropriate projects funded by grants/contributions; and
- New allocations.

PROPOSED BUDGET ADJUSTMENT SUMMARY

The proposed budget adjustment:

- Increases total beginning fund balance for all funds by \$408K, resulting in a total revised beginning fund balance estimate of \$19.95M;
- Increases total revenues for all funds by \$438K, resulting in a total revised revenue estimate of \$76.52M;
- Increases total expenditures for all funds by \$1.86M, resulting in a total revised expenditure estimate of \$79.37M; and
- Decreases total ending fund balance for all funds by \$1.02M, resulting in a total revised ending fund balance estimate of \$17.10M.

The table below provides a breakout of the proposed 2014 budget adjustment totals by fund group.

Fund Group	Beginning Fund Balance			Revenue			Expenditure			Ending Fund Balance		
	Current Budget	Proposed Adjustment	Proposed Revised Budget	Current Budget	Proposed Adjustment	Proposed Revised Budget	Current Budget	Proposed Adjustment	Proposed Revised Budget	Current Budget	Proposed Adjustment	Proposed Revised Budget
Total Year 2014	\$ 19,542,083	\$ 407,687	\$ 19,949,770	\$ 76,084,705	\$ 438,130	\$ 76,522,835	\$ 77,508,323	\$ 1,862,506	\$ 79,370,829	\$ 18,118,464	\$ (1,016,688)	\$ 17,101,776
General	2,110,352	470,328	2,580,679	35,368,004	1,002,000	36,370,004	34,935,996	602,206	35,538,202	2,542,360	870,122	3,412,481
Special Revenue	4,070,980	0	4,070,980	33,750,611	137,000	33,887,611	33,890,463	137,000	34,027,463	3,931,127	1	3,931,128
Debt Service	900,257	-	900,257	1,116,228	-	1,116,228	1,034,663	-	1,034,663	981,822	-	981,822
Capital Projects	646,295	0	646,295	558,180	-	558,180	277,120	-	277,120	927,355	0	927,355
Enterprise	6,267,610	(62,641)	6,204,969	3,367,841	-	3,367,841	6,237,284	-	6,237,284	3,398,167	(62,641)	3,335,526
Replace Reserves	5,546,590	-	5,546,590	1,923,840	(700,870)	1,222,970	1,132,796	1,123,300	2,256,096	6,337,634	(1,824,170)	4,513,464

PROPOSED BUDGET ADJUSTMENT HIGHLIGHTS

The narrative below provides detailed information on the proposed adjustments. A summary list is included as an attachment.

Fund 001 – General

Beginning Balance:

- *Increase Beginning Fund Balance \$470,328, 1-Time* – Increase 2014 beginning balance by \$470,328 due to additional entries posted to 2013 revenues, resulting in a higher 2013 ending fund balance than previously reported (rolls over to 2014 beginning fund balance.) The additional revenue posted is \$407,687 in franchise fees and \$62,641 in surface water management utility tax. The additional revenue was discovered as a result of review and change in process for accounting for revenues.

Transfer-In:

- *Transfer In from Fund 501 Fleet & Equipment \$1,000,000, 1-Time* – Return excess General Fund contributions to the fleet & equipment replacement reserves back to the General Fund. The fleet & equipment accumulated replacement reserves balance at the end of 2014 as calculated is \$3.94M. The accumulated replacement reserves balance after the \$1,000,000 transfer to the General Fund is \$4.07M.

City Manager:

- *Personnel Cost Decrease (\$50,579), Ongoing* – Reduce salaries and benefits due to restructuring of the Community/Governmental Relations Director position to Communications Manager.

- *Consultant Study of Finance & Administrative Services Department \$18,000, 1-Time* – Consultant retained to provide an organizational assessment of the City’s finance, information technology and human resources functions.

Finance & Administrative Services:

- *IT Strategic Plan: Phone System Replacement \$240,000, 1-Time* – The City’s NEC phone system was purchased at the time City Hall was constructed. It is at capacity which has resulted in some remote city sites using direct CenturyLink lines rather than the City’s system. More importantly, the current system is no longer manufactured and the availability of spare replacement parts is questionable. System failure could leave the City without phone service. This is a high priority project that should be completed no later than first quarter of 2015. Further, work should begin now completing a needs analysis, potential feature set review (voicemail features, email compatibility, presence, etc.), and crafting of project specifications and bid documents. Putting the project out for bid during 2014 for installation during the first quarter of 2015 will have the City better prepared should a failure occur. A component of this upgrade should also be the reservation of an additional block of phone numbers for future city use.
- *IT Strategic Plan: Messaging (E-mail) System Refresh \$35,000, 1-Time* – The City’s email system uses Microsoft Exchange 2007 and runs on a server utilizing Microsoft Window Server 2003. This operating system goes end-of-life in May of 2015. The Exchange software is now two versions behind. Due to the potential integration of the email system and phone system, the recommendation is this update project occurs during the third quarter of 2014. This will provide sufficient time to have a current, stable email system prior to upgrading and integrating the City’s replacement phone system.
- *IT Strategic Plan: Fiber Optic Connection to Senior Center & Fort Steilacoom Parks O&M Facility \$30,000, 1-Time* – Two facilities, the Senior Center and Parks, are both located relatively close to existing city fiber optic cabling runs. Both of these facilities suffer from poor internet performance and are not on the City’s phone system. It is recommended that a partnership with public works to install micro-fiber cabling using trenchless technology during 2014 so that both facilities can enjoy the benefits of the new city phone system as well as reducing staff frustration with performance of the recreation reservation system due to slow internet performance. This change may result in less than a two year return on investment based on the cost of phone service and internet service provider cost.
- *IT Strategic Plan: Council Chambers Technology Update/Records Management, Phase 1 \$10,000, 1-Time* – The technology used in the chambers is over 13 years old and was purchased when City Hall was built. This technology is past end-of-life and does not meet contemporary standards for broadcast or streaming of council meetings. This project has three main elements: Phase 1, broadcast or streaming of; Phase 2, updating of electronic; and Phase 3, implementation of automated council packet/records management systems. The funding requested is for Phase 1, to provide for basic streaming of council meeting using existing cameras. This will help staff know when they are required during a council meeting without having to sit through items not relevant to their business and provide citizens with live viewing of the meetings over the internet. Phase 2 takes place in 2015 and replaces all of the technology in the chambers, excluding the newly installed council work session screen and projector. Cameras will be updated to digital technology and the projector will be replaced with a high resolution digital unit. Dais monitors will be updated as well. Phase 3 implements an automated agenda bill tracking system and an

integrated records management application. Both of these applications will positively impact staff productivity and allow the City to move to electronic records management. The move to electronic records management will ease access to city records, improve compliance with the City's records retention policies, and free the City from increasing paper storage requirements.

- *IT Strategic Plan: City Hall Paging System \$15,000, 1-Time* – A paging system in public corridors was installed during City Hall construction. The system is not tied to the phone system and has never been placed into service. Paging is currently accomplished through the phone system using system handsets. Integrating the system such that phone system handsets can be utilized to access the system will be evaluated as part of the phone system upgrade.
- *IT Strategic Plan: Web Site Update/Redesign \$10,000, 1-Time* - Work on this project has already begun. A partnership between Information technology, Economic Development and the City Manager Departments is underway to update and modernize the City's web site. This effort will involve city staff, constituents, and local business seeking out ways to get information from and give information to the City.
- *IT Strategic Plan: Implement Two Factor Authentication for Police System Access \$20,000, 1-Time* – This project is in response to security requirements imposed by the Criminal Justice Information System (CJIS) standards required by the FBI and audited by the Washington State Patrol increasing security for computers accessing the criminal justice system in unsecured areas. This means having something you know, a password, and something you have, a token as an example. The system is to be installed on the appropriate police computers and supported by South Sound 911. The implementation date requirement is September of 2014 to maintain CJIS compliance.
- *IT Strategic Plan: Disaster Recovery Plan \$10,000, 1-Time* – Disaster planning should be undertaken as a city-wide initiative. Assembling this plan will involve all of the City's business units in determining what systems, programs and data have the highest priority for recovery, secondary sighting of mission critical technology at a stand-by site and the level of investment that is appropriate to support the plan.
- *Information Technology Consultant \$8,890, 1-Time* – Consultant retained to perform an assessment of the information technology function in the City and facilitate the development of a six-year information technology plan.
- *Scanners for Electronic Records Management \$4,000, 1-Time* – Currently, the City does not have dedicated equipment or work area where scanning occurs without interruption. While the proposed two new scanners would be located on the first and second floor for the primary purpose of scanning business licenses, vouchers and other financial documents, departments city-wide will also have access to use the equipment and work area. This request is in line with electronic records management element of the Information Technology Strategic Plan.
- *Fleet Consultant \$6,772, 1-Time* – Consultant retained to evaluate the City's fleet replacement plan, replacement reserve funding, review of fleet maintenance and operations, and potentially consultation on vehicle costing for budget purposes.

Municipal Court:

- *Personnel Cost Increase \$36,856, Ongoing* – Increase in salaries & benefits due to increasing the municipal court judge position from 0.80 FTE to 1.0 FTE.
- *Court Remittance Audit \$32,344, 1-Time* – Amount due to the State as a result of the Administrative Office of the Courts (AOC) initiated audit for years 2007 through 2013. On a monthly basis, the Municipal Court remits the money collected in the Court's system to the Finance Division for deposit into the City's accounts. A portion of the money is considered City revenue and retained by the City; however, two other portions are to be remitted to the State or County. Those portions have specific account codes that are utilized to differentiate the money when entered into the City's financial system. Finance reviews the accounts on a monthly basis to determine the amount of money that should be remitted to the State and County. The problem arose when the State changed the account numbers that were to be utilized and Finance was not aware of the changes. The preliminary audit liability is as follows: \$6,770 for 2013; \$11,506 for 2012; \$2,097 for 2011; and \$11,971 for 2008. Processes have been reviewed and changes have been put into place to ensure that this type of error does not occur in the future.

Legal:

- *Personnel Cost Decrease (\$61,341), 1-Time* – Reduce salaries & benefits due to vacant office technician position through the remainder of 2014.

Community & Economic Development:

- *Professional Services \$40,000, 1-Time* – Professional services for a comprehensive plan and fiscal analysis as it relates to economic development activities.
- *Oak Prairie Management & Restoration Program \$2,000, 1-Time* – Interlocal agreement with Pierce College for tree restoration program in the amount of \$2,000 per year for the Oak Prairie habitat at Pierce College and Fort Steilacoom Park. Funding source is oak tree mitigations funds the City has received. The adjustment is considered 1-time in nature due to the source of funds.

Parks, Recreation & Community Services

- *Fort Steilacoom Barn Removal \$30,000, 1-Time* – Remove the debris pile created when the barn blew over as a result of the February 2014 wind storm. The barns are the property of the State and recorded as "buildings of significance" on the National Historic Registry. It has taken some time to determine who would take the lead on what to do with the debris. The State wanted to the City to go through the pile and reclaim and store any salvageable material for future restoration projects on the remaining barns. The public also expressed interest in salvaging old barn boards. The City checked with its insurance carrier (WCIA) and had the building tested for lead and asbestos. The results are that the building is highly contaminated and none of the materials are safe to be salvaged and should be removed and disposed of in accordance with applicable laws and rules for disposal of contaminated material. The material cannot be burned and must be removed by a licensed company and disposed of properly. The recommendation is to phase the scope of the work to require the contractor to stop once they have determined the mass pounds per million (ppm). If the lead mass is 5 ppm or less, the City may dispose the debris as construction waste and reduce the overall cost by utilizing City resources. The City will be contacting the State to find out how they will pay or reimburse the City for removal costs.

- *Bridgeport Gateway Project \$100,000, 1-Time* – Site improvement costs. In February, 2014 a planning team was assembled to look at City gateways and to focus design efforts on the Bridgeport and Pacific Avenue gateway. A community gateway vision was created. The process was transparent and included community participation. After five planning meetings a preferred alternative was selected for various reasons, including the ability to change the scale and be replicated at other city gateways. The estimated cost assumes the City will provide site preparation, installation and construction support with internal services.

Police:

- *Add 3 Months Funding for Police Officer 1.0 FTE \$30,264, Ongoing* – The 2013/2014 Biennial Budget includes 101 sworn positions from an FTE count perspective; however, funding was budgeted for 100. In discussions with the Finance & Administrative Service and Police Departments, it is unclear why the budget did not include ongoing funding for all 101 sworn positions. The position is currently vacant and once hired, the estimated start date would be during the fourth quarter.

Public Works:

- *Transfer Out to Fund 101 Street O&M \$35,000, 1-Time* – General Fund contribution for street striping.

Fund 101 – Street Operations & Maintenance

- *ROW Tree Replacement \$2,000, 1-Time* – Replacement of trees in the public right-of-way adjacent to the former Colonial Motel property on Pacific Highway South due to vehicular hit and run. Funding source is the Oak Tree Mitigation funds.
- *Street Striping \$35,000, 1-Time* – Restripe sections throughout the City where the existing street striping (i.e. center line, lane lines, bike lane lines, edge line, crosswalks, stop bars, etc.) have either worn away entirely or has deteriorated enough to not be readily distinguishable by the travelling public. Revenues associated with the street operations & maintenance has been stagnant or falling over the years resulting in the necessity to cut the funding street striping. This appropriation would enable the O&M Division to address some pressing striping issues.

Fund 102 - Street Capital

- *Pavement Patching \$100,000, 1-Time* – Patch potholes with hot asphalt mix throughout the City, funded by additional real estate excise tax projected as a funding source for the fund as a whole. The annual pavement preservation program budget in the 2013/2014 budget was \$15,000 annually for materials. In 2013, due to the severity and/or extent of some of the potholes which couldn't be ignored an outside contractor had to be hired to do the work. As a result, a total of \$100,000 was spent on patching last year which between some one-time funding and additional monies transferred in from the street capital fund. In 2012, roughly \$100,000 was spent on pavement patching, which was funded by one-time transfer street capital fund. The proposed budget request will ensure that the street O&M fund has the funding to address its street patching needs in order to plan accordingly on how to accomplish same in the most efficient and effective manner to get the most bang for the buck versus hoping and guessing as to whether there will be any money available to do the work.

Fund 401 – Surface Water Management

- *Decrease Beginning Fund Balance (\$62,641), 1-Time* – Decrease 2014 beginning balance by \$62,641 due to an additional entry posted to 2013 expenditures, resulting in a lower 2013 ending fund balance than previously reported (rolls over to 2014 beginning fund balance.) The additional expenditure posted is for surface water management utility tax. The additional expenditure was discovered as a result of review and change in process for accounting for revenues.

Fund 501 – Equipment Replacement

- *Replace Public Works 5 Yard Dump Truck Bed \$49,000, 1-Time* – The salt for snow and ice fighting as eaten up the bed so much that the salt spreader can no longer be used. Without the ability to spread salt or sand while plowing makes the process a less efficient and effective effort. Funding source is excess replacement reserves accumulated in the Fleet & Equipment Fund.
- *Replace Police Motorcycle \$27,000, 1-Time* – Replace 2007 Honda ST1300 motorcycle that was damaged during training and cost to repair is high. The vehicle was purchased in 2007 and has accumulated enough reserves to replace in 2014. Funding source is replacement reserves.
- *Replace Police Refurbished Vehicle \$41,000, 1-Time* – Replace 2005 Crown Victoria due to aging of vehicle and the rising maintenance cost. The vehicle was purchased at the end of 2004 and has accumulated enough reserves to replace in 2014. Funding source is replacement reserves.
- *Ordinance Correction to Revenues (\$700,870, 1-Time)*: Correct the adopted budget ordinance for revenues which was overstated.
- *Transfer Out to Fund 001 General \$1,000,000, 1-Time* – Return excess General Fund contributions to the fleet & equipment replacement reserves back to the General Fund. The fleet & equipment accumulated replacement reserves balance at the end of 2014 as calculated is \$3.94M. The accumulated replacement reserves balance after the \$1,000,000 transfer to the General Fund is \$4.07M.

Fund 502 – City Hall Services

- *City Hall Space Planning Consultant \$6,300, 1-Time* – Consultant retained to provide two space studies (low impact and higher impact schemes) of City Hall. The consultant will evaluate the City's delivery of service, locations of departments and optimization of building space.

ENDING FUND BALANCE

The proposed budget adjustment results in a revised 2014 General/Street O&M Funds ending fund balance of \$3.49M, which equates to roughly 10.0% of General/Street O&M Funds operating revenues.

In support of the City's financial integrity, the following fund balance reserves, totaling 12% of General/Street O&M Funds operating revenues equating to \$4.2M, will be proposed as part of the financial policies discussion scheduled to occur in July 2014. An additional \$700K or 2.0% in ending fund balance is needed to meet the 12% reserve target. The goal date for meeting this target is no later than 2016, as part of the 2015-2016 Biennial Budget process.

- *2% General Fund Contingency Reserves:* The purpose of this reserve is to accommodate unexpected operational changes, legislative impacts, or other economic events affecting the City's operations which could not have been reasonably anticipated at the time the original budget was prepared. A 2% reserve fund based on the General/Street O&M Funds operating revenues equates to roughly \$700K.
- *5% General Fund Ending Fund Balance Reserves:* The purpose of this reserve is to provide financial stability, cash flow for operations and the assurance that the City will be able to respond to revenue shortfalls with fiscal strength. A 5% reserve fund based on the General/Street O&M Funds operating revenues equates to roughly \$1.74M.
- *5% Strategic Reserves:* The purpose of this reserve is to provide some fiscal means for the City to respond to potential adversities such as public emergencies, natural disasters or similarly major, unanticipated events. A 5% reserve fund based on the General/Street O&M Funds operating revenues equates to roughly \$1.74M.

PENDING ITEMS

The following are pending items that may be presented to Council during the year-end budget adjustment:

- *Fund 502 City Hall Service* – A review of facility maintenance needs is currently in progress to determine the both the near-term and long-term facility maintenance needs of City Hall, Police Station, and Fort Steilacoom Parks O&M Facility. The results of that analysis will be incorporated in the year-end budget adjustment (if impacting 2014) and the 6-year financial forecast (years 2015 – 2020).
- *AFSCME Contract* – Incorporate the financial impacts on four year contract (January 1, 2013 – December 31, 2016) on June 9, 2014 once approved by AFSCME and City Council.

NEXT STEPS

The following are upcoming financial documents currently under development and will be presented to Council in the near future:

- 1st Quarter, 2014 Financial Report (June 2014)
- Fleet & Equipment Plan (July 2014)
- Transportation Benefit District Funding Options (July 2014)
- Financial Policies (/July/August/September 2014)
- 6-Year Financial Forecast (August 2014)

ATTACHMENTS

- Summary of Proposed Adjustments
- Draft Budget Ordinance & Related Exhibits
 - Exhibit A(1) – Current Revised Budget By Fund- Year 2014
 - Exhibit A(2) – Proposed Revised Budget By Fund- Year 2014

**2014 Miscellaneous Budget Adjustment
Summary of Proposed Requests**

	Year 2014	
	Revenue	Expenditure
Grand Total - All Funds	\$ 438,130	\$ 1,862,506
Grand Total - Fund 001 General	\$ 1,002,000	\$ 602,206
Transfer In From 501 Fleet & Equipment Excess Reserves, 1-Time	1,000,000	-
Subtotal - Non-Departmental	\$ 1,000,000	\$ -
Personnel Cost Difference - Communications Manager, Ongoing	-	(50,579)
Consultant Study of Finance & Administrative Services Department, 1-Time	-	18,000
Subtotal - City Manager	\$ -	\$ (32,579)
IT Strategic Plan - Phone System , 1-Time	-	240,000
IT Strategic Plan - Messaging (E-mail) System Refresh, 1-Time	-	35,000
IT Strategic Plan - Fiber Optic Connection to Senior Center & Fort Steilacoom Parks O&M Facility, 1-Time	-	30,000
IT Strategic Plan - Council Chambers Technology Update/Records Management, 1-Time	-	10,000
IT Strategic Plan - City Hall Paging System, 1-Time	-	15,000
IT Strategic Plan - Web Site Update/Redesign, 1-Time	-	10,000
IT Strategic Plan - Implement Two Factor Authentication for Police System Access, 1-Time	-	20,000
IT Strategic Plan -Disaster Recovery Plan, 1-Time	-	10,000
Information Technology Consultant (For a Total of \$10,000), 1-Time	-	8,890
Two (2) Scanner for Electronic Records Management - 1st & 2nd Floor/Shared, 1-Time	-	4,000
Fleet Consultant (For a Total of \$7,500), 1-Time	-	6,772
Subtotal - Finance & Administrative Services	\$ -	\$ 389,662
Personnel Cost Difference - From Part-Time to Full Time Judge, Ongoing	-	36,856
Court Remittance Audit, Years 2007 through 2012, 1-Time	-	32,344
Subtotal - Municipal Court	\$ -	\$ 69,200
Reduce Personnel Cost due to Vacant Office Technician 1.0 FTE , 1-Time	-	(61,341)
Subtotal - Legal	\$ -	\$ (61,341)
Professional Svcs - Comprehensive Plan & Fiscal Analysis for Economic Development Opportunities, 1-Time	-	40,000
Oak Prairie Management & Restoration Program (Pierce College ILA), Funded by Oak Tree Mitigation, 1-	2,000	2,000
Subtotal - Community & Economic Development	\$ 2,000	\$ 42,000
Fort Steilacoom Barn Removal, 1-Time	-	30,000
Bridgeport Gateway Project, 1-Time	-	100,000
Subtotal - Parks	\$ -	\$ 130,000
Adopted Budget Correction - Add Funding for Police Officer 1.0 FTE (3 Months Personnel Cost), Ongoing	-	30,264
Subtotal - Police	\$ -	\$ 30,264
Transfer to Fund 101 Street O&M for Street Striping, 1-Time	-	35,000
Subtotal - Public Works / Property Management	\$ -	\$ 35,000
Grand Total - Special Revenue Funds	\$ 137,000	\$ 137,000
Total - Fund 101 Street Operations & Maintenance	\$ 37,000	\$ 37,000
ROW Tree Replacement - Funded Fund 001 General Oak Tree Mitigation, 1-Time	2,000	2,000
Street Striping - Funded by Transfer In From Fund 001 General, 1-Time	35,000	35,000
Total - Fund 102 Street Capital	\$ 100,000	\$ 100,000
Pavement Patching - Funded by Additional Real Estate Excise Tax, 1-Time	100,000	100,000
Grand Total - Replacement Funds	\$ (700,870)	\$ 1,123,300
Total - Fund 501 Equipment Replacement	\$ (700,870)	\$ 1,117,000
Replace Public Works 5 Yard Dump Truck Bed, Funded by Excess Replacement Reserves, 1-Time	-	49,000
Replace Police 2007 Motorcycle, Funded by Replacement Reserves, 1-Time	-	27,000
Replace Police 2005 Refurbished Vehicle, Funded by Replacement Reserves, 1-Time	-	41,000
Ordinance Correction - Adopted Revenue Budget Overstated, 1-Time	(700,870)	-
Transfer Excess Fleet & Equipment Reserves to General Fund, 1-Time	-	1,000,000
Total - Fund 502 City Hall Services	\$ -	\$ 6,300
City Hall Space Planning Consultant Study, 1-Time	-	6,300

ORDINANCE NO.

AN ORDINANCE of the City Council of the City of Lakewood, Washington, amending the 2013-2014 Budget.

WHEREAS, pursuant to Chapter 35A.34 RCW, the City of Lakewood has created an biennial budget with the most recent budget having commenced on January 1, 2013;

WHEREAS, the City of Lakewood adopted Ordinance 556 on November 26, 2012 implementing the 2013 and 2014 Budget;

WHEREAS, the City of Lakewood adopted Ordinance 559 on March 4, 2013 to amend the original adopted to reflect the receipt of the additional grants and to make adjustments necessary to accurately reflect the revenues and the expenditures for 2013 and 2014 within Fund 102 Street Capital Improvement;

WHEREAS, the City of Lakewood adopted ordinance 575 on December 16, 2013 as the result of the mid-biennial review;

WHEREAS, the City of Lakewood adopted ordinance 582 on May 5, 2014 as the result of the carry forward budget adjustment to adjust the 2014 beginning fund balance from the estimated amount to actual as fiscal year 2013 activities are concluded; continue existing projects by appropriating projects that were budgeted in the prior year, but not yet completed and will continue during the current year; appropriate projects funded by grants and contributions; and on an exception basis, new allocations.; and

WHEREAS, the City of Lakewood finds it necessary to revise the 2013-2014 Biennial Budget to adjust the 2014 beginning fund balance due to additional entries posted in 2013; appropriate projects funded by grants/contributions; incorporate housekeeping items; and new allocations.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAKEWOOD, WASHINGTON DO ORDAIN as follows:

Section 1. Budget Amendment. The 2013-2014 Budget, as originally set forth in Ordinance 556, Section 2, and as amended by Ordinance 559, Ordinance 575, and Ordinance 582 is amended to adopt the revised budget for the 2013-2014 biennium in the amounts and for the purposes as shown on the attached Exhibits A(1) and A(2) 2014 Budget By Fund.

Section 2. Severability. If any section, sentence, clause or phrase of this Ordinance shall be held to be invalid or unconstitutional by a court of competent jurisdiction, or its application held inapplicable to any person, property or circumstance, such invalidity or unconstitutionality or inapplicability shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this Ordinance or its application to any other person, property or circumstance.

Section 3: Effective Date. This Ordinance shall be in full force and effect for the fiscal year 2014 and five (5) days after publication as required by law.

ADOPTED by the City Council this ____day of July, 2014.

CITY OF LAKEWOOD

Don Anderson, Mayor

Attest:

Alice M. Bush, MMC, City Clerk

Approved as to Form:

Heidi Ann Wachter, City Attorney

EXHIBIT A(1)
CURRENT REVISED BUDGET BY FUND - YEAR 2014

Fund	Beginning Fund Balance			Revenue			Expenditure			Ending Fund Balance
	Prior Amount	Adjustment	Revised	Prior Amount	Adjustment	Revised	Prior Amount	Adjustment	Revised	
General Fund (001)	\$ 1,737,359	\$372,993	\$ 2,110,352	\$ 34,247,355	\$ 1,120,649	\$ 35,368,004	\$ 34,702,730	\$ 233,266	\$ 34,935,996	\$ 2,542,360
Special Revenue Funds:										
101 Street Operations & Maintenance	155,892	(72,923)	82,969	2,220,930	(163,716)	2,057,214	2,220,930	(154,452)	2,066,478	73,705
102 Street Capital Projects	638,575	202,548	841,124	11,354,570	15,554,220	26,908,790	11,237,810	14,754,328	25,992,138	1,757,776
103 Transportation Benefit District	-	-	-	-	-	-	-	-	-	-
104 Hotel/Motel Lodging Tax	870,097	65,278	935,374	430,000	-	430,000	499,000	(1,150)	497,850	867,524
105 Property Abatement	219,927	18,244	238,171	50,000	-	50,000	100,000	-	100,000	188,171
106 Public Art	5,000	7,001	12,001	5,000	-	5,000	5,000	2,000	7,000	10,001
180 Narcotics Seizure	223,457	554,717	778,173	325,000	41,966	366,966	250,000	93,440	343,440	801,699
181 Felony Seizure	97,319	4,342	101,662	10,000	(10,000)	-	20,000	67,601	87,601	14,061
182 Federal Seizure	-	40,239	40,239	69,520	-	69,520	69,520	-	69,520	40,239
190 CDBG	2,703,892	(1,862,624)	841,268	689,000	2,069,382	2,758,382	1,773,390	1,825,049	3,598,439	1,211
191 Neighborhood Stabilization Program	171,344	1	171,345	-	254,580	254,580	-	254,580	254,580	171,346
192 Office of Economic Adj (OEA) Grant	12,517	16,135	28,652	660,363	(9,086)	651,277	660,363	14,173	674,536	5,393
193 Police ARRA Grant	300	(300)	-	-	-	-	300	(300)	-	-
195 Public Safety Grants	5,934	(5,934)	-	278,200	(79,318)	198,882	277,140	(78,258)	198,882	-
Debt Service Funds:										
201 Debt Service - General Obligation Bond	-	-	-	-	287,758	287,758	-	287,758	287,758	-
202 Debt Service - LID	3,995	(3,846)	149	288,470	-	288,470	288,470	-	288,470	149
204 Debt Service - Sewer Project	408,457	99,793	508,250	540,000	-	540,000	458,435	-	458,435	589,815
251 Debt Service - LID Guaranty	390,783	1,075	391,858	-	-	-	-	-	-	391,858
Capital Project Funds:										
301 General Government CIP	-	276	276	-	-	-	-	-	-	276
311 Sewer Project CIP	190,972	(64,764)	126,208	185,650	-	185,650	184,830	-	184,830	127,028
312 Sanitary Sewer Connection	360,949	158,862	519,811	372,530	-	372,530	92,290	-	92,290	800,051
Enterprise Fund:										
401 Surface Water Management	4,053,266	2,214,343	6,267,610	2,981,640	386,201	3,367,841	4,407,540	1,829,744	6,237,284	3,398,167
Replacement Reserve Funds:										
501 Equipment Replacement	4,628,523	465,225	5,093,748	1,849,840	74,000	1,923,840	1,223,230	(90,434)	1,132,796	5,884,792
502 City Hall Service	452,120	722	452,842	-	-	-	-	-	-	452,842
Total All Funds	\$ 17,330,678	\$ 2,211,405	\$19,542,082	\$ 56,558,068	\$ 19,526,637	\$76,084,705	\$ 58,470,978	\$ 19,037,345	\$77,508,323	\$ 18,118,464

EXHIBIT A(2)
PROPOSED REVISED BUDGET BY FUND - YEAR 2014

Fund	Beginning Fund Balance			Revenue			Expenditure			Ending Fund Balance
	Prior Amount	Adjustment	Revised	Prior Amount	Adjustment	Revised	Prior Amount	Adjustment	Revised	
General Fund (001)	\$ 2,110,352	470,328	\$ 2,580,679	\$ 35,368,004	\$ 1,002,000	\$ 36,370,004	\$ 34,935,996	\$ 602,206	\$ 35,538,202	\$ 3,412,481
Special Revenue Funds:										
101 Street Operations & Maintenance	82,969	-	82,969	2,057,214	37,000	2,094,214	2,066,478	37,000	2,103,478	73,705
102 Street Capital Projects	841,124	-	841,124	26,908,790	100,000	27,008,790	25,992,138	100,000	26,092,138	1,757,776
103 Transportation Benefit District	-	-	-	-	-	-	-	-	-	-
104 Hotel/Motel Lodging Tax	935,374	-	935,374	430,000	-	430,000	497,850	-	497,850	867,524
105 Property Abatement	238,171	-	238,171	50,000	-	50,000	100,000	-	100,000	188,171
106 Public Art	12,001	-	12,001	5,000	-	5,000	7,000	-	7,000	10,001
180 Narcotics Seizure	778,173	-	778,173	366,966	-	366,966	343,440	-	343,440	801,699
181 Felony Seizure	101,662	-	101,662	-	-	-	87,601	-	87,601	14,061
182 Federal Seizure	40,240	0	40,240	69,520	-	69,520	69,520	-	69,520	40,240
190 CDBG	841,268	-	841,268	2,758,382	-	2,758,382	3,598,439	-	3,598,439	1,211
191 Neighborhood Stabilization Program	171,345	-	171,345	254,580	-	254,580	254,580	-	254,580	171,346
192 Office of Economic Adj (OEA) Grant	28,652	-	28,652	651,277	-	651,277	674,536	-	674,536	5,393
193 Police ARRA Grant	-	-	-	-	-	-	-	-	-	-
195 Public Safety Grants	-	-	-	198,882	-	198,882	198,882	-	198,882	-
Debt Service Funds:										
201 Debt Service - General Obligation Bond	-	-	-	287,758	-	287,758	287,758	-	287,758	-
202 Debt Service - LID	149	-	149	288,470	-	288,470	288,470	-	288,470	149
204 Debt Service - Sewer Project	508,250	-	508,250	540,000	-	540,000	458,435	-	458,435	589,815
251 Debt Service - LID Guaranty	391,858	-	391,858	-	-	-	-	-	-	391,858
Capital Project Funds:										
301 General Government CIP	276	0	276	-	-	-	-	-	-	276
311 Sewer Project CIP	126,208	-	126,208	185,650	-	185,650	184,830	-	184,830	127,028
312 Sanitary Sewer Connection	519,811	-	519,811	372,530	-	372,530	92,290	-	92,290	800,051
Enterprise Fund:										
401 Surface Water Management	6,267,610	(62,641)	6,204,969	3,367,841	-	3,367,841	6,237,284	-	6,237,284	3,335,526
Replacement Reserve Funds:										
501 Equipment Replacement	5,093,748	-	5,093,748	1,923,840	(700,870)	1,222,970	1,132,796	1,117,000	2,249,796	4,066,922
502 City Hall Service	452,842	-	452,842	-	-	-	-	6,300	6,300	446,542
Total All Funds	\$19,542,083	\$ 407,687	\$19,949,770	\$ 76,084,705	\$ 438,130	\$76,522,835	\$ 77,508,323	\$ 1,862,506	\$79,370,829	\$ 17,101,776

2014 Miscellaneous Budget Adjustment

City Council

Public Hearing

June 16, 2014



Council Packet Information

- Staff Memo
- Summary of Proposed Requests
- Ordinance & Exhibits

Purpose of Budget Adjustments

- Update 2014 beginning fund balance
- Various housekeeping adjustments
- Appropriate projects funded by grants and contributions
- New allocations

Total Adjustments for All Funds

- Increase beginning balance by \$408K for a total budget of \$19.95M
- Increase revenues by \$438K for a total budget of \$76.52M
- Increase expenditures by \$1.86M for a total budget of \$79.37M
- Decrease ending balance by \$1.02M for a total budget of \$17.10M

Highlights - Fund 001 General

- Increase Beginning Balance \$470,328, 1-Time
- Transfer In from Fleet & Equipment Excess Reserves \$1,000,000 , 1-Time

Highlights - Fund 001 General

- City Manager Department
 - Personnel Cost Decrease (\$50,579), Ongoing
 - Consultant Study of Finance & Admin Services Dept \$18,000, 1-Time

Highlights - Fund 001 General

- Finance & Administrative Service Department
 - IT Strategic Plan, 1-Time
 - Phone System Replacement \$240,000
 - Messaging (E-Mail) System Refresh \$35,000
 - Fiber Optic Connection to Senior Center & Parks O&M Facility \$30,000
 - Council Chambers Technology Update/Records Management Phase I \$10,000
 - City Hall Paging System \$15,000
 - Web Site Update/Redesign \$10,000
 - Two Factor Authentication for Police System Access \$20,000
 - Disaster Recover Plan \$10,000
 - IT Consultant \$8,890
 - Scanners for Electronic Records Management \$4,000
 - Fleet Consultant \$6,772, 1-Time

Highlights - Fund 001 General

- Municipal Court Department
 - Personnel Cost Increase \$36,856, Ongoing
 - Court Remittance Audit \$32,344, 1-Time
- Legal Department
 - Personnel Cost Decrease (\$61,341), 1-Time
- Community & Economic Development
 - Professional Services \$40,000, 1-Time
 - Oak Prairie Management & Restoration Program \$2,000, 1-Time

Highlights - Fund 001 General

- Parks, Recreation & Community Services Department
 - Fort Steilacoom Barn Removal \$30,000, 1-Time
 - Bridgeport Gateway Project \$100,000, 1-Time
- Police Department
 - Police Officer, 3 Months Funding \$30,264, Ongoing
- Public Works Department
 - General Fund Contribution for Street Striping \$35,000, 1-Time

Highlights - Fund 101 Street O&M

- ROW Tree Replacement \$2,000, 1-Time
- Street Striping \$35,000, 1-Time

Highlights - Fund 102 Street Capital

- Pavement Patching \$100,000, 1-Time

Highlights - Fund 401 Surface Water Management

- Decrease Beginning Fund Balance (\$62,641), 1-Time

Highlights - Fund 501 Equipment Replacement

- Replace PW 5 Yard Dump Truck Bed \$49,000, 1-Time
- Replace Police Motorcycle \$27,000, 1-Time
- Replace Police Refurbished Vehicle \$41,000, 1-Time
- Ordinance Correction to Revenues (\$700,870) , 1-Time
- Transfer Out to Fund 001 General \$1,000,000, 1-Time

Highlights - Fund 502 City Hall Services

- Space Planning Consultant \$6,300, 1-Time

Reserve Funds – Goal 12%

2% Contingency Reserves = \$700K

To accommodate unexpected operational changes, legislative impacts, or other economic events affecting the City's operations which could not have been reasonably anticipated at the time the original budget was prepared.

5% General Fund Reserves = \$1.74M

To provide financial stability, cash flow for operations and the assurance that the City will be able to respond to revenue shortfalls with fiscal strength.

5% Strategic Reserves = \$1.74M

To provide some fiscal means for the City to respond to potential adversities such as public emergencies, natural disasters or similarly major, unanticipated events.

Reserve Funds – Where We Are

If proposed budget adjustment is adopted:

- Combined General & Street Fund Ending Fund Balance = \$3.49M or 10%
- Short by \$700K or 2.0%
- Goal date for meeting target is no later than 2016

Pending Items

- Fund 502 City Hall Services
- AFSCME Contract

Budget Adjustment Schedule

- City Council Study Session on June 9, 2014
- Public Hearing on June 16, 2014
- Adoption of Ordinance scheduled for July 7, 2014

Next Steps – Information to Council

- 1st Quarter 2014 Financial Report (June 2014)
- Fleet & Equipment Plan (July 2014)
- Transportation Benefit District Funding Options (July 2014)
- Financial Polices (July/August/September 2014)
- 6-Year Financial Forecast (August 2014)

REQUEST FOR COUNCIL ACTION

DATE ACTION IS REQUESTED: June 16, 2014 REVIEW:	TITLE: Appointing Kurtiss Erickson to serve on the Lakewood Arts Commission through October 15, 2016. ATTACHMENTS: Candidate application	TYPE OF ACTION: <input type="checkbox"/> ORDINANCE <input type="checkbox"/> RESOLUTION <input checked="" type="checkbox"/> MOTION NO. 2014-37 <input type="checkbox"/> OTHER
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SUBMITTED BY: Alice M. Bush, MMC, City Clerk on behalf of Mayor Don Anderson

RECOMMENDATION: It is recommended that the City Council confirm the Mayor’s appointment of Kurtiss Erickson to serve on the Lakewood Arts Commission through October 15, 2016.

DISCUSSION: A news release was sent to THE NEWS TRIBUNE AND THE SUBURBAN TIMES advertising four (4) vacancies on the Lakewood Arts Commission in October, 2013, January, February and April 2014. The deadline for recruitment in the April advertisement was left as “open until filled.” Notices were posted at the Tillicum Community Center, Tillicum Library, Lakewood Community Center, Lakewood Library and City Hall. One (1) application was received and transmitted to the Council on May 28, 2014. Two (2) vacant positions still remain.

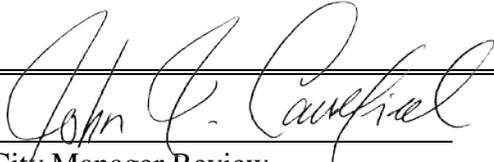
The role of the Lakewood Arts Commission is to assess needs, establish priorities and make recommendations for enrichment of the community and promotion of its cultural vitality through the arts.

The Lakewood Arts Commission will do the following:

- Promote the visual, performing and literary arts;
- Encourage the creative contribution of local artists;
- Make recommendations for Public Art to the City Council;
- Support community-building events; and
- Foster the City’s cultural heritage.

ALTERNATIVE(S): The Council could choose not to confirm the appointments or re-advertise for these positions.

FISCAL IMPACT: There is no fiscal impact.

Prepared by _____ Department Director _____	 _____ City Manager Review
--	--

ARTS COMMISSION
APPLICATION FILED

	MAYOR'S APPOINTMENTS	TERMS
		2 - unexpired term through 10/15/14 1 - unexpired terms through 10/15/2016
Kurtis Erickson	Appoint	Appoint through 10/15/2016

CITY OF LAKEWOOD
6000 Main Street SW
Lakewood, WA 98499
Phone: (253) 589-2489 Fax: (253) 589-3774

RECEIVED

MAY 19 2014

APPLICATION FOR APPOINTMENT

CITY OF LAKEWOOD

The information in this document is subject to public disclosure and can be made available to the public.

I wish to be considered for appointment to the following committee, board or commission:

- Arts Commission
- Citizens' Transportation Advisory Committee
- *Civil Service Commission – (Please see box below for additional questions.)
- Community Development Block Grant (CDBG) Citizens Advisory Board
- Human Services Funding Advisory Board
- Lakewood's Promise Advisory Board
- Landmarks and Heritage Advisory Board
- Lodging Tax Advisory Committee- (Organizations representing businesses required to collect hotel/motel tax, and organizations involving in activities authorized to be funded by hotel/motel taxes and local agencies involved in tourism promotion.)
- Parks and Recreation Advisory Board
- Planning Advisory Board
- Public Safety Advisory Committee
- Redevelopment Advisory Board

Name: Kurtiss J. Erickson
(Please Print)

Current Home Address: 9820 Forest Avenue SW

City: Lakewood State: WA Zip: 98498

Home Phone Number: 253-348-7274 E-mail: Kurtisse@gmail.com

Present Employer: United States Army 2-25BCT

Address: ACO 1-17 IN Bldg 11351A Work Phone: 253-966-4482

North Fort Lewis JBLM, WA 98433

CIVIL SERVICES COMMISSION APPLICANTS. PLEASE ANSWER QUESTIONS BELOW.

*How long have you resided at the home address above? ___ Years ___ Months

*Prior Home Address: _____ For how long? _____

*Are you a citizen of the United States? Yes ___ No ___ (*Submit I-9 Form attached)

*Are you a registered voter of Pierce County? Yes ___ No ___

*What political party are you affiliated with? _____

*Requirement of RCW 41.12 for Civil Service Commission appointments

Hobbies/Interests: Wire making, Poetry, Journalism

Have you previously served or are you currently on one of the Boards or Commissions listed above? Yes ___ No If yes, please explain: _____

Date available for appointment: July 2014

Are you available to attend evening meetings? Yes No ___

Are you available to attend daytime meetings? Yes No ___

Approximately how many hours each month can you devote to City business? 20

Recommended by: Mary Moss, Council Member

Education: BS Purdue University: Food Manufacturing Operations / Food Science

Professional and/or community activities: Article writer for Mountain Outlaw Magazine, Secretary; Washington Diversity and Veterans Foundation

Please share some of your experiences or qualifications that you have relating to the work of this board, committee or commission: Regular visitor to SAM, Smithsonian, and Field Museum in Chicago. My father was an art dealer.

Please explain why you would like to be part of this board, committee or commission: Arts and Humanities are fundamental pillars of human culture. Far too little funding and appreciation exists for the arts. I would like to effect positive change.

If necessary, are you available for an interview prior to appointment? Yes No ___
Attach additional pages, if needed.

ATTENDANCE: Individuals appointed are expected to attend meetings regularly. The Council expects to be informed in the event any Committee, Board or Commission member has three unexcused absences. The Council, may in the event of three unexcused absences, dismiss the individual from service.

EXPECTATIONS: Adhere to City of Lakewood's Code of Ethics, regular attendance at meetings (three or more unexcused absences may be cause for removal), mutual respect among members, good listener, and flexible.

PLEASE RETURN THIS FORM TO: City of Lakewood
City Clerk's Office
6000 Main Street SW
Lakewood, WA 98499
(253) 589-2489 Fax: (253) 589-3774

I hereby certify that this application and any other materials and/or documents provided in this application process contains no willful misrepresentation and that the information given is true and complete to the best of my knowledge.

Signature: Kristina E. Erickson Date: 16 May 2014 057

REQUEST FOR COUNCIL ACTION

DATE ACTION IS REQUESTED:	TITLE:	TYPE OF ACTION:
June 16, 2014	An Ordinance adding two unpaid holidays for reasons of faith or conscience.	<input checked="" type="checkbox"/> ORDINANCE NO. 586 <input type="checkbox"/> RESOLUTION <input type="checkbox"/> MOTION <input type="checkbox"/> OTHER
REVIEW:	ATTACHMENTS: Ordinance Personnel Policy 800-22 SSB 5173	

SUBMITTED BY: Debra Young, Human Resources Director

RECOMMENDATION: It is recommended that the Mayor and City Council pass an Ordinance which provides two days per year of unpaid leave for employees for reasons of faith or conscience.

DISCUSSION: The Legislature passed Substitute Senate Bill 5173 which requires public employers to allow employees to take additional holidays on specific days for a reason of faith or conscience unless it imposed an undue hardship on the employer. This applies to employees of the state and its political subdivisions which is interpreted to include cities and towns.

The bill requires the local government entity to grant the request unless the absence would impose an “undue hardship” or the employee’s presence is necessary to maintain public safety.

The two unpaid holidays per calendar year must be for “a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization.”

Senate Bill 5173 went into effect on June 12, 2014 and requires local government entities to adopt an ordinance or resolution by the legislative authority establishing guidelines and the process by which employees may request a day off and the employer may obtain information about the request.

ALTERNATIVE(S): The Council must either pass a Resolution or adopt an Ordinance to be in compliance.

FISCAL IMPACT: There is no fiscal impact to passing a Resolution or adopting an Ordinance.

<p style="text-align: center;"><i>Debra Young</i></p> <hr style="width: 80%; margin: auto;"/> <p>Prepared by</p> <p><u>Debra Young, Human Resources</u> Department Director</p>	<p style="font-size: 1.5em;"><i>John E. Caulfield</i></p> <hr style="width: 80%; margin: auto;"/> <p>City Manager Review</p>
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ORDINANCE NO. 586

AN ORDINANCE of the City Council of the City of Lakewood, Washington, creating Section 01.12.030 of the Lakewood Municipal Code relative to Holidays Based on Reasons of Faith or Conscience.

WHEREAS, the 2014 Washington Legislature passed Substitute Senate Bill 5173, which has been signed into law and became effective June 12, 2014 directing that employees of the state and its local subdivisions, including the City of Lakewood, shall be entitled to two unpaid holidays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization; and

WHEREAS this legislation requires local governments, by ordinance or resolution, to promulgate guidelines to implement this legislation.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAKEWOOD, WASHINGTON DO ORDAIN as follows:

Section 1: A new Section 01.12.030 LMC entitled “Holidays Based on Reasons of Faith or Conscience,” is created to read as follows:

A. Employees are entitled to two (2) unpaid holidays per calendar year for a reason of faith or conscience, or for an organized activity conducted under the auspices of a religious denomination, church or religious organization. A partial day off will count as a full day towards the yearly allotment of two (2) days.

B. An employee’s request for leave under this section shall be in writing to the supervisor and department director. The request should be submitted at least two weeks in advance, and shall include the following information: (1) the employees name; (2) the dates for which leave is requested; (3) a sufficient description of reason for the leave to allow a determination that the leave is subject to this section; and (4) if the request is untimely, the reason why it was not possible to submit the request in a timely manner.

C. A leave request made under this section shall be approved unless the employee’s absence would impose an undue hardship upon the City or the employee is necessary to maintain public safety.

Section 2. Severability. If any section, sentence, clause, or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity of any other section, sentence, clause, or phrase of this ordinance.

Section 3. Effective Date. This ordinance shall take place thirty (30) days after its publication or publication of a summary of its intent and contents.

ADOPTED by the City Council this 16th day of June, 2014.

CITY OF LAKEWOOD

Don Anderson, Mayor

Attest:

Alice M. Bush, MMC, City Clerk

Approved as to Form:

Heidi A. Wachter City Attorney

City of Lakewood
Lakewood City Hall
6000 Main Street SW
Lakewood, WA 98499
(253) 589-2489

(Legal Notice)

June 17, 2014.

**NOTICE OF ORDINANCE PASSED
BY LAKEWOOD CITY COUNCIL**

The following is a summary of an Ordinance passed by the City of Lakewood City Council on the 16th day of June, 2014.

ORDINANCE NO. 586

AN ORDINANCE of the City Council of the City of Lakewood, Washington, creating Section 01.12.030 of the Lakewood Municipal Code relative to Holidays based on reasons of faith or conscience.

Section 1 of the Ordinance provides creating Section 01.12.030 of the Lakewood Municipal Code entitled, "Holidays Based on Reasons of Faith or Conscience."

Section 2 of the Ordinance provides that if any section, sentence, clause, or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity of any other section, sentence, clause, or phrase of this ordinance.

Section 3 of the Ordinance provides that this Ordinance shall take place thirty (30) days after its publication or publication of a summary of its intent and contents.

The full text of the Ordinance is available at the City Clerk's Office, Lakewood City Hall, 6000 Main Street SW, Lakewood, Washington 98499, (253) 589-2489. A copy will be mailed out upon request.

Alice M. Bush, MMC, City Clerk

Published in the Tacoma News Tribune: _____

PERSONNEL POLICY AND PROCEDURE

SECTION: BENEFITS			SUBJECT: UNPAID RELIGIOUS HOLIDAYS		
			INDEX NO: 800-22		
Effective Date: 6/12/14	Supersedes: N/A	Page No: 1 Of: 1	Prepared By: Mary Pandrea	HR Director Approval:	City Manager Approval:

1.0 PURPOSE:

To establish policy and guidelines for employee use of leave without pay for holidays based on reasons of faith or conscience.

2.0 ORGANIZATIONS AFFECTED:

All departments/divisions. Represented employees may have modifications of the benefits described in this policy based on their specific collective bargaining agreement.

3.0 REFERENCES:

WA Substitute Senate Bill 5173

4.0 POLICY:

Employees are entitled to two (2) unpaid holidays per calendar year for a reason of faith or conscience, or for an organized activity conducted under the auspices of a religious denomination, church or religious organization. A partial day off will count as a full day toward the yearly allotment of two (2) days.

5.0 DEFINITIONS:

None.

6.0 PROCEDURE:

An employee's request for an unpaid religious holiday will be in writing to the supervisor and department director, with a copy to the Human Resources Director. The request should be submitted at least two weeks in advance, and will include:

- a) The employee's name;
- b) The date(s) leave is requested;
- c) A sufficient description of the reason for the leave to allow for determination of appropriate use; and
- d) If the request is untimely, the reason why it was not possible to submit the request in a timely manner.

A leave request may be denied if the employee's absence would impose an undue hardship on the employer or the employee is necessary to maintain public safety.

CERTIFICATION OF ENROLLMENT
SUBSTITUTE SENATE BILL 5173

63rd Legislature
2014 Regular Session

Passed by the Senate March 11, 2014
YEAS 49 NAYS 0

President of the Senate

Passed by the House March 6, 2014
YEAS 64 NAYS 32

Speaker of the House of Representatives

Approved

Governor of the State of Washington

CERTIFICATE

I, Hunter G. Goodman, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **SUBSTITUTE SENATE BILL 5173** as passed by the Senate and the House of Representatives on the dates hereon set forth.

Secretary

FILED

Secretary of State
State of Washington

SUBSTITUTE SENATE BILL 5173

AS AMENDED BY THE HOUSE

Passed Legislature - 2014 Regular Session

State of Washington 63rd Legislature 2014 Regular Session

By Senate Commerce & Labor (originally sponsored by Senators Hasegawa, Kline, Frockt, and Chase)

READ FIRST TIME 02/07/14.

1 AN ACT Relating to the respecting holidays of faith and conscience
2 act; amending RCW 1.16.050 and 28A.225.010; adding a new section to
3 chapter 43.41 RCW; adding a new section to chapter 28B.10 RCW; and
4 adding a new section to chapter 28C.18 RCW.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6 **Sec. 1.** RCW 1.16.050 and 2013 c 5 s 1 are each amended to read as
7 follows:

8 The following are legal holidays: Sunday; the first day of
9 January, commonly called New Year's Day; the third Monday of January,
10 being celebrated as the anniversary of the birth of Martin Luther King,
11 Jr.; the third Monday of February to be known as Presidents' Day and to
12 be celebrated as the anniversary of the births of Abraham Lincoln and
13 George Washington; the last Monday of May, commonly known as Memorial
14 Day; the fourth day of July, being the anniversary of the Declaration
15 of Independence; the first Monday in September, to be known as Labor
16 Day; the eleventh day of November, to be known as Veterans' Day; the
17 fourth Thursday in November, to be known as Thanksgiving Day; the day
18 immediately following Thanksgiving Day; and the twenty-fifth day of
19 December, commonly called Christmas Day.

1 Employees of the state and its political subdivisions, except
2 employees of school districts and except those nonclassified employees
3 of institutions of higher education who hold appointments or are
4 employed under contracts to perform services for periods of less than
5 twelve consecutive months, shall be entitled to one paid holiday per
6 calendar year in addition to those specified in this section. Each
7 employee of the state or its political subdivisions may select the day
8 on which the employee desires to take the additional holiday provided
9 for herein after consultation with the employer pursuant to guidelines
10 to be promulgated by rule of the appropriate personnel authority, or in
11 the case of local government by ordinance or resolution of the
12 legislative authority.

13 Employees of the state and its political subdivisions, including
14 employees of school districts and those nonclassified employees of
15 institutions of higher education who hold appointments or are employed
16 under contracts to perform services for periods of less than twelve
17 consecutive months, are entitled to two unpaid holidays per calendar
18 year for a reason of faith or conscience or an organized activity
19 conducted under the auspices of a religious denomination, church, or
20 religious organization. This includes employees of public institutions
21 of higher education, including community colleges, technical colleges,
22 and workforce training programs. The employee may select the days on
23 which the employee desires to take the two unpaid holidays after
24 consultation with the employer pursuant to guidelines to be promulgated
25 by rule of the appropriate personnel authority, or in the case of local
26 government by ordinance or resolution of the legislative authority. If
27 an employee prefers to take the two unpaid holidays on specific days
28 for a reason of faith or conscience, or an organized activity conducted
29 under the auspices of a religious denomination, church, or religious
30 organization, the employer must allow the employee to do so unless the
31 employee's absence would impose an undue hardship on the employer or
32 the employee is necessary to maintain public safety. Undue hardship
33 shall have the meaning established in rule by the office of financial
34 management under section 2 of this act.

35 If any of the above specified state legal holidays are also federal
36 legal holidays but observed on different dates, only the state legal
37 holidays shall be recognized as a paid legal holiday for employees of
38 the state and its political subdivisions except that for port districts

1 and the law enforcement and public transit employees of municipal
2 corporations, either the federal or the state legal holiday, but in no
3 case both, may be recognized as a paid legal holiday for employees.

4 Whenever any legal holiday, other than Sunday, falls upon a Sunday,
5 the following Monday shall be the legal holiday.

6 Whenever any legal holiday falls upon a Saturday, the preceding
7 Friday shall be the legal holiday.

8 Nothing in this section shall be construed to have the effect of
9 adding or deleting the number of paid holidays provided for in an
10 agreement between employees and employers of political subdivisions of
11 the state or as established by ordinance or resolution of the local
12 government legislative authority.

13 The legislature declares that the thirteenth day of January shall
14 be recognized as Korean-American day but shall not be considered a
15 legal holiday for any purposes.

16 The legislature declares that the twelfth day of October shall be
17 recognized as Columbus day but shall not be considered a legal holiday
18 for any purposes.

19 The legislature declares that the ninth day of April shall be
20 recognized as former prisoner of war recognition day but shall not be
21 considered a legal holiday for any purposes.

22 The legislature declares that the twenty-sixth day of January shall
23 be recognized as Washington army and air national guard day but shall
24 not be considered a legal holiday for any purposes.

25 The legislature declares that the seventh day of August shall be
26 recognized as purple heart recipient recognition day but shall not be
27 considered a legal holiday for any purposes.

28 The legislature declares that the second Sunday in October be
29 recognized as Washington state children's day but shall not be
30 considered a legal holiday for any purposes.

31 The legislature declares that the sixteenth day of April shall be
32 recognized as Mother Joseph day and the fourth day of September as
33 Marcus Whitman day, but neither shall be considered legal holidays for
34 any purpose.

35 The legislature declares that the seventh day of December be
36 recognized as Pearl Harbor remembrance day but shall not be considered
37 a legal holiday for any purpose.

1 The legislature declares that the twenty-seventh day of July be
2 recognized as national Korean war veterans armistice day but shall not
3 be considered a legal holiday for any purpose.

4 The legislature declares that the nineteenth day of February be
5 recognized as civil liberties day of remembrance but shall not be
6 considered a legal holiday for any purpose.

7 The legislature declares that the nineteenth day of June be
8 recognized as Juneteenth, a day of remembrance for the day the slaves
9 learned of their freedom, but shall not be considered a legal holiday
10 for any purpose.

11 The legislature declares that the thirtieth day of March be
12 recognized as welcome home Vietnam veterans day but shall not be
13 considered a legal holiday for any purpose.

14 NEW SECTION. **Sec. 2.** A new section is added to chapter 43.41 RCW
15 to read as follows:

16 The director of the office of financial management shall by rule
17 establish a definition of "undue hardship" for the purposes of RCW
18 1.16.050.

19 **Sec. 3.** RCW 28A.225.010 and 1998 c 244 s 14 are each amended to
20 read as follows:

21 (1) All parents in this state of any child eight years of age and
22 under eighteen years of age shall cause such child to attend the public
23 school of the district in which the child resides and such child shall
24 have the responsibility to and therefore shall attend for the full time
25 when such school may be in session unless:

26 (a) The child is attending an approved private school for the same
27 time or is enrolled in an extension program as provided in RCW
28 28A.195.010(4);

29 (b) The child is receiving home-based instruction as provided in
30 subsection (4) of this section;

31 (c) The child is attending an education center as provided in
32 chapter 28A.205 RCW;

33 (d) The school district superintendent of the district in which the
34 child resides shall have excused such child from attendance because the
35 child is physically or mentally unable to attend school, is attending
36 a residential school operated by the department of social and health

1 services, is incarcerated in an adult correctional facility, or has
2 been temporarily excused upon the request of his or her parents for
3 purposes agreed upon by the school authorities and the parent:
4 PROVIDED, That such excused absences shall not be permitted if deemed
5 to cause a serious adverse effect upon the student's educational
6 progress: PROVIDED FURTHER, That students excused for such temporary
7 absences may be claimed as full-time equivalent students to the extent
8 they would otherwise have been so claimed for the purposes of RCW
9 28A.150.250 and 28A.150.260 and shall not affect school district
10 compliance with the provisions of RCW 28A.150.220; ((or))

11 (e) The child is excused from school subject to approval by the
12 student's parent for a reason of faith or conscience, or an organized
13 activity conducted under the auspices of a religious denomination,
14 church, or religious organization, for up to two days per school year
15 without any penalty. Such absences may not mandate school closures.
16 Students excused for such temporary absences may be claimed as full-
17 time equivalent students to the extent they would otherwise have been
18 so claimed for the purposes of RCW 28A.150.250 and 28A.150.260 and may
19 not affect school district compliance with the provisions of RCW
20 28A.150.220; or

21 (f) The child is sixteen years of age or older and:

22 (i) The child is regularly and lawfully employed and either the
23 parent agrees that the child should not be required to attend school or
24 the child is emancipated in accordance with chapter 13.64 RCW;

25 (ii) The child has already met graduation requirements in
26 accordance with state board of education rules and regulations; or

27 (iii) The child has received a certificate of educational
28 competence under rules and regulations established by the state board
29 of education under RCW 28A.305.190.

30 (2) A parent for the purpose of this chapter means a parent,
31 guardian, or person having legal custody of a child.

32 (3) An approved private school for the purposes of this chapter and
33 chapter 28A.200 RCW shall be one approved under regulations established
34 by the state board of education pursuant to RCW 28A.305.130.

35 (4) For the purposes of this chapter and chapter 28A.200 RCW,
36 instruction shall be home-based if it consists of planned and
37 supervised instructional and related educational activities, including
38 a curriculum and instruction in the basic skills of occupational

1 education, science, mathematics, language, social studies, history,
2 health, reading, writing, spelling, and the development of an
3 appreciation of art and music, provided for a number of hours
4 equivalent to the total annual program hours per grade level
5 established for approved private schools under RCW 28A.195.010 and
6 28A.195.040 and if such activities are:

7 (a) Provided by a parent who is instructing his or her child only
8 and are supervised by a certificated person. A certificated person for
9 purposes of this chapter and chapter 28A.200 RCW shall be a person
10 certified under chapter 28A.410 RCW. For purposes of this section,
11 "supervised by a certificated person" means: The planning by the
12 certificated person and the parent of objectives consistent with this
13 subsection; a minimum each month of an average of one contact hour per
14 week with the child being supervised by the certificated person; and
15 evaluation of such child's progress by the certificated person. The
16 number of children supervised by the certificated person shall not
17 exceed thirty for purposes of this subsection; or

18 (b) Provided by a parent who is instructing his or her child only
19 and who has either earned forty-five college level quarter credit hours
20 or its equivalent in semester hours or has completed a course in home-
21 based instruction at a postsecondary institution or a vocational-
22 technical institute; or

23 (c) Provided by a parent who is deemed sufficiently qualified to
24 provide home-based instruction by the superintendent of the local
25 school district in which the child resides.

26 (5) The legislature recognizes that home-based instruction is less
27 structured and more experiential than the instruction normally provided
28 in a classroom setting. Therefore, the provisions of subsection (4) of
29 this section relating to the nature and quantity of instructional and
30 related educational activities shall be liberally construed.

31 NEW SECTION. **Sec. 4.** A new section is added to chapter 28B.10 RCW
32 to read as follows:

33 Institutions of higher education must develop policies to
34 accommodate student absences for up to two days per academic year, to
35 allow students to take holidays for reasons of faith or conscience or
36 for organized activities conducted under the auspices of a religious

1 denomination, church, or religious organization, so that students'
2 grades are not adversely impacted by the absences.

3 NEW SECTION. **Sec. 5.** A new section is added to chapter 28C.18 RCW
4 to read as follows:

5 State-funded workforce training programs must develop policies to
6 accommodate student absences for up to two days per academic year, to
7 allow students to take holidays for reasons of faith or conscience or
8 for organized activities conducted under the auspices of a religious
9 denomination, church, or religious organization, so that students'
10 grades are not adversely impacted by the absences.

--- END ---

REQUEST FOR COUNCIL ACTION

DATE ACTION IS REQUESTED:	TITLE:	TYPE OF ACTION:
06/16/2014	2013 – 2016 AFSCME Collective Bargaining Agreement	— ORDINANCE
REVIEW:		— RESOLUTION
	ATTACHMENTS: Collective Bargaining Agreement Cost Breakdown Spreadsheet Personnel Policy 800-16	<u>X</u> MOTION NO. 2014-38 — OTHER

SUBMITTED BY: Debra J. Young, Human Resources Director

RECOMMENDATION: It is recommended the City Council adopt the attached Ordinance and authorize the City Manager to execute the collective bargaining agreement (CBA) negotiated between the City of Lakewood and the American Federation of State, County, and Municipal Employees (AFSCME) Local #1938 covering the period from 01/01/13 through 12/31/16. This action would amend any previously adopted Ordinances which identify AFSCME represented employees’ salaries and benefits.

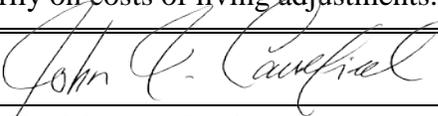
DISCUSSION: Representatives for the City of Lakewood and AFSCME have been negotiating for the past twenty-two months. AFSCME represents approximately 104 employees located at several different locations. The parties reached a tentative agreement on May 29, 2014 and the AFSCME membership ratified the draft agreement on June 09, 2014 by a vote of eighty-six percent (86%). The major provisions of the agreement are listed below.

- Term of Agreement: Four Years (01-01-2013 to 12-31-2016)
- No cost of living increase in 2013
- Cost of living increase January 1, 2014 of 3%, for all members employed on 6/16/14.
- Cost of living increase January 1, 2015 of 3%
- Cost of living increase January 1, 2016 of 3%

Discussion continued on the next page.

ALTERNATIVE(S): The Council could decide not to authorize execution of the AFSCME Agreement however, this negotiated contract is intended to be in the best interest of the City.

FISCAL IMPACT: Adoption of this Motion will create an additional fiscal impact over the six year period of 2013 - 2018 of under \$919,000 based primarily on costs of living adjustments.

 <hr/> Prepared by Debra Young, Human Resources Department Director	 <hr/> City Manager Review
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DISCUSSION CONTINUED:

- Health benefits premium share remains at a 90/10 split through 2015
- In 2016, the City pays the equivalent of 100% employee and dependent HSA premiums with Health Savings Account as identified in City Policy 800-16 (attached). Employees pay any premiums in excess of those amounts.
- Kept on salary (KOS) for on the job injuries up to 160 hours.
- Upon mutual ratification of the CBA, employees will begin paying the employee share of the L&I premium.

In summary, it is our recommendation the City Council authorize the City Manager to enter into a 2013 - 2016 collective bargaining agreement with AFSCME Local #1938. We believe it is competitive and balanced.

AGREEMENT

by and between



and



LOCAL #1938

for the period

January 1, 2013 through December 31, 2016

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PREAMBLE

THIS AGREEMENT is made by and between the CITY OF LAKEWOOD, WASHINGTON, (hereinafter referred to as the "Employer") and Local #1938, Washington State Council of County and City Employees of the American Federation of State, County and Municipal Employees, AFL-CIO, (hereinafter referred to as the "Union").

The purpose of the Employer and the Union in entering into this Agreement is to set forth their entire agreement with regard to wages, hours, and working conditions so as to promote uninterrupted public service, efficient operations, and harmonious relations, giving full recognition to the rights and responsibilities of the Employer and the Employees.

ARTICLE 1 – DEFINITIONS

To the extent there is a conflict between the definitions contained in this Article and definitions elsewhere in this agreement, the definition contained in those articles shall prevail. The following terms shall be defined as follows:

1.1 Accrued Leave.

Accrued leave shall include paid time off and compensatory time (if applicable).

1.2 Affected Group/Employees.

An Affected Group would be any job classification that is subject to a layoff. An Affected Employee(s) would be the least senior employee(s) within an affected job classification which are subject to lay-off or reduction in force and have certain rights as a result.

1.3 Application of Seniority.

How an employee's years of continuous service are utilized to determine his or her rights in regard to layoff, recall, overtime bidding, and scheduling of leave.

1.4 Bargaining Unit (Union).

Local # 1938, Washington State Council of County and City Employees of the American Federation of State, County and Municipal Employees, AFL-CIO.

1.5 Bumping.

The displacement of a less senior regular employee by another regular employee with more seniority as described in Article 16.

1.6 Call-Back.

An employee is specifically called back to work by his or her supervisor or management representative outside of the employee's regularly scheduled hours.

1.7 Civil Service.

In accordance with Chapter 41.12 RCW, all full-time employees of the Police Department are covered by a civil service personnel system, except for those positions that are exempt under RCW 41.12.050.

1.8 Employee.

A person occupying a position and paid a salary or wage by the Employer who is a member of the bargaining unit (as defined in Article 2.1 hereof) covered by this Agreement; but shall not include any person retained by the Employer under a written personal services or consultant contract or agreement.

1.9 Employer.

The City of Lakewood, Washington.

1.10 Flex Time.

An authorized alternative work schedule utilizing irregular starting or stopping times within an employee's scheduled work period.

1.11 Grievance.

A claim or dispute by an employee and/or the Union with respect to the interpretation or application of the provisions of this Agreement.

1.12 Human Resources.

The Human Resources Department of the City of Lakewood.

1.13 Job Classifications.

A position or group of positions with duties, responsibilities, and skill levels sufficiently alike to be equitably assigned the same title, same or similar qualification requirements, the same skill level, and the same salary range. Job classifications and salary steps are listed and categorized in Appendix A of this Agreement.

1.14 Loudermill Rights.

The employee's right to due process in certain disciplinary matters.

1.15 Non-Civil Service.

General employees who are not classified as civil service employees.

1.16 Orientation Period.

An initial period of time following commencement of employment during which the employee will work under the terms of this Agreement but may be discharged without recourse from the employee or the Union.

1.17 Paid Time Off.

A scheduled work day or accumulation of scheduled work days on which an employee may, by pre-arrangement, continue to receive the regular rate of compensation although he or she does not work.

1.18 Reclassification.

A significant change in the job specification as a result of a reevaluation of the duties and responsibilities required of the position.

1.19 Salary Survey.

The study of pay rates for current or newly established classifications that reflect the best estimate of what is being paid in the competitive labor market based upon comparable jurisdictions and benchmarked classifications that are similar in scope of function, duties, and level of responsibilities.

1.20 Transfer.

The reassignment of an employee to the same classification in a different department.

1.21 Trial Service Period.

An initial period of time during which employees who are transferred, promoted, or demoted to another position and/or classification in the bargaining unit shall be evaluated for suitability for the position, consistent with Article 7.3.

1.22 Weingarten Rights.

An employee's right to Union representation during an interview that the employee reasonably believes may lead to disciplinary action.

1.23 Working Day.

For the purpose of timelines associated with grievances, appeals and policy issues, an eight (8) hour working day, excluding weekends and observed holidays.

1.24 Written Warning.

A warning that describes in writing both the problem and the needed correction, and the potential consequences if it reoccurs. A Written Warning shall be part of employee personnel file.

1.25 Demotion

The movement of an employee from one job classification to another job classification with a lower salary range. Demotions may be voluntary or disciplinary for cause.

ARTICLE 2 – RECOGNITION

2.1 Recognition

The Employer recognizes the Union as the exclusive collective bargaining representative for all regular employees of the City of Lakewood as noted in the classifications identified in Appendix A – Salary Schedules, and as per PERC Case # 22449-E-09-3468, Decision 10471-PECB, which states, ALL FULL-TIME AND REGULAR PART-TIME PROFESSIONAL, TECHNICAL AND CLERICAL EMPLOYEES OF THE CITY OF LAKEWOOD, EXCLUDING SUPERVISORS, CONFIDENTIAL EMPLOYEES AND ALL OTHER EMPLOYEES.

2.1.1 The Employer also recognizes the Union as the exclusive bargaining representative for all temporary employees, as defined in Article 5.2.3, working in those job classifications except interns and work study students. The Union agrees that representation of temporary employees shall not include input into decisions regarding the tenure of temporary employees. With respect to new job classifications, see Article 2.2.

2.1.2 Both the Employer and the Union recognize the benefit of utilizing volunteers from the local community. Volunteers shall be limited to performing tasks that are supportive of work performed by regular bargaining unit employees and shall not otherwise fill a represented position.

2.2 New Classifications

When new regular or temporary classifications are created within the represented departments or the classifications pursuant to Article 9.1, the Employer shall notify the Union of the pending action at least ten (10) working days prior to the proposed effective date.

2.2.1 When existing classifications are substantially modified within the departments represented or the classifications pursuant to Article 9.1, the Employer shall notify the Union of the pending action at least ten (10) working days prior to the proposed effective date of the action that would change the status of the classification.

2.2.2 It is mutually agreed that it is the intent of the parties to meet, upon request by either party, in order to include or exclude new or modified classifications in the bargaining unit consistent with the duties, responsibilities, and organizational level of the classification.

2.2.3 The parties agree that new classification(s) designated and approved by the Employer to be within the non-represented pay plans shall be excluded from the bargaining unit, absent a request to meet within thirty (30) calendar days. Existing bargaining unit classifications shall remain within the bargaining unit absent a mutual agreement by the parties or a decision by the Public Employment Relations Commission (PERC).

2.2.4 If either party disagrees with the pay plan designation for a new or modified classification, the parties recognize the determination of whether the classification is included within the bargaining unit may be reviewed by PERC upon petition by either party or jointly. Should PERC determine the classification is to be included in the bargaining unit; the classification shall be placed within the Union salary schedule at the appropriate rate of pay and at a step arrived at either by mutual agreement/negotiation or PERC ruling.

ARTICLE 3 – UNION SECURITY

3.1 Membership

Subject to the provisions of this Article, all employees in the bargaining unit who are members of the Union as of the signature date of this agreement shall remain members in good standing for the term of the agreement.

3.2 Dues Deduction

Any employee hired to a position represented by the bargaining unit shall, within thirty (30) days of employment, become and remain a member of the Union in good standing; provided that in the event any employee wishes to withdraw from the Union or does not wish to become a member of the Union, the employee shall pay each month an amount equivalent to the Union dues as a service fee toward the cost of the negotiations and administration of this agreement. Such service fee shall not exceed the dues attributable to being a member of the Union. The Employer recognizes that employees may, at their discretion, pay such a service fee in lieu of

union membership dues. The Union accepts its responsibility to fairly represent all employees in the bargaining unit regardless of membership status. Union dues and fees shall be deducted by payroll deduction in accordance with annual rate notification from the Union.

3.2.1 Dues and service fees referenced above shall be deducted by the Employer and provided to the Union upon written authorization from the employee as a condition of employment. Dues and service fee deductions shall not be modified more than once per year. Rights of non-association, dues deductions and any service fee shall be administered consistent with applicable state and federal law.

3.2.2 Employees who fail to comply with this requirement or to remain in good standing shall be terminated by the Employer one (1) month after the receipt of written notice to the employee and the Employer from the Union, unless the employee fulfills the membership obligation set forth in this Agreement.

The Union shall indemnify, defend, and hold the Employer harmless against any claims made and against any suit instituted against the Employer on account of any check-off of dues for the Union.

3.3 Bargaining Unit Roster

The Employer shall provide the Union with a roster of employees covered by this Agreement on or by February 15th and as needed pursuant to Article 8. The roster shall include name, address, salary, classification, department, hire date and termination date, where applicable.

The Union agrees to supply Human Resources with current, written lists of officers and employee representatives. The Employer shall recognize the officers and employee representatives immediately when such lists are received by Human Resources.

3.4 Nondiscrimination – Union Activity

Neither party shall discriminate against any employee because of membership in or non-membership in or activity on behalf of the Union. No employee shall be discharged or discriminated against for upholding Union principles, fulfilling duties as an officer in the Union or serving on a Union committee.

ARTICLE 4 – UNION / EMPLOYER RELATIONS

4.1 Union Access

The Union's authorized staff representatives shall have access to the Employer's premises where employees covered by this Agreement are working for the purpose of investigating grievances and contract compliance, after notifying the Employer. Access for other purposes shall not be unreasonably denied by the Employer. Such visits shall not interfere with or disturb employees in the performance of their work during working hours.

4.2 Facility & Equipment Use

The conduct of Union business on Employer time and premises shall be subject to the limitations set forth in this Article and with the understanding that no Union member or officer shall use Employer's equipment in the conduct of Union business; provided, that the Union shall be permitted to use the Employer's e-mail system for the sole purpose of notifying Union members of meeting dates, times, and locations.

The Union shall be permitted to use designated premises of the Employer for Union meetings, provided it is not disruptive to operations, space is available, and meetings are held on the employee's time and not on the City's.

4.3 Employee Representatives

The Union shall be entitled up to fourteen (14) employee representatives, including officers. With notice to the Employer, the employee representatives and/or officers shall be allowed reasonable time during working hours to investigate and process grievances, as defined in Article 4.8 and 4.9. Employee representatives and officers shall attend Union meetings on their own time.

4.4 Orientation

During the new employee orientation process, the Employer will notify the employee of the requirements of Article 3 and shall provide the employee with Union contact information as appropriate to the department in which the employee is working.

4.5 Bulletin Boards

The Employer shall provide space for a bulletin board for Union use in a common area on each floor of City Hall and at one common space for each Employer facility where represented employees are assigned. No materials shall be posted except notices of meetings and elections; results of elections; changes in Union by-laws; notices of employee social occasions; and/or similar Union notices, letters, and memoranda. All material shall be signed by an officer of the Union. The Union shall not post any non-Union-related material on the Employer's premises on the bulletin board. It is the Union's responsibility to maintain its bulletin boards.

4.6 Contract Distribution

The Employer will provide access to a copy of this Agreement to each new and current employee in the unit.

4.7 Negotiations Release Time

The Employer will make a good faith effort to provide release time for Union negotiating team members participating in contract negotiations if negotiations take place on work time, provided that coverage can be arranged.

4.8 Grievance Release Time

Prior to any proposed investigation of a grievance, employee representatives or officers shall provide notice of the grievance to their supervisor and the grievant's supervisor. Grievance release time will be granted unless the employee representative, officer or the grievant is working on something that requires immediate attention. If permission cannot be immediately granted, the Employer will arrange for investigation of the grievance at the earliest possible time. When it is necessary for employee representatives or officers to conduct Union business authorized by this Agreement in an area or on a shift other than their own, they shall notify the supervisor of that area or shift of their presence and of the nature of their business. No compensation shall be provided by the Employer for such employee representative activities outside the employee's work shift, without express preauthorization by the employee representative's department director or Human Resources.

4.9 Union Business

When reasonably possible, Union representatives will notify their supervisors or designees when participating in compensable Union business during regular business hours. Consistent

with Articles 4.3 and 4.8, employee representatives and/or officers shall be afforded reasonable time for the investigation of a grievance and compliance issues pursuant to this Agreement. Other Union business shall not be conducted on Employer time.

4.9.1 Any concerns by the Employer which indicate that a Union officer or employee representative is spending an unreasonable amount of time performing Union duties shall be referred to Human Resources for discussion and resolution with the staff representative of the Union or designee.

4.9.2 The Union and the Employer have the right to communicate on matters of concern using e-mail, written correspondence, and telephonic communications. The parties agree to ensure that all stakeholders are notified and copied appropriately. Further, the parties agree to respond to written and e-mail correspondence within ten (10) working days and telephonic messages as soon as reasonably possible.

ARTICLE 5 – EMPLOYMENT

5.1 Orientation Periods

5.1.1 Non-Civil Service - New employees shall be subject to a six (6) month orientation period.

The Employer may extend the orientation period for new employees up to an additional six (6) months, to a maximum of twelve (12) months. The Employer shall provide written notice of intent to extend an orientation period to the employee at least fourteen (14) calendar days prior to the orientation period's expiration. If the Employer fails to provide written notice of orientation extension, the employee shall be deemed to have successfully completed their orientation.

5.1.2 Civil Service - New employees shall be subject to a twelve (12) month orientation period.

The Employer may extend the orientation period for new employees up to an additional six (6) months, to a maximum of eighteen (18) months. The Employer shall provide written notice of intent to extend an orientation period to the employee at least fourteen (14) calendar days prior to the orientation period's expiration. If the Employer fails to provide written notice of orientation extension, the employee shall be deemed to have successfully completed their orientation.

5.2 Types of Employment

5.2.1 Regular Full-Time and Regular Part-Time

Regular full-time and regular part-time positions are anticipated to work more than one thousand and thirty-nine (1,039) hours in a twelve (12) month period and shall be eligible for benefits as defined in this Agreement, which may be prorated to match the FTE percentage.

5.2.2 Regular with End Date

A regular with end date position has a defined term of employment and is anticipated to require more than one thousand and thirty-nine (1,039) hours in a twelve (12) month

period. This position is eligible for the standard benefits package, which may be prorated to match the FTE percentage.

5.2.3 Seasonal

A seasonal employee works for a specific amount of time and is not anticipated to work more than one thousand and thirty-nine (1,039) hours in a twelve (12) month period. This position is not eligible for any benefits package.

5.2.4 Extra Help

An extra help employee works in a limited but ongoing capacity. Such positions do not have a specific end date. Positions' schedules may consist of an intermittent or varying schedule per week on an as needed basis, and employees are not anticipated to work more than one thousand and thirty-nine (1,039) hours in a twelve (12) month period.

5.3 Contractors

The Employer will act in good faith to limit bargaining unit work to employees covered by this Agreement. "Contractors" who are not employees of the Employer will be permitted to do bargaining unit work where both the need is occasional and agreed to between the Employer and the Union.

5.4 Work Study/Interns

Work study and Internship programs may be created by the Employer provided such does not take work away from budgeted classifications represented by the Union. The duration of employment is generally limited to six (6) months, but may be extended an additional six (6) months as authorized by the City Manager. Upon request by the Union, the Employer shall meet with the Union to discuss the impacts and benefits of the program.

ARTICLE 6 – HOURS OF WORK AND OVERTIME

6.1 Workday/Workweek

The Employer's defined work week is Monday through Sunday, beginning and ending at midnight Sunday. The standard work day shall be a regularly scheduled primary work day consisting of eight (8) consecutive hours. An alternative work schedule may be approved by a department head and City Manager after an employee submits a request for alternate work schedule form. The Employer agrees to provide employees with at least fourteen (14) days' written notice of a schedule change.

6.2 Work Schedules

A standard full-time work week shall normally consist of forty (40) hours of time compensated within a five (5) day period commencing at 6:00 am on Monday through 6:00 pm on Friday. Saturdays and Sundays shall not be considered a part of the typical work week unless mutually agreed upon. Employees shall not be assigned split shifts, or any shift with more than one hour of unpaid time off in a single workday, without mutual consent or as permitted by Article 6.8.

6.3 Outside employment

Employees shall be permitted to maintain other employment to the extent that it does not impair the employee's ability to perform his or her normal work duties and/or responsibilities for the Employer, nor create a conflict of interest. Formal notification of outside employment is required.

6.4 Flex Time

If mutually agreed upon by the employee and the employee's immediate supervisor, flex hours may be approved if the flex hours do not interfere with workload requirements. Flex hours must be approved in advance. Employees working an adjusted workday must flex their hours within the same workweek and such schedule shall not result in overtime or compensatory time as identified in the Fair Labor Standards Act and WAC 296.128-500 unless specifically authorized.

6.5 Rest & Meal Breaks

All employees shall receive a paid fifteen (15) minute break for each four (4) hours worked, in addition to their unpaid meal period. Employees working three or more hours longer than a normal work day schedule shall be allowed at least one (1) additional thirty (30) minute unpaid meal period prior to or during the additional work period. Where the nature of the work allows employees to take intermittent rest periods equivalent to fifteen (15) minutes for each four (4) hours worked, scheduled rest breaks are not required. Missed rest breaks are not compensable as overtime. Breaks may not be collected or not taken in order to shorten the work day or work week unless specifically authorized by an employee's supervisor. Such authorization shall not result in payment of overtime or compensatory time.

6.6 Overtime

Employees listed in Appendix A as "overtime eligible" are entitled to overtime compensation. Overtime shall be compensated at one and one half (1 ½) times the employee's normal hourly rate of pay for all time compensated over forty (40) hours per week. Overtime shall be paid in fifteen (15) minute increments.

6.6.1 For purposes of computing overtime, all contractual holidays, compensatory time, and Paid Time Off (PTO) shall be considered as time compensated.

6.6.2 Non-pyramiding - Premium or overtime pay shall not be duplicated or pyramided. Except in emergent/emergency situations, all overtime must be approved in advance by the employees' immediate supervisor.

6.6.3 Overtime and Callback Time - All scheduled overtime and/or callback time shall be offered within the classification in the department prior to being offered to other qualified classifications within the department, and finally to other departments. Scheduled overtime shall be offered starting with the most senior person within the classification, and then rotated on a seniority basis through the remainder of the overtime list.

An overtime list will be established to provide equal access to scheduled overtime opportunities by full-time regular employees. Scheduled overtime is overtime scheduled in advance which is not part of a normal work day. Employees will be placed on the overtime list based on their classification seniority, in descending order within their department. The person at the top of the overtime list will be offered the scheduled overtime opportunity. That person moves to the bottom of the list, whether he or she accepts the overtime or not. Employees on vacation or sick leave when their turn comes up for scheduled overtime will be offered the next opportunity after their return from vacation or sick leave. In addition, these employees will not lose their place on the list because they were on leave.

6.6.4 Management Leave - In accordance with WAC 296-128-500, employees identified in Appendix A as “overtime exempt” shall be eligible for management leave.

Every employee eligible for management leave shall be awarded one (1) day per calendar year. Additional days may be requested by the employee utilizing a Management Leave Request Form (Appendix E) based upon work load and projects. Approval is at the discretion of the supervisor and City Manager or designee. The cumulative total of management days granted to any employee shall not exceed five (5) days annually and shall not be carried over or cashed out. Use of management leave shall follow the PTO procedure. Leave shall be based on special projects and workload.

6.7 Compensatory Time

An employee may request compensatory time in lieu of overtime pay. Compensatory time shall be computed at the rate of one and one half (1 ½) times the employee’s regular rate of pay and shall be awarded by mutual agreement between the employee and the supervisor at the time of authorizing the overtime.

All compensatory time shall be recorded. Employees may accrue compensatory time without limit, providing that an employee may carry over no more than sixty (60) hours of compensatory time into the next calendar year. During the first pay period of December of each year, the City will cash out any accumulated compensatory time in excess of sixty (60) hours. The employee may exceed the sixty (60) hours of compensatory time, for a limited time, with the approval of his/her department head.

Compensation shall not be paid or compensatory time accrued more than once for the same hours under any provision of this Article or Agreement. Overtime pay shall not be duplicated or pyramided unless required by FLSA, in which case premium or overtime pay shall be based on the employee’s regular rate of pay.

6.8 Scheduling Emergency Work Assignments

In order to address the operational emergency management needs of one or more City departments, an employee’s or group of employees’ schedule(s) may be changed with less than the fourteen (14) days’ notice required by Section 6.1, subject to terms:

6.8.1 For an emergency requiring 24-hour response, employees may be assigned regularly recurring shifts different from their currently assigned shift. Such emergency shifts shall not be assigned as “Split-Shifts”.

6.8.2 The employer will make a good faith effort to inform all affected employees as quickly as possible. The beginning and ending of emergency work assignments will be acknowledged via email or written notice. Such written notice is not the official method for assigning an employee to an emergency schedule, but is intended to clarify for the record when the emergency schedules were started and ended.

6.8.3 Employees utilizing heavy equipment will be scheduled in a manner so as to conform with state and federal occupational safety regulations.

6.8.4 Employees sent home by their supervisor in anticipation of an upcoming needed response shall be paid for the duration of the remainder of their regular shift.

6.8.5 Upon utilizing this section of the CBA, overtime for eligible members shall be compensated at one and one half (1.5) times the employee's normal hourly rate of pay for all time compensated: over eight (8) hours in a contiguous shift. All hours compensated in excess of 40 hours at straight time in a work week shall be compensated at one and one half (1.5) times their normal rate. No emergency schedule change shall result in the reduction in an employee's number of scheduled hours in a work week.

6.8.6 Employees assigned to a 12 hour shift will receive two unpaid thirty (30) minute meal periods and 15 minute paid breaks at intervals required by law.

6.8.7 Employees shall receive shift differential (per Section 10.8) for all hours compensated between 5:00pm and 8:00am, subject to the non-pyramiding provisions of Section 6.6.2.

6.8.8 Upon the determination of the employer, emergency schedule assignments may be canceled, and employees shall resume their regular work schedules. Employees who have performed work within 6 hours of their regular start time will be instructed to return to work halfway through their normal work shift. An emergency event shall not be declared and canceled multiple times within the same calendar day.

ARTICLE 7 – EMPLOYMENT PRACTICES

7.1 Nondiscrimination

The Employer and Union shall ensure that all terms and conditions of employment included in this Agreement shall be administered in accordance with federal or state law governing employment discrimination. Administration and application consistent with federal or state law shall not be construed to be discrimination under this Article.

The Employer and the Union agree to provide equal opportunity as to the provisions of this Agreement to all their members and employees. Neither the Employer nor the Union shall discriminate against any person on the basis of such person's race, sex, marital status, color, creed or religion, national origin, age, veteran status, sexual orientation or the presence of any sensory, mental or physical disability, unless based upon a bona fide occupational qualification.

Wherever words denoting a specific gender are used in this Agreement, they are intended and shall be construed so as to apply equally to either gender.

7.2 Job Posting

When a job opening or vacancy in the bargaining unit occurs, notice of such position shall be posted by Human Resources for a period of no less than three (3) working days before the position is filled. Union positions will be identified as such. Job openings shall always be posted internally. If internal posting is unsuccessful, Employer may post externally and interview any internal and external applicants simultaneously.

7.2.1 The Employer shall not make direct appointments for represented positions. Transfers shall not be considered direct appointments.

7.3 Promotions

Defined as when a represented employee is appointed to a higher paid classification.

When a new position is created or a vacancy occurs, the Employer shall attempt to promote from the ranks of current employees. When an employee applies and is not selected for a vacancy, he or she will receive notification.

7.3.1 Employees who are promoted to another position in the bargaining unit shall serve a trial service period for six (6) months of work or twelve (12) months of work for civil service. During the trial service period, employees promoted to a regular position may return to their former positions at their option within the first six (6) weeks. If the employee does not successfully complete the trial service period, the employee may return to their former position if vacant or be placed on the recall list if filled.

7.3.2 Any employee who is given the option to transfer due to a reorganization, lay off or disciplinary action shall not serve a trial service period. If the transfer request is employee generated, the employee shall serve a trial service period.

7.4 Reclassification

An employee, an employee's supervisor/department head, City Manager or Human Resources may initiate a reclassification request to the Director of Human Resources. Human Resources shall, within sixty (60) calendar days or as otherwise mutually agreed with the Union, conduct an audit and analysis of the request which includes a portion to be completed by the employee in the affected position. Human Resources shall report to the department head and the employee the result of their findings.

Should it be determined the employee is working outside their classification, the department head shall either adjust the employee's responsibilities to fall within their existing current classification or reclassify the affected employee to the newly identified classification.

7.4.1 An Employee reclassified to a classification with a higher salary range shall be placed in the new salary range at the step that leads to at least a four percent (4%) increase over of the employee's current rate of pay (or the minimum of the new salary range if a 4% increase would be below the bottom step of the new range.) Wage increases and classification seniority date as a result of a reclassification shall be retroactive to the date when the reclassification request was submitted to the Director of Human Resources. The employee's anniversary date and performance evaluation date will be adjusted to match the date on which the reclassification was approved.

7.4.2 An Employee reclassified to a classification with the same salary range shall maintain their current salary placement, performance evaluation date, and anniversary date. The classification seniority date shall be effective the date on which the reclassification was approved.

7.4.3 An Employee reclassified to a classification with a maximum salary that is lower than the employee's current salary, shall have their salary frozen: until such a time as the maximum salary of the new range (excluding the Master Step) meets or exceeds the employee's current salary, or for four (4) years, whichever comes first. At that time, the employee shall be placed at the maximum salary of the new range unless a more favorable salary placement is recommended by the department head and approved by

the City Manager. The wage adjustment, employee anniversary date, performance evaluation date, and classification seniority date as a result of a downward reclassification shall be effective the date on which the reclassification was approved.

7.4.4 An Employee reclassified to a classification with a lower salary range but with a maximum salary that is higher than the employee's current salary, shall be placed in the new salary range at the nearest step (or half step) to their previous salary that would not result in a reduction in wages. The wage adjustment, employee anniversary date, performance evaluation date, and classification seniority date as a result of a downward reclassification shall be effective the date on which the reclassification was approved.

7.5 Demotions

When an employee is demoted, either voluntarily or for cause, to a job classification with a lower salary range where the maximum salary is higher than the employee's current salary, the employee's salary shall be frozen until the employee's annual review date. On the employee's next annual review date, the employee shall be eligible for a salary increase.

When an employee is demoted, either voluntarily or for cause, to a salary range where the maximum salary is lower than the employee's current salary, the employee shall be placed at the maximum salary unless a more favorable salary placement is recommended by the department head and approved by the City Manager.

If an alternative salary placement is requested and approved, the employee's salary shall be frozen until such time as the maximum salary of the new range exceeds the employee's current salary.

7.6 Personnel File / Policies

Unless otherwise provided by the terms of this Agreement, the City of Lakewood Administrative, Personnel, and Safety Policies shall apply to members of this bargaining unit. Employees shall refer to Employer policies to resolve matters not covered by this Agreement. However, where there is a conflict between Employer policies and any provisions of this Agreement, the provision(s) of this Agreement shall govern.

Employees shall have access to their personnel file with reasonable frequency. Upon request to the Human Resources department, access shall be scheduled at a convenient time for both the requesting employee and the Human Resources Department. The employee shall be notified of any documents added to or removed from their personnel file.

Employees shall have the right to provide a written response to any written evaluations or disciplinary actions to be included in the personnel file. Upon approval of the Human Resources Department, employees may add additional documents to their personnel file including, but not limited to, certifications, degrees, and commendations.

7.7 Evaluations

Employee evaluations are a useful tool to provide the employee feedback, monitor/establish goals and determine strengths and weaknesses. If necessary, a plan for improvement, training or other support should be jointly developed by the supervisor with the employee.

Evaluation may occur in two forms:

7.7.1 All regular employees shall be formally evaluated in writing by their immediate supervisor and/or department head or designee by the end of the orientation or trial service period and at least annually thereafter.

7.7.2 Additionally, evaluation of job performance may occur at any time and on an ongoing basis. Evaluation may occur in various ways and may include coaching, counseling, or written assessment.

The evaluation process may all also include a review of the current job description.

Evaluation shall not, by itself, constitute disciplinary action – disciplinary action must be specifically identified as such, in writing, consistent with Article 7.8.

Employees will be given a copy of the evaluation. Employees will be required to sign the evaluation, acknowledging its receipt. Evaluations which result in a one-half step advancement or greater are not grievable; however, employees may elect to provide a written response to the evaluation, which will be retained with the evaluation in the employee's personnel file.

7.8 Discipline / Corrective Action

Any discipline, dismissal or demotion of a regular employee shall be based upon just cause.

Progressive discipline and/or corrective action may include:

- oral warnings, which will be documented;
- written warnings – which may also include work performance improvement or corrective action plan for poor work performance or misconduct,
- suspension without pay;
- demotion; or
- discharge

The intent of progressive discipline is to assist the employee with performance improvement or to correct misconduct. Progressive discipline shall not apply where the offense requires more serious discipline in the first instance. Both the sequencing and the steps of progressive discipline are determined on a case-by-case basis, given the nature of the problem.

All disciplinary actions shall be clearly identified as such in writing. The employee will be requested to sign the disciplinary action. The employee's signature thereon shall not be construed as admission of guilt or concurrence with the discipline, but rather shall be requested as an indication that they have seen and comprehend the gravity of the disciplinary action. Employees shall have the right to review and comment on disciplinary actions in their personnel file.

A copy of all disciplinary notices shall be provided to the employee before such material is placed in their personnel file. Employees disciplined or discharged may use the grievance procedure. If, as a result of the grievance procedure a different result is warranted, personnel records shall reflect the revised result instead of the initial disciplinary action.

The Employer will notify the Union in writing within three (3) working days after any notice of discharge. The failure to provide such notice shall not affect such discharge but will extend the period within which the affected employee may file a grievance.

The Employer recognizes the right of an employee who reasonably believes that an investigatory interview with a supervisor may result in discipline to request the presence of a Union representative at such an interview. Upon request, they shall be afforded a Union representative. The Employer will delay the interview for a reasonable period of time in order to allow a Union representative an opportunity to attend. If a Union representative is not available or delay is not reasonable, the employee may request the presence of a bargaining unit witness. (Weingarten rights)

Employees shall also have a right to a notice and a determination meeting prior to any disciplinary action (except oral warning). The Employer must provide a notice and statement in writing to the employee identifying the performance violations or misconduct alleged, a finding of fact and the reasons for the proposed action. The employee shall be given an opportunity to respond to the charges in a meeting with the Employer, and shall have the right to Union representation during that meeting, upon request. (Loudermill rights)

Discipline may be subject to the grievance procedure as identified in this Agreement as it relates to just cause.

ARTICLE 8 – SENIORITY

8.1 Seniority

Seniority is a measure of the length of continuous service in a specific category of employment:

- Classification seniority is seniority gained by an individual's initial hire, promotion, or reclassification to a specific job classification.
- Bargaining unit seniority is seniority gained by an individual in all classifications represented by the bargaining unit.
- Total Employer seniority is seniority gained by an individual in any classification with the city, based on the most recent hire date.

Seniority shall be established upon appointment to a regular full-time or part-time classification within the bargaining unit. No seniority shall be established while an employee is employed in a temporary, internship, seasonal or on-call position. Time in service in a temporary, internship or benefited seasonal or on-call position shall count for leave accrual or step movement purposes only. A temporary employee or a regular employee in a temporary position who is hired into a regular position in the same classification shall be credited for seniority from the date of hire into that classification.

Seniority shall not accrue while on a leave of absence without pay in excess of thirty (30) continuous calendar days. An employee's appointment date shall be adjusted for leaves of absence without pay except when such leaves are the result of federal or state legally protected leaves.

8.2 Orientation Period

Upon successful completion of the orientation period, the Employer seniority of the regular employee shall be established as the recent date of hire including the orientation period.

8.3 Loss of Seniority

An employee will lose seniority rights by and/or upon:

1. Resignation
2. Discharge
3. Retirement
4. Layoff / Recall list of more than eighteen (18) consecutive months.
5. Failure to respond to two offers of recall to former or comparable employment.

Employees who are re-employed following the loss of their seniority, shall be deemed a newly-hired employee for all purposes under this Agreement, except as provided in the following: if an employee is laid off or resigns in good standing after working at least twelve (12) consecutive months, and is thereafter re-employed within twelve (12) months or eighteen (18) months in the event of recall, the employee will, upon successful completion of the orientation period, regain the seniority they had as of the effective date that the employee resigned.

8.4 Seniority List

The Employer shall update the seniority list and provide it to the Union annually, by February 15th or upon request. If a layoff is announced, a current ranked seniority list including job classifications, names, job locations, and FTE or hours per week shall be provided to the Union and posted in the affected department.

8.5 Application of Seniority

Seniority shall apply to:

- Layoff
- Overtime Bidding
- Leave Accrual
- Scheduling of Leave

ARTICLE 9 – WAGES

9.1 Wage Schedule

The salaries for employees and classifications covered by this Agreement are located in Appendix A.

Should it become necessary to establish a new job classification within the bargaining unit during the life of this Agreement, the salary shall be subject to negotiations, consistent with Article 2.2.

9.1.1 Wage Adjustments

9.1.1.A Effective January 01, 2013, there shall be no increase in the current monthly salary schedule.

9.1.1.B Effective January 01, 2014, the monthly salary schedule shall be increased by 3%.

9.1.1.C Effective January 01, 2015, the monthly salary schedule shall be increased by 3%.

9.1.1.D Effective January 01, 2016, the monthly salary schedule shall be increased by 3%.

9.1.2 Salary Plan Administration

Each Classification shall have an associated salary range with identified steps. On an employee's annual review date, employees not subject to alternative step advancement shall automatically advance one full (1.0) step. This step may not be revoked at a later date.

Alternative step advancement may be considered under the following circumstances:

9.1.2.1 If, during an annual performance evaluation, an employee demonstrates performance that justifies placement above one (1.0) full step, that employee shall be advanced one and one-half (1.5) steps. This step may not be revoked at a later date.

9.1.2.2 If, during an annual performance evaluation, an employee demonstrates performance that justifies placement below one (1.0) full step, that employee shall be advanced one-half (0.5) step. This action shall not be used in place of the discipline process, but only as a mechanism to encourage that a satisfactory standard of work is performed.

9.1.2.3 If, during an annual performance evaluation, an employee demonstrates performance that justifies placement below one-half (0.5) step, that employee shall receive no step increase. This action shall not be used in place of the discipline process, but only as a mechanism to encourage that a satisfactory standard of work is performed.

9.1.2.4 Employees subject to a performance-related, alternative step advancement shall, upon being informed of their zero or half step increase, be given written criteria instructing them of job performance-related improvements required for them to achieve the standard one (1.0) full step increase. No earlier than three months, but no later than six months after this criteria is received, the employee shall receive a subsequent performance evaluation to determine if his/her performance has improved to a "satisfactory" level based upon the written criteria received at the time of their annual performance evaluation. If the employee has not improved to a satisfactory level, the employee shall be notified in writing of the reason(s) they will not be receiving the standard one (1.0) full step increase. If this subsequent performance evaluation is not completed by the Employer within six months of the annual performance evaluation, the employee's performance shall be judged to have improved to "satisfactory."

9.1.2.5 If an employee's performance is judged to have improved to a "satisfactory" level, the employee shall achieve the standard one (1.0) full step increase. The employee shall be notified in writing of the reason(s) they will receive this step increase. This step may not be revoked at a later date. Any resulting pay increase shall not be retro-active.

9.1.2.6 Annual step advancement (zero, 0.5, 1.0 or 1.5) shall be based upon the employee's current step placement. (e.g.: An employee at step 2.5 who successfully completes their annual performance evaluation shall advance one (1.0) full step to step 3.5).

9.1.2.7 It is the sole right of the Employer to administer the performance evaluation program.

9.1.2.8 Master Step Implementation – An employee shall be compensated at the final “master” step beginning on the anniversary date following the completion of all the following requirements:

- A minimum of five calendar years employment with the employer.
And
- The employee has spent four years at the step immediately below the master step.
And
- The employee has worked for five years in the same classification series.

The employer is in no way prohibited from advancing employees to the master step before these requirements are met if the employer believes that the employee has achieved mastery in their field.

If an employee has reached the master step, they shall keep this step placement even if moved to a lower classification in the same classification series due to a reduction in force, voluntary demotion, or transfer.

9.2 Hire-In Rates

New regular employees shall normally be placed at the minimum rate of the appropriate salary range or placed consistent with current personnel rules.

9.3 Promotion/Reclassification Rates

The employee will be placed at the beginning of the new salary range or at the next defined pay step (or one-half step) within the new salary range which results in a minimum of a four percent (4%) increase of the employee's current rate of pay. An employee will be eligible for step increases annually based on the effective date of their promotion/reclassification.

ARTICLE 10 – OTHER COMPENSATION

10.1 Standby Pay

In addition to following the City's Personnel Policy 700-14, employees in the following classification may voluntarily test to be assigned standby status as follows:

1. Individuals in the classification Maintenance Worker I who have successfully completed their initial orientation period or trial service period AND have successfully completed the established standby standards test may opt to be placed on the department's established Standby Roster.
2. Individuals in the classification Maintenance Worker I who have completed a minimum of 30 days of employment in the Maintenance Worker I classification, are still on their initial orientation period or trial service period AND have successfully completed the established standby standards test may opt to be placed on a department's Temporary Standby Roster. Once the employee has successfully passed their initial orientation period or trial service period, the employee shall be moved to the established Standby Roster as referenced above.
3. Placement on the Temporary Standby Roster does not recognize seniority in any way other than to establish an order of initial placement and does not provide any other additional benefits or protections under the Collective Bargaining Agreement.
4. Individuals in the classification Maintenance Worker I who have previously chosen to opt into the established Standby Roster may choose to opt out with written thirty (30) days' notice to their Supervisor listed in Appendix C.

10.2 Call Back Pay

When an employee is specifically called back to work outside of his/her regular work schedule, he/she shall be paid a minimum of three (3) hours. The rate of pay shall be in accordance with the FLSA (i.e., if overtime hours, paid at overtime rate). If the callback exceeds three (3) hours, the employee shall be compensated according to FLSA. In the event that time at the job site equals or exceeds three hours, commute time shall be compensated at the Washington State minimum wage.

For the purpose of callback, time worked shall start from the time when an employee leaves his/her driveway or location at the time of the call, and is en route in response to a call. Time worked shall conclude when the employee returns to his/her driveway or location at the time of the call.

Employees called back to work in their personal vehicles shall be compensated at the appropriate IRS rate for actual miles traveled to and from his/her driveway or location at the time of the call with a maximum of 20 miles each way.

10.3 Temporary Assignment Pay

Employees assigned by their designated supervisor or the City Manager to assume the preponderance of the duties of a higher level classification in a temporary capacity for at least four (4) continuous working days shall receive Temporary Assignment Pay commencing from the first day worked. Such assignments shall be in writing prior to or during the assignment. The assigned employee shall receive a five (5) percent pay increase, or be placed at the beginning of the higher pay range, whichever is greater.

10.4 Mileage Reimbursement

Employees placed on standby status shall be provided a city vehicle, if available. If no such vehicle is available, the employee shall use their private vehicle and shall be reimbursed in accordance with current Internal Revenue Service mileage rates and rules.

Employees who are required to use their own vehicles for employer business shall be reimbursed in accordance with current Internal Revenue Service mileage rates and rules, minus any miles between home and work.

10.5 Clothing and Footwear Allowance

If the employer requires uniforms or protective clothing, it shall provide them. For Employees exposed to the elements as a regular condition of employment, the Employer agrees to supply tools, and other personal protective equipment to employees whose positions require them (as referenced in City policy #1300-09). All uniforms or protective clothing shall remain the property of the Employer and shall be worn for municipal purposes only. Clothing shall be returned to the City for replacement or upon termination of employment.

The City shall have the option of providing specific clothing and/or personal protective equipment or providing a clothing allowance as identified in Appendix B. If an employee's uniforms are purchased through an allowance, advance or reimbursement and can be worn as street clothing, such allowance, advance or reimbursement shall be taxable income. Respective employees shall receive clothing/equipment or clothing allowances no later than the first payday of February of each year. New employees shall not be eligible for receipt of this benefit until completion of their orientation period nor shall any employee receive more than one (1) clothing allowance per calendar year.

10.6 Foreign Language Proficiency Pay

Employees shall receive a bilingual pay allowance of two percent (2%) added to their base pay when language skills have been confirmed by testing, an agreed upon language specialist or such other method as the City shall reasonably determine. Bilingual pay for employees having conversational proficiency in Cambodian, Laotian, Vietnamese, Spanish, Korean, Russian, American Sign Language, and any other mutually agreed upon foreign language can qualify for this differential pay.

10.7 Tuition Reimbursement

Tuition reimbursement for eligible courses may be available to all regular full-time City employees provided appropriate funding has been budgeted and courses are approved as provided in the City Policy 800-14. Participation in the tuition reimbursement program is voluntary and in no case is to be made a condition of employment. There is no guarantee or promise of promotion or new assignment as a result of any courses taken. Course attendance and preparation must be on the employee's own time and must not interfere with the employee's job. Employees applying for tuition reimbursement shall expect either approval or denial within ten (10) working days of submittal of the Tuition Reimbursement Form. Tuition reimbursement may be considered additional compensation by the Internal Revenue Service (IRS) and subject to taxation.

10.8 SHIFT DIFFERENTIAL

A shift differential of \$0.60 per hour will be paid to all regular bargaining unit employees who are assigned to work at least three hours between 5:00 p.m. and 8:00 a.m.

Exceptions to shift differential:

- Shifts starting between 6:00 a.m. and 8:00 a.m. will not be eligible for shift differential pay.
- Work which is scheduled after 5:00 p.m. and before 8:00 a.m. on the basis of convenience to the employee, including alternative work schedules in accordance with Article 6, shall not be considered shift differential for the purpose of this provision.
- Shift differential does not apply to an occasional call out nor scheduled overtime for several hours prior to the start or after the end of any given regular shift.

Shift differential shall be calculated as part of the hourly rate of pay when applying the provisions of this Agreement in other sections. Shift differential is to be paid only for the specified hours as stated above.

When an employee who usually works a differential eligible shift is temporarily assigned to a non-differential eligible shift for a period of five (5) working days or less, the employee shall continue to receive any shift differential. A temporary change in shift assignment initiated by the employee is not covered by this provision.

Work schedules may be adjusted at the Employer's discretion in accordance with Article 6.

ARTICLE 11 - HOLIDAYS

11.1 Holidays

The Employer shall provide eight (8) hours of compensation for regular full-time employees and pro-rated hours for regular part-time employees for the following holidays and such other days as the City Council may identify:

<u>Holiday</u>	<u>Observed</u>
New Year's Day	January 1st
Martin Luther King, Jr. Birthday	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	1st Monday in September
Veteran's Day	November 11th
Thanksgiving Day	4th Thursday in November
The Day after Thanksgiving Day	4th Friday in November
Christmas Day	December 25th
Floating Holiday	Employee's Choice

11.1.1 The City traditionally releases employees early on both Christmas Eve and New Year's Eve. The City will strive to continue this practice when feasible based on work load and safety.

11.1.2 In selecting the Floating Holiday, the employee's choice will be granted, provided that prior approval is given by the immediate supervisor or Department Director, and provided that the particular day off selected by the employee does not prevent a

department or division thereof from providing efficient public service. The floating holiday must be taken during the anniversary year or it will be forfeited.

11.2 Religious Holidays

Employees may take religious holidays off with their supervisor's approval, through use of eligible leave or by making alternative work schedule arrangements. Such requests shall not be unreasonably denied.

11.3 Holiday Observance

Any regular holiday which falls on a Saturday shall be observed on the preceding Friday and any regular holiday which falls on a Sunday shall be observed on the following Monday.

For those employees on a 4/10 work schedule, a schedule with weekend work, or other alternate schedule, when one of the listed holidays falls on one of the employee's regularly scheduled days off, the holiday shall be observed on a day mutually agreeable to the employee and the Employer within the same workweek.

11.4 Holiday Compensation

Holiday compensation is defined as two and one-half (2.5) times the employee's regular hourly rate of pay for a maximum of eight (8) hours. Employees shall be paid no more than eight (8) hours of holiday compensation pay for that day regardless of the individual's schedule.

In order to avoid being paid holiday compensation for working both the actual and observed holiday and not being paid holiday compensation for working the actual holiday, the employee will receive holiday compensation for no more than eight (8) hours of holiday compensation pay for the actual and straight pay for the observed holiday. There shall be no pyramiding of holiday compensation as per Article 6.4.

ARTICLE 12 – PAID TIME OFF (PTO)

12.1 Paid Time Off

PTO is a benefit granted to employees to continue normal compensation during approved absences. All full-time regular employees shall accrue PTO at the following annualized accrual rates.

During the first year	200 hours of leave per year
After the 1st year through 2 years	208 hours of leave per year
After the 2nd through 4 years	216 hours of leave per year
After the 4th through 9 years	232 hours of leave per year
After the 9th through 14 years	264 hours of leave per year
After the 14th through 20 years	296 hours of leave per year
After 20th year through 29 years	312 hours of leave per year
After 29th year	320 hours of leave per year

Any regular part-time employees shall accrue PTO leave pro-rated to match the FTE percentage and adjusted by actual hours worked.

An employee must use accrued leave prior to taking any unpaid leave.

An employee may elect to retain up to forty (40) hours of PTO (pro-rated by their FTE) for use upon return to work.

12.2 Paid Time Off Accrual

Any unused PTO shall be accumulated for succeeding years; however, as of the end of the calendar year, the maximum accrual amount shall not exceed one thousand one hundred (1,100) hours of leave that the employee accrues.

12.3 Use of Paid Time Off for Employees on Orientation Period

Employees shall not be eligible to use PTO in the first 60 calendar days of their orientation period for any purpose other than a medical condition for which there is certification from a Medical Doctor or equivalent Medical Professional.

12.4 When leave is exhausted

If the employee exhausts all accrued paid leave, the employee may request shared PTO and/ or leave of absence without pay.

12.5 Shared Paid Time Off

If an employee depletes their PTO accruals due to medical reasons, the employee may request shared PTO from other employees. Such requests shall be in writing and will be coordinated by the employer.

Employees may donate PTO to a fellow employee in one hour increments. However, at no time shall an employee be permitted to donate PTO if such donation would cause the employee's PTO bank to fall below 40 hours. The 40 hour limit is net of pending PTO already scheduled for the employee.

Employees wishing to donate PTO must do so in writing, complying with such reasonable deadlines as necessary to ensure timely payroll processing.

Any unused PTO donated to an employee shall remain in the recipient's accrual bank. Unused donated leave will not be returned to the donor.

12.6 Payment of Paid Time Off Upon Separation

Upon separation an employee (or deceased employee's beneficiary) shall receive payment equal to fifty-seven and one-half percent (57.5%) of such employee's then accrued and unused PTO bank in accordance with FLSA. However, if separation is due to lay off or failure to pass the orientation period, payment shall be equal to sixty-five percent (65%) of such employee's then accrued and unused PTO.

ARTICLE 13 – ON THE JOB INJURIES/KOS/L&I PREMIUM

13.1 Kept on Salary (KOS)

City employees who sustain an occupational injury or illness while acting in their course of employment and qualify for time loss through Labor & Industries (L&I) shall continue to receive their regular salary for a period not to exceed payment of 160 work hours.

13.2 Time Loss Compensation

If the absence exceeds 160 work hours, the employee shall receive any applicable worker's compensation time-loss benefits directly from L&I. The employee may offset any reduction in

regular pay, up to a maximum of 100%, with use of the employee's eligible accrued leave, in line with Department of Labor and Industries rules.

13.3 L&I Premium

Effective upon ratification of this agreement, employees shall pay their portion of any industrial insurance premiums as identified by L&I.

ARTICLE 14 – LEAVES OF ABSENCE

14.1 In General

All leaves are to be requested in writing as far in advance as possible. Denial of leave shall be in writing upon request of the employee.

14.2 Jury Duty / Court

Employees subpoenaed to appear as a witness in a court proceeding as a result of their official City of Lakewood duties or directed to appear for jury service will receive pay at their regular rate of pay for working hours missed because of their required service. Employees must notify their supervisors upon receipt of a directive or subpoena for jury or witness duties, keep their supervisors apprised of the schedule for their jury or witness duties, and report to work when the court schedule permits. Any compensation paid to an employee for jury or witness service, other than reimbursement for expenses, must be paid to the City upon receipt.

An employee who is relieved of jury duty on or before the mid-point of his or her shift shall contact their supervisor for return to work instructions.

14.3 Military Leave

All regular employees shall be allowed military leave as required by RCW 38.40.060. This provides for twenty-one (21) working days of military leave per year (October 1 through September 30).

14.4 Bereavement

Employees who suffer a death of the employee's child (biological, step, adopted and foster), spouse, parent, grandparent, grandchild, step family member (parent, sister or brother), in-law (parent, sister or brother) or any person residing in the employee's household who qualifies as a dependent under Internal Revenue Service (IRS) regulations or of their registered domestic partner shall be granted up to three (3) days off with full pay for each loss. Additional leave may be granted at the discretion of the Employer and such additional bereavement leave shall be deducted from accrued paid time off.

14.5 Seniority Adjustments

The Employer shall adjust the employee's anniversary date to reflect any period of unpaid leave in excess of thirty (30) continuous calendar days. Seniority shall continue to accrue and the employee's anniversary date shall not be adjusted for periods of legally protected leave, such as FMLA, maternity leave or military leave.

14.6 Leave Without Pay

If authorized by the Employer, regular employees may take up to ninety (90) days leave without pay exclusive of FMLA leave. Leaves in excess of thirty (30) calendar days require authorization by the City Manager or designee.

14.6.1 While on leave without pay no benefits shall accrue. The employee shall be responsible for payment of any health insurance premiums during periods of unpaid leave. Furthermore, the rules of all benefit providers shall apply.

14.7 Family Leave – FMLA

Under the terms of the Family and Medical Leave Act of 1993 (FMLA), 29 CFR 825, RCW 49.78, and RCW 49.12.265-270, upon the completion of one (1) year of employment, any employee who has worked at least one thousand two hundred fifty (1250) hours during the prior twelve (12) months shall be entitled to up to twelve (12) weeks of leave per rolling year for the birth, adoption or placement of a foster child; to care for a spouse or immediate family member with a serious health condition; or when the employee is unable to work due to a serious health condition.

The Employer shall maintain the employee's health benefits during this leave. If the employee fails to return from leave for any reason other than the medical condition initially qualifying for the FMLA absence, the Employer may recover from the employee the insurance premiums paid during any period of unpaid leave.

If a leave qualifies under both federal and state law, the leave shall run concurrently. Ordinarily, the employee must provide thirty (30) days written advance notice to the Employer when the leave is foreseeable. The employee should report qualifying events as soon as known and practicable.

The combination of FMLA and other types of leave(s) is not precluded and, in fact, leave utilizations are to be concurrent, with the intent that appropriate paid accruals are to be utilized first, consistent with other Articles of this Agreement.

The Employer will grant leave consistent with state and federal law. Family leave shall be consistent with the FMLA and the adopted conditions and provisions of the state and federal law.

14.8 Maternity Leave

Consistent with WAC 162-30-020, the Employer will grant a leave of absence for a period of temporary disability because of pregnancy or childbirth. This may be in addition to the leave entitlements of FMLA. Employees utilizing maternity leave may concurrently take paid leave from their leave banks.

This leave provides female employees with the right to a leave of absence equivalent to the disability phase of pregnancy and childbirth. There is no eligibility requirement, however the Employer has no obligation to pay for health insurance benefits while on this leave (unless utilized concurrent with FMLA).

Leave for temporary disability due to pregnancy or childbirth will require medical verification. At the end of the disability leave, the employee is entitled to return to the same or similar job at the same rate of pay.

ARTICLE 15 – HEALTH & WELFARE

15.1 Health and Life Insurance

15.1.1 Medical Insurance

The employer agrees to provide the option of medical insurance to all regular full-time and part-time employees and their dependents.

Through December 31, 2015:

The employer shall pay ninety percent (90%) of the applicable tiered rate premium for employee and dependent medical coverage. The medical insurance plans which are in effect at the time of this Agreement are a choice of AWC HealthFirst or Group Health Cooperative Plan 2, as offered through the Association of Washington Cities.

The employer shall pay one hundred percent (100%) of the premiums for employee and dependent medical coverage of the applicable tiered rate premiums for AWC High Deductible Health Plan (HDHP) with Health Savings Account as identified below:

Category	Annual Contribution
Employee Only	\$3,000.00
Employee and Spouse	\$4,000.00
Employee, Spouse and 1 Child	\$5,000.00
Employee, Spouse and 2 or More Children	\$6,000.00
Employee and 1 Child	\$4,000.00
Employee and 2 or More Children	\$5,000.00

Refer to Personnel Policy #800-16 for additional HDHP plan information.

Effective January 1, 2016:

The employer shall pay the equivalent of one hundred percent (100%) of the premiums for employee and dependent medical coverage of the applicable tiered rate premiums for AWC HDHP with HSA contributions as identified above.

Alternative medical plans shall be offered however, the employee shall pay any premiums in excess of these amounts. If premiums are less expensive, the difference will be placed into a Flexible Spending Account (FSA) for affected employees.

In case of any plan design changes implemented by AWC effective in 2016, either party has the option to re-open the health care provisions of this collective bargaining agreement.

Part-time regular employees as defined in Article 5.2 shall be eligible for medical benefits with prorated premiums based on their FTE status.

Regular full-time employees may opt out of medical insurances as per City policy 800-13. Regular part-time employees may opt out of medical insurance on a pro-rated basis equivalent to City policy 800-12.

Both parties agree to explore options for health care coverage via participation on a health care task force.

15.1.2 Dental and Vision

The employer shall pay one hundred percent (100%) of the premium for full-time employee coverage and one hundred percent (100%) of the premium for full-time employee's dependent coverage. The vision plan which is in effect at the time of this Agreement is Vision Services Plan (VSP). The dental insurance plan which is in effect at

the time of this Agreement is Delta Dental Plan E as offered through the Association of Washington Cities.

Part-time regular employees as defined in Article 5.2 shall be eligible for dental/vision benefits with prorated premiums based on their FTE status. Where underwriting rules do not allow for strict prorating, alternate calculations may apply with the intent to provide appropriate overall benefit percentages.

15.1.3 Life Insurance

The employer shall pay one hundred percent (100%) of the premium for an employee's term life insurance coverage that has a policy value of the annual base rate of pay of the employee, rounded up to the next thousand. The employee is responsible for any taxes associated with this benefit.

15.2 Flexible Spending Account - FSA

If the employer participates in a special program under the provisions of IRS Section 125, employees may voluntarily elect to participate in the reimbursement program to pay medical or dependent care expenses with pre-tax dollars. The employer makes no contribution beyond that described in Section 15.1, and no assurance of ongoing participation and assumes no liability for claims or benefits.

15.3 Social Security Replacement and Retirement

The employer shall provide a Social Security Replacement Account for each employee, as currently offered through the ICMA Retirement Corporation. The contribution rates shall be 4.77% for the employer and 6.2% for the employee based on total wages.

The employer shall provide an ICMA 401 Retirement Plan for each employee. The contribution rates shall be 7.62% for the employer and 5.08% for the employee based on total wages.

The employer shall provide Medicare contributions pursuant to federal law and the required employee contributions shall be deducted from the employees' wages.

15.4 Deferred Compensation

The employer shall match the employee's contribution, by payroll deduction, to a qualified 457 deferred compensation plan in an amount up to but not to exceed three percent (3%) of the employee's base monthly pay rate.

ARTICLE 16 – LAYOFF & RECALL

16.1 Layoff

A layoff is identified as the anticipated and on-going or prolonged reduction in the number of full-time equivalent (FTE) positions, the number of part-time positions, or reduction in hours within a job classification covered by this Agreement. A reduction in force or classification may occur for reasons of lack of funds, lack of work, efficiency, or reorganization. Reductions in force are identified by classification within the affected department.

Regular with an end date employees (as defined in this agreement) shall not be considered laid off at the conclusion of their project or term and the City will not contest their unemployment claims.

The City shall determine the position(s) within the affected department(s) to be laid off, however the provisions of this Article shall determine which employee is ultimately laid off.

16.2 Seniority for Purposes of Layoff

Seniority for the purposes of layoff, bumping, and recall shall be the length of continuous services with the City in the specific classification involved and in all higher classes to which the employee has been promoted or appointed.

Employees who are transferred between departments shall carry their seniority from their previous department to the department to which they are transferred.

16.3 Order of Layoff

No regular employee shall be laid off while another employee in the same classification with the City is employed on an orientation, internship, extra help or seasonal basis.

When a regular employee is laid off, seniority (as defined in Section 16.2) shall determine the affected employee within the affected department. In the event of two employees having the same seniority, total Employer seniority shall be determinative. In the event of two employees having the same Employer seniority, bargaining unit seniority shall be determinative. In the event the two employees having the same bargaining unit seniority, it shall be determined by lot.

16.4 Notification of Layoff

The Union shall be notified in writing of any reduction in hours proposed by the Employer, including the purpose, scope, and duration of the proposed reduction along with an updated seniority list.

The Employer and the Union shall meet at least one week prior to the notice period identified below to discuss the reasons and the time-lines for the layoff and to review any suggestions concerning possible alternatives to layoff. On-going discussions shall not preclude the City from moving forward with notifications to employees as identified below.

Union concerns shall be considered by the Employer prior to implementation of layoff. This shall not preclude the Employer from providing layoff notices to employees or requesting volunteers to change employment status for the purpose of cost savings.

16.4.1 Employees in positions identified for layoff shall be given written notice at least thirty (30) calendar days prior to the layoff. If the Employer does not provide thirty (30) calendar days written notice, the Employer shall compensate the employee at his or her normal rate of pay for the time between the last day of work and thirty (30) calendar days from the date the employee receives the notice of layoff, in addition to any other compensation due the employee.

16.4.2 The employee shall inform Human Resources within five (5) working days of the receipt of the layoff notice of their intention to exercise bumping rights. When all bumping rights have been acted upon, or when someone has chosen not to exercise bumping rights, the affected employee shall be laid off. A single thirty (30) calendar day layoff notice is required, irrespective of the number of bumps.

16.4.3 An employee desiring to exercise bumping rights must do so by delivering written notice to Human Resources within five (5) working days of receipt of layoff notice. The written notice must state the proposed position to be bumped and contain a statement of the employee's eligibility for that position. Within five (5) working days of receipt of the employee's notice to exercise the bumping rights, the Employer shall communicate the decision to the employee as to whether the employee meets the requirements for the position the employee has chosen to bump.

16.5 Volunteering for Layoff

Simultaneous with implementing the provisions of the layoff procedure, the Employer shall first seek, by a five (5) working day posting process, volunteers for layoff or voluntary resignation from among those employees who work within the same job classification as the affected employees. If there are more volunteers than affected employees, volunteers will be chosen by total Employer seniority. Employees who volunteer for layoff may opt for recall rights as described in this Article at the time of layoff. The City and Union may collaborate on an incentive program to encourage volunteers for layoff.

If there are not a sufficient number of volunteers within the affected job classification, the remaining affected employees who have received notice must choose promptly within five (5) working days of receipt of the notice among the layoff options set forth within this Article.

16.6 Orientation Employees/Interns

If a number of volunteers is not sufficient to meet the announced number of necessary layoffs, and if the affected employee is an orientation employee or an intern, then that employee shall be laid off and is ineligible to select among layoff options.

16.7 Layoff Options

Affected employees who have completed their orientation period shall have the following options:

- Accept layoff and placement on the recall list
- Accept layoff and deny placement on the recall list
- Assume a vacant position for which they qualify
- Bump
- Accept an offer of a reduction of hours

16.7.1 Assume a Vacant Position

An employee may assume a vacant position in the same classification, for which they meet the minimum qualifications. When a regular full-time or part-time employee is being laid off the Employer may offer a temporary position if one is available and the employee has the ability to perform the work. Laid off employees who accept these assignments will be provided the benefits and provisions of the temporary assignment. Employee(s) accepting these assignments will retain their recall rights as described in this Article.

16.7.2 Bumping Rights

Seniority, as it applies to the section, is defined in Section 16.2. Any employee subject to layoff may elect to exercise the right to bump the least senior person in an equal or lower classification to which they have rights:

- a. An employee shall first have the right to bump the least senior regular employee in their current classification within another department in the city.
- b. If no bumping option exists under 16.7.2.a, the employee shall next have the right to bump the least senior regular employee in the next lower classification within their current classification series (as defined in Appendix D); then the next lower job classification within their classification series, progressively.
- c. If no bumping option exists under 16.7.2.b within the employee's current classification series, the employee shall next have the right to bump the least senior regular employee in their most recently held classification in which he/she has held status at the City of Lakewood within the last five (5) years; then the next lower job classification within the last five (5) years, progressively.
- d. If no bumping option exists under 16.7.2.c, the employee shall next have the right to bump the least senior Regular with an End Date employee within their classification series for which they are qualified.
- e. If no bumping options exist under 16.7.2.a, 16.7.2.b, 16.7.2.c or 16.7.2.d, then the employee has no bumping rights.

In all cases involving bumping, the following provisions must apply:

- f. Employees exercising bumping rights must meet the minimum qualifications for the position as described on the job description (and civil service rules, if applicable).
- g. Employees exercising bumping rights must have more seniority (as defined in Section 16.2) than the person being bumped.
- h. Employees exercising bumping rights shall not bump into a higher classification. Regular full-time employees shall have the option of bumping full or part-time employees. Part-time employees may only bump part-time employees.

An employee who has exercised bumping rights shall retain their current salary providing it does not exceed the maximum salary of the new range. If the employee's current salary exceeds the maximum of the new range, the employee's salary shall be reduced to the maximum of the new range. Employees bumping to another position shall retain their previous anniversary date for purposes of eligibility for salary increases.

16.7.3 Reduction of Hours

An employee subject to an involuntary reduction in hours will be classified as a layoff and may elect to accept the hour reduction, may bump and/or may elect to be placed on recall in accordance with this Article.

Part-time regular employees shall have the option of remaining in their reduced hours position (if at or above the twenty (20) hour threshold) or bumping to a previously held part-time regular position held in the City of Lakewood.

16.7.4 Recall List

If the affected employee selects not to take a vacant position or to exercise bumping rights then that employee will be placed on the recall list and will be eligible for recall in accordance with this Article.

Salary placement rules shall apply to recall as identified in this Article. Persons recalled to the same salary range shall be placed at their previous salary.

16.7.5 Recall from Layoff

An employee who has been laid off shall be entitled to recall rights for a period of eighteen (18) months from the effective date of their layoff. Employees on the recall list shall be notified of vacancies in writing at the employee's address on file with the Human Resources Department.

Vacant represented positions will be filled, among current employees and those on the recall list. Employees shall be considered to have terminated or abandoned their right to re-employment and relinquished all recall rights if they elect not to accept:

- One (1) offer to return to work in the position from which they were laid off;
- two (2) offers to return to work in any classification for which they meet the minimum qualifications or;
- fail to respond within seven (7) consecutive days of the offer of recall

If an employee on the recall list elects not to accept an offer of a position with fewer hours, they may retain their recall rights for the balance of their recall period. In all cases, employees recalled must meet the minimum qualifications for the classification.

An employee, who has been laid off and is currently on the recall list, will have first return rights to their former position if that position is to be filled again. It shall be the responsibility of the affected employee to provide the Employer with their current mailing address and telephone number. A copy of the recall list shall be provided to the Union, upon request.

A person on the recall list who is re-employed in a regular position with the Employer shall serve a trial service period of three (3) months. If an employee is recalled into their former laid off position, they will not have to serve a trial service period. The trial service period may be extended up to an additional three (3) months, if the Employer states reasons in writing to the employee at the end of the first three (3) months. An employee who does not successfully complete the trial service period shall return to the recall list and shall remain on the recall list for the remaining portion of their eighteen (18) months. Employees shall not lose seniority as a result of layoff for a period of up to eighteen (18) months, provided, that no benefits shall be accrued during the period of layoff.

16.8 Unemployment Claims

The Employer will not contest the unemployment benefits claim of employees who are laid off under the provisions of this Article and apply for unemployment compensation benefits.

ARTICLE 17 – LABOR / MANAGEMENT COMMITTEES

17.1 Purpose of Committee

The Employer and the Union agree that a need exists for closer cooperation between labor and management, and that from time to time suggestions and issues of a general nature affecting the Union and the Employer need consideration.

The Labor / Management Committee shall have no collective bargaining authority and understandings reached by the parties will be supported by the parties, but shall not alter or modify any provisions of the collective bargaining agreement.

Upon request by either party, the parties have agreed to participate in at least quarterly labor-management meetings to discuss matters of mutual concern. It is expected that, unless otherwise agreed, such meetings will occur during normal business hours. Not less than one (1) week before a meeting is scheduled, each party will advise the other of matters which the party wishes to discuss. Unless otherwise agreed, the agenda will be limited to such matters.

17.2 Composition of Committee

The Labor Management Committee meetings will include a minimum of three (3) and a maximum of five (5) representatives from each party, unless otherwise mutually agreed upon. Said committee shall attempt to meet for the purpose of discussing and facilitating the resolution of issues which may arise between the parties other than those for which another procedure is provided by law or other provisions of this Agreement.

17.3 Compensation

All meeting time spent by members of the joint Labor-Management Committee will be considered time worked if during duty hours and will be paid at the appropriate regular rate of pay.

17.4 Joint Labor Council

From time to time the City Manager may convene a joint labor council to discuss matters of mutual concern. Labor representation shall consist of a maximum of two (2) representatives from each of the City's bargaining units.

The Joint Labor Council shall have no collective bargaining authority and understandings reached by the parties will be supported by the parties, but shall not alter or modify any provisions of the collective bargaining agreement.

ARTICLE 18 – SAFETY

18.1 Safe Workplace

The Employer is responsible for maintaining a safe workplace. The Employer shall comply with all federal, state, and local laws applicable to the safety and health of its employees.

Employees shall not be required to perform work if they have a reasonable basis for believing the assignment would constitute a danger to their health and safety. The employee shall immediately contact a supervisor who shall make a determination with regard to safety. Upon the supervisor's review and liability, the employee will perform the work but may refer the matter to the safety committee or Human Resources.

All on-the-job injuries, no matter how slight, must be reported to your supervisor. Employees must immediately notify their supervisor if they are unable to work because of a work-related injury or illness.

18.2 Safety Plan

The Employer shall develop and follow written policies and procedures to address on-the-job safety which shall be in conformance with state and federal laws.

18.3 Drug Free Workplace

The Drug Free Workplace Act of 1988 for federal contractors and grant recipients requires that Employers provide a drug free workplace.

18.3.1 Reasonable Suspicion

If a supervisor or manager reasonably suspects, an employee may be under the influence of or impaired by an illegal drug or alcohol, or improper use of a prescription drug the employee shall be removed from duty immediately and undergo substance abuse testing. Except in emergency situations, the supervisor or manager shall consult with a representative of Human Resources to ensure that adequate grounds for reasonable suspicion exist. During normal business hours, a representative of Human Resources shall also personally observe the employee before the employee is required to test for the presence of that substance. At this time the employee will also be notified of his or her Weingarten rights.

18.4 Work Place Violence

Workplace violence, including threats of violence by or against a City employee, will not be tolerated and should be immediately reported to the employee's direct supervisor, department head or Human Resources, whether or not physical injury occurs.

ARTICLE 19 - GRIEVANCE PROCEDURE

19.1 Grievance Defined

A "Grievance" means a claim or dispute by an employee, the Union or City with respect to the interpretation or application of the provisions of this Agreement. All grievance time frames shall be held in abeyance when the parties have mutually agreed. Mediation may be considered at any step in the grievance procedure.

19.2 Grievance Procedure

In the event of a grievance, the following procedure shall be used:

Step 1 – An employee, the Union or the City must present a grievance in writing within ten (10) working days of its alleged occurrence to the employee's designated supervisor as identified in Appendix C for which the infraction applies, with a copy to Human Resources and the affected employee. The grievance should be signed by the employee, Union or City representative and must state the issue, the section of this Agreement violated, facts giving rise to the grievance and the remedy sought. The designated supervisor shall consult with the Union to try to resolve the grievance and shall respond in writing within ten (10) working days after it is presented to him or her.

If a grievance is not presented within the time limits set forth above, it shall be considered waived.

Step 2 - If the employee, Union or the City is not satisfied with the solution of the designated supervisor, the grievance, in writing, together with all pertinent materials may be presented to the City Manager or designee by the employee, Union, or City within five (5) working days after receiving the designated supervisor's response. The City Manager or designee shall consult with the Union to try to resolve the grievance and shall respond in writing within ten (10) working days after it is presented to him or her.

Fact Finding - If requested by either party during step 1 or step 2, the Human Resources Director or designee shall schedule a fact-finding meeting with the parties to the grievance in order to clarify, between the parties, facts related to the grievance. Fact finding shall be completed within twenty (20) working days of the request. The respondent time period shall begin upon conclusion of fact finding. If grievance proceeds to the next step, the "finding of fact report" shall be forwarded to the City Manager or designee.

Step 3 – If the grievance is not satisfactorily resolved by the City Manager or designee and the Union, the Human Resources Director and the Union Staff Representative will meet for purposes of resolution of the grievance or to acknowledge that mutually agreeable resolution is not possible. If so, within thirty (30) working days following the response and acknowledgement, the Union or City may refer the grievance to an arbitrator. Employee grievances must first have approval of the Union officers prior to being referred to an arbitrator.

Step 4 - Arbitration – If agreement cannot be reached as to the arbitrator, the parties shall jointly request the Public Employment Relations Commission to provide a panel of seven arbitrators from which the parties may select one. The representatives of the Employer and the Union shall alternately eliminate the name of one person from the list until only one name remains. The person whose name is not eliminated shall be the arbitrator. It shall be the function of the arbitrator to hold a hearing at which the parties may submit their cases concerning the grievance. The arbitrator shall render his or her decision based on the alleged violation of the provision(s) of this Agreement within thirty (30) days after such hearing. The decision shall be final and binding upon both parties to the agreements, provided the decision does not involve action by either party which is beyond its jurisdiction. The expenses of the arbitrator shall be shared equally by the Employer and the Union. Each party shall be responsible for compensating its own witnesses and representatives, not to include witnesses that are members of the bargaining unit. The arbitrator shall consider and decide upon only the specific issue(s) submitted in writing by the Employer and the Union, and shall have no authority to make a decision on any other issue not so submitted.

When agreed upon by both parties, outside consultant services shall not be utilized during arbitration meetings.

19.3 Schedule of Meetings

Upon request, and without unnecessary delay, an employee representative's immediate supervisor or designee shall allow the employee representative during normal work hours without loss of pay, reasonable time to:

19.3.1 Investigate any grievance or dispute so that same can be properly presented in accordance with the grievance procedure.

19.3.2 Attend meetings with Employer representatives when such meetings are necessary to adjust grievances or disputes. Meetings with designated personnel will be by appointment and held without delay when possible.

19.3.3 Confer with a staff representative of the Union and/or employees on Employer premises, at such time and places as may be authorized by the employee in advance of the intended meetings.

For the purposes of this Article and Article 4.3, obtaining coverage to ensure minimum staffing levels shall not be considered an unnecessary delay. The Employer shall not be obligated to provide coverage immediately if the use of overtime is the only means of providing that coverage.

ARTICLE 20 - NO STRIKE / NO LOCKOUT

20.1 No Strike / No Lockout

The Union agrees during the life of this Agreement that there shall be no strikes, slow-downs, or stoppage of work, or any interference with the efficient operation of the City. Any such action shall be subject to disciplinary action, including termination and replacement of the involved employees. The Employer shall not lockout any employee during the life of this Agreement.

ARTICLE 21 – MANAGEMENT RIGHTS AND RESPONSIBILITIES

21.1 Management Rights and Responsibilities

The Employer agrees that the exercise of the above rights will be consistent with the provisions of this Agreement and RCW 41.56.

The Employer retains all rights of management, which, in addition to all duties and rights established by constitutional provision or statute, will include but not be limited to, the right to:

- a. Determine the Employer's functions, programs, organizational structure and use of technology;
- b. Determine the Employer's budget and size of the Employer's workforce
- c. Direct and supervise employees;
- d. Take all necessary actions to carry out the mission of the city and its institutions during emergencies as defined in RCW 38.52.
- e. Determine the Employer's mission and strategic plans;
- f. Develop, enforce, modify policies and procedures;
- g. Determine or consolidate the location or operations, offices, work sites, including permanently or temporarily moving operations in whole or part to other locations;
- h. Establish or modify the workweek, daily work shift, hours of work and days off;
- i. Select, hire, assign, reassign, evaluate, retain, promote, demote, transfer and lay off employees;
- j. Determine, prioritize and assign work to be performed;
- k. Determine the need for and the method of scheduling, assigning, authorizing and approving overtime;
- l. Determine training needs, method of training, and employees to be trained;
- m. Take disciplinary actions with just cause.

ARTICLE 22 - GENERAL PROVISIONS

22.1 Severability Clause

If any provision of this Agreement shall be held invalid by operation of law or any tribunal of competent jurisdiction, or if compliance or enforcement of any provision shall be restrained by such tribunal pending final determination as to its validity, the remainder of this Agreement shall not be held invalid and shall remain in full force and effect. Upon the request of one party to the other, the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such invalid provision.

Any and all prior agreements, practices, policies, rules, and regulations regarding terms and conditions of employment to the extent inconsistent with the provisions of this Agreement are hereby superseded.

22.2 Conflict with Laws

Should any provision of this Agreement be found to be in violation of any Federal or State law, all other provisions of this Agreement shall remain in full force and effect for the duration of this agreement and the provision found to be in violation shall be immediately re-negotiated by the parties.

ARTICLE 23 – ENTIRE AGREEMENT

23.1 Duration Clause

The Agreement shall become effective on January 1, 2013, and remain in full force and effect through December 31, 2016.

If either party wishes to amend or extend the Agreement upon its expiration, notice of such intent must be given no earlier than one hundred and twenty (120) calendar days and no later than sixty (60) calendar days prior to the expiration of the Agreement. The Employer will maintain the status quo with respect to the matters covered by this Agreement during negotiations for a new agreement, following the procedures and time-lines of RCW 41.56.

23.2 Entire Agreement

The agreement expressed herein in writing constitutes the entire agreement between the parties, and there shall be no amendments except in writing and with agreement of both parties.

SIGNATURES

Dated this _____, 2014

Washington State Council of County
and City Employees, Council 2, of the
American Federation of State, County,
And Municipal Employees, AFL-CIO

Jon Howe, Local 1938 President

Dylan Carlson, Council 2 Staff Representative

Approved by City Council
City of Lakewood

John J. Caulfield, City Manager

ATTEST:

Alice M. Bush, MMC, City Clerk

APPROVED AS TO FORM:

Heidi Ann Wachter, City Attorney

Appendix A
Alpha List Classification and Range Numbers

Accountant *	38
Accounting Technician I	16
Accounting Technician II	23
Accounting Technician III	25
Administrative Assistant	25
Animal Control Officer	23
Assistant Civil Engineer *	39
Assistant Planner	29
Associate Civil Engineer I *	43
Associate Civil Engineer II *	49
Associate Planner	36
Code Enforcement Officer	33
Combination Building Inspector	34
Compliance Inspector	33
Construction Inspector	33
Court Compliance Officer	30
Court Specialist I	14
Court Specialist II	18
Crime Analyst *	33
Economic Development Specialist *	43
Engineering Technician I	25
Engineering Technician II	31
Evidence Custodian	18
Evidence Supervisor	35
Evidence Technician	26
Facilities Maintenance Tech	30
Finance Analyst *	38
Fiscal and Grant Specialist*	40
Fleet Maintenance Coordinator	31
GIS Coordinator	41
GIS Specialist II	38
GIS/IT Specialist I	32
Housing Repair Coordinator	33
Housing Specialist	33
Human Services Coordinator	33
Network Administrator *	45
Lead Custodial Worker	15
Legal Support Specialist	23
Maintenance Assistant	1
Maintenance Worker I	15
Maintenance Worker II	24
Maintenance Worker III	28
IT Engineer *	40
IT Senior Engineer *	43

Office Assistant	12
Paralegal	32
Permit Technician	16
Plans Examiner	38
Probation Counselor *	30
Program Coordinator	36
Program Grants Coordinator *	40
Program Manager*	46
Recreation Coordinator	28
Senior Accountant *	42
Senior Animal Control Officer	25
Senior Court Specialist	28
Senior Office Assistant	18
Senior Planner *	43
Traffic Signal Technician II	39
Work Crew Supervisor	30

Appendix A																
2014 SALARY SCHEDULE																
Job Classification:	RANGE	Entry	Step .5	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	Step 5.5	Step 6	Master	
* Exempt from FLSA overtime																
Maintenance Assistant	1	hr	\$ 13.40	\$ 13.70	\$ 14.00	\$ 14.30	\$ 14.60	\$ 14.90	\$ 15.20	\$ 15.50	\$ 15.80	\$ 16.10	\$ 16.40	\$ 16.70	\$ 17.00	\$ 17.42
		mo	\$ 2,323	\$ 2,374	\$ 2,427	\$ 2,478	\$ 2,531	\$ 2,582	\$ 2,634	\$ 2,688	\$ 2,738	\$ 2,790	\$ 2,842	\$ 2,894	\$ 2,946	\$ 3,020
		yr	\$ 27,876	\$ 28,488	\$ 29,124	\$ 29,736	\$ 30,372	\$ 30,984	\$ 31,608	\$ 32,232	\$ 32,856	\$ 33,480	\$ 34,104	\$ 34,728	\$ 35,352	\$ 36,240
Office Assistant	12	hr	\$ 16.66	\$ 17.03	\$ 17.41	\$ 17.79	\$ 18.16	\$ 18.53	\$ 18.89	\$ 19.28	\$ 19.65	\$ 20.02	\$ 20.39	\$ 20.77	\$ 21.13	\$ 21.66
		mo	\$ 2,888	\$ 2,952	\$ 3,017	\$ 3,083	\$ 3,147	\$ 3,212	\$ 3,275	\$ 3,341	\$ 3,406	\$ 3,470	\$ 3,535	\$ 3,600	\$ 3,663	\$ 3,754
		yr	\$ 34,656	\$ 35,424	\$ 36,204	\$ 36,996	\$ 37,764	\$ 38,544	\$ 39,300	\$ 40,092	\$ 40,872	\$ 41,640	\$ 42,420	\$ 43,200	\$ 43,956	\$ 45,048
Court Specialist I	14	hr	\$ 17.34	17.72	18.11	\$ 18.50	\$ 18.88	\$ 19.28	\$ 19.66	\$ 20.05	\$ 20.45	\$ 20.83	\$ 21.22	\$ 21.61	\$ 21.99	\$ 22.53
		mo	\$ 3,005	\$ 3,072	\$ 3,139	\$ 3,206	\$ 3,273	\$ 3,341	\$ 3,408	\$ 3,475	\$ 3,544	\$ 3,611	\$ 3,678	\$ 3,745	\$ 3,811	\$ 3,906
		yr	\$ 36,060	\$ 36,864	\$ 37,668	\$ 38,472	\$ 39,276	\$ 40,092	\$ 40,896	\$ 41,700	\$ 42,528	\$ 43,332	\$ 44,136	\$ 44,940	\$ 45,732	\$ 46,872
Lead Custodial Worker	15	hr	\$ 17.68	18.08	18.47	\$ 18.87	\$ 19.26	\$ 19.66	\$ 20.05	\$ 20.46	\$ 20.85	\$ 21.24	\$ 21.64	\$ 22.04	\$ 22.43	\$ 22.98
		mo	\$ 3,064	\$ 3,133	\$ 3,202	\$ 3,270	\$ 3,339	\$ 3,408	\$ 3,476	\$ 3,546	\$ 3,614	\$ 3,682	\$ 3,751	\$ 3,820	\$ 3,887	\$ 3,984
		yr	\$ 36,768	\$ 37,596	\$ 38,424	\$ 39,240	\$ 40,068	\$ 40,896	\$ 41,712	\$ 42,552	\$ 43,368	\$ 44,184	\$ 45,012	\$ 45,840	\$ 46,644	\$ 47,808
Maintenance Worker I	15	hr	\$ 17.68	18.08	18.47	\$ 18.87	\$ 19.26	\$ 19.66	\$ 20.05	\$ 20.46	\$ 20.85	\$ 21.24	\$ 21.64	\$ 22.04	\$ 22.43	\$ 22.98
		mo	\$ 3,064	\$ 3,133	\$ 3,202	\$ 3,270	\$ 3,339	\$ 3,408	\$ 3,476	\$ 3,546	\$ 3,614	\$ 3,682	\$ 3,751	\$ 3,820	\$ 3,887	\$ 3,984
		yr	\$ 36,768	\$ 37,596	\$ 38,424	\$ 39,240	\$ 40,068	\$ 40,896	\$ 41,712	\$ 42,552	\$ 43,368	\$ 44,184	\$ 45,012	\$ 45,840	\$ 46,644	\$ 47,808
Accounting Technician I	16	hr	\$ 18.03	\$ 18.44	\$ 18.84	\$ 19.25	\$ 19.65	\$ 20.05	\$ 20.46	\$ 20.86	\$ 21.27	\$ 21.67	\$ 22.07	\$ 22.48	\$ 22.88	\$ 23.44
		mo	\$ 3,126	\$ 3,196	\$ 3,266	\$ 3,336	\$ 3,406	\$ 3,476	\$ 3,546	\$ 3,616	\$ 3,686	\$ 3,756	\$ 3,826	\$ 3,896	\$ 3,966	\$ 4,063
		yr	\$ 37,512	\$ 38,352	\$ 39,192	\$ 40,032	\$ 40,872	\$ 41,712	\$ 42,552	\$ 43,392	\$ 44,232	\$ 45,072	\$ 45,912	\$ 46,752	\$ 47,592	\$ 48,756
Permit Technician	16	hr	\$ 18.03	\$ 18.44	\$ 18.84	\$ 19.25	\$ 19.65	\$ 20.05	\$ 20.46	\$ 20.86	\$ 21.27	\$ 21.67	\$ 22.07	\$ 22.48	\$ 22.88	\$ 23.44
		mo	\$ 3,126	\$ 3,196	\$ 3,266	\$ 3,336	\$ 3,406	\$ 3,476	\$ 3,546	\$ 3,616	\$ 3,686	\$ 3,756	\$ 3,826	\$ 3,896	\$ 3,966	\$ 4,063
		yr	\$ 37,512	\$ 38,352	\$ 39,192	\$ 40,032	\$ 40,872	\$ 41,712	\$ 42,552	\$ 43,392	\$ 44,232	\$ 45,072	\$ 45,912	\$ 46,752	\$ 47,592	\$ 48,756
Court Specialist II	18	hr	\$ 18.77	\$ 19.18	\$ 19.60	\$ 20.03	\$ 20.45	\$ 20.86	\$ 21.28	\$ 21.71	\$ 22.13	\$ 22.55	\$ 22.97	\$ 23.39	\$ 23.80	\$ 24.39
		mo	\$ 3,253	\$ 3,325	\$ 3,398	\$ 3,471	\$ 3,544	\$ 3,616	\$ 3,689	\$ 3,763	\$ 3,836	\$ 3,908	\$ 3,981	\$ 4,054	\$ 4,125	\$ 4,228
		yr	\$ 39,036	\$ 39,900	\$ 40,776	\$ 41,652	\$ 42,528	\$ 43,392	\$ 44,268	\$ 45,156	\$ 46,032	\$ 46,896	\$ 47,772	\$ 48,648	\$ 49,500	\$ 50,736
Evidence Custodian	18	hr	\$ 18.77	\$ 19.18	\$ 19.60	\$ 20.03	\$ 20.45	\$ 20.86	\$ 21.28	\$ 21.71	\$ 22.13	\$ 22.55	\$ 22.97	\$ 23.39	\$ 23.80	\$ 24.39
		mo	\$ 3,253	\$ 3,325	\$ 3,398	\$ 3,471	\$ 3,544	\$ 3,616	\$ 3,689	\$ 3,763	\$ 3,836	\$ 3,908	\$ 3,981	\$ 4,054	\$ 4,125	\$ 4,228
		yr	\$ 39,036	\$ 39,900	\$ 40,776	\$ 41,652	\$ 42,528	\$ 43,392	\$ 44,268	\$ 45,156	\$ 46,032	\$ 46,896	\$ 47,772	\$ 48,648	\$ 49,500	\$ 50,736
Senior Office Assistant	18	hr	\$ 18.77	\$ 19.18	\$ 19.60	\$ 20.03	\$ 20.45	\$ 20.86	\$ 21.28	\$ 21.71	\$ 22.13	\$ 22.55	\$ 22.97	\$ 23.39	\$ 23.80	\$ 24.39
		mo	\$ 3,253	\$ 3,325	\$ 3,398	\$ 3,471	\$ 3,544	\$ 3,616	\$ 3,689	\$ 3,763	\$ 3,836	\$ 3,908	\$ 3,981	\$ 4,054	\$ 4,125	\$ 4,228
		yr	\$ 39,036	\$ 39,900	\$ 40,776	\$ 41,652	\$ 42,528	\$ 43,392	\$ 44,268	\$ 45,156	\$ 46,032	\$ 46,896	\$ 47,772	\$ 48,648	\$ 49,500	\$ 50,736
Accounting Technician II	23	hr	\$ 20.72	\$ 21.18	\$ 21.64	\$ 22.11	\$ 22.58	\$ 23.04	\$ 23.50	\$ 23.97	\$ 24.43	\$ 24.89	\$ 25.36	\$ 25.82	\$ 26.28	\$ 26.93
		mo	\$ 3,591	\$ 3,671	\$ 3,751	\$ 3,833	\$ 3,913	\$ 3,993	\$ 4,074	\$ 4,154	\$ 4,234	\$ 4,315	\$ 4,396	\$ 4,475	\$ 4,555	\$ 4,668
		yr	\$ 43,092	\$ 44,052	\$ 45,012	\$ 45,996	\$ 46,956	\$ 47,916	\$ 48,888	\$ 49,848	\$ 50,808	\$ 51,780	\$ 52,752	\$ 53,700	\$ 54,660	\$ 56,016
Animal Control Officer	23	hr	\$ 20.72	\$ 21.18	\$ 21.64	\$ 22.11	\$ 22.58	\$ 23.04	\$ 23.50	\$ 23.97	\$ 24.43	\$ 24.89	\$ 25.36	\$ 25.82	\$ 26.28	\$ 26.93
		mo	\$ 3,591	\$ 3,671	\$ 3,751	\$ 3,833	\$ 3,913	\$ 3,993	\$ 4,074	\$ 4,154	\$ 4,234	\$ 4,315	\$ 4,396	\$ 4,475	\$ 4,555	\$ 4,668
		yr	\$ 43,092	\$ 44,052	\$ 45,012	\$ 45,996	\$ 46,956	\$ 47,916	\$ 48,888	\$ 49,848	\$ 50,808	\$ 51,780	\$ 52,752	\$ 53,700	\$ 54,660	\$ 56,016
Legal Support Specialist	23	hr	\$ 20.72	\$ 21.18	\$ 21.64	\$ 22.11	\$ 22.58	\$ 23.04	\$ 23.50	\$ 23.97	\$ 24.43	\$ 24.89	\$ 25.36	\$ 25.82	\$ 26.28	\$ 26.93
		mo	\$ 3,591	\$ 3,671	\$ 3,751	\$ 3,833	\$ 3,913	\$ 3,993	\$ 4,074	\$ 4,154	\$ 4,234	\$ 4,315	\$ 4,396	\$ 4,475	\$ 4,555	\$ 4,668
		yr	\$ 43,092	\$ 44,052	\$ 45,012	\$ 45,996	\$ 46,956	\$ 47,916	\$ 48,888	\$ 49,848	\$ 50,808	\$ 51,780	\$ 52,752	\$ 53,700	\$ 54,660	\$ 56,016

2014 SALARY SCHEDULE																
Job Classification:	RANGE		Entry	Step .5	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	Step 5.5	Step 6	Master
Maintenance Worker II	24	hr	\$ 21.13	\$ 21.60	\$ 22.07	\$ 22.55	\$ 23.03	\$ 23.50	\$ 23.97	\$ 24.44	\$ 24.92	\$ 25.39	\$ 25.86	\$ 26.34	\$ 26.80	\$ 27.47
		mo	\$ 3,663	\$ 3,744	\$ 3,826	\$ 3,908	\$ 3,991	\$ 4,074	\$ 4,155	\$ 4,237	\$ 4,319	\$ 4,401	\$ 4,483	\$ 4,565	\$ 4,645	\$ 4,762
		yr	\$ 43,956	\$ 44,928	\$ 45,912	\$ 46,896	\$ 47,892	\$ 48,888	\$ 49,860	\$ 50,844	\$ 51,828	\$ 52,812	\$ 53,796	\$ 54,780	\$ 55,740	\$ 57,144
Accounting Technician III	25	hr	\$ 21.55	\$ 22.03	\$ 22.52	\$ 23.00	\$ 23.49	\$ 23.97	\$ 24.45	\$ 24.93	\$ 25.41	\$ 25.90	\$ 26.38	\$ 26.87	\$ 27.33	\$ 28.02
		mo	\$ 3,736	\$ 3,819	\$ 3,903	\$ 3,987	\$ 4,072	\$ 4,154	\$ 4,238	\$ 4,322	\$ 4,405	\$ 4,490	\$ 4,573	\$ 4,657	\$ 4,738	\$ 4,857
		yr	\$ 44,832	\$ 45,828	\$ 46,836	\$ 47,844	\$ 48,864	\$ 49,848	\$ 50,856	\$ 51,864	\$ 52,860	\$ 53,880	\$ 54,876	\$ 55,884	\$ 56,856	\$ 58,284
Administrative Assistant	25	hr	\$ 21.55	\$ 22.03	\$ 22.52	\$ 23.00	\$ 23.49	\$ 23.97	\$ 24.45	\$ 24.93	\$ 25.41	\$ 25.90	\$ 26.38	\$ 26.87	\$ 27.33	\$ 28.02
		mo	\$ 3,736	\$ 3,819	\$ 3,903	\$ 3,987	\$ 4,072	\$ 4,154	\$ 4,238	\$ 4,322	\$ 4,405	\$ 4,490	\$ 4,573	\$ 4,657	\$ 4,738	\$ 4,857
		yr	\$ 44,832	\$ 45,828	\$ 46,836	\$ 47,844	\$ 48,864	\$ 49,848	\$ 50,856	\$ 51,864	\$ 52,860	\$ 53,880	\$ 54,876	\$ 55,884	\$ 56,856	\$ 58,284
Engineering Technician I	25	hr	\$ 21.55	\$ 22.03	\$ 22.52	\$ 23.00	\$ 23.49	\$ 23.97	\$ 24.45	\$ 24.93	\$ 25.41	\$ 25.90	\$ 26.38	\$ 26.87	\$ 27.33	\$ 28.02
		mo	\$ 3,736	\$ 3,819	\$ 3,903	\$ 3,987	\$ 4,072	\$ 4,154	\$ 4,238	\$ 4,322	\$ 4,405	\$ 4,490	\$ 4,573	\$ 4,657	\$ 4,738	\$ 4,857
		yr	\$ 44,832	\$ 45,828	\$ 46,836	\$ 47,844	\$ 48,864	\$ 49,848	\$ 50,856	\$ 51,864	\$ 52,860	\$ 53,880	\$ 54,876	\$ 55,884	\$ 56,856	\$ 58,284
Senior Animal Control Officer	25	hr	\$ 21.55	\$ 22.03	\$ 22.52	\$ 23.00	\$ 23.49	\$ 23.97	\$ 24.45	\$ 24.93	\$ 25.41	\$ 25.90	\$ 26.38	\$ 26.87	\$ 27.33	\$ 28.02
		mo	\$ 3,736	\$ 3,819	\$ 3,903	\$ 3,987	\$ 4,072	\$ 4,154	\$ 4,238	\$ 4,322	\$ 4,405	\$ 4,490	\$ 4,573	\$ 4,657	\$ 4,738	\$ 4,857
		yr	\$ 44,832	\$ 45,828	\$ 46,836	\$ 47,844	\$ 48,864	\$ 49,848	\$ 50,856	\$ 51,864	\$ 52,860	\$ 53,880	\$ 54,876	\$ 55,884	\$ 56,856	\$ 58,284
Evidence Technician	26	hr	\$ 21.99	\$ 22.47	\$ 22.95	\$ 23.43	\$ 23.93	\$ 24.40	\$ 24.89	\$ 25.37	\$ 25.85	\$ 26.34	\$ 26.82	\$ 27.30	\$ 27.77	\$ 28.46
		mo	\$ 3,811	\$ 3,894	\$ 3,978	\$ 4,062	\$ 4,147	\$ 4,229	\$ 4,314	\$ 4,397	\$ 4,481	\$ 4,565	\$ 4,648	\$ 4,732	\$ 4,813	\$ 4,933
		yr	\$ 45,732	\$ 46,728	\$ 47,736	\$ 48,744	\$ 49,764	\$ 50,748	\$ 51,768	\$ 52,764	\$ 53,772	\$ 54,780	\$ 55,776	\$ 56,784	\$ 57,756	\$ 59,196
Maintenance Worker III	28	hr	\$ 22.87	\$ 23.38	\$ 23.90	\$ 24.41	\$ 24.92	\$ 25.43	\$ 25.95	\$ 26.46	\$ 26.97	\$ 27.49	\$ 27.99	\$ 28.51	\$ 29.01	\$ 29.73
		mo	\$ 3,964	\$ 4,053	\$ 4,143	\$ 4,231	\$ 4,320	\$ 4,408	\$ 4,498	\$ 4,586	\$ 4,675	\$ 4,765	\$ 4,852	\$ 4,942	\$ 5,028	\$ 5,153
		yr	\$ 47,568	\$ 48,636	\$ 49,716	\$ 50,772	\$ 51,840	\$ 52,896	\$ 53,976	\$ 55,032	\$ 56,100	\$ 57,180	\$ 58,224	\$ 59,304	\$ 60,336	\$ 61,836
Recreation Coordinator	28	hr	\$ 22.87	\$ 23.38	\$ 23.90	\$ 24.41	\$ 24.92	\$ 25.43	\$ 25.95	\$ 26.46	\$ 26.97	\$ 27.49	\$ 27.99	\$ 28.51	\$ 29.01	\$ 29.73
		mo	\$ 3,964	\$ 4,053	\$ 4,143	\$ 4,231	\$ 4,320	\$ 4,408	\$ 4,498	\$ 4,586	\$ 4,675	\$ 4,765	\$ 4,852	\$ 4,942	\$ 5,028	\$ 5,153
		yr	\$ 47,568	\$ 48,636	\$ 49,716	\$ 50,772	\$ 51,840	\$ 52,896	\$ 53,976	\$ 55,032	\$ 56,100	\$ 57,180	\$ 58,224	\$ 59,304	\$ 60,336	\$ 61,836
Senior Court Specialist	28	hr	\$ 22.87	\$ 23.38	\$ 23.90	\$ 24.41	\$ 24.92	\$ 25.43	\$ 25.95	\$ 26.46	\$ 26.97	\$ 27.49	\$ 27.99	\$ 28.51	\$ 29.01	\$ 29.73
		mo	\$ 3,964	\$ 4,053	\$ 4,143	\$ 4,231	\$ 4,320	\$ 4,408	\$ 4,498	\$ 4,586	\$ 4,675	\$ 4,765	\$ 4,852	\$ 4,942	\$ 5,028	\$ 5,153
		yr	\$ 47,568	\$ 48,636	\$ 49,716	\$ 50,772	\$ 51,840	\$ 52,896	\$ 53,976	\$ 55,032	\$ 56,100	\$ 57,180	\$ 58,224	\$ 59,304	\$ 60,336	\$ 61,836
Assistant Planner	29	hr	\$ 23.33	\$ 23.85	\$ 24.37	\$ 24.90	\$ 25.42	\$ 25.94	\$ 26.46	\$ 26.99	\$ 27.51	\$ 28.04	\$ 28.56	\$ 29.08	\$ 29.59	\$ 30.33
		mo	\$ 4,044	\$ 4,134	\$ 4,224	\$ 4,316	\$ 4,406	\$ 4,497	\$ 4,587	\$ 4,678	\$ 4,769	\$ 4,860	\$ 4,950	\$ 5,041	\$ 5,129	\$ 5,257
		yr	\$ 48,528	\$ 49,608	\$ 50,688	\$ 51,792	\$ 52,872	\$ 53,964	\$ 55,044	\$ 56,136	\$ 57,228	\$ 58,320	\$ 59,400	\$ 60,492	\$ 61,548	\$ 63,084
Court Compliance Officer	30	hr	\$ 23.80	\$ 24.33	\$ 24.87	\$ 25.40	\$ 25.93	\$ 26.46	\$ 26.99	\$ 27.53	\$ 28.07	\$ 28.59	\$ 29.13	\$ 29.67	\$ 30.18	\$ 30.93
		mo	\$ 4,125	\$ 4,217	\$ 4,310	\$ 4,402	\$ 4,495	\$ 4,587	\$ 4,679	\$ 4,772	\$ 4,865	\$ 4,956	\$ 5,049	\$ 5,142	\$ 5,231	\$ 5,362
		yr	\$ 49,500	\$ 50,604	\$ 51,720	\$ 52,824	\$ 53,940	\$ 55,044	\$ 56,148	\$ 57,264	\$ 58,380	\$ 59,472	\$ 60,588	\$ 61,704	\$ 62,772	\$ 64,344
Facilities Maintenance Tech	30	hr	\$ 23.80	\$ 24.33	\$ 24.87	\$ 25.40	\$ 25.93	\$ 26.46	\$ 26.99	\$ 27.53	\$ 28.07	\$ 28.59	\$ 29.13	\$ 29.67	\$ 30.18	\$ 30.93
		mo	\$ 4,125	\$ 4,217	\$ 4,310	\$ 4,402	\$ 4,495	\$ 4,587	\$ 4,679	\$ 4,772	\$ 4,865	\$ 4,956	\$ 5,049	\$ 5,142	\$ 5,231	\$ 5,362
		yr	\$ 49,500	\$ 50,604	\$ 51,720	\$ 52,824	\$ 53,940	\$ 55,044	\$ 56,148	\$ 57,264	\$ 58,380	\$ 59,472	\$ 60,588	\$ 61,704	\$ 62,772	\$ 64,344
Probation Counselor *	30	hr	\$ 23.80	\$ 24.33	\$ 24.87	\$ 25.40	\$ 25.93	\$ 26.46	\$ 26.99	\$ 27.53	\$ 28.07	\$ 28.59	\$ 29.13	\$ 29.67	\$ 30.18	\$ 30.93
		mo	\$ 4,125	\$ 4,217	\$ 4,310	\$ 4,402	\$ 4,495	\$ 4,587	\$ 4,679	\$ 4,772	\$ 4,865	\$ 4,956	\$ 5,049	\$ 5,142	\$ 5,231	\$ 5,362
		yr	\$ 49,500	\$ 50,604	\$ 51,720	\$ 52,824	\$ 53,940	\$ 55,044	\$ 56,148	\$ 57,264	\$ 58,380	\$ 59,472	\$ 60,588	\$ 61,704	\$ 62,772	\$ 64,344

2014 SALARY SCHEDULE																
Job Classification:	RANGE		Entry	Step 5	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	Step 5.5	Step 6	Master
Work Crew Supervisor	30	hr	\$ 23.80	\$ 24.33	\$ 24.87	\$ 25.40	\$ 25.93	\$ 26.46	\$ 26.99	\$ 27.53	\$ 28.07	\$ 28.59	\$ 29.13	\$ 29.67	\$ 30.18	\$ 30.93
		mo	\$ 4,125	\$ 4,217	\$ 4,310	\$ 4,402	\$ 4,495	\$ 4,587	\$ 4,679	\$ 4,772	\$ 4,865	\$ 4,956	\$ 5,049	\$ 5,142	\$ 5,231	\$ 5,362
		yr	\$ 49,500	\$ 50,604	\$ 51,720	\$ 52,824	\$ 53,940	\$ 55,044	\$ 56,148	\$ 57,264	\$ 58,380	\$ 59,472	\$ 60,588	\$ 61,704	\$ 62,772	\$ 64,344
Engineering Technician II	31	hr	\$ 24.27	\$ 24.81	\$ 25.36	\$ 25.91	\$ 26.45	\$ 26.99	\$ 27.54	\$ 28.08	\$ 28.62	\$ 29.16	\$ 29.71	\$ 30.26	\$ 30.78	\$ 31.55
		mo	\$ 4,207	\$ 4,301	\$ 4,396	\$ 4,491	\$ 4,584	\$ 4,678	\$ 4,773	\$ 4,868	\$ 4,960	\$ 5,055	\$ 5,150	\$ 5,245	\$ 5,336	\$ 5,469
		yr	\$ 50,484	\$ 51,612	\$ 52,752	\$ 53,892	\$ 55,008	\$ 56,136	\$ 57,276	\$ 58,416	\$ 59,520	\$ 60,660	\$ 61,800	\$ 62,940	\$ 64,032	\$ 65,628
Fleet Maintenance Coordinator	31	hr	\$ 24.27	\$ 24.81	\$ 25.36	\$ 25.91	\$ 26.45	\$ 26.99	\$ 27.54	\$ 28.08	\$ 28.62	\$ 29.16	\$ 29.71	\$ 30.26	\$ 30.78	\$ 31.55
		mo	\$ 4,207	\$ 4,301	\$ 4,396	\$ 4,491	\$ 4,584	\$ 4,678	\$ 4,773	\$ 4,868	\$ 4,960	\$ 5,055	\$ 5,150	\$ 5,245	\$ 5,336	\$ 5,469
		yr	\$ 50,484	\$ 51,612	\$ 52,752	\$ 53,892	\$ 55,008	\$ 56,136	\$ 57,276	\$ 58,416	\$ 59,520	\$ 60,660	\$ 61,800	\$ 62,940	\$ 64,032	\$ 65,628
GIS/NIS Specialist I	32	hr	\$ 24.76	\$ 25.32	\$ 25.87	\$ 26.42	\$ 26.98	\$ 27.53	\$ 28.09	\$ 28.64	\$ 29.19	\$ 29.75	\$ 30.31	\$ 30.86	\$ 31.41	\$ 32.18
		mo	\$ 4,292	\$ 4,388	\$ 4,484	\$ 4,579	\$ 4,676	\$ 4,772	\$ 4,869	\$ 4,965	\$ 5,060	\$ 5,156	\$ 5,253	\$ 5,349	\$ 5,444	\$ 5,578
		yr	\$ 51,504	\$ 52,656	\$ 53,808	\$ 54,948	\$ 56,112	\$ 57,264	\$ 58,428	\$ 59,580	\$ 60,720	\$ 61,872	\$ 63,036	\$ 64,188	\$ 65,328	\$ 66,936
Paralegal	32	hr	\$ 24.76	\$ 25.32	\$ 25.87	\$ 26.42	\$ 26.98	\$ 27.53	\$ 28.09	\$ 28.64	\$ 29.19	\$ 29.75	\$ 30.31	\$ 30.86	\$ 31.41	\$ 32.18
		mo	\$ 4,292	\$ 4,388	\$ 4,484	\$ 4,579	\$ 4,676	\$ 4,772	\$ 4,869	\$ 4,965	\$ 5,060	\$ 5,156	\$ 5,253	\$ 5,349	\$ 5,444	\$ 5,578
		yr	\$ 51,504	\$ 52,656	\$ 53,808	\$ 54,948	\$ 56,112	\$ 57,264	\$ 58,428	\$ 59,580	\$ 60,720	\$ 61,872	\$ 63,036	\$ 64,188	\$ 65,328	\$ 66,936
Code Enforcement Officer	33	hr	\$ 25.25	\$ 25.82	\$ 26.38	\$ 26.95	\$ 27.52	\$ 28.08	\$ 28.65	\$ 29.21	\$ 29.78	\$ 30.35	\$ 30.91	\$ 31.48	\$ 32.03	\$ 32.83
		mo	\$ 4,376	\$ 4,475	\$ 4,573	\$ 4,671	\$ 4,770	\$ 4,868	\$ 4,966	\$ 5,063	\$ 5,161	\$ 5,260	\$ 5,358	\$ 5,456	\$ 5,552	\$ 5,690
		yr	\$ 52,512	\$ 53,700	\$ 54,876	\$ 56,052	\$ 57,240	\$ 58,416	\$ 59,592	\$ 60,756	\$ 61,932	\$ 63,120	\$ 64,296	\$ 65,472	\$ 66,624	\$ 68,280
Compliance Inspector	33	hr	\$ 25.25	\$ 25.82	\$ 26.38	\$ 26.95	\$ 27.52	\$ 28.08	\$ 28.65	\$ 29.21	\$ 29.78	\$ 30.35	\$ 30.91	\$ 31.48	\$ 32.03	\$ 32.83
		mo	\$ 4,376	\$ 4,475	\$ 4,573	\$ 4,671	\$ 4,770	\$ 4,868	\$ 4,966	\$ 5,063	\$ 5,161	\$ 5,260	\$ 5,358	\$ 5,456	\$ 5,552	\$ 5,690
		yr	\$ 52,512	\$ 53,700	\$ 54,876	\$ 56,052	\$ 57,240	\$ 58,416	\$ 59,592	\$ 60,756	\$ 61,932	\$ 63,120	\$ 64,296	\$ 65,472	\$ 66,624	\$ 68,280
Construction Inspector	33	hr	\$ 25.25	\$ 25.82	\$ 26.38	\$ 26.95	\$ 27.52	\$ 28.08	\$ 28.65	\$ 29.21	\$ 29.78	\$ 30.35	\$ 30.91	\$ 31.48	\$ 32.03	\$ 32.83
		mo	\$ 4,376	\$ 4,475	\$ 4,573	\$ 4,671	\$ 4,770	\$ 4,868	\$ 4,966	\$ 5,063	\$ 5,161	\$ 5,260	\$ 5,358	\$ 5,456	\$ 5,552	\$ 5,690
		yr	\$ 52,512	\$ 53,700	\$ 54,876	\$ 56,052	\$ 57,240	\$ 58,416	\$ 59,592	\$ 60,756	\$ 61,932	\$ 63,120	\$ 64,296	\$ 65,472	\$ 66,624	\$ 68,280
Crime Analyst *	33	hr	\$ 25.25	\$ 25.82	\$ 26.38	\$ 26.95	\$ 27.52	\$ 28.08	\$ 28.65	\$ 29.21	\$ 29.78	\$ 30.35	\$ 30.91	\$ 31.48	\$ 32.03	\$ 32.83
		mo	\$ 4,376	\$ 4,475	\$ 4,573	\$ 4,671	\$ 4,770	\$ 4,868	\$ 4,966	\$ 5,063	\$ 5,161	\$ 5,260	\$ 5,358	\$ 5,456	\$ 5,552	\$ 5,690
		yr	\$ 52,512	\$ 53,700	\$ 54,876	\$ 56,052	\$ 57,240	\$ 58,416	\$ 59,592	\$ 60,756	\$ 61,932	\$ 63,120	\$ 64,296	\$ 65,472	\$ 66,624	\$ 68,280
Housing Repair Coordinator	33	hr	\$ 25.25	\$ 25.82	\$ 26.38	\$ 26.95	\$ 27.52	\$ 28.08	\$ 28.65	\$ 29.21	\$ 29.78	\$ 30.35	\$ 30.91	\$ 31.48	\$ 32.03	\$ 32.83
		mo	\$ 4,376	\$ 4,475	\$ 4,573	\$ 4,671	\$ 4,770	\$ 4,868	\$ 4,966	\$ 5,063	\$ 5,161	\$ 5,260	\$ 5,358	\$ 5,456	\$ 5,552	\$ 5,690
		yr	\$ 52,512	\$ 53,700	\$ 54,876	\$ 56,052	\$ 57,240	\$ 58,416	\$ 59,592	\$ 60,756	\$ 61,932	\$ 63,120	\$ 64,296	\$ 65,472	\$ 66,624	\$ 68,280
Housing Specialist	33	hr	\$ 25.25	\$ 25.82	\$ 26.38	\$ 26.95	\$ 27.52	\$ 28.08	\$ 28.65	\$ 29.21	\$ 29.78	\$ 30.35	\$ 30.91	\$ 31.48	\$ 32.03	\$ 32.83
		mo	\$ 4,376	\$ 4,475	\$ 4,573	\$ 4,671	\$ 4,770	\$ 4,868	\$ 4,966	\$ 5,063	\$ 5,161	\$ 5,260	\$ 5,358	\$ 5,456	\$ 5,552	\$ 5,690
		yr	\$ 52,512	\$ 53,700	\$ 54,876	\$ 56,052	\$ 57,240	\$ 58,416	\$ 59,592	\$ 60,756	\$ 61,932	\$ 63,120	\$ 64,296	\$ 65,472	\$ 66,624	\$ 68,280
Human Services Coordinator	33	hr	\$ 25.25	\$ 25.82	\$ 26.38	\$ 26.95	\$ 27.52	\$ 28.08	\$ 28.65	\$ 29.21	\$ 29.78	\$ 30.35	\$ 30.91	\$ 31.48	\$ 32.03	\$ 32.83
		mo	\$ 4,376	\$ 4,475	\$ 4,573	\$ 4,671	\$ 4,770	\$ 4,868	\$ 4,966	\$ 5,063	\$ 5,161	\$ 5,260	\$ 5,358	\$ 5,456	\$ 5,552	\$ 5,690
		yr	\$ 52,512	\$ 53,700	\$ 54,876	\$ 56,052	\$ 57,240	\$ 58,416	\$ 59,592	\$ 60,756	\$ 61,932	\$ 63,120	\$ 64,296	\$ 65,472	\$ 66,624	\$ 68,280
Combination Building Inspector	34	hr	\$ 25.76	\$ 26.34	\$ 26.91	\$ 27.49	\$ 28.07	\$ 28.65	\$ 29.22	\$ 29.79	\$ 30.37	\$ 30.95	\$ 31.53	\$ 32.11	\$ 32.67	\$ 33.48
		mo	\$ 4,465	\$ 4,565	\$ 4,665	\$ 4,765	\$ 4,865	\$ 4,966	\$ 5,065	\$ 5,164	\$ 5,264	\$ 5,365	\$ 5,465	\$ 5,565	\$ 5,663	\$ 5,804
		yr	\$ 53,580	\$ 54,780	\$ 55,980	\$ 57,180	\$ 58,380	\$ 59,592	\$ 60,780	\$ 61,968	\$ 63,168	\$ 64,380	\$ 65,580	\$ 66,780	\$ 67,956	\$ 69,648

2014 SALARY SCHEDULE																
Job Classification:	RANGE	Entry	Step 5	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	Step 5.5	Step 6	Master	
Evidence Supervisor	35	hr	\$ 26.28	\$ 26.87	\$ 27.46	\$ 28.04	\$ 28.63	\$ 29.21	\$ 29.80	\$ 30.39	\$ 30.98	\$ 31.57	\$ 32.16	\$ 32.75	\$ 33.32	\$ 34.15
		mo	\$ 4,555	\$ 4,657	\$ 4,759	\$ 4,861	\$ 4,963	\$ 5,063	\$ 5,165	\$ 5,267	\$ 5,370	\$ 5,472	\$ 5,574	\$ 5,676	\$ 5,776	\$ 5,920
		yr	\$ 54,660	\$ 55,884	\$ 57,108	\$ 58,332	\$ 59,556	\$ 60,756	\$ 61,980	\$ 63,204	\$ 64,440	\$ 65,664	\$ 66,888	\$ 68,112	\$ 69,312	\$ 71,040
Associate Planner	36	hr	\$ 26.79	\$ 27.39	\$ 27.99	\$ 28.59	\$ 29.20	\$ 29.80	\$ 30.40	\$ 31.00	\$ 31.60	\$ 32.20	\$ 32.80	\$ 33.40	\$ 33.99	\$ 34.84
		mo	\$ 4,644	\$ 4,748	\$ 4,852	\$ 4,956	\$ 5,061	\$ 5,165	\$ 5,269	\$ 5,374	\$ 5,478	\$ 5,582	\$ 5,686	\$ 5,790	\$ 5,892	\$ 6,039
		yr	\$ 55,728	\$ 56,976	\$ 58,224	\$ 59,472	\$ 60,732	\$ 61,980	\$ 63,228	\$ 64,488	\$ 65,736	\$ 66,984	\$ 68,232	\$ 69,480	\$ 70,704	\$ 72,468
Program Coordinator	36	hr	\$ 26.79	\$ 27.39	\$ 27.99	\$ 28.59	\$ 29.20	\$ 29.80	\$ 30.40	\$ 31.00	\$ 31.60	\$ 32.20	\$ 32.80	\$ 33.40	\$ 33.99	\$ 34.84
		mo	\$ 4,644	\$ 4,748	\$ 4,852	\$ 4,956	\$ 5,061	\$ 5,165	\$ 5,269	\$ 5,374	\$ 5,478	\$ 5,582	\$ 5,686	\$ 5,790	\$ 5,892	\$ 6,039
		yr	\$ 55,728	\$ 56,976	\$ 58,224	\$ 59,472	\$ 60,732	\$ 61,980	\$ 63,228	\$ 64,488	\$ 65,736	\$ 66,984	\$ 68,232	\$ 69,480	\$ 70,704	\$ 72,468
Accountant *	38	hr	\$ 27.88	\$ 28.51	\$ 29.13	\$ 29.75	\$ 30.38	\$ 31.00	\$ 31.63	\$ 32.25	\$ 32.88	\$ 33.51	\$ 34.13	\$ 34.75	\$ 35.37	\$ 36.25
		mo	\$ 4,833	\$ 4,941	\$ 5,049	\$ 5,157	\$ 5,265	\$ 5,374	\$ 5,482	\$ 5,590	\$ 5,700	\$ 5,808	\$ 5,916	\$ 6,024	\$ 6,130	\$ 6,283
		yr	\$ 57,996	\$ 59,292	\$ 60,588	\$ 61,884	\$ 63,180	\$ 64,488	\$ 65,784	\$ 67,080	\$ 68,400	\$ 69,696	\$ 70,992	\$ 72,288	\$ 73,560	\$ 75,396
Finance Analyst *	38	hr	\$ 27.88	\$ 28.51	\$ 29.13	\$ 29.75	\$ 30.38	\$ 31.00	\$ 31.63	\$ 32.25	\$ 32.88	\$ 33.51	\$ 34.13	\$ 34.75	\$ 35.37	\$ 36.25
		mo	\$ 4,833	\$ 4,941	\$ 5,049	\$ 5,157	\$ 5,265	\$ 5,374	\$ 5,482	\$ 5,590	\$ 5,700	\$ 5,808	\$ 5,916	\$ 6,024	\$ 6,130	\$ 6,283
		yr	\$ 57,996	\$ 59,292	\$ 60,588	\$ 61,884	\$ 63,180	\$ 64,488	\$ 65,784	\$ 67,080	\$ 68,400	\$ 69,696	\$ 70,992	\$ 72,288	\$ 73,560	\$ 75,396
GIS Specialist II	38	hr	\$ 27.88	\$ 28.51	\$ 29.13	\$ 29.75	\$ 30.38	\$ 31.00	\$ 31.63	\$ 32.25	\$ 32.88	\$ 33.51	\$ 34.13	\$ 34.75	\$ 35.37	\$ 36.25
		mo	\$ 4,833	\$ 4,941	\$ 5,049	\$ 5,157	\$ 5,265	\$ 5,374	\$ 5,482	\$ 5,590	\$ 5,700	\$ 5,808	\$ 5,916	\$ 6,024	\$ 6,130	\$ 6,283
		yr	\$ 57,996	\$ 59,292	\$ 60,588	\$ 61,884	\$ 63,180	\$ 64,488	\$ 65,784	\$ 67,080	\$ 68,400	\$ 69,696	\$ 70,992	\$ 72,288	\$ 73,560	\$ 75,396
Plans Examiner	38	hr	\$ 27.88	\$ 28.51	\$ 29.13	\$ 29.75	\$ 30.38	\$ 31.00	\$ 31.63	\$ 32.25	\$ 32.88	\$ 33.51	\$ 34.13	\$ 34.75	\$ 35.37	\$ 36.25
		mo	\$ 4,833	\$ 4,941	\$ 5,049	\$ 5,157	\$ 5,265	\$ 5,374	\$ 5,482	\$ 5,590	\$ 5,700	\$ 5,808	\$ 5,916	\$ 6,024	\$ 6,130	\$ 6,283
		yr	\$ 57,996	\$ 59,292	\$ 60,588	\$ 61,884	\$ 63,180	\$ 64,488	\$ 65,784	\$ 67,080	\$ 68,400	\$ 69,696	\$ 70,992	\$ 72,288	\$ 73,560	\$ 75,396
Traffic Signal Technician II	39	hr	\$ 28.44	\$ 29.08	\$ 29.71	\$ 30.35	\$ 30.98	\$ 31.63	\$ 32.27	\$ 32.90	\$ 33.54	\$ 34.18	\$ 34.81	\$ 35.45	\$ 36.07	\$ 36.97
		mo	\$ 4,930	\$ 5,040	\$ 5,150	\$ 5,260	\$ 5,370	\$ 5,482	\$ 5,593	\$ 5,703	\$ 5,813	\$ 5,924	\$ 6,034	\$ 6,144	\$ 6,252	\$ 6,408
		yr	\$ 59,160	\$ 60,480	\$ 61,800	\$ 63,120	\$ 64,440	\$ 65,784	\$ 67,116	\$ 68,436	\$ 69,756	\$ 71,088	\$ 72,408	\$ 73,728	\$ 75,024	\$ 76,896
Assistant Civil Engineer *	39	hr	\$ 28.44	\$ 29.08	\$ 29.71	\$ 30.35	\$ 30.98	\$ 31.63	\$ 32.27	\$ 32.90	\$ 33.54	\$ 34.18	\$ 34.81	\$ 35.45	\$ 36.07	\$ 36.97
		mo	\$ 4,930	\$ 5,040	\$ 5,150	\$ 5,260	\$ 5,370	\$ 5,482	\$ 5,593	\$ 5,703	\$ 5,813	\$ 5,924	\$ 6,034	\$ 6,144	\$ 6,252	\$ 6,408
		yr	\$ 59,160	\$ 60,480	\$ 61,800	\$ 63,120	\$ 64,440	\$ 65,784	\$ 67,116	\$ 68,436	\$ 69,756	\$ 71,088	\$ 72,408	\$ 73,728	\$ 75,024	\$ 76,896
Fiscal and Grant Specialist*	40	hr	\$ 29.01	\$ 29.66	\$ 30.31	\$ 30.95	\$ 31.61	\$ 32.26	\$ 32.91	\$ 33.55	\$ 34.21	\$ 34.86	\$ 35.50	\$ 36.16	\$ 36.79	\$ 37.70
		mo	\$ 5,028	\$ 5,141	\$ 5,253	\$ 5,365	\$ 5,479	\$ 5,591	\$ 5,704	\$ 5,816	\$ 5,930	\$ 6,042	\$ 6,154	\$ 6,267	\$ 6,377	\$ 6,535
		yr	\$ 60,336	\$ 61,692	\$ 63,036	\$ 64,380	\$ 65,748	\$ 67,092	\$ 68,448	\$ 69,792	\$ 71,160	\$ 72,504	\$ 73,848	\$ 75,204	\$ 76,524	\$ 78,420
Program Grants Coordinator *	40	hr	\$ 29.01	\$ 29.66	\$ 30.31	\$ 30.95	\$ 31.61	\$ 32.26	\$ 32.91	\$ 33.55	\$ 34.21	\$ 34.86	\$ 35.50	\$ 36.16	\$ 36.79	\$ 37.70
		mo	\$ 5,028	\$ 5,141	\$ 5,253	\$ 5,365	\$ 5,479	\$ 5,591	\$ 5,704	\$ 5,816	\$ 5,930	\$ 6,042	\$ 6,154	\$ 6,267	\$ 6,377	\$ 6,535
		yr	\$ 60,336	\$ 61,692	\$ 63,036	\$ 64,380	\$ 65,748	\$ 67,092	\$ 68,448	\$ 69,792	\$ 71,160	\$ 72,504	\$ 73,848	\$ 75,204	\$ 76,524	\$ 78,420
NIS Engineer *	40	hr	\$ 29.01	\$ 29.66	\$ 30.31	\$ 30.95	\$ 31.61	\$ 32.26	\$ 32.91	\$ 33.55	\$ 34.21	\$ 34.86	\$ 35.50	\$ 36.16	\$ 36.79	\$ 37.70
		mo	\$ 5,028	\$ 5,141	\$ 5,253	\$ 5,365	\$ 5,479	\$ 5,591	\$ 5,704	\$ 5,816	\$ 5,930	\$ 6,042	\$ 6,154	\$ 6,267	\$ 6,377	\$ 6,535
		yr	\$ 60,336	\$ 61,692	\$ 63,036	\$ 64,380	\$ 65,748	\$ 67,092	\$ 68,448	\$ 69,792	\$ 71,160	\$ 72,504	\$ 73,848	\$ 75,204	\$ 76,524	\$ 78,420
GIS Coordinator	41	hr	\$ 29.58	\$ 30.25	\$ 30.91	\$ 31.58	\$ 32.24	\$ 32.90	\$ 33.57	\$ 34.23	\$ 34.89	\$ 35.55	\$ 36.22	\$ 36.88	\$ 37.52	\$ 38.46
		mo	\$ 5,128	\$ 5,244	\$ 5,358	\$ 5,473	\$ 5,588	\$ 5,703	\$ 5,818	\$ 5,933	\$ 6,048	\$ 6,162	\$ 6,278	\$ 6,393	\$ 6,504	\$ 6,667
		yr	\$ 61,536	\$ 62,928	\$ 64,296	\$ 65,676	\$ 67,056	\$ 68,436	\$ 69,816	\$ 71,196	\$ 72,576	\$ 73,944	\$ 75,336	\$ 76,716	\$ 78,048	\$ 80,004

2014 SALARY SCHEDULE																
Job Classification:	RANGE		Entry	Step .5	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	Step 5.5	Step 6	Master
Senior Accountant *	42	hr	\$ 30.18	\$ 30.86	\$ 31.53	\$ 32.21	\$ 32.88	\$ 33.56	\$ 34.23	\$ 34.91	\$ 35.59	\$ 36.27	\$ 36.95	\$ 37.62	\$ 38.27	\$ 39.24
		mo	\$ 5,231	\$ 5,349	\$ 5,465	\$ 5,583	\$ 5,700	\$ 5,817	\$ 5,934	\$ 6,051	\$ 6,169	\$ 6,286	\$ 6,404	\$ 6,520	\$ 6,634	\$ 6,801
		yr	\$ 62,772	\$ 64,188	\$ 65,580	\$ 66,996	\$ 68,400	\$ 69,804	\$ 71,208	\$ 72,612	\$ 74,028	\$ 75,432	\$ 76,848	\$ 78,240	\$ 79,608	\$ 81,612
Senior Planner *	43	hr	\$ 30.78	\$ 31.47	\$ 32.16	\$ 32.85	\$ 33.54	\$ 34.23	\$ 34.92	\$ 35.61	\$ 36.30	\$ 36.99	\$ 37.68	\$ 38.38	\$ 39.05	\$ 40.02
		mo	\$ 5,336	\$ 5,455	\$ 5,574	\$ 5,694	\$ 5,814	\$ 5,934	\$ 6,052	\$ 6,173	\$ 6,292	\$ 6,412	\$ 6,531	\$ 6,652	\$ 6,768	\$ 6,936
		yr	\$ 64,032	\$ 65,460	\$ 66,888	\$ 68,328	\$ 69,768	\$ 71,208	\$ 72,624	\$ 74,076	\$ 75,504	\$ 76,944	\$ 78,372	\$ 79,824	\$ 81,216	\$ 83,232
NIS Senior Engineer *	43	hr	\$ 30.78	\$ 31.47	\$ 32.16	\$ 32.85	\$ 33.54	\$ 34.23	\$ 34.92	\$ 35.61	\$ 36.30	\$ 36.99	\$ 37.68	\$ 38.38	\$ 39.05	\$ 40.02
		mo	\$ 5,336	\$ 5,455	\$ 5,574	\$ 5,694	\$ 5,814	\$ 5,934	\$ 6,052	\$ 6,173	\$ 6,292	\$ 6,412	\$ 6,531	\$ 6,652	\$ 6,768	\$ 6,936
		yr	\$ 64,032	\$ 65,460	\$ 66,888	\$ 68,328	\$ 69,768	\$ 71,208	\$ 72,624	\$ 74,076	\$ 75,504	\$ 76,944	\$ 78,372	\$ 79,824	\$ 81,216	\$ 83,232
Associate Civil Engineer I *	43	hr	\$ 30.78	\$ 31.47	\$ 32.16	\$ 32.85	\$ 33.54	\$ 34.23	\$ 34.92	\$ 35.61	\$ 36.30	\$ 36.99	\$ 37.68	\$ 38.38	\$ 39.05	\$ 40.02
		mo	\$ 5,336	\$ 5,455	\$ 5,574	\$ 5,694	\$ 5,814	\$ 5,934	\$ 6,052	\$ 6,173	\$ 6,292	\$ 6,412	\$ 6,531	\$ 6,652	\$ 6,768	\$ 6,936
		yr	\$ 64,032	\$ 65,460	\$ 66,888	\$ 68,328	\$ 69,768	\$ 71,208	\$ 72,624	\$ 74,076	\$ 75,504	\$ 76,944	\$ 78,372	\$ 79,824	\$ 81,216	\$ 83,232
Economic Development Specialist	43	hr	\$ 30.78	\$ 31.47	\$ 32.16	\$ 32.85	\$ 33.54	\$ 34.23	\$ 34.92	\$ 35.61	\$ 36.30	\$ 36.99	\$ 37.68	\$ 38.38	\$ 39.05	\$ 40.02
		mo	\$ 5,336	\$ 5,455	\$ 5,574	\$ 5,694	\$ 5,814	\$ 5,934	\$ 6,052	\$ 6,173	\$ 6,292	\$ 6,412	\$ 6,531	\$ 6,652	\$ 6,768	\$ 6,936
		yr	\$ 64,032	\$ 65,460	\$ 66,888	\$ 68,328	\$ 69,768	\$ 71,208	\$ 72,624	\$ 74,076	\$ 75,504	\$ 76,944	\$ 78,372	\$ 79,824	\$ 81,216	\$ 83,232
IS Supervisor *	45	hr	\$ 32.03	\$ 32.74	\$ 33.46	\$ 34.18	\$ 34.89	\$ 35.62	\$ 36.33	\$ 37.05	\$ 37.77	\$ 38.48	\$ 39.20	\$ 39.92	\$ 40.62	\$ 41.63
		mo	\$ 5,552	\$ 5,675	\$ 5,800	\$ 5,925	\$ 6,048	\$ 6,174	\$ 6,297	\$ 6,422	\$ 6,547	\$ 6,670	\$ 6,795	\$ 6,920	\$ 7,041	\$ 7,216
		yr	\$ 66,624	\$ 68,100	\$ 69,600	\$ 71,100	\$ 72,576	\$ 74,088	\$ 75,564	\$ 77,064	\$ 78,564	\$ 80,040	\$ 81,540	\$ 83,040	\$ 84,492	\$ 86,592
Program Manager*	46	hr	\$ 32.67	\$ 33.40	\$ 34.13	\$ 34.86	\$ 35.59	\$ 36.33	\$ 37.06	\$ 37.79	\$ 38.52	\$ 39.25	\$ 39.99	\$ 40.72	\$ 41.43	\$ 42.47
		mo	\$ 5,663	\$ 5,789	\$ 5,916	\$ 6,043	\$ 6,169	\$ 6,297	\$ 6,423	\$ 6,551	\$ 6,677	\$ 6,804	\$ 6,931	\$ 7,058	\$ 7,182	\$ 7,361
		yr	\$ 67,956	\$ 69,468	\$ 70,992	\$ 72,516	\$ 74,028	\$ 75,564	\$ 77,076	\$ 78,612	\$ 80,124	\$ 81,648	\$ 83,172	\$ 84,696	\$ 86,184	\$ 88,332
Associate Civil Engineer II *	49	hr	\$ 34.66	\$ 35.44	\$ 36.23	\$ 37.00	\$ 37.78	\$ 38.55	\$ 39.33	\$ 40.10	\$ 40.88	\$ 41.66	\$ 42.43	\$ 43.21	\$ 43.97	\$ 45.07
		mo	\$ 6,008	\$ 6,143	\$ 6,279	\$ 6,413	\$ 6,548	\$ 6,682	\$ 6,817	\$ 6,951	\$ 7,086	\$ 7,221	\$ 7,355	\$ 7,490	\$ 7,621	\$ 7,812
		yr	\$ 72,096	\$ 73,716	\$ 75,348	\$ 76,956	\$ 78,576	\$ 80,184	\$ 81,804	\$ 83,412	\$ 85,032	\$ 86,652	\$ 88,260	\$ 89,880	\$ 91,452	\$ 93,744

2015 SALARY SCHEDULE															
Job Classification:	RANGE	Entry	Step .5	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	Step 5.5	Step 6	Master
* Exempt from FLSA overtime															
Maintenance Assistant	1	\$ 13.81	\$ 14.11	\$ 14.42	\$ 14.72	\$ 15.04	\$ 15.34	\$ 15.65	\$ 15.96	\$ 16.27	\$ 16.58	\$ 16.89	\$ 17.20	\$ 17.50	\$ 17.95
		\$ 2,393	\$ 2,445	\$ 2,500	\$ 2,552	\$ 2,607	\$ 2,659	\$ 2,713	\$ 2,767	\$ 2,820	\$ 2,874	\$ 2,927	\$ 2,981	\$ 3,034	\$ 3,111
		\$ 28,716	\$ 29,340	\$ 30,000	\$ 30,624	\$ 31,284	\$ 31,908	\$ 32,556	\$ 33,204	\$ 33,840	\$ 34,488	\$ 35,124	\$ 35,772	\$ 36,408	\$ 37,332
Office Assistant	12	\$ 17.16	\$ 17.54	\$ 17.93	\$ 18.32	\$ 18.70	\$ 19.08	\$ 19.46	\$ 19.85	\$ 20.24	\$ 20.62	\$ 21.01	\$ 21.39	\$ 21.77	\$ 22.31
		\$ 2,975	\$ 3,041	\$ 3,108	\$ 3,175	\$ 3,241	\$ 3,308	\$ 3,373	\$ 3,441	\$ 3,508	\$ 3,574	\$ 3,641	\$ 3,708	\$ 3,773	\$ 3,867
		\$ 35,700	\$ 36,492	\$ 37,296	\$ 38,100	\$ 38,892	\$ 39,696	\$ 40,476	\$ 41,292	\$ 42,096	\$ 42,888	\$ 43,692	\$ 44,496	\$ 45,276	\$ 46,404
Court Specialist I	14	\$ 17.86	\$ 18.25	\$ 18.65	\$ 19.05	\$ 19.45	\$ 19.85	\$ 20.25	\$ 20.65	\$ 21.06	\$ 21.46	\$ 21.85	\$ 22.25	\$ 22.64	\$ 23.21
		\$ 3,095	\$ 3,164	\$ 3,233	\$ 3,302	\$ 3,371	\$ 3,441	\$ 3,510	\$ 3,579	\$ 3,650	\$ 3,719	\$ 3,788	\$ 3,857	\$ 3,925	\$ 4,023
		\$ 37,140	\$ 37,968	\$ 38,796	\$ 39,624	\$ 40,452	\$ 41,292	\$ 42,120	\$ 42,948	\$ 43,800	\$ 44,628	\$ 45,456	\$ 46,284	\$ 47,100	\$ 48,276
Lead Custodial Worker	15	\$ 18.21	\$ 18.62	\$ 19.03	\$ 19.43	\$ 19.84	\$ 20.25	\$ 20.65	\$ 21.07	\$ 21.47	\$ 21.88	\$ 22.29	\$ 22.70	\$ 23.10	\$ 23.68
		\$ 3,156	\$ 3,227	\$ 3,298	\$ 3,368	\$ 3,439	\$ 3,510	\$ 3,580	\$ 3,652	\$ 3,722	\$ 3,792	\$ 3,864	\$ 3,935	\$ 4,004	\$ 4,104
		\$ 37,872	\$ 38,724	\$ 39,576	\$ 40,416	\$ 41,268	\$ 42,120	\$ 42,960	\$ 43,824	\$ 44,664	\$ 45,504	\$ 46,368	\$ 47,220	\$ 48,048	\$ 49,248
Maintenance Worker I	15	\$ 18.21	\$ 18.62	\$ 19.03	\$ 19.43	\$ 19.84	\$ 20.25	\$ 20.65	\$ 21.07	\$ 21.47	\$ 21.88	\$ 22.29	\$ 22.70	\$ 23.10	\$ 23.68
		\$ 3,156	\$ 3,227	\$ 3,298	\$ 3,368	\$ 3,439	\$ 3,510	\$ 3,580	\$ 3,652	\$ 3,722	\$ 3,792	\$ 3,864	\$ 3,935	\$ 4,004	\$ 4,104
		\$ 37,872	\$ 38,724	\$ 39,576	\$ 40,416	\$ 41,268	\$ 42,120	\$ 42,960	\$ 43,824	\$ 44,664	\$ 45,504	\$ 46,368	\$ 47,220	\$ 48,048	\$ 49,248
Accounting Technician I	16	\$ 18.58	\$ 18.99	\$ 19.41	\$ 19.82	\$ 20.24	\$ 20.65	\$ 21.07	\$ 21.48	\$ 21.91	\$ 22.32	\$ 22.74	\$ 23.15	\$ 23.57	\$ 24.14
		\$ 3,220	\$ 3,292	\$ 3,364	\$ 3,436	\$ 3,508	\$ 3,580	\$ 3,652	\$ 3,724	\$ 3,797	\$ 3,869	\$ 3,941	\$ 4,013	\$ 4,085	\$ 4,185
		\$ 38,640	\$ 39,504	\$ 40,368	\$ 41,232	\$ 42,096	\$ 42,960	\$ 43,824	\$ 44,688	\$ 45,564	\$ 46,428	\$ 47,292	\$ 48,156	\$ 49,020	\$ 50,220
Permit Technician	16	\$ 18.58	\$ 18.99	\$ 19.41	\$ 19.82	\$ 20.24	\$ 20.65	\$ 21.07	\$ 21.48	\$ 21.91	\$ 22.32	\$ 22.74	\$ 23.15	\$ 23.57	\$ 24.14
		\$ 3,220	\$ 3,292	\$ 3,364	\$ 3,436	\$ 3,508	\$ 3,580	\$ 3,652	\$ 3,724	\$ 3,797	\$ 3,869	\$ 3,941	\$ 4,013	\$ 4,085	\$ 4,185
		\$ 38,640	\$ 39,504	\$ 40,368	\$ 41,232	\$ 42,096	\$ 42,960	\$ 43,824	\$ 44,688	\$ 45,564	\$ 46,428	\$ 47,292	\$ 48,156	\$ 49,020	\$ 50,220
Court Specialist II	18	\$ 19.33	\$ 19.76	\$ 20.19	\$ 20.63	\$ 21.06	\$ 21.48	\$ 21.92	\$ 22.36	\$ 22.79	\$ 23.22	\$ 23.65	\$ 24.09	\$ 24.51	\$ 25.13
		\$ 3,351	\$ 3,425	\$ 3,500	\$ 3,575	\$ 3,650	\$ 3,724	\$ 3,800	\$ 3,876	\$ 3,951	\$ 4,025	\$ 4,100	\$ 4,176	\$ 4,249	\$ 4,355
		\$ 40,212	\$ 41,100	\$ 42,000	\$ 42,900	\$ 43,800	\$ 44,688	\$ 45,600	\$ 46,512	\$ 47,412	\$ 48,300	\$ 49,200	\$ 50,112	\$ 50,988	\$ 52,260
Evidence Custodian	18	\$ 19.33	\$ 19.76	\$ 20.19	\$ 20.63	\$ 21.06	\$ 21.48	\$ 21.92	\$ 22.36	\$ 22.79	\$ 23.22	\$ 23.65	\$ 24.09	\$ 24.51	\$ 25.13
		\$ 3,351	\$ 3,425	\$ 3,500	\$ 3,575	\$ 3,650	\$ 3,724	\$ 3,800	\$ 3,876	\$ 3,951	\$ 4,025	\$ 4,100	\$ 4,176	\$ 4,249	\$ 4,355
		\$ 40,212	\$ 41,100	\$ 42,000	\$ 42,900	\$ 43,800	\$ 44,688	\$ 45,600	\$ 46,512	\$ 47,412	\$ 48,300	\$ 49,200	\$ 50,112	\$ 50,988	\$ 52,260
Senior Office Assistant	18	\$ 19.33	\$ 19.76	\$ 20.19	\$ 20.63	\$ 21.06	\$ 21.48	\$ 21.92	\$ 22.36	\$ 22.79	\$ 23.22	\$ 23.65	\$ 24.09	\$ 24.51	\$ 25.13
		\$ 3,351	\$ 3,425	\$ 3,500	\$ 3,575	\$ 3,650	\$ 3,724	\$ 3,800	\$ 3,876	\$ 3,951	\$ 4,025	\$ 4,100	\$ 4,176	\$ 4,249	\$ 4,355
		\$ 40,212	\$ 41,100	\$ 42,000	\$ 42,900	\$ 43,800	\$ 44,688	\$ 45,600	\$ 46,512	\$ 47,412	\$ 48,300	\$ 49,200	\$ 50,112	\$ 50,988	\$ 52,260
Accounting Technician II	23	\$ 21.34	\$ 21.81	\$ 22.29	\$ 22.78	\$ 23.25	\$ 23.73	\$ 24.21	\$ 24.69	\$ 25.16	\$ 25.64	\$ 26.12	\$ 26.59	\$ 27.07	\$ 27.74
		\$ 3,699	\$ 3,781	\$ 3,864	\$ 3,948	\$ 4,030	\$ 4,113	\$ 4,196	\$ 4,279	\$ 4,361	\$ 4,444	\$ 4,528	\$ 4,609	\$ 4,692	\$ 4,808
		\$ 44,388	\$ 45,372	\$ 46,368	\$ 47,376	\$ 48,360	\$ 49,356	\$ 50,352	\$ 51,348	\$ 52,332	\$ 53,328	\$ 54,336	\$ 55,308	\$ 56,304	\$ 57,696
Animal Control Officer	23	\$ 21.34	\$ 21.81	\$ 22.29	\$ 22.78	\$ 23.25	\$ 23.73	\$ 24.21	\$ 24.69	\$ 25.16	\$ 25.64	\$ 26.12	\$ 26.59	\$ 27.07	\$ 27.74
		\$ 3,699	\$ 3,781	\$ 3,864	\$ 3,948	\$ 4,030	\$ 4,113	\$ 4,196	\$ 4,279	\$ 4,361	\$ 4,444	\$ 4,528	\$ 4,609	\$ 4,692	\$ 4,808
		\$ 44,388	\$ 45,372	\$ 46,368	\$ 47,376	\$ 48,360	\$ 49,356	\$ 50,352	\$ 51,348	\$ 52,332	\$ 53,328	\$ 54,336	\$ 55,308	\$ 56,304	\$ 57,696

2015 SALARY SCHEDULE															
Legal Support Specialist	23	\$ 21.34	\$ 21.81	\$ 22.29	\$ 22.78	\$ 23.25	\$ 23.73	\$ 24.21	\$ 24.69	\$ 25.16	\$ 25.64	\$ 26.12	\$ 26.59	\$ 27.07	\$ 27.74
		\$ 3,699	\$ 3,781	\$ 3,864	\$ 3,948	\$ 4,030	\$ 4,113	\$ 4,196	\$ 4,279	\$ 4,361	\$ 4,444	\$ 4,528	\$ 4,609	\$ 4,692	\$ 4,808
		\$ 44,388	\$ 45,372	\$ 46,368	\$ 47,376	\$ 48,360	\$ 49,356	\$ 50,352	\$ 51,348	\$ 52,332	\$ 53,328	\$ 54,336	\$ 55,308	\$ 56,304	\$ 57,696
Maintenance Worker II	24	\$ 21.77	\$ 22.25	\$ 22.74	\$ 23.22	\$ 23.72	\$ 24.21	\$ 24.69	\$ 25.18	\$ 25.67	\$ 26.15	\$ 26.64	\$ 27.13	\$ 27.60	\$ 28.30
		\$ 3,773	\$ 3,856	\$ 3,941	\$ 4,025	\$ 4,111	\$ 4,196	\$ 4,280	\$ 4,364	\$ 4,449	\$ 4,533	\$ 4,617	\$ 4,702	\$ 4,784	\$ 4,905
		\$ 45,276	\$ 46,272	\$ 47,292	\$ 48,300	\$ 49,332	\$ 50,352	\$ 51,360	\$ 52,368	\$ 53,388	\$ 54,396	\$ 55,404	\$ 56,424	\$ 57,408	\$ 58,860
Accounting Technician III	25	\$ 22.20	\$ 22.70	\$ 23.19	\$ 23.69	\$ 24.20	\$ 24.69	\$ 25.18	\$ 25.68	\$ 26.18	\$ 26.68	\$ 27.17	\$ 27.68	\$ 28.15	\$ 28.86
		\$ 3,848	\$ 3,934	\$ 4,020	\$ 4,107	\$ 4,194	\$ 4,279	\$ 4,365	\$ 4,452	\$ 4,537	\$ 4,625	\$ 4,710	\$ 4,797	\$ 4,880	\$ 5,003
		\$ 46,176	\$ 47,208	\$ 48,240	\$ 49,284	\$ 50,328	\$ 51,348	\$ 52,380	\$ 53,424	\$ 54,444	\$ 55,500	\$ 56,520	\$ 57,564	\$ 58,560	\$ 60,036
Administrative Assistant	25	\$ 22.20	\$ 22.70	\$ 23.19	\$ 23.69	\$ 24.20	\$ 24.69	\$ 25.18	\$ 25.68	\$ 26.18	\$ 26.68	\$ 27.17	\$ 27.68	\$ 28.15	\$ 28.86
		\$ 3,848	\$ 3,934	\$ 4,020	\$ 4,107	\$ 4,194	\$ 4,279	\$ 4,365	\$ 4,452	\$ 4,537	\$ 4,625	\$ 4,710	\$ 4,797	\$ 4,880	\$ 5,003
		\$ 46,176	\$ 47,208	\$ 48,240	\$ 49,284	\$ 50,328	\$ 51,348	\$ 52,380	\$ 53,424	\$ 54,444	\$ 55,500	\$ 56,520	\$ 57,564	\$ 58,560	\$ 60,036
Engineering Technician I	25	\$ 22.20	\$ 22.70	\$ 23.19	\$ 23.69	\$ 24.20	\$ 24.69	\$ 25.18	\$ 25.68	\$ 26.18	\$ 26.68	\$ 27.17	\$ 27.68	\$ 28.15	\$ 28.86
		\$ 3,848	\$ 3,934	\$ 4,020	\$ 4,107	\$ 4,194	\$ 4,279	\$ 4,365	\$ 4,452	\$ 4,537	\$ 4,625	\$ 4,710	\$ 4,797	\$ 4,880	\$ 5,003
		\$ 46,176	\$ 47,208	\$ 48,240	\$ 49,284	\$ 50,328	\$ 51,348	\$ 52,380	\$ 53,424	\$ 54,444	\$ 55,500	\$ 56,520	\$ 57,564	\$ 58,560	\$ 60,036
Senior Animal Control Officer	25	\$ 22.20	\$ 22.70	\$ 23.19	\$ 23.69	\$ 24.20	\$ 24.69	\$ 25.18	\$ 25.68	\$ 26.18	\$ 26.68	\$ 27.17	\$ 27.68	\$ 28.15	\$ 28.86
		\$ 3,848	\$ 3,934	\$ 4,020	\$ 4,107	\$ 4,194	\$ 4,279	\$ 4,365	\$ 4,452	\$ 4,537	\$ 4,625	\$ 4,710	\$ 4,797	\$ 4,880	\$ 5,003
		\$ 46,176	\$ 47,208	\$ 48,240	\$ 49,284	\$ 50,328	\$ 51,348	\$ 52,380	\$ 53,424	\$ 54,444	\$ 55,500	\$ 56,520	\$ 57,564	\$ 58,560	\$ 60,036
Evidence Technician	26	\$ 22.64	\$ 23.14	\$ 23.64	\$ 24.14	\$ 24.64	\$ 25.13	\$ 25.63	\$ 26.13	\$ 26.63	\$ 27.13	\$ 27.62	\$ 28.12	\$ 28.60	\$ 29.31
		\$ 3,825	\$ 4,011	\$ 4,097	\$ 4,184	\$ 4,271	\$ 4,356	\$ 4,443	\$ 4,529	\$ 4,615	\$ 4,702	\$ 4,787	\$ 4,874	\$ 4,957	\$ 5,081
		\$ 47,100	\$ 48,132	\$ 49,164	\$ 50,208	\$ 51,252	\$ 52,272	\$ 53,316	\$ 54,348	\$ 55,380	\$ 56,424	\$ 57,444	\$ 58,488	\$ 59,484	\$ 60,972
Maintenance Worker III	28	\$ 23.56	\$ 24.09	\$ 24.62	\$ 25.14	\$ 25.67	\$ 26.19	\$ 26.73	\$ 27.25	\$ 27.78	\$ 28.32	\$ 28.83	\$ 29.37	\$ 29.88	\$ 30.62
		\$ 4,083	\$ 4,175	\$ 4,267	\$ 4,358	\$ 4,450	\$ 4,540	\$ 4,633	\$ 4,724	\$ 4,815	\$ 4,908	\$ 4,998	\$ 5,090	\$ 5,179	\$ 5,308
		\$ 48,996	\$ 50,100	\$ 51,204	\$ 52,296	\$ 53,400	\$ 54,480	\$ 55,596	\$ 56,688	\$ 57,780	\$ 58,896	\$ 59,976	\$ 61,080	\$ 62,148	\$ 63,696
Recreation Coordinator	28	\$ 23.56	\$ 24.09	\$ 24.62	\$ 25.14	\$ 25.67	\$ 26.19	\$ 26.73	\$ 27.25	\$ 27.78	\$ 28.32	\$ 28.83	\$ 29.37	\$ 29.88	\$ 30.62
		\$ 4,083	\$ 4,175	\$ 4,267	\$ 4,358	\$ 4,450	\$ 4,540	\$ 4,633	\$ 4,724	\$ 4,815	\$ 4,908	\$ 4,998	\$ 5,090	\$ 5,179	\$ 5,308
		\$ 48,996	\$ 50,100	\$ 51,204	\$ 52,296	\$ 53,400	\$ 54,480	\$ 55,596	\$ 56,688	\$ 57,780	\$ 58,896	\$ 59,976	\$ 61,080	\$ 62,148	\$ 63,696
Senior Court Specialist	28	\$ 23.56	\$ 24.09	\$ 24.62	\$ 25.14	\$ 25.67	\$ 26.19	\$ 26.73	\$ 27.25	\$ 27.78	\$ 28.32	\$ 28.83	\$ 29.37	\$ 29.88	\$ 30.62
		\$ 4,083	\$ 4,175	\$ 4,267	\$ 4,358	\$ 4,450	\$ 4,540	\$ 4,633	\$ 4,724	\$ 4,815	\$ 4,908	\$ 4,998	\$ 5,090	\$ 5,179	\$ 5,308
		\$ 48,996	\$ 50,100	\$ 51,204	\$ 52,296	\$ 53,400	\$ 54,480	\$ 55,596	\$ 56,688	\$ 57,780	\$ 58,896	\$ 59,976	\$ 61,080	\$ 62,148	\$ 63,696
Assistant Planner	29	\$ 24.03	\$ 24.57	\$ 25.10	\$ 25.64	\$ 26.18	\$ 26.72	\$ 27.26	\$ 27.80	\$ 28.34	\$ 28.88	\$ 29.42	\$ 29.95	\$ 30.48	\$ 31.24
		\$ 4,165	\$ 4,258	\$ 4,351	\$ 4,445	\$ 4,538	\$ 4,632	\$ 4,725	\$ 4,818	\$ 4,912	\$ 5,006	\$ 5,099	\$ 5,192	\$ 5,283	\$ 5,415
		\$ 49,980	\$ 51,096	\$ 52,212	\$ 53,340	\$ 54,456	\$ 55,584	\$ 56,700	\$ 57,816	\$ 58,944	\$ 60,072	\$ 61,188	\$ 62,304	\$ 63,396	\$ 64,980
Court Compliance Officer	30	\$ 24.51	\$ 25.06	\$ 25.61	\$ 26.16	\$ 26.71	\$ 27.26	\$ 27.80	\$ 28.36	\$ 28.91	\$ 29.45	\$ 30.00	\$ 30.55	\$ 31.08	\$ 31.86
		\$ 4,249	\$ 4,344	\$ 4,439	\$ 4,534	\$ 4,630	\$ 4,725	\$ 4,819	\$ 4,915	\$ 5,011	\$ 5,105	\$ 5,200	\$ 5,296	\$ 5,388	\$ 5,523
		\$ 50,988	\$ 52,128	\$ 53,268	\$ 54,408	\$ 55,560	\$ 56,700	\$ 57,828	\$ 58,980	\$ 60,132	\$ 61,260	\$ 62,400	\$ 63,552	\$ 64,656	\$ 66,276
Facilities Maintenance Tech	30	\$ 24.51	\$ 25.06	\$ 25.61	\$ 26.16	\$ 26.71	\$ 27.26	\$ 27.80	\$ 28.36	\$ 28.91	\$ 29.45	\$ 30.00	\$ 30.55	\$ 31.08	\$ 31.86
		\$ 4,249	\$ 4,344	\$ 4,439	\$ 4,534	\$ 4,630	\$ 4,725	\$ 4,819	\$ 4,915	\$ 5,011	\$ 5,105	\$ 5,200	\$ 5,296	\$ 5,388	\$ 5,523
		\$ 50,988	\$ 52,128	\$ 53,268	\$ 54,408	\$ 55,560	\$ 56,700	\$ 57,828	\$ 58,980	\$ 60,132	\$ 61,260	\$ 62,400	\$ 63,552	\$ 64,656	\$ 66,276
Probation Counselor *	30	\$ 24.51	\$ 25.06	\$ 25.61	\$ 26.16	\$ 26.71	\$ 27.26	\$ 27.80	\$ 28.36	\$ 28.91	\$ 29.45	\$ 30.00	\$ 30.55	\$ 31.08	\$ 31.86
		\$ 4,249	\$ 4,344	\$ 4,439	\$ 4,534	\$ 4,630	\$ 4,725	\$ 4,819	\$ 4,915	\$ 5,011	\$ 5,105	\$ 5,200	\$ 5,296	\$ 5,388	\$ 5,523
		\$ 50,988	\$ 52,128	\$ 53,268	\$ 54,408	\$ 55,560	\$ 56,700	\$ 57,828	\$ 58,980	\$ 60,132	\$ 61,260	\$ 62,400	\$ 63,552	\$ 64,656	\$ 66,276

2015 SALARY SCHEDULE															
Work Crew Supervisor	30	\$ 24.51	\$ 25.06	\$ 25.61	\$ 26.16	\$ 26.71	\$ 27.26	\$ 27.80	\$ 28.36	\$ 28.91	\$ 29.45	\$ 30.00	\$ 30.55	\$ 31.08	\$ 31.86
		\$ 4,249	\$ 4,344	\$ 4,439	\$ 4,534	\$ 4,630	\$ 4,725	\$ 4,819	\$ 4,915	\$ 5,011	\$ 5,105	\$ 5,200	\$ 5,296	\$ 5,388	\$ 5,523
		\$ 50,988	\$ 52,128	\$ 53,268	\$ 54,408	\$ 55,560	\$ 56,700	\$ 57,828	\$ 58,980	\$ 60,132	\$ 61,260	\$ 62,400	\$ 63,552	\$ 64,656	\$ 66,276
Engineering Technician II	31	\$ 25.00	\$ 25.56	\$ 26.12	\$ 26.69	\$ 27.24	\$ 27.80	\$ 28.36	\$ 28.93	\$ 29.48	\$ 30.04	\$ 30.61	\$ 31.17	\$ 31.71	\$ 32.50
		\$ 4,333	\$ 4,430	\$ 4,528	\$ 4,626	\$ 4,722	\$ 4,818	\$ 4,916	\$ 5,014	\$ 5,109	\$ 5,207	\$ 5,305	\$ 5,402	\$ 5,496	\$ 5,633
		\$ 51,996	\$ 53,160	\$ 54,336	\$ 55,512	\$ 56,684	\$ 57,816	\$ 58,992	\$ 60,168	\$ 61,308	\$ 62,484	\$ 63,660	\$ 64,824	\$ 65,952	\$ 67,596
Fleet Maintenance Coordinator	31	\$ 25.00	\$ 25.56	\$ 26.12	\$ 26.69	\$ 27.24	\$ 27.80	\$ 28.36	\$ 28.93	\$ 29.48	\$ 30.04	\$ 30.61	\$ 31.17	\$ 31.71	\$ 32.50
		\$ 4,333	\$ 4,430	\$ 4,528	\$ 4,626	\$ 4,722	\$ 4,818	\$ 4,916	\$ 5,014	\$ 5,109	\$ 5,207	\$ 5,305	\$ 5,402	\$ 5,496	\$ 5,633
		\$ 51,996	\$ 53,160	\$ 54,336	\$ 55,512	\$ 56,684	\$ 57,816	\$ 58,992	\$ 60,168	\$ 61,308	\$ 62,484	\$ 63,660	\$ 64,824	\$ 65,952	\$ 67,596
GIS/NIS Specialist I	32	\$ 25.51	\$ 26.08	\$ 26.65	\$ 27.21	\$ 27.78	\$ 28.36	\$ 28.93	\$ 29.50	\$ 30.07	\$ 30.64	\$ 31.22	\$ 31.78	\$ 32.35	\$ 33.14
		\$ 4,421	\$ 4,520	\$ 4,619	\$ 4,716	\$ 4,816	\$ 4,915	\$ 5,015	\$ 5,114	\$ 5,212	\$ 5,311	\$ 5,411	\$ 5,509	\$ 5,607	\$ 5,745
		\$ 53,052	\$ 54,240	\$ 55,428	\$ 56,592	\$ 57,792	\$ 58,980	\$ 60,180	\$ 61,368	\$ 62,544	\$ 63,732	\$ 64,932	\$ 66,108	\$ 67,284	\$ 68,940
Paralegal	32	\$ 25.51	\$ 26.08	\$ 26.65	\$ 27.21	\$ 27.78	\$ 28.36	\$ 28.93	\$ 29.50	\$ 30.07	\$ 30.64	\$ 31.22	\$ 31.78	\$ 32.35	\$ 33.14
		\$ 4,421	\$ 4,520	\$ 4,619	\$ 4,716	\$ 4,816	\$ 4,915	\$ 5,015	\$ 5,114	\$ 5,212	\$ 5,311	\$ 5,411	\$ 5,509	\$ 5,607	\$ 5,745
		\$ 53,052	\$ 54,240	\$ 55,428	\$ 56,592	\$ 57,792	\$ 58,980	\$ 60,180	\$ 61,368	\$ 62,544	\$ 63,732	\$ 64,932	\$ 66,108	\$ 67,284	\$ 68,940
Code Enforcement Officer	33	\$ 26.00	\$ 26.59	\$ 27.17	\$ 27.76	\$ 28.34	\$ 28.93	\$ 29.51	\$ 30.09	\$ 30.67	\$ 31.26	\$ 31.84	\$ 32.42	\$ 32.99	\$ 33.81
		\$ 4,507	\$ 4,609	\$ 4,710	\$ 4,811	\$ 4,913	\$ 5,014	\$ 5,115	\$ 5,215	\$ 5,316	\$ 5,418	\$ 5,519	\$ 5,620	\$ 5,719	\$ 5,861
		\$ 54,084	\$ 55,308	\$ 56,520	\$ 57,732	\$ 58,956	\$ 60,168	\$ 61,380	\$ 62,580	\$ 63,792	\$ 65,016	\$ 66,228	\$ 67,440	\$ 68,628	\$ 70,332
Compliance Inspector	33	\$ 26.00	\$ 26.59	\$ 27.17	\$ 27.76	\$ 28.34	\$ 28.93	\$ 29.51	\$ 30.09	\$ 30.67	\$ 31.26	\$ 31.84	\$ 32.42	\$ 32.99	\$ 33.81
		\$ 4,507	\$ 4,609	\$ 4,710	\$ 4,811	\$ 4,913	\$ 5,014	\$ 5,115	\$ 5,215	\$ 5,316	\$ 5,418	\$ 5,519	\$ 5,620	\$ 5,719	\$ 5,861
		\$ 54,084	\$ 55,308	\$ 56,520	\$ 57,732	\$ 58,956	\$ 60,168	\$ 61,380	\$ 62,580	\$ 63,792	\$ 65,016	\$ 66,228	\$ 67,440	\$ 68,628	\$ 70,332
Construction Inspector	33	\$ 26.00	\$ 26.59	\$ 27.17	\$ 27.76	\$ 28.34	\$ 28.93	\$ 29.51	\$ 30.09	\$ 30.67	\$ 31.26	\$ 31.84	\$ 32.42	\$ 32.99	\$ 33.81
		\$ 4,507	\$ 4,609	\$ 4,710	\$ 4,811	\$ 4,913	\$ 5,014	\$ 5,115	\$ 5,215	\$ 5,316	\$ 5,418	\$ 5,519	\$ 5,620	\$ 5,719	\$ 5,861
		\$ 54,084	\$ 55,308	\$ 56,520	\$ 57,732	\$ 58,956	\$ 60,168	\$ 61,380	\$ 62,580	\$ 63,792	\$ 65,016	\$ 66,228	\$ 67,440	\$ 68,628	\$ 70,332
Crime Analyst *	33	\$ 26.00	\$ 26.59	\$ 27.17	\$ 27.76	\$ 28.34	\$ 28.93	\$ 29.51	\$ 30.09	\$ 30.67	\$ 31.26	\$ 31.84	\$ 32.42	\$ 32.99	\$ 33.81
		\$ 4,507	\$ 4,609	\$ 4,710	\$ 4,811	\$ 4,913	\$ 5,014	\$ 5,115	\$ 5,215	\$ 5,316	\$ 5,418	\$ 5,519	\$ 5,620	\$ 5,719	\$ 5,861
		\$ 54,084	\$ 55,308	\$ 56,520	\$ 57,732	\$ 58,956	\$ 60,168	\$ 61,380	\$ 62,580	\$ 63,792	\$ 65,016	\$ 66,228	\$ 67,440	\$ 68,628	\$ 70,332
Housing Repair Coordinator	33	\$ 26.00	\$ 26.59	\$ 27.17	\$ 27.76	\$ 28.34	\$ 28.93	\$ 29.51	\$ 30.09	\$ 30.67	\$ 31.26	\$ 31.84	\$ 32.42	\$ 32.99	\$ 33.81
		\$ 4,507	\$ 4,609	\$ 4,710	\$ 4,811	\$ 4,913	\$ 5,014	\$ 5,115	\$ 5,215	\$ 5,316	\$ 5,418	\$ 5,519	\$ 5,620	\$ 5,719	\$ 5,861
		\$ 54,084	\$ 55,308	\$ 56,520	\$ 57,732	\$ 58,956	\$ 60,168	\$ 61,380	\$ 62,580	\$ 63,792	\$ 65,016	\$ 66,228	\$ 67,440	\$ 68,628	\$ 70,332
Housing Specialist	33	\$ 26.00	\$ 26.59	\$ 27.17	\$ 27.76	\$ 28.34	\$ 28.93	\$ 29.51	\$ 30.09	\$ 30.67	\$ 31.26	\$ 31.84	\$ 32.42	\$ 32.99	\$ 33.81
		\$ 4,507	\$ 4,609	\$ 4,710	\$ 4,811	\$ 4,913	\$ 5,014	\$ 5,115	\$ 5,215	\$ 5,316	\$ 5,418	\$ 5,519	\$ 5,620	\$ 5,719	\$ 5,861
		\$ 54,084	\$ 55,308	\$ 56,520	\$ 57,732	\$ 58,956	\$ 60,168	\$ 61,380	\$ 62,580	\$ 63,792	\$ 65,016	\$ 66,228	\$ 67,440	\$ 68,628	\$ 70,332
Human Services Coordinator	33	\$ 26.00	\$ 26.59	\$ 27.17	\$ 27.76	\$ 28.34	\$ 28.93	\$ 29.51	\$ 30.09	\$ 30.67	\$ 31.26	\$ 31.84	\$ 32.42	\$ 32.99	\$ 33.81
		\$ 4,507	\$ 4,609	\$ 4,710	\$ 4,811	\$ 4,913	\$ 5,014	\$ 5,115	\$ 5,215	\$ 5,316	\$ 5,418	\$ 5,519	\$ 5,620	\$ 5,719	\$ 5,861
		\$ 54,084	\$ 55,308	\$ 56,520	\$ 57,732	\$ 58,956	\$ 60,168	\$ 61,380	\$ 62,580	\$ 63,792	\$ 65,016	\$ 66,228	\$ 67,440	\$ 68,628	\$ 70,332
Combination Building Inspector	34	\$ 26.53	\$ 27.13	\$ 27.72	\$ 28.32	\$ 28.91	\$ 29.51	\$ 30.10	\$ 30.69	\$ 31.28	\$ 31.88	\$ 32.48	\$ 33.07	\$ 33.65	\$ 34.49
		\$ 4,599	\$ 4,702	\$ 4,805	\$ 4,908	\$ 5,011	\$ 5,115	\$ 5,217	\$ 5,319	\$ 5,422	\$ 5,526	\$ 5,629	\$ 5,732	\$ 5,833	\$ 5,978
		\$ 55,188	\$ 56,424	\$ 57,660	\$ 58,896	\$ 60,132	\$ 61,380	\$ 62,604	\$ 63,828	\$ 65,064	\$ 66,312	\$ 67,548	\$ 68,784	\$ 69,996	\$ 71,736

2015 SALARY SCHEDULE															
Evidence Supervisor	35	\$ 27.07	\$ 27.68	\$ 28.28	\$ 28.89	\$ 29.49	\$ 30.09	\$ 30.69	\$ 31.30	\$ 31.91	\$ 32.52	\$ 33.12	\$ 33.73	\$ 34.32	\$ 35.18
		\$ 4,692	\$ 4,797	\$ 4,902	\$ 5,007	\$ 5,112	\$ 5,215	\$ 5,320	\$ 5,425	\$ 5,531	\$ 5,636	\$ 5,741	\$ 5,846	\$ 5,949	\$ 6,098
		\$ 56,304	\$ 57,564	\$ 58,824	\$ 60,084	\$ 61,344	\$ 62,580	\$ 63,840	\$ 65,100	\$ 66,372	\$ 67,632	\$ 68,892	\$ 70,152	\$ 71,388	\$ 73,176
Associate Planner	36	\$ 27.59	\$ 28.21	\$ 28.83	\$ 29.45	\$ 30.08	\$ 30.69	\$ 31.31	\$ 31.93	\$ 32.55	\$ 33.17	\$ 33.79	\$ 34.41	\$ 35.01	\$ 35.88
		\$ 4,783	\$ 4,890	\$ 4,998	\$ 5,105	\$ 5,213	\$ 5,320	\$ 5,427	\$ 5,535	\$ 5,642	\$ 5,749	\$ 5,857	\$ 5,964	\$ 6,069	\$ 6,220
		\$ 57,396	\$ 58,680	\$ 59,976	\$ 61,260	\$ 62,556	\$ 63,840	\$ 65,124	\$ 66,420	\$ 67,704	\$ 68,988	\$ 70,284	\$ 71,568	\$ 72,828	\$ 74,640
Program Coordinator	36	\$ 27.59	\$ 28.21	\$ 28.83	\$ 29.45	\$ 30.08	\$ 30.69	\$ 31.31	\$ 31.93	\$ 32.55	\$ 33.17	\$ 33.79	\$ 34.41	\$ 35.01	\$ 35.88
		\$ 4,783	\$ 4,890	\$ 4,998	\$ 5,105	\$ 5,213	\$ 5,320	\$ 5,427	\$ 5,535	\$ 5,642	\$ 5,749	\$ 5,857	\$ 5,964	\$ 6,069	\$ 6,220
		\$ 57,396	\$ 58,680	\$ 59,976	\$ 61,260	\$ 62,556	\$ 63,840	\$ 65,124	\$ 66,420	\$ 67,704	\$ 68,988	\$ 70,284	\$ 71,568	\$ 72,828	\$ 74,640
Accountant *	38	\$ 28.72	\$ 29.36	\$ 30.00	\$ 30.65	\$ 31.29	\$ 31.93	\$ 32.57	\$ 33.22	\$ 33.87	\$ 34.51	\$ 35.15	\$ 35.80	\$ 36.43	\$ 37.33
		\$ 4,978	\$ 5,089	\$ 5,200	\$ 5,312	\$ 5,423	\$ 5,535	\$ 5,646	\$ 5,758	\$ 5,871	\$ 5,982	\$ 6,093	\$ 6,205	\$ 6,314	\$ 6,471
		\$ 59,736	\$ 61,068	\$ 62,400	\$ 63,744	\$ 65,076	\$ 66,420	\$ 67,752	\$ 69,096	\$ 70,452	\$ 71,784	\$ 73,116	\$ 74,460	\$ 75,768	\$ 77,652
Finance Analyst *	38	\$ 28.72	\$ 29.36	\$ 30.00	\$ 30.65	\$ 31.29	\$ 31.93	\$ 32.57	\$ 33.22	\$ 33.87	\$ 34.51	\$ 35.15	\$ 35.80	\$ 36.43	\$ 37.33
		\$ 4,978	\$ 5,089	\$ 5,200	\$ 5,312	\$ 5,423	\$ 5,535	\$ 5,646	\$ 5,758	\$ 5,871	\$ 5,982	\$ 6,093	\$ 6,205	\$ 6,314	\$ 6,471
		\$ 59,736	\$ 61,068	\$ 62,400	\$ 63,744	\$ 65,076	\$ 66,420	\$ 67,752	\$ 69,096	\$ 70,452	\$ 71,784	\$ 73,116	\$ 74,460	\$ 75,768	\$ 77,652
GIS Specialist II	38	\$ 28.72	\$ 29.36	\$ 30.00	\$ 30.65	\$ 31.29	\$ 31.93	\$ 32.57	\$ 33.22	\$ 33.87	\$ 34.51	\$ 35.15	\$ 35.80	\$ 36.43	\$ 37.33
		\$ 4,978	\$ 5,089	\$ 5,200	\$ 5,312	\$ 5,423	\$ 5,535	\$ 5,646	\$ 5,758	\$ 5,871	\$ 5,982	\$ 6,093	\$ 6,205	\$ 6,314	\$ 6,471
		\$ 59,736	\$ 61,068	\$ 62,400	\$ 63,744	\$ 65,076	\$ 66,420	\$ 67,752	\$ 69,096	\$ 70,452	\$ 71,784	\$ 73,116	\$ 74,460	\$ 75,768	\$ 77,652
Plans Examiner	38	\$ 28.72	\$ 29.36	\$ 30.00	\$ 30.65	\$ 31.29	\$ 31.93	\$ 32.57	\$ 33.22	\$ 33.87	\$ 34.51	\$ 35.15	\$ 35.80	\$ 36.43	\$ 37.33
		\$ 4,978	\$ 5,089	\$ 5,200	\$ 5,312	\$ 5,423	\$ 5,535	\$ 5,646	\$ 5,758	\$ 5,871	\$ 5,982	\$ 6,093	\$ 6,205	\$ 6,314	\$ 6,471
		\$ 59,736	\$ 61,068	\$ 62,400	\$ 63,744	\$ 65,076	\$ 66,420	\$ 67,752	\$ 69,096	\$ 70,452	\$ 71,784	\$ 73,116	\$ 74,460	\$ 75,768	\$ 77,652
Traffic Signal Technician II	39	\$ 29.30	\$ 29.95	\$ 30.61	\$ 31.26	\$ 31.91	\$ 32.57	\$ 33.24	\$ 33.89	\$ 34.54	\$ 35.20	\$ 35.86	\$ 36.51	\$ 37.15	\$ 38.08
		\$ 5,078	\$ 5,191	\$ 5,305	\$ 5,418	\$ 5,531	\$ 5,646	\$ 5,761	\$ 5,874	\$ 5,987	\$ 6,102	\$ 6,215	\$ 6,328	\$ 6,440	\$ 6,600
		\$ 60,936	\$ 62,292	\$ 63,660	\$ 65,016	\$ 66,372	\$ 67,752	\$ 69,132	\$ 70,488	\$ 71,844	\$ 73,224	\$ 74,580	\$ 75,936	\$ 77,280	\$ 79,200
Assistant Civil Engineer *	39	\$ 29.30	\$ 29.95	\$ 30.61	\$ 31.26	\$ 31.91	\$ 32.57	\$ 33.24	\$ 33.89	\$ 34.54	\$ 35.20	\$ 35.86	\$ 36.51	\$ 37.15	\$ 38.08
		\$ 5,078	\$ 5,191	\$ 5,305	\$ 5,418	\$ 5,531	\$ 5,646	\$ 5,761	\$ 5,874	\$ 5,987	\$ 6,102	\$ 6,215	\$ 6,328	\$ 6,440	\$ 6,600
		\$ 60,936	\$ 62,292	\$ 63,660	\$ 65,016	\$ 66,372	\$ 67,752	\$ 69,132	\$ 70,488	\$ 71,844	\$ 73,224	\$ 74,580	\$ 75,936	\$ 77,280	\$ 79,200
Fiscal and Grant Specialist*	40	\$ 29.88	\$ 30.55	\$ 31.22	\$ 31.88	\$ 32.56	\$ 33.23	\$ 33.89	\$ 34.56	\$ 35.24	\$ 35.90	\$ 36.57	\$ 37.24	\$ 37.89	\$ 38.83
		\$ 5,179	\$ 5,295	\$ 5,411	\$ 5,526	\$ 5,643	\$ 5,759	\$ 5,875	\$ 5,990	\$ 6,108	\$ 6,223	\$ 6,339	\$ 6,455	\$ 6,568	\$ 6,731
		\$ 62,148	\$ 63,540	\$ 64,932	\$ 66,312	\$ 67,716	\$ 69,108	\$ 70,500	\$ 71,880	\$ 73,296	\$ 74,676	\$ 76,068	\$ 77,460	\$ 78,816	\$ 80,772
Program Grants Coordinator *	40	\$ 29.88	\$ 30.55	\$ 31.22	\$ 31.88	\$ 32.56	\$ 33.23	\$ 33.89	\$ 34.56	\$ 35.24	\$ 35.90	\$ 36.57	\$ 37.24	\$ 37.89	\$ 38.83
		\$ 5,179	\$ 5,295	\$ 5,411	\$ 5,526	\$ 5,643	\$ 5,759	\$ 5,875	\$ 5,990	\$ 6,108	\$ 6,223	\$ 6,339	\$ 6,455	\$ 6,568	\$ 6,731
		\$ 62,148	\$ 63,540	\$ 64,932	\$ 66,312	\$ 67,716	\$ 69,108	\$ 70,500	\$ 71,880	\$ 73,296	\$ 74,676	\$ 76,068	\$ 77,460	\$ 78,816	\$ 80,772
NIS Engineer *	40	\$ 29.88	\$ 30.55	\$ 31.22	\$ 31.88	\$ 32.56	\$ 33.23	\$ 33.89	\$ 34.56	\$ 35.24	\$ 35.90	\$ 36.57	\$ 37.24	\$ 37.89	\$ 38.83
		\$ 5,179	\$ 5,295	\$ 5,411	\$ 5,526	\$ 5,643	\$ 5,759	\$ 5,875	\$ 5,990	\$ 6,108	\$ 6,223	\$ 6,339	\$ 6,455	\$ 6,568	\$ 6,731
		\$ 62,148	\$ 63,540	\$ 64,932	\$ 66,312	\$ 67,716	\$ 69,108	\$ 70,500	\$ 71,880	\$ 73,296	\$ 74,676	\$ 76,068	\$ 77,460	\$ 78,816	\$ 80,772
GIS Coordinator	41	\$ 30.47	\$ 31.16	\$ 31.84	\$ 32.52	\$ 33.21	\$ 33.89	\$ 34.58	\$ 35.26	\$ 35.94	\$ 36.62	\$ 37.30	\$ 37.99	\$ 38.65	\$ 39.62
		\$ 5,282	\$ 5,401	\$ 5,519	\$ 5,637	\$ 5,756	\$ 5,874	\$ 5,993	\$ 6,111	\$ 6,229	\$ 6,347	\$ 6,466	\$ 6,585	\$ 6,699	\$ 6,867
		\$ 63,384	\$ 64,812	\$ 66,228	\$ 67,644	\$ 69,072	\$ 70,488	\$ 71,916	\$ 73,332	\$ 74,748	\$ 76,164	\$ 77,592	\$ 79,020	\$ 80,388	\$ 82,404

2015 SALARY SCHEDULE															
Senior Accountant *	42	\$ 31.08	\$ 31.78	\$ 32.48	\$ 33.17	\$ 33.87	\$ 34.57	\$ 35.26	\$ 35.96	\$ 36.66	\$ 37.36	\$ 38.05	\$ 38.75	\$ 39.42	\$ 40.41
		\$ 5,388	\$ 5,509	\$ 5,629	\$ 5,750	\$ 5,871	\$ 5,992	\$ 6,112	\$ 6,233	\$ 6,354	\$ 6,475	\$ 6,596	\$ 6,716	\$ 6,833	\$ 7,005
		\$ 64,656	\$ 66,108	\$ 67,548	\$ 69,000	\$ 70,452	\$ 71,904	\$ 73,344	\$ 74,796	\$ 76,248	\$ 77,700	\$ 79,152	\$ 80,592	\$ 81,996	\$ 84,060
Senior Planner *	43	\$ 31.71	\$ 32.42	\$ 33.12	\$ 33.84	\$ 34.55	\$ 35.26	\$ 35.97	\$ 36.68	\$ 37.39	\$ 38.10	\$ 38.81	\$ 39.53	\$ 40.22	\$ 41.22
		\$ 5,496	\$ 5,619	\$ 5,741	\$ 5,865	\$ 5,988	\$ 6,112	\$ 6,234	\$ 6,358	\$ 6,481	\$ 6,604	\$ 6,727	\$ 6,852	\$ 6,971	\$ 7,144
		\$ 65,952	\$ 67,428	\$ 68,892	\$ 70,380	\$ 71,856	\$ 73,344	\$ 74,808	\$ 76,296	\$ 77,772	\$ 79,248	\$ 80,724	\$ 82,224	\$ 83,652	\$ 85,728
NIS Senior Engineer *	43	\$ 31.71	\$ 32.42	\$ 33.12	\$ 33.84	\$ 34.55	\$ 35.26	\$ 35.97	\$ 36.68	\$ 37.39	\$ 38.10	\$ 38.81	\$ 39.53	\$ 40.22	\$ 41.22
		\$ 5,496	\$ 5,619	\$ 5,741	\$ 5,865	\$ 5,988	\$ 6,112	\$ 6,234	\$ 6,358	\$ 6,481	\$ 6,604	\$ 6,727	\$ 6,852	\$ 6,971	\$ 7,144
		\$ 65,952	\$ 67,428	\$ 68,892	\$ 70,380	\$ 71,856	\$ 73,344	\$ 74,808	\$ 76,296	\$ 77,772	\$ 79,248	\$ 80,724	\$ 82,224	\$ 83,652	\$ 85,728
Associate Civil Engineer I *	43	\$ 31.71	\$ 32.42	\$ 33.12	\$ 33.84	\$ 34.55	\$ 35.26	\$ 35.97	\$ 36.68	\$ 37.39	\$ 38.10	\$ 38.81	\$ 39.53	\$ 40.22	\$ 41.22
		\$ 5,496	\$ 5,619	\$ 5,741	\$ 5,865	\$ 5,988	\$ 6,112	\$ 6,234	\$ 6,358	\$ 6,481	\$ 6,604	\$ 6,727	\$ 6,852	\$ 6,971	\$ 7,144
		\$ 65,952	\$ 67,428	\$ 68,892	\$ 70,380	\$ 71,856	\$ 73,344	\$ 74,808	\$ 76,296	\$ 77,772	\$ 79,248	\$ 80,724	\$ 82,224	\$ 83,652	\$ 85,728
Economic Development Specialist	43	\$ 31.71	\$ 32.42	\$ 33.12	\$ 33.84	\$ 34.55	\$ 35.26	\$ 35.97	\$ 36.68	\$ 37.39	\$ 38.10	\$ 38.81	\$ 39.53	\$ 40.22	\$ 41.22
		\$ 5,496	\$ 5,619	\$ 5,741	\$ 5,865	\$ 5,988	\$ 6,112	\$ 6,234	\$ 6,358	\$ 6,481	\$ 6,604	\$ 6,727	\$ 6,852	\$ 6,971	\$ 7,144
		\$ 65,952	\$ 67,428	\$ 68,892	\$ 70,380	\$ 71,856	\$ 73,344	\$ 74,808	\$ 76,296	\$ 77,772	\$ 79,248	\$ 80,724	\$ 82,224	\$ 83,652	\$ 85,728
IS Supervisor *	45	\$ 32.99	\$ 33.72	\$ 34.47	\$ 35.21	\$ 35.94	\$ 36.69	\$ 37.42	\$ 38.16	\$ 38.90	\$ 39.63	\$ 40.38	\$ 41.12	\$ 41.84	\$ 42.88
		\$ 5,719	\$ 5,845	\$ 5,974	\$ 6,103	\$ 6,229	\$ 6,359	\$ 6,486	\$ 6,615	\$ 6,743	\$ 6,870	\$ 6,999	\$ 7,128	\$ 7,252	\$ 7,432
		\$ 68,628	\$ 70,140	\$ 71,688	\$ 73,236	\$ 74,748	\$ 76,308	\$ 77,832	\$ 79,380	\$ 80,916	\$ 82,440	\$ 83,988	\$ 85,536	\$ 87,024	\$ 89,184
Program Manager*	46	\$ 33.65	\$ 34.40	\$ 35.15	\$ 35.91	\$ 36.66	\$ 37.42	\$ 38.17	\$ 38.93	\$ 39.68	\$ 40.43	\$ 41.19	\$ 41.94	\$ 42.68	\$ 43.74
		\$ 5,833	\$ 5,963	\$ 6,093	\$ 6,224	\$ 6,354	\$ 6,486	\$ 6,616	\$ 6,748	\$ 6,877	\$ 7,008	\$ 7,139	\$ 7,270	\$ 7,397	\$ 7,582
		\$ 69,996	\$ 71,556	\$ 73,116	\$ 74,688	\$ 76,248	\$ 77,832	\$ 79,392	\$ 80,976	\$ 82,524	\$ 84,096	\$ 85,668	\$ 87,240	\$ 88,764	\$ 90,984
Associate Civil Engineer II *	49	\$ 35.70	\$ 36.50	\$ 37.31	\$ 38.11	\$ 38.91	\$ 39.70	\$ 40.51	\$ 41.31	\$ 42.11	\$ 42.91	\$ 43.71	\$ 44.51	\$ 45.29	\$ 46.42
		\$ 6,188	\$ 6,327	\$ 6,467	\$ 6,605	\$ 6,744	\$ 6,882	\$ 7,022	\$ 7,160	\$ 7,299	\$ 7,438	\$ 7,576	\$ 7,715	\$ 7,850	\$ 8,046
		\$ 74,256	\$ 75,924	\$ 77,604	\$ 79,260	\$ 80,928	\$ 82,584	\$ 84,264	\$ 85,920	\$ 87,588	\$ 89,256	\$ 90,912	\$ 92,580	\$ 94,200	\$ 96,552

2016 SALARY SCHEDULE															
Job Classification:	RANGE	Entry	Step 5	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	Step 5.5	Step 6	Master
* Exempt from FLSA overtime															
Maintenance Assistant	1	\$ 14.22	\$ 14.53	\$ 14.86	\$ 15.17	\$ 15.49	\$ 15.80	\$ 16.12	\$ 16.44	\$ 16.76	\$ 17.08	\$ 17.39	\$ 17.71	\$ 18.03	\$ 18.48
		\$ 2,465	\$ 2,518	\$ 2,575	\$ 2,629	\$ 2,685	\$ 2,739	\$ 2,794	\$ 2,850	\$ 2,905	\$ 2,960	\$ 3,015	\$ 3,070	\$ 3,125	\$ 3,204
		\$ 29,580	\$ 30,216	\$ 30,900	\$ 31,548	\$ 32,220	\$ 32,868	\$ 33,528	\$ 34,200	\$ 34,860	\$ 35,520	\$ 36,180	\$ 36,840	\$ 37,500	\$ 38,448
Office Assistant	12	\$ 17.68	\$ 18.07	\$ 18.47	\$ 18.87	\$ 19.26	\$ 19.66	\$ 20.04	\$ 20.45	\$ 20.84	\$ 21.24	\$ 21.63	\$ 22.03	\$ 22.42	\$ 22.98
		\$ 3,064	\$ 3,132	\$ 3,201	\$ 3,270	\$ 3,338	\$ 3,407	\$ 3,474	\$ 3,544	\$ 3,613	\$ 3,681	\$ 3,750	\$ 3,819	\$ 3,886	\$ 3,983
		\$ 36,768	\$ 37,584	\$ 38,412	\$ 39,240	\$ 40,056	\$ 40,884	\$ 41,688	\$ 42,528	\$ 43,356	\$ 44,172	\$ 45,000	\$ 45,828	\$ 46,632	\$ 47,796
Court Specialist I	14	\$ 18.39	18.80	19.21	\$ 19.62	\$ 20.03	\$ 20.45	\$ 20.86	\$ 21.27	\$ 21.69	\$ 22.10	\$ 22.51	\$ 22.92	\$ 23.33	\$ 23.91
		\$ 3,188	\$ 3,259	\$ 3,330	\$ 3,401	\$ 3,472	\$ 3,544	\$ 3,615	\$ 3,686	\$ 3,760	\$ 3,831	\$ 3,902	\$ 3,973	\$ 4,043	\$ 4,144
		\$ 38,256	\$ 39,108	\$ 39,960	\$ 40,812	\$ 41,664	\$ 42,528	\$ 43,380	\$ 44,232	\$ 45,120	\$ 45,972	\$ 46,824	\$ 47,676	\$ 48,516	\$ 49,728
Lead Custodial Worker	15	\$ 18.76	19.18	19.60	\$ 20.01	\$ 20.43	\$ 20.86	\$ 21.27	\$ 21.70	\$ 22.12	\$ 22.53	\$ 22.96	\$ 23.38	\$ 23.79	\$ 24.39
		\$ 3,251	\$ 3,324	\$ 3,397	\$ 3,469	\$ 3,542	\$ 3,615	\$ 3,687	\$ 3,762	\$ 3,834	\$ 3,906	\$ 3,980	\$ 4,053	\$ 4,124	\$ 4,227
		\$ 39,012	\$ 39,888	\$ 40,764	\$ 41,628	\$ 42,504	\$ 43,380	\$ 44,244	\$ 45,144	\$ 46,008	\$ 46,872	\$ 47,760	\$ 48,636	\$ 49,488	\$ 50,724
Maintenance Worker I	15	\$ 18.76	19.18	19.60	\$ 20.01	\$ 20.43	\$ 20.86	\$ 21.27	\$ 21.70	\$ 22.12	\$ 22.53	\$ 22.96	\$ 23.38	\$ 23.79	\$ 24.39
		\$ 3,251	\$ 3,324	\$ 3,397	\$ 3,469	\$ 3,542	\$ 3,615	\$ 3,687	\$ 3,762	\$ 3,834	\$ 3,906	\$ 3,980	\$ 4,053	\$ 4,124	\$ 4,227
		\$ 39,012	\$ 39,888	\$ 40,764	\$ 41,628	\$ 42,504	\$ 43,380	\$ 44,244	\$ 45,144	\$ 46,008	\$ 46,872	\$ 47,760	\$ 48,636	\$ 49,488	\$ 50,724
Accounting Technician I	16	\$ 19.14	\$ 19.56	\$ 19.99	\$ 20.42	\$ 20.84	\$ 21.27	\$ 21.70	\$ 22.13	\$ 22.56	\$ 22.99	\$ 23.42	\$ 23.84	\$ 24.28	\$ 24.87
		\$ 3,317	\$ 3,391	\$ 3,465	\$ 3,539	\$ 3,613	\$ 3,687	\$ 3,762	\$ 3,836	\$ 3,911	\$ 3,985	\$ 4,059	\$ 4,133	\$ 4,208	\$ 4,311
		\$ 39,804	\$ 40,692	\$ 41,580	\$ 42,468	\$ 43,356	\$ 44,244	\$ 45,144	\$ 46,032	\$ 46,932	\$ 47,820	\$ 48,708	\$ 49,596	\$ 50,496	\$ 51,732
Permit Technician	16	\$ 19.14	\$ 19.56	\$ 19.99	\$ 20.42	\$ 20.84	\$ 21.27	\$ 21.70	\$ 22.13	\$ 22.56	\$ 22.99	\$ 23.42	\$ 23.84	\$ 24.28	\$ 24.87
		\$ 3,317	\$ 3,391	\$ 3,465	\$ 3,539	\$ 3,613	\$ 3,687	\$ 3,762	\$ 3,836	\$ 3,911	\$ 3,985	\$ 4,059	\$ 4,133	\$ 4,208	\$ 4,311
		\$ 39,804	\$ 40,692	\$ 41,580	\$ 42,468	\$ 43,356	\$ 44,244	\$ 45,144	\$ 46,032	\$ 46,932	\$ 47,820	\$ 48,708	\$ 49,596	\$ 50,496	\$ 51,732
Court Specialist II	18	\$ 19.92	\$ 20.35	\$ 20.80	\$ 21.24	\$ 21.69	\$ 22.13	\$ 22.58	\$ 23.03	\$ 23.48	\$ 23.92	\$ 24.36	\$ 24.81	\$ 25.25	\$ 25.88
		\$ 3,452	\$ 3,528	\$ 3,605	\$ 3,682	\$ 3,760	\$ 3,836	\$ 3,914	\$ 3,992	\$ 4,070	\$ 4,146	\$ 4,223	\$ 4,301	\$ 4,376	\$ 4,486
		\$ 41,424	\$ 42,336	\$ 43,260	\$ 44,184	\$ 45,120	\$ 46,032	\$ 46,968	\$ 47,904	\$ 48,840	\$ 49,752	\$ 50,676	\$ 51,612	\$ 52,512	\$ 53,832
Evidence Custodian	18	\$ 19.92	\$ 20.35	\$ 20.80	\$ 21.24	\$ 21.69	\$ 22.13	\$ 22.58	\$ 23.03	\$ 23.48	\$ 23.92	\$ 24.36	\$ 24.81	\$ 25.25	\$ 25.88
		\$ 3,452	\$ 3,528	\$ 3,605	\$ 3,682	\$ 3,760	\$ 3,836	\$ 3,914	\$ 3,992	\$ 4,070	\$ 4,146	\$ 4,223	\$ 4,301	\$ 4,376	\$ 4,486
		\$ 41,424	\$ 42,336	\$ 43,260	\$ 44,184	\$ 45,120	\$ 46,032	\$ 46,968	\$ 47,904	\$ 48,840	\$ 49,752	\$ 50,676	\$ 51,612	\$ 52,512	\$ 53,832
Senior Office Assistant	18	\$ 19.92	\$ 20.35	\$ 20.80	\$ 21.24	\$ 21.69	\$ 22.13	\$ 22.58	\$ 23.03	\$ 23.48	\$ 23.92	\$ 24.36	\$ 24.81	\$ 25.25	\$ 25.88
		\$ 3,452	\$ 3,528	\$ 3,605	\$ 3,682	\$ 3,760	\$ 3,836	\$ 3,914	\$ 3,992	\$ 4,070	\$ 4,146	\$ 4,223	\$ 4,301	\$ 4,376	\$ 4,486
		\$ 41,424	\$ 42,336	\$ 43,260	\$ 44,184	\$ 45,120	\$ 46,032	\$ 46,968	\$ 47,904	\$ 48,840	\$ 49,752	\$ 50,676	\$ 51,612	\$ 52,512	\$ 53,832
Accounting Technician II	23	\$ 21.98	\$ 22.47	\$ 22.96	\$ 23.46	\$ 23.95	\$ 24.44	\$ 24.93	\$ 25.43	\$ 25.92	\$ 26.41	\$ 26.91	\$ 27.39	\$ 27.88	\$ 28.57
		\$ 3,810	\$ 3,894	\$ 3,980	\$ 4,066	\$ 4,151	\$ 4,236	\$ 4,322	\$ 4,407	\$ 4,492	\$ 4,577	\$ 4,664	\$ 4,747	\$ 4,833	\$ 4,952
		\$ 45,720	\$ 46,728	\$ 47,760	\$ 48,792	\$ 49,812	\$ 50,832	\$ 51,864	\$ 52,884	\$ 53,904	\$ 54,924	\$ 55,968	\$ 56,964	\$ 57,996	\$ 59,424
Animal Control Officer	23	\$ 21.98	\$ 22.47	\$ 22.96	\$ 23.46	\$ 23.95	\$ 24.44	\$ 24.93	\$ 25.43	\$ 25.92	\$ 26.41	\$ 26.91	\$ 27.39	\$ 27.88	\$ 28.57
		\$ 3,810	\$ 3,894	\$ 3,980	\$ 4,066	\$ 4,151	\$ 4,236	\$ 4,322	\$ 4,407	\$ 4,492	\$ 4,577	\$ 4,664	\$ 4,747	\$ 4,833	\$ 4,952
		\$ 45,720	\$ 46,728	\$ 47,760	\$ 48,792	\$ 49,812	\$ 50,832	\$ 51,864	\$ 52,884	\$ 53,904	\$ 54,924	\$ 55,968	\$ 56,964	\$ 57,996	\$ 59,424

2016 SALARY SCHEDULE															
Legal Support Specialist	23	\$ 21.98	\$ 22.47	\$ 22.96	\$ 23.46	\$ 23.95	\$ 24.44	\$ 24.93	\$ 25.43	\$ 25.92	\$ 26.41	\$ 26.91	\$ 27.39	\$ 27.88	\$ 28.57
		\$ 3,810	\$ 3,894	\$ 3,980	\$ 4,066	\$ 4,151	\$ 4,236	\$ 4,322	\$ 4,407	\$ 4,492	\$ 4,577	\$ 4,664	\$ 4,747	\$ 4,833	\$ 4,952
		\$ 45,720	\$ 46,728	\$ 47,760	\$ 48,792	\$ 49,812	\$ 50,832	\$ 51,864	\$ 52,884	\$ 53,904	\$ 54,924	\$ 55,968	\$ 56,964	\$ 57,996	\$ 59,424
Maintenance Worker II	24	\$ 22.42	\$ 22.92	\$ 23.42	\$ 23.92	\$ 24.43	\$ 24.93	\$ 25.43	\$ 25.93	\$ 26.43	\$ 26.94	\$ 27.44	\$ 27.94	\$ 28.43	\$ 29.15
		\$ 3,886	\$ 3,972	\$ 4,059	\$ 4,146	\$ 4,234	\$ 4,322	\$ 4,408	\$ 4,495	\$ 4,582	\$ 4,669	\$ 4,756	\$ 4,843	\$ 4,928	\$ 5,052
		\$ 46,632	\$ 47,664	\$ 48,708	\$ 49,752	\$ 50,808	\$ 51,864	\$ 52,896	\$ 53,940	\$ 54,984	\$ 56,028	\$ 57,072	\$ 58,116	\$ 59,136	\$ 60,624
Accounting Technician III	25	\$ 22.86	\$ 23.38	\$ 23.89	\$ 24.40	\$ 24.92	\$ 25.43	\$ 25.94	\$ 26.46	\$ 26.96	\$ 27.48	\$ 27.99	\$ 28.51	\$ 29.00	\$ 29.73
		\$ 3,963	\$ 4,052	\$ 4,141	\$ 4,230	\$ 4,320	\$ 4,407	\$ 4,496	\$ 4,586	\$ 4,673	\$ 4,764	\$ 4,851	\$ 4,941	\$ 5,026	\$ 5,153
		\$ 47,556	\$ 48,624	\$ 49,692	\$ 50,760	\$ 51,840	\$ 52,884	\$ 53,952	\$ 55,032	\$ 56,076	\$ 57,168	\$ 58,212	\$ 59,292	\$ 60,312	\$ 61,836
Administrative Assistant	25	\$ 22.86	\$ 23.38	\$ 23.89	\$ 24.40	\$ 24.92	\$ 25.43	\$ 25.94	\$ 26.46	\$ 26.96	\$ 27.48	\$ 27.99	\$ 28.51	\$ 29.00	\$ 29.73
		\$ 3,963	\$ 4,052	\$ 4,141	\$ 4,230	\$ 4,320	\$ 4,407	\$ 4,496	\$ 4,586	\$ 4,673	\$ 4,764	\$ 4,851	\$ 4,941	\$ 5,026	\$ 5,153
		\$ 47,556	\$ 48,624	\$ 49,692	\$ 50,760	\$ 51,840	\$ 52,884	\$ 53,952	\$ 55,032	\$ 56,076	\$ 57,168	\$ 58,212	\$ 59,292	\$ 60,312	\$ 61,836
Engineering Technician I	25	\$ 22.86	\$ 23.38	\$ 23.89	\$ 24.40	\$ 24.92	\$ 25.43	\$ 25.94	\$ 26.46	\$ 26.96	\$ 27.48	\$ 27.99	\$ 28.51	\$ 29.00	\$ 29.73
		\$ 3,963	\$ 4,052	\$ 4,141	\$ 4,230	\$ 4,320	\$ 4,407	\$ 4,496	\$ 4,586	\$ 4,673	\$ 4,764	\$ 4,851	\$ 4,941	\$ 5,026	\$ 5,153
		\$ 47,556	\$ 48,624	\$ 49,692	\$ 50,760	\$ 51,840	\$ 52,884	\$ 53,952	\$ 55,032	\$ 56,076	\$ 57,168	\$ 58,212	\$ 59,292	\$ 60,312	\$ 61,836
Senior Animal Control Officer	25	\$ 22.86	\$ 23.38	\$ 23.89	\$ 24.40	\$ 24.92	\$ 25.43	\$ 25.94	\$ 26.46	\$ 26.96	\$ 27.48	\$ 27.99	\$ 28.51	\$ 29.00	\$ 29.73
		\$ 3,963	\$ 4,052	\$ 4,141	\$ 4,230	\$ 4,320	\$ 4,407	\$ 4,496	\$ 4,586	\$ 4,673	\$ 4,764	\$ 4,851	\$ 4,941	\$ 5,026	\$ 5,153
		\$ 47,556	\$ 48,624	\$ 49,692	\$ 50,760	\$ 51,840	\$ 52,884	\$ 53,952	\$ 55,032	\$ 56,076	\$ 57,168	\$ 58,212	\$ 59,292	\$ 60,312	\$ 61,836
Evidence Technician	26	\$ 23.33	\$ 23.83	\$ 24.35	\$ 24.87	\$ 25.38	\$ 25.89	\$ 26.40	\$ 26.91	\$ 27.42	\$ 27.94	\$ 28.45	\$ 28.96	\$ 29.46	\$ 30.19
		\$ 4,043	\$ 4,131	\$ 4,220	\$ 4,310	\$ 4,399	\$ 4,487	\$ 4,576	\$ 4,665	\$ 4,753	\$ 4,843	\$ 4,931	\$ 5,020	\$ 5,106	\$ 5,233
		\$ 48,516	\$ 49,572	\$ 50,640	\$ 51,720	\$ 52,788	\$ 53,844	\$ 54,912	\$ 55,980	\$ 57,036	\$ 58,116	\$ 59,172	\$ 60,240	\$ 61,272	\$ 62,796
Maintenance Worker III	28	\$ 24.26	\$ 24.81	\$ 25.36	\$ 25.90	\$ 26.45	\$ 26.98	\$ 27.53	\$ 28.07	\$ 28.61	\$ 29.16	\$ 29.70	\$ 30.25	\$ 30.77	\$ 31.54
		\$ 4,205	\$ 4,300	\$ 4,395	\$ 4,489	\$ 4,584	\$ 4,676	\$ 4,772	\$ 4,866	\$ 4,959	\$ 5,055	\$ 5,148	\$ 5,243	\$ 5,334	\$ 5,467
		\$ 50,460	\$ 51,600	\$ 52,740	\$ 53,868	\$ 55,008	\$ 56,112	\$ 57,264	\$ 58,392	\$ 59,508	\$ 60,660	\$ 61,776	\$ 62,916	\$ 64,008	\$ 65,604
Recreation Coordinator	28	\$ 24.26	\$ 24.81	\$ 25.36	\$ 25.90	\$ 26.45	\$ 26.98	\$ 27.53	\$ 28.07	\$ 28.61	\$ 29.16	\$ 29.70	\$ 30.25	\$ 30.77	\$ 31.54
		\$ 4,205	\$ 4,300	\$ 4,395	\$ 4,489	\$ 4,584	\$ 4,676	\$ 4,772	\$ 4,866	\$ 4,959	\$ 5,055	\$ 5,148	\$ 5,243	\$ 5,334	\$ 5,467
		\$ 50,460	\$ 51,600	\$ 52,740	\$ 53,868	\$ 55,008	\$ 56,112	\$ 57,264	\$ 58,392	\$ 59,508	\$ 60,660	\$ 61,776	\$ 62,916	\$ 64,008	\$ 65,604
Senior Court Specialist	28	\$ 24.26	\$ 24.81	\$ 25.36	\$ 25.90	\$ 26.45	\$ 26.98	\$ 27.53	\$ 28.07	\$ 28.61	\$ 29.16	\$ 29.70	\$ 30.25	\$ 30.77	\$ 31.54
		\$ 4,205	\$ 4,300	\$ 4,395	\$ 4,489	\$ 4,584	\$ 4,676	\$ 4,772	\$ 4,866	\$ 4,959	\$ 5,055	\$ 5,148	\$ 5,243	\$ 5,334	\$ 5,467
		\$ 50,460	\$ 51,600	\$ 52,740	\$ 53,868	\$ 55,008	\$ 56,112	\$ 57,264	\$ 58,392	\$ 59,508	\$ 60,660	\$ 61,776	\$ 62,916	\$ 64,008	\$ 65,604
Assistant Planner	29	\$ 24.75	\$ 25.30	\$ 25.86	\$ 26.41	\$ 26.97	\$ 27.53	\$ 28.08	\$ 28.63	\$ 29.19	\$ 29.75	\$ 30.30	\$ 30.85	\$ 31.39	\$ 32.18
		\$ 4,290	\$ 4,386	\$ 4,482	\$ 4,578	\$ 4,674	\$ 4,771	\$ 4,867	\$ 4,963	\$ 5,059	\$ 5,156	\$ 5,252	\$ 5,348	\$ 5,441	\$ 5,577
		\$ 51,480	\$ 52,632	\$ 53,784	\$ 54,936	\$ 56,088	\$ 57,252	\$ 58,404	\$ 59,556	\$ 60,708	\$ 61,872	\$ 63,024	\$ 64,176	\$ 65,292	\$ 66,924
Court Compliance Officer	30	\$ 25.25	\$ 25.81	\$ 26.38	\$ 26.94	\$ 27.51	\$ 28.08	\$ 28.64	\$ 29.20	\$ 29.78	\$ 30.33	\$ 30.90	\$ 31.47	\$ 32.02	\$ 32.82
		\$ 4,376	\$ 4,474	\$ 4,572	\$ 4,670	\$ 4,769	\$ 4,867	\$ 4,964	\$ 5,062	\$ 5,161	\$ 5,258	\$ 5,356	\$ 5,455	\$ 5,550	\$ 5,689
		\$ 52,512	\$ 53,688	\$ 54,864	\$ 56,040	\$ 57,228	\$ 58,404	\$ 59,568	\$ 60,744	\$ 61,932	\$ 63,096	\$ 64,272	\$ 65,460	\$ 66,600	\$ 68,268
Facilities Maintenance Tech	30	\$ 25.25	\$ 25.81	\$ 26.38	\$ 26.94	\$ 27.51	\$ 28.08	\$ 28.64	\$ 29.20	\$ 29.78	\$ 30.33	\$ 30.90	\$ 31.47	\$ 32.02	\$ 32.82
		\$ 4,376	\$ 4,474	\$ 4,572	\$ 4,670	\$ 4,769	\$ 4,867	\$ 4,964	\$ 5,062	\$ 5,161	\$ 5,258	\$ 5,356	\$ 5,455	\$ 5,550	\$ 5,689
		\$ 52,512	\$ 53,688	\$ 54,864	\$ 56,040	\$ 57,228	\$ 58,404	\$ 59,568	\$ 60,744	\$ 61,932	\$ 63,096	\$ 64,272	\$ 65,460	\$ 66,600	\$ 68,268
Probation Counselor *	30	\$ 25.25	\$ 25.81	\$ 26.38	\$ 26.94	\$ 27.51	\$ 28.08	\$ 28.64	\$ 29.20	\$ 29.78	\$ 30.33	\$ 30.90	\$ 31.47	\$ 32.02	\$ 32.82
		\$ 4,376	\$ 4,474	\$ 4,572	\$ 4,670	\$ 4,769	\$ 4,867	\$ 4,964	\$ 5,062	\$ 5,161	\$ 5,258	\$ 5,356	\$ 5,455	\$ 5,550	\$ 5,689
		\$ 52,512	\$ 53,688	\$ 54,864	\$ 56,040	\$ 57,228	\$ 58,404	\$ 59,568	\$ 60,744	\$ 61,932	\$ 63,096	\$ 64,272	\$ 65,460	\$ 66,600	\$ 68,268

2016 SALARY SCHEDULE															
Work Crew Supervisor	30	\$ 25.25	\$ 25.81	\$ 26.38	\$ 26.94	\$ 27.51	\$ 28.08	\$ 28.64	\$ 29.20	\$ 29.78	\$ 30.33	\$ 30.90	\$ 31.47	\$ 32.02	\$ 32.82
		\$ 4,376	\$ 4,474	\$ 4,572	\$ 4,670	\$ 4,769	\$ 4,867	\$ 4,964	\$ 5,062	\$ 5,161	\$ 5,258	\$ 5,356	\$ 5,455	\$ 5,550	\$ 5,689
		\$ 52,512	\$ 53,688	\$ 54,864	\$ 56,040	\$ 57,228	\$ 58,404	\$ 59,568	\$ 60,744	\$ 61,932	\$ 63,096	\$ 64,272	\$ 65,460	\$ 66,600	\$ 68,268
Engineering Technician II	31	\$ 25.75	\$ 26.33	\$ 26.91	\$ 27.49	\$ 28.06	\$ 28.63	\$ 29.21	\$ 29.79	\$ 30.36	\$ 30.94	\$ 31.52	\$ 32.10	\$ 32.66	\$ 33.47
		\$ 4,463	\$ 4,563	\$ 4,664	\$ 4,765	\$ 4,864	\$ 4,963	\$ 5,063	\$ 5,164	\$ 5,262	\$ 5,363	\$ 5,464	\$ 5,564	\$ 5,661	\$ 5,802
		\$ 53,556	\$ 54,756	\$ 55,968	\$ 57,180	\$ 58,368	\$ 59,556	\$ 60,756	\$ 61,968	\$ 63,144	\$ 64,356	\$ 65,568	\$ 66,768	\$ 67,932	\$ 69,624
Fleet Maintenance Coordinator	31	\$ 25.75	\$ 26.33	\$ 26.91	\$ 27.49	\$ 28.06	\$ 28.63	\$ 29.21	\$ 29.79	\$ 30.36	\$ 30.94	\$ 31.52	\$ 32.10	\$ 32.66	\$ 33.47
		\$ 4,463	\$ 4,563	\$ 4,664	\$ 4,765	\$ 4,864	\$ 4,963	\$ 5,063	\$ 5,164	\$ 5,262	\$ 5,363	\$ 5,464	\$ 5,564	\$ 5,661	\$ 5,802
		\$ 53,556	\$ 54,756	\$ 55,968	\$ 57,180	\$ 58,368	\$ 59,556	\$ 60,756	\$ 61,968	\$ 63,144	\$ 64,356	\$ 65,568	\$ 66,768	\$ 67,932	\$ 69,624
GIS/NIS Specialist I	32	\$ 26.27	\$ 26.86	\$ 27.45	\$ 28.02	\$ 28.62	\$ 29.20	\$ 29.80	\$ 30.39	\$ 30.97	\$ 31.56	\$ 32.15	\$ 32.73	\$ 33.32	\$ 34.14
		\$ 4,554	\$ 4,656	\$ 4,758	\$ 4,857	\$ 4,960	\$ 5,062	\$ 5,165	\$ 5,267	\$ 5,368	\$ 5,470	\$ 5,573	\$ 5,674	\$ 5,775	\$ 5,917
		\$ 54,648	\$ 55,872	\$ 57,096	\$ 58,284	\$ 59,520	\$ 60,744	\$ 61,980	\$ 63,204	\$ 64,416	\$ 65,640	\$ 66,876	\$ 68,088	\$ 69,300	\$ 71,004
Paralegal	32	\$ 26.27	\$ 26.86	\$ 27.45	\$ 28.02	\$ 28.62	\$ 29.20	\$ 29.80	\$ 30.39	\$ 30.97	\$ 31.56	\$ 32.15	\$ 32.73	\$ 33.32	\$ 34.14
		\$ 4,554	\$ 4,656	\$ 4,758	\$ 4,857	\$ 4,960	\$ 5,062	\$ 5,165	\$ 5,267	\$ 5,368	\$ 5,470	\$ 5,573	\$ 5,674	\$ 5,775	\$ 5,917
		\$ 54,648	\$ 55,872	\$ 57,096	\$ 58,284	\$ 59,520	\$ 60,744	\$ 61,980	\$ 63,204	\$ 64,416	\$ 65,640	\$ 66,876	\$ 68,088	\$ 69,300	\$ 71,004
Code Enforcement Officer	33	\$ 26.78	\$ 27.39	\$ 27.99	\$ 28.59	\$ 29.19	\$ 29.79	\$ 30.39	\$ 30.99	\$ 31.59	\$ 32.20	\$ 32.80	\$ 33.40	\$ 33.99	\$ 34.83
		\$ 4,642	\$ 4,747	\$ 4,851	\$ 4,955	\$ 5,060	\$ 5,164	\$ 5,268	\$ 5,371	\$ 5,475	\$ 5,581	\$ 5,685	\$ 5,789	\$ 5,891	\$ 6,037
		\$ 55,704	\$ 56,964	\$ 58,212	\$ 59,460	\$ 60,720	\$ 61,968	\$ 63,216	\$ 64,452	\$ 65,700	\$ 66,972	\$ 68,220	\$ 69,468	\$ 70,692	\$ 72,444
Compliance Inspector	33	\$ 26.78	\$ 27.39	\$ 27.99	\$ 28.59	\$ 29.19	\$ 29.79	\$ 30.39	\$ 30.99	\$ 31.59	\$ 32.20	\$ 32.80	\$ 33.40	\$ 33.99	\$ 34.83
		\$ 4,642	\$ 4,747	\$ 4,851	\$ 4,955	\$ 5,060	\$ 5,164	\$ 5,268	\$ 5,371	\$ 5,475	\$ 5,581	\$ 5,685	\$ 5,789	\$ 5,891	\$ 6,037
		\$ 55,704	\$ 56,964	\$ 58,212	\$ 59,460	\$ 60,720	\$ 61,968	\$ 63,216	\$ 64,452	\$ 65,700	\$ 66,972	\$ 68,220	\$ 69,468	\$ 70,692	\$ 72,444
Construction Inspector	33	\$ 26.78	\$ 27.39	\$ 27.99	\$ 28.59	\$ 29.19	\$ 29.79	\$ 30.39	\$ 30.99	\$ 31.59	\$ 32.20	\$ 32.80	\$ 33.40	\$ 33.99	\$ 34.83
		\$ 4,642	\$ 4,747	\$ 4,851	\$ 4,955	\$ 5,060	\$ 5,164	\$ 5,268	\$ 5,371	\$ 5,475	\$ 5,581	\$ 5,685	\$ 5,789	\$ 5,891	\$ 6,037
		\$ 55,704	\$ 56,964	\$ 58,212	\$ 59,460	\$ 60,720	\$ 61,968	\$ 63,216	\$ 64,452	\$ 65,700	\$ 66,972	\$ 68,220	\$ 69,468	\$ 70,692	\$ 72,444
Crime Analyst *	33	\$ 26.78	\$ 27.39	\$ 27.99	\$ 28.59	\$ 29.19	\$ 29.79	\$ 30.39	\$ 30.99	\$ 31.59	\$ 32.20	\$ 32.80	\$ 33.40	\$ 33.99	\$ 34.83
		\$ 4,642	\$ 4,747	\$ 4,851	\$ 4,955	\$ 5,060	\$ 5,164	\$ 5,268	\$ 5,371	\$ 5,475	\$ 5,581	\$ 5,685	\$ 5,789	\$ 5,891	\$ 6,037
		\$ 55,704	\$ 56,964	\$ 58,212	\$ 59,460	\$ 60,720	\$ 61,968	\$ 63,216	\$ 64,452	\$ 65,700	\$ 66,972	\$ 68,220	\$ 69,468	\$ 70,692	\$ 72,444
Housing Repair Coordinator	33	\$ 26.78	\$ 27.39	\$ 27.99	\$ 28.59	\$ 29.19	\$ 29.79	\$ 30.39	\$ 30.99	\$ 31.59	\$ 32.20	\$ 32.80	\$ 33.40	\$ 33.99	\$ 34.83
		\$ 4,642	\$ 4,747	\$ 4,851	\$ 4,955	\$ 5,060	\$ 5,164	\$ 5,268	\$ 5,371	\$ 5,475	\$ 5,581	\$ 5,685	\$ 5,789	\$ 5,891	\$ 6,037
		\$ 55,704	\$ 56,964	\$ 58,212	\$ 59,460	\$ 60,720	\$ 61,968	\$ 63,216	\$ 64,452	\$ 65,700	\$ 66,972	\$ 68,220	\$ 69,468	\$ 70,692	\$ 72,444
Housing Specialist	33	\$ 26.78	\$ 27.39	\$ 27.99	\$ 28.59	\$ 29.19	\$ 29.79	\$ 30.39	\$ 30.99	\$ 31.59	\$ 32.20	\$ 32.80	\$ 33.40	\$ 33.99	\$ 34.83
		\$ 4,642	\$ 4,747	\$ 4,851	\$ 4,955	\$ 5,060	\$ 5,164	\$ 5,268	\$ 5,371	\$ 5,475	\$ 5,581	\$ 5,685	\$ 5,789	\$ 5,891	\$ 6,037
		\$ 55,704	\$ 56,964	\$ 58,212	\$ 59,460	\$ 60,720	\$ 61,968	\$ 63,216	\$ 64,452	\$ 65,700	\$ 66,972	\$ 68,220	\$ 69,468	\$ 70,692	\$ 72,444
Human Services Coordinator	33	\$ 26.78	\$ 27.39	\$ 27.99	\$ 28.59	\$ 29.19	\$ 29.79	\$ 30.39	\$ 30.99	\$ 31.59	\$ 32.20	\$ 32.80	\$ 33.40	\$ 33.99	\$ 34.83
		\$ 4,642	\$ 4,747	\$ 4,851	\$ 4,955	\$ 5,060	\$ 5,164	\$ 5,268	\$ 5,371	\$ 5,475	\$ 5,581	\$ 5,685	\$ 5,789	\$ 5,891	\$ 6,037
		\$ 55,704	\$ 56,964	\$ 58,212	\$ 59,460	\$ 60,720	\$ 61,968	\$ 63,216	\$ 64,452	\$ 65,700	\$ 66,972	\$ 68,220	\$ 69,468	\$ 70,692	\$ 72,444
Combination Building Inspector	34	\$ 27.33	\$ 27.94	\$ 28.55	\$ 29.16	\$ 29.78	\$ 30.39	\$ 31.00	\$ 31.61	\$ 32.22	\$ 32.84	\$ 33.45	\$ 34.06	\$ 34.66	\$ 35.52
		\$ 4,737	\$ 4,843	\$ 4,949	\$ 5,055	\$ 5,161	\$ 5,268	\$ 5,374	\$ 5,479	\$ 5,585	\$ 5,692	\$ 5,798	\$ 5,904	\$ 6,008	\$ 6,157
		\$ 56,844	\$ 58,116	\$ 59,388	\$ 60,660	\$ 61,932	\$ 63,216	\$ 64,488	\$ 65,748	\$ 67,020	\$ 68,304	\$ 69,576	\$ 70,848	\$ 72,096	\$ 73,884

2016 SALARY SCHEDULE															
Evidence Supervisor	35	\$ 27.88	\$ 28.51	\$ 29.13	\$ 29.75	\$ 30.38	\$ 30.99	\$ 31.62	\$ 32.24	\$ 32.87	\$ 33.49	\$ 34.11	\$ 34.74	\$ 35.35	\$ 36.24
		\$ 4,833	\$ 4,941	\$ 5,049	\$ 5,157	\$ 5,265	\$ 5,371	\$ 5,480	\$ 5,588	\$ 5,697	\$ 5,805	\$ 5,913	\$ 6,021	\$ 6,127	\$ 6,281
		\$ 57,996	\$ 59,292	\$ 60,588	\$ 61,884	\$ 63,180	\$ 64,452	\$ 65,760	\$ 67,056	\$ 68,364	\$ 69,660	\$ 70,956	\$ 72,252	\$ 73,524	\$ 75,372
Associate Planner	36	\$ 28.42	\$ 29.06	\$ 29.70	\$ 30.33	\$ 30.98	\$ 31.62	\$ 32.25	\$ 32.89	\$ 33.53	\$ 34.16	\$ 34.81	\$ 35.44	\$ 36.06	\$ 36.96
		\$ 4,926	\$ 5,037	\$ 5,148	\$ 5,258	\$ 5,369	\$ 5,480	\$ 5,590	\$ 5,701	\$ 5,811	\$ 5,921	\$ 6,033	\$ 6,143	\$ 6,251	\$ 6,407
		\$ 59,112	\$ 60,444	\$ 61,776	\$ 63,096	\$ 64,428	\$ 65,760	\$ 67,080	\$ 68,412	\$ 69,732	\$ 71,052	\$ 72,396	\$ 73,716	\$ 75,012	\$ 76,884
Program Coordinator	36	\$ 28.42	\$ 29.06	\$ 29.70	\$ 30.33	\$ 30.98	\$ 31.62	\$ 32.25	\$ 32.89	\$ 33.53	\$ 34.16	\$ 34.81	\$ 35.44	\$ 36.06	\$ 36.96
		\$ 4,926	\$ 5,037	\$ 5,148	\$ 5,258	\$ 5,369	\$ 5,480	\$ 5,590	\$ 5,701	\$ 5,811	\$ 5,921	\$ 6,033	\$ 6,143	\$ 6,251	\$ 6,407
		\$ 59,112	\$ 60,444	\$ 61,776	\$ 63,096	\$ 64,428	\$ 65,760	\$ 67,080	\$ 68,412	\$ 69,732	\$ 71,052	\$ 72,396	\$ 73,716	\$ 75,012	\$ 76,884
Accountant *	38	\$ 29.58	\$ 30.24	\$ 30.90	\$ 31.56	\$ 32.23	\$ 32.89	\$ 33.55	\$ 34.22	\$ 34.89	\$ 35.54	\$ 36.21	\$ 36.87	\$ 37.52	\$ 38.45
		\$ 5,127	\$ 5,242	\$ 5,356	\$ 5,471	\$ 5,586	\$ 5,701	\$ 5,815	\$ 5,931	\$ 6,047	\$ 6,161	\$ 6,276	\$ 6,391	\$ 6,503	\$ 6,665
		\$ 61,524	\$ 62,904	\$ 64,272	\$ 65,652	\$ 67,032	\$ 68,412	\$ 69,780	\$ 71,172	\$ 72,564	\$ 73,932	\$ 75,312	\$ 76,692	\$ 78,036	\$ 79,980
Finance Analyst *	38	\$ 29.58	\$ 30.24	\$ 30.90	\$ 31.56	\$ 32.23	\$ 32.89	\$ 33.55	\$ 34.22	\$ 34.89	\$ 35.54	\$ 36.21	\$ 36.87	\$ 37.52	\$ 38.45
		\$ 5,127	\$ 5,242	\$ 5,356	\$ 5,471	\$ 5,586	\$ 5,701	\$ 5,815	\$ 5,931	\$ 6,047	\$ 6,161	\$ 6,276	\$ 6,391	\$ 6,503	\$ 6,665
		\$ 61,524	\$ 62,904	\$ 64,272	\$ 65,652	\$ 67,032	\$ 68,412	\$ 69,780	\$ 71,172	\$ 72,564	\$ 73,932	\$ 75,312	\$ 76,692	\$ 78,036	\$ 79,980
GIS Specialist II	38	\$ 29.58	\$ 30.24	\$ 30.90	\$ 31.56	\$ 32.23	\$ 32.89	\$ 33.55	\$ 34.22	\$ 34.89	\$ 35.54	\$ 36.21	\$ 36.87	\$ 37.52	\$ 38.45
		\$ 5,127	\$ 5,242	\$ 5,356	\$ 5,471	\$ 5,586	\$ 5,701	\$ 5,815	\$ 5,931	\$ 6,047	\$ 6,161	\$ 6,276	\$ 6,391	\$ 6,503	\$ 6,665
		\$ 61,524	\$ 62,904	\$ 64,272	\$ 65,652	\$ 67,032	\$ 68,412	\$ 69,780	\$ 71,172	\$ 72,564	\$ 73,932	\$ 75,312	\$ 76,692	\$ 78,036	\$ 79,980
Plans Examiner	38	\$ 29.58	\$ 30.24	\$ 30.90	\$ 31.56	\$ 32.23	\$ 32.89	\$ 33.55	\$ 34.22	\$ 34.89	\$ 35.54	\$ 36.21	\$ 36.87	\$ 37.52	\$ 38.45
		\$ 5,127	\$ 5,242	\$ 5,356	\$ 5,471	\$ 5,586	\$ 5,701	\$ 5,815	\$ 5,931	\$ 6,047	\$ 6,161	\$ 6,276	\$ 6,391	\$ 6,503	\$ 6,665
		\$ 61,524	\$ 62,904	\$ 64,272	\$ 65,652	\$ 67,032	\$ 68,412	\$ 69,780	\$ 71,172	\$ 72,564	\$ 73,932	\$ 75,312	\$ 76,692	\$ 78,036	\$ 79,980
Traffic Signal Technician II	39	\$ 30.17	\$ 30.85	\$ 31.52	\$ 32.20	\$ 32.87	\$ 33.55	\$ 34.23	\$ 34.90	\$ 35.58	\$ 36.26	\$ 36.93	\$ 37.60	\$ 38.27	\$ 39.22
		\$ 5,230	\$ 5,347	\$ 5,464	\$ 5,581	\$ 5,697	\$ 5,815	\$ 5,934	\$ 6,050	\$ 6,167	\$ 6,285	\$ 6,401	\$ 6,518	\$ 6,633	\$ 6,798
		\$ 62,760	\$ 64,164	\$ 65,568	\$ 66,972	\$ 68,364	\$ 69,780	\$ 71,208	\$ 72,600	\$ 74,004	\$ 75,420	\$ 76,812	\$ 78,216	\$ 79,596	\$ 81,576
Assistant Civil Engineer *	39	\$ 30.17	\$ 30.85	\$ 31.52	\$ 32.20	\$ 32.87	\$ 33.55	\$ 34.23	\$ 34.90	\$ 35.58	\$ 36.26	\$ 36.93	\$ 37.60	\$ 38.27	\$ 39.22
		\$ 5,230	\$ 5,347	\$ 5,464	\$ 5,581	\$ 5,697	\$ 5,815	\$ 5,934	\$ 6,050	\$ 6,167	\$ 6,285	\$ 6,401	\$ 6,518	\$ 6,633	\$ 6,798
		\$ 62,760	\$ 64,164	\$ 65,568	\$ 66,972	\$ 68,364	\$ 69,780	\$ 71,208	\$ 72,600	\$ 74,004	\$ 75,420	\$ 76,812	\$ 78,216	\$ 79,596	\$ 81,576
Fiscal and Grant Specialist*	40	\$ 30.77	\$ 31.47	\$ 32.15	\$ 32.84	\$ 33.53	\$ 34.22	\$ 34.91	\$ 35.60	\$ 36.29	\$ 36.98	\$ 37.67	\$ 38.36	\$ 39.03	\$ 40.00
		\$ 5,334	\$ 5,454	\$ 5,573	\$ 5,692	\$ 5,812	\$ 5,932	\$ 6,051	\$ 6,170	\$ 6,291	\$ 6,410	\$ 6,529	\$ 6,649	\$ 6,765	\$ 6,933
		\$ 64,008	\$ 65,448	\$ 66,876	\$ 68,304	\$ 69,744	\$ 71,184	\$ 72,612	\$ 74,040	\$ 75,492	\$ 76,920	\$ 78,348	\$ 79,788	\$ 81,180	\$ 83,196
Program Grants Coordinator *	40	\$ 30.77	\$ 31.47	\$ 32.15	\$ 32.84	\$ 33.53	\$ 34.22	\$ 34.91	\$ 35.60	\$ 36.29	\$ 36.98	\$ 37.67	\$ 38.36	\$ 39.03	\$ 40.00
		\$ 5,334	\$ 5,454	\$ 5,573	\$ 5,692	\$ 5,812	\$ 5,932	\$ 6,051	\$ 6,170	\$ 6,291	\$ 6,410	\$ 6,529	\$ 6,649	\$ 6,765	\$ 6,933
		\$ 64,008	\$ 65,448	\$ 66,876	\$ 68,304	\$ 69,744	\$ 71,184	\$ 72,612	\$ 74,040	\$ 75,492	\$ 76,920	\$ 78,348	\$ 79,788	\$ 81,180	\$ 83,196
NIS Engineer *	40	\$ 30.77	\$ 31.47	\$ 32.15	\$ 32.84	\$ 33.53	\$ 34.22	\$ 34.91	\$ 35.60	\$ 36.29	\$ 36.98	\$ 37.67	\$ 38.36	\$ 39.03	\$ 40.00
		\$ 5,334	\$ 5,454	\$ 5,573	\$ 5,692	\$ 5,812	\$ 5,932	\$ 6,051	\$ 6,170	\$ 6,291	\$ 6,410	\$ 6,529	\$ 6,649	\$ 6,765	\$ 6,933
		\$ 64,008	\$ 65,448	\$ 66,876	\$ 68,304	\$ 69,744	\$ 71,184	\$ 72,612	\$ 74,040	\$ 75,492	\$ 76,920	\$ 78,348	\$ 79,788	\$ 81,180	\$ 83,196
GIS Coordinator	41	\$ 31.38	\$ 32.09	\$ 32.80	\$ 33.50	\$ 34.21	\$ 34.90	\$ 35.61	\$ 36.31	\$ 37.02	\$ 37.71	\$ 38.42	\$ 39.13	\$ 39.81	\$ 40.81
		\$ 5,440	\$ 5,563	\$ 5,685	\$ 5,806	\$ 5,929	\$ 6,050	\$ 6,173	\$ 6,294	\$ 6,416	\$ 6,537	\$ 6,660	\$ 6,783	\$ 6,900	\$ 7,073
		\$ 65,280	\$ 66,756	\$ 68,220	\$ 69,672	\$ 71,148	\$ 72,600	\$ 74,076	\$ 75,528	\$ 76,992	\$ 78,444	\$ 79,920	\$ 81,396	\$ 82,800	\$ 84,876

2016 SALARY SCHEDULE															
Senior Accountant *	42	\$ 32.02	\$ 32.73	\$ 33.45	\$ 34.17	\$ 34.89	\$ 35.61	\$ 36.32	\$ 37.04	\$ 37.76	\$ 38.48	\$ 39.20	\$ 39.91	\$ 40.60	\$ 41.63
		\$ 5,550	\$ 5,674	\$ 5,798	\$ 5,923	\$ 6,047	\$ 6,172	\$ 6,295	\$ 6,420	\$ 6,545	\$ 6,669	\$ 6,794	\$ 6,917	\$ 7,038	\$ 7,215
		\$ 66,600	\$ 68,088	\$ 69,576	\$ 71,076	\$ 72,564	\$ 74,064	\$ 75,540	\$ 77,040	\$ 78,540	\$ 80,028	\$ 81,528	\$ 83,004	\$ 84,456	\$ 86,580
Senior Planner *	43	\$ 32.66	\$ 33.39	\$ 34.11	\$ 34.85	\$ 35.58	\$ 36.32	\$ 37.04	\$ 37.78	\$ 38.51	\$ 39.24	\$ 39.98	\$ 40.72	\$ 41.42	\$ 42.45
		\$ 5,661	\$ 5,788	\$ 5,913	\$ 6,041	\$ 6,168	\$ 6,295	\$ 6,421	\$ 6,549	\$ 6,675	\$ 6,802	\$ 6,929	\$ 7,058	\$ 7,180	\$ 7,358
		\$ 67,932	\$ 69,456	\$ 70,956	\$ 72,492	\$ 74,016	\$ 75,540	\$ 77,052	\$ 78,588	\$ 80,100	\$ 81,624	\$ 83,148	\$ 84,696	\$ 86,160	\$ 88,296
NIS Senior Engineer *	43	\$ 32.66	\$ 33.39	\$ 34.11	\$ 34.85	\$ 35.58	\$ 36.32	\$ 37.04	\$ 37.78	\$ 38.51	\$ 39.24	\$ 39.98	\$ 40.72	\$ 41.42	\$ 42.45
		\$ 5,661	\$ 5,788	\$ 5,913	\$ 6,041	\$ 6,168	\$ 6,295	\$ 6,421	\$ 6,549	\$ 6,675	\$ 6,802	\$ 6,929	\$ 7,058	\$ 7,180	\$ 7,358
		\$ 67,932	\$ 69,456	\$ 70,956	\$ 72,492	\$ 74,016	\$ 75,540	\$ 77,052	\$ 78,588	\$ 80,100	\$ 81,624	\$ 83,148	\$ 84,696	\$ 86,160	\$ 88,296
Associate Civil Engineer I *	43	\$ 32.66	\$ 33.39	\$ 34.11	\$ 34.85	\$ 35.58	\$ 36.32	\$ 37.04	\$ 37.78	\$ 38.51	\$ 39.24	\$ 39.98	\$ 40.72	\$ 41.42	\$ 42.45
		\$ 5,661	\$ 5,788	\$ 5,913	\$ 6,041	\$ 6,168	\$ 6,295	\$ 6,421	\$ 6,549	\$ 6,675	\$ 6,802	\$ 6,929	\$ 7,058	\$ 7,180	\$ 7,358
		\$ 67,932	\$ 69,456	\$ 70,956	\$ 72,492	\$ 74,016	\$ 75,540	\$ 77,052	\$ 78,588	\$ 80,100	\$ 81,624	\$ 83,148	\$ 84,696	\$ 86,160	\$ 88,296
Economic Development Speciali	43	\$ 32.66	\$ 33.39	\$ 34.11	\$ 34.85	\$ 35.58	\$ 36.32	\$ 37.04	\$ 37.78	\$ 38.51	\$ 39.24	\$ 39.98	\$ 40.72	\$ 41.42	\$ 42.45
		\$ 5,661	\$ 5,788	\$ 5,913	\$ 6,041	\$ 6,168	\$ 6,295	\$ 6,421	\$ 6,549	\$ 6,675	\$ 6,802	\$ 6,929	\$ 7,058	\$ 7,180	\$ 7,358
		\$ 67,932	\$ 69,456	\$ 70,956	\$ 72,492	\$ 74,016	\$ 75,540	\$ 77,052	\$ 78,588	\$ 80,100	\$ 81,624	\$ 83,148	\$ 84,696	\$ 86,160	\$ 88,296
IS Supervisor *	45	\$ 33.99	\$ 34.73	\$ 35.50	\$ 36.27	\$ 37.02	\$ 37.79	\$ 38.54	\$ 39.31	\$ 40.07	\$ 40.82	\$ 41.59	\$ 42.36	\$ 43.10	\$ 44.16
		\$ 5,891	\$ 6,020	\$ 6,153	\$ 6,286	\$ 6,418	\$ 6,550	\$ 6,681	\$ 6,813	\$ 6,945	\$ 7,076	\$ 7,209	\$ 7,342	\$ 7,470	\$ 7,655
		\$ 70,692	\$ 72,240	\$ 73,836	\$ 75,432	\$ 76,992	\$ 78,600	\$ 80,172	\$ 81,756	\$ 83,340	\$ 84,912	\$ 86,508	\$ 88,104	\$ 89,640	\$ 91,860
Program Manager*	46	\$ 34.66	\$ 35.43	\$ 36.21	\$ 36.99	\$ 37.76	\$ 38.54	\$ 39.31	\$ 40.10	\$ 40.86	\$ 41.64	\$ 42.42	\$ 43.20	\$ 43.96	\$ 45.05
		\$ 6,008	\$ 6,142	\$ 6,276	\$ 6,411	\$ 6,545	\$ 6,681	\$ 6,814	\$ 6,950	\$ 7,083	\$ 7,218	\$ 7,353	\$ 7,488	\$ 7,619	\$ 7,809
		\$ 72,096	\$ 73,704	\$ 75,312	\$ 76,932	\$ 78,540	\$ 80,172	\$ 81,768	\$ 83,400	\$ 84,996	\$ 86,616	\$ 88,236	\$ 89,856	\$ 91,428	\$ 93,708
Associate Civil Engineer II *	49	\$ 36.77	\$ 37.60	\$ 38.43	\$ 39.25	\$ 40.07	\$ 40.89	\$ 41.73	\$ 42.55	\$ 43.37	\$ 44.20	\$ 45.02	\$ 45.84	\$ 46.65	\$ 47.81
		\$ 6,374	\$ 6,517	\$ 6,661	\$ 6,803	\$ 6,946	\$ 7,088	\$ 7,233	\$ 7,375	\$ 7,518	\$ 7,661	\$ 7,803	\$ 7,946	\$ 8,086	\$ 8,287
		\$ 76,488	\$ 78,204	\$ 79,932	\$ 81,636	\$ 83,352	\$ 85,056	\$ 86,796	\$ 88,500	\$ 90,216	\$ 91,932	\$ 93,636	\$ 95,352	\$ 97,032	\$ 99,444

APPENDIX B

Department Clothing

Reimbursement

Community Development: Building Inspectors & Code Enforcement

1	Coveralls	Annually	
1	Field Jacket	Every 3 Years	Embroidered with City logo
1	Raingear	Every 3 Years	
1	Gloves, Hearing protection		Provided by City as needed based on wear and tear
1	Eye protection, safety vest		Provided by City as needed based on wear and tear
1	Hard hat, mud boots		Provided by City as needed based on wear and tear

Parks Maintenance

1	Thermal Overalls		Every 5 years
1	Field Jacket		Provided by City as needed based on wear and tear
1	Raingear	Every 3 years	Or as needed based on wear and tear
0	Coveralls		Shared Property, variety of sizes available
5	Pants	Annually	
5	T-shirts	Annually	Silk Screened with City logo
5	Sweatshirts	Annually	Embroidered with City logo
1	Ball cap	Annually	Embroidered with City logo
1	Gloves, Hearing protection		Provided by City as needed based on wear and tear
1	Eye protection, safety vest		Provided by City as needed based on wear and tear
1	Hard hat, mud boots		Provided by City as needed based on wear and tear

Public Works: Inspectors & Engineering Technicians I, II

1	Field Jacket	<u>ANSI approved</u>	Every 3 Years	Embroidered with City logo
1	Raingear	<u>ANSI approved</u>	Every 3 Years	
1	Gloves, Hearing protection			Provided by City as needed based on wear and tear
1	Eye protection, safety vest			Provided by City as needed based on wear and tear
1	Hard hat, mud boots			Provided by City as needed based on wear and tear

Public Works: Operations & Maintenance I, II, III

1	Field Jacket	<u>ANSI approved</u>		Provided by City as needed based on wear and tear
1	Raingear	<u>ANSI approved</u>	Bottoms only	Provided by City as needed based on wear and tear

2	Sweatshirts	<u>ANSI approved</u>	Annually	Embroidered with City logo & Division Name
5	Shirts	<u>ANSI approved</u>	Annually	Embroidered with City logo & Division Name
1	Ball Cap		Annually	Embroidered with City logo & Division Name
1	Gloves, Hearing protection			Provided by City as needed based on wear and tear
1	Eye protection, safety vest			Provided by City as needed based on wear and tear
1	Hard hat, mud boots			Provided by City as needed based on wear and tear

Public Works: Facilities Maintenance

Maintenance Workers only, not custodial

1	Work Jacket		Every 3 Years	Embroidered with City logo
1	Raingear		Every 3 Years	

Maintenance & Custodial Workers

5	Shirts		Annually	Embroidered with City logo
1	Gloves, Hearing protection			Provided by City as needed based on wear and tear
1	Eye protection, safety vest			Provided by City as needed based on wear and tear

Note: Not allowed to wear any city identified clothing during off hours.

Jackets are to be Hi-Vis Class III

Raingear is to be bottoms only, worn with waterproof jacket already identified.

Police Administration: Animal Control

1	Field Jacket			Embroidered with City logo
2	Jumpsuit			Embroidered with logo & Employee's name
2	Mock turtle neck			Provided by City, replaced as needed
1	Duty belt/suspenders			Provided by City, replaced as needed
1	Bullet Proof Vest			Replaced per manufacturer's instructions
1	Hat			Provided by City, replaced as needed
1	Kevlar duty gloves			Provided by City, replaced as needed

Personal footwear, if damaged on the job through no fault of the employee, shall be replaced.

Police Administration: Evidence Custodian/Evidence Technician

4	Long or short sleeve polo shirts			Embroidered with City logo
	(Any combo of long or short not to exceed 4)			Provided by City, replaced as needed

2	Cargo style pants	Provided by City, replaced as needed
1	Mock turtleneck	Provided by City, replaced as needed
1	Military style belt	Provided by City, replaced as needed
1	Rainproof winter style jacket	Provided by City, replaced as needed*

*Embroidered with City logo

Municipal Court: Compliance Officer

		Annually	
2	Jumpsuit	Annually	Embroidered with logo & Employee's name
1	Duty Belt		Provided by City, replace as needed
1	Kevlar duty gloves		Provided by City, replace as needed
1	Bullet Proof Vest		Replace per manufacturer's instructions
1	Ball Cap	Annually	Embroidered with City logo
1	Baton, 21" Telescopic and Holder		Provided by City, replace as needed
1	Flashlight, Streamlight SL20X or equivalent		Provided by City, replace as needed
1	Double Handcuff Case, or 2 single cases		Provided by City, replace as needed
1	Handcuff with Key Hinged		Provided by City, replace as needed
1	Handcuff with Key Chain		Provided by City, replace as needed
1	Holder, Capstun		Provided by City, replace as needed
1	Holster, Level III Glock		Provided by City, replace as needed
1	Pouch, Magazine Vertical/Horizontal		Provided by City, replace as needed
1	Tactical Handcuff Key, Large		Provided by City, replace as needed

Boot Allowance: Listed Classifications

The following classifications shall be awarded a steel toe boot allowance of \$100 every year:

Court Compliance Officer, Coded Enforcement, PW Inspectors, Engineering Technicians, and Maintenance Workers (Facilities).

The following classifications shall be awarded a steel toe boot allowance of \$200 every year:

Building Inspectors, Maintenance Workers (Parks, Streets, and Streets Landscape).

Note: Any specific issues/concerns will be addressed through the Labor/Management Team.

APPENDIX C

As referenced in Step 1 of Article 19.2.

For purposes of grievances, employees designated supervisors are listed below.

Employee Position	Department	Designated Supervisor
Office Assistant	Municipal Court	Court Administrator
Court Specialist I	Municipal Court	Court Administrator
Court Specialist II	Municipal Court	Court Administrator
Senior Court Specialist	Municipal Court	Court Administrator
Court Compliance Officer	Municipal Court	Court Administrator
Work Crew Supervisor	Municipal Court	Court Administrator
Probation Officer	Municipal Court	Court Administrator
Accounting Technician I	Finance & Administrative Services	ACM-Administrative Services
Accounting Technician II	Finance & Administrative Services	ACM-Administrative Services
Accounting Technician III	Finance & Administrative Services	ACM-Administrative Services
Senior Accountant	Finance & Administrative Services	ACM-Administrative Services
Finance Analyst	Finance & Administrative Services	ACM-Administrative Services
GIS/IT Specialist I	Finance & Administrative Services	ACM-Administrative Services
GIS Specialist II	Finance & Administrative Services	ACM-Administrative Services
IT Engineer	Finance & Administrative Services	ACM-Administrative Services
IT Senior Engineer	Finance & Administrative Services	ACM-Administrative Services
Network Administrator	Finance & Administrative Services	ACM-Administrative Services
Office Assistant	Legal/City Clerk	City Attorney
Senior Office Assistant	Legal/City Clerk	City Attorney
Legal Support Specialist	Legal/City Clerk	City Attorney
Administrative Assistant	Legal/City Clerk	City Attorney
Paralegal	Legal/City Clerk	City Attorney
Administrative Assistant	Economic Development	ACM-Development
Economic Development Specialist	Economic Development	ACM-Development
Office Assistant	Community Development	ACM-Development
Administrative Assistant	Community Development	ACM-Development
Permit Technician	Community Development	ACM-Development

Assistant Planner	Community Development	ACM-Development
Associate Planner	Community Development	ACM-Development
Senior Planner	Community Development	ACM-Development
Combination Bldg. Inspector	Community Development	ACM-Development
Plans Examiner	Community Development	ACM-Development
Code Enforcement Officer	Community Development	ACM-Development
Housing Specialist	Community Development	ACM-Development
Housing Repair Coordinator	Community Development	ACM-Development
Program Coordinator	Community Development	ACM-Development
Program Manager	Community Development	ACM-Development
Office Assistant	Parks/Recreation & Comm. Svs.	Parks/Rec/Comm Svs Director
Administrative Assistant	Parks/Recreation & Comm. Svs.	Parks/Rec/Comm Svs Director
Human Services Coordinator	Parks/Recreation & Comm. Svs.	Parks/Rec/Comm Svs Director
Recreation Leader	Parks/Recreation & Comm. Svs.	Parks/Rec/Comm Svs Director
Recreation Coordinator	Parks/Recreation & Comm. Svs.	Parks/Rec/Comm Svs Director
Maintenance Assistant	Parks/Recreation & Comm. Svs.	Parks/Rec/Comm Svs Director
Maintenance Worker I	Parks/Recreation & Comm. Svs.	Parks/Rec/Comm Svs Director
Maintenance Worker II	Parks/Recreation & Comm. Svs.	Parks/Rec/Comm Svs Director
Maintenance Worker III	Parks/Recreation & Comm. Svs.	Parks/Rec/Comm Svs Director
Senior Office Assistant	Public Works	Public Works Director
Administrative Assistant	Public Works	Public Works Director
Senior Accountant	Public Works	Public Works Director
Lead Custodial Worker	Public Works	Public Works Director
Facilities Maintenance Technician	Public Works	Public Works Director
Maintenance Worker I	Public Works	Public Works Director
Maintenance Worker II	Public Works	Public Works Director
Maintenance Worker III	Public Works	Public Works Director
Engineering Technician I	Public Works	Public Works Director
Engineering Technician II	Public Works	Public Works Director
Compliance Inspector	Public Works	Public Works Director
Construction Inspector	Public Works	Public Works Director
Traffic Signal Technician II	Public Works	Public Works Director
Assistant Civil Engineer	Public Works	Public Works Director
Associate Civil Engineer I	Public Works	Public Works Director
Associate Civil Engineer II	Public Works	Public Works Director

Office Assistant	Police	Police Chief
Senior Office Assistant	Police	Police Chief
Administrative Assistant	Police	Police Chief
Evidence Custodian	Police	Police Chief
Evidence Technician	Police	Police Chief
Evidence Supervisor	Police	Police Chief
Crime Analyst	Police	Police Chief
Fleet Maintenance Coordinator.	Police	Police Chief
Animal Control Officer	Police	Police Chief
Senior Animal Control Officer	Police	Police Chief
Fiscal & Grants Specialist	Police	Police Chief

APPENDIX D

DEFINED CLASS SERIES

Classes are listed in descending order within each class series, with the class requiring the greatest level of skills, knowledge, and experience listed first.

Senior Accountant	Maintenance Worker III (Streets)
Finance Analyst	Maintenance Worker II (Streets)
	Maintenance Worker I (Streets)
Accounting Technician III	
Accounting Technician II	Paralegal
Accounting Technician I	
	Legal Support Specialist
Senior Animal Control Officer	
Animal Control Officer	Senior Planner
	Associate Planner
Associate Civil Engineer II	Assistant Planner
Associate Civil Engineer I	
Assistant Civil Engineer	Traffic Signal Technician II
Engineering Technician II	Traffic Signal Technician I
Engineering Technician I	
	Administrative Assistant
Senior Court Specialist	Senior Office Assistant
Court Specialist II	Office Assistant
Court Specialist I	
Evidence Custodian Supervisor	
Evidence Technician	
Evidence Custodian	
GIS Coordinator	
GIS Specialist II	
GIS Specialist I	
Network Administrator	
IT Senior Engineer	
IT Engineer	
IT Specialist I	
Maintenance Worker III (Parks)	
Maintenance Worker II (Parks)	
Maintenance Worker I (Parks)	
Maintenance Assistant (Parks)	

APPENDIX E



MANAGEMENT LEAVE REQUEST FORM

Employee: _____ Department: _____

Employee Number: _____

Current Management Days Awarded: _____

Additional Management Days Requested: _____ (Maximum of 5 per year)

Justification: _____

---Supervisor Completes Section Below---

Supervisor's Comments: _____

Approve: Deny: Supervisor's Signature: _____

Approve: Deny: Department Director's Signature: _____

Approve: Deny: City Manager's Signature: _____

Forward to Human Resources for processing.

**AFSCME Collective Bargaining Agreement
CBA Cost 6/10/2014**

Item	Incremental							Totals
	Costs	2013 Impact	2014 Impact	2015 Impact	2016 Impact	2017 Impact	2018 Impact	
COLA								
2013 - 0		\$ -						\$ -
2014 - 3%	\$ 216,000		\$ 216,000					\$ 216,000
2015 - 3%	\$ 222,480			\$ 222,480				\$ 222,480
2016 - 3%	\$ 229,154				\$ 229,154			\$ 229,154
2017 n/a						\$ 229,154		\$ 229,154
2018 n/a							\$ 229,154	\$ 229,154
							<i>Sub-Total</i>	\$ 1,125,942
Health Insurance 90/10 Cost Share	Status Quo							
City Paid HSA Premium Rate	(53,570)				(53,570)	(53,570)	(53,570)	(160,710)
L&I Premium Share								
2013 100% City	\$ 33,215	\$ 33,215						\$ 33,215
2014 Jan - June 100% City	\$ 16,608		\$ 16,608					\$ 16,608
2014 July City & Emp Share	\$ (16,608)		\$ (16,608)					\$ (16,608)
2015 City & Emp Share	\$ (33,215)			\$ (33,215)				\$ (33,215)
2016 City & Emp. Share	\$ (33,215)				\$ (33,215)			\$ (33,215)
2017 City & Emp. Share	\$ (33,215)					\$ (33,215)		\$ (33,215)
2018 City & Emp. Share	\$ (33,215)						\$ (33,215)	\$ (33,215)
Foreign Language Pay +1%	\$ 251		\$ 256	\$ 263	\$ 263	\$ 263	\$ 263	\$ 1,308
Shift Differential Increase 10 cents	\$ 208		\$ 213	\$ 219	\$ 219	\$ 219	\$ 219	\$ 1,088
KOS (injuries time loss)								
\$20 hr x 8 hours x 20 days	\$ 3,200	0						
x 3 employees a year	\$ 9,600		\$ 9,600	\$ 9,888	\$ 10,185	\$ 10,490	\$ 10,805	\$ 50,968
Impact of CBA		\$ 33,215	\$ 226,069	\$ 199,635	\$ 153,036	\$ 153,341	\$ 153,656	\$ 918,951

PERSONNEL POLICY AND PROCEDURE

SECTION: BENEFITS			SUBJECT: HEALTH SAVINGS ACCOUNTS INDEX NO: 800-16		
Effective Date: 1/1/10	Supersedes: n/a	Page No: 1 Of: 4	Prepared By: Mary Pandrea	HR Director Approval:	City Manager Approval:

1.0 PURPOSE:

To establish a policy creating a Health Savings Account employee benefit.

2.0 ORGANIZATIONS AFFECTED:

All departments/divisions. Represented employees may have modifications of the benefits described in this policy based on their specific collective bargaining agreement.

3.0 REFERENCES:

Personnel Policies Chapter 800
Collective Bargaining Agreements
IRS Tax Code

4.0 POLICY:

Eligible City employees may choose as their medical insurance benefit a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). Due to regulations published by the Internal Revenue Service (IRS) some employees may not be eligible to choose this option for medical insurance benefits.

4.1 Premiums

For employees who choose this option, the City and the employee will share the premium of the HDHP with the City paying 90% and the Employee paying 10%. For part-time employees who qualify for medical insurance, the City and employee will share the cost of the premium in the same ratio as any other medical insurance plan. The employee portion of the premium will be paid via payroll deduction on a monthly basis.

4.2 Health Savings Account

Employees choosing this benefit will have a HSA established at a third party banking institution based on the administrative choice of the City. The account will be established and maintained as the property of the employee. The HSA will comply with all aspects of the IRS Code governing HSAs, as it existed on January 1, 2009 and how it may be amended by the IRS in the future.

4.2.1 City Contributions to HSA

On a monthly basis, to coincide with the payment of the medical insurance premium, the City will contribute a set amount to the employee's HSA. The

amount for each employee will be 1/12 (one-twelfth) of the annual amount authorized by the City Council for the number and type of dependents covered by the employee’s medical insurance choice.

The City’s contribution amount to the HSA for part-time employees will be pro-rated in the same fashion as medical insurance premiums.

4.2.2 Amounts of City Contribution to HSA

The amount of the City’s contribution to an employee’s HS A is subject to authorization of the City Council. The City Council may from time to time make adjustments to the City’s contribution amounts.

The following contribution amounts are effective January 1, 2010.

Category	Annual Contribution
Employee Only	\$3,000.00
Employee and Spouse	\$4,000.00
Employee, Spouse and 1 Child	\$5,000.00
Employee, Spouse and 2 or More Children	\$6,000.00
Employee and 1 Child	\$4,000.00
Employee and 2 or More Children	\$5,000.00

4.2.3 City Contributions for Newly Hired Employees

The City will calculate its contributions to HSAs for employees who begin service with the City from the first day of the pay period in which the employee begins service. This calculation is not an obligation for the City to calculate other benefits on a similar basis.

4.2.4 Employee Contributions to HSA

Subject to IRS rules, an employee may choose to contribute additional amounts to their HSA. The employee shall make such additional contributions via payroll deduction at the same time as the City’s contribution to the employee’s H SA.

4.2.5 Accelerated Contribution for Incurred Medical Expenses

For any calendar year, the City may accelerate part or all of its H SA contributions for the entire year to employees who have lawfully spent their HSA to a zero balance. An employee must request this acceleration according to section 6.

Any employee who receives accelerated contributions to their HS A and leaves City employment within the year in which they receive the accelerated contributions will be required to pay back all or a portion of their accelerated contribution.

5.0 DEFINITIONS:

Health Savings Account: a tax advantaged medical savings account available to employees enrolled in a High Deductible Health Plan. Funds may be used to pay for qualified medical expenses.

6.0 PROCEDURES:

Accelerated Health Savings Contribution Requests

1. An employee who wishes the City to accelerate all or part of their HS A contributions for the year must have lawfully spent their HSA to a zero balance and shall provide evidence of their Health Savings Account zero balance.

The employee will accurately fill out and sign a HSA Accelerated Contribution Request and submit it to the Human Resources Department. The Human Resources Director or designee shall authorize the request.

Accelerated contributions will be authorized in multiples of the employee's monthly contribution rate, up to the remaining number of contributions for the calendar year. The Human Resources Director shall determine the number of contributions to accelerate. The City will contribute the authorized amount to the employee's HSA at the next regular payroll.



Health Savings Account Accelerated Contribution Request

I request that the City accelerate remaining contributions to my HSA as follows:

Specify the number of monthly contributions you want advanced.
Contributions are made on the 5th of the month.

I have attached documentation of the zero balance in my HSA.

Employee's Name **Printed**

Employee Signature

Date

HR Approval

Date



TO: John J. Caulfield, City Manager

FROM: David Bugher, Assistant City Manager/Community Development Director

DATE: June 4, 2014

SUBJECT: Follow-up on Fir Acres Multifamily Tax Credit Proposal

On June 6, 2014, the City Council reviewed a proposal to establish a Tax Incentive Urban Use Center and Residential Target Area (RTA) in the Springbrook Neighborhood for the redevelopment of the Fir Acres Mobile Home Park. The redevelopment would replace a closed mobile home park with a 208-unit multifamily development project on 5.08 Acres. The subject property is located at 12623 Bridgeport Way in the MF3 zoning district.

Upon conclusion of the Council's discussion, staff was directed to return on June 16, 2014 with additional information on: 1) RTA boundary options; 2) Project design requirements - what do other municipalities require for multifamily tax credit projects; and 3) a detailed fiscal analysis.

RTA Boundary Options

At the last Council meeting, Councilmembers were considering shrinking the size of the RTA into a tighter, confined area. The options presented in this memorandum follow-up on this approach.

Option 1 limits the size of the proposed RTA to 5.08 acres on one parcel. Under this option, the proposed RTA is confined to the Fir Acres development project.

Option 2 limits the size of the proposed RTA to 9.54 acres on three parcels. Under this option, the RTA is confined to either closed and/or existing mobile home parks.

Option 3 limits the size of the proposed RTA to 15.17 acres on 11 parcels. This option includes the proposed Fir Acres development, and the two existing mobile home parks located on San Francisco Avenue SW. Eight other properties are added under this option, all of which are located immediately to the north of the proposed Fir Acres development project.

Option 4 adds to Option 3. It extends the RTA boundary along Bridgeport Way towards the JBLM entrance. Total land area under this proposal is 26.89 acres on 28 parcels. However, many of the parcels are small; all of them have existing structures. It may prove difficult to assemble properties to support major redevelopment.

Project Design Requirements

The City's current regulations in establishing a multifamily tax credit program allow the City Council to consider other factors such as building requirements that may include elements addressing parking, height, density, environmental impact, public benefit features, compatibility with the surrounding properties, and other amenities that will attract and keep permanent residents as well as properly enhancing the livability. A question came up amongst Councilmembers as to whether or not other cities impose a similar requirement, and if so, what would it look like?

Community development staff examined reports from the State Department of Commerce on the implementation of the multifamily tax credit program statewide. From there, five cities were randomly selected for a review of conditional certificates and/or approved agreements. The cities were Everett, Renton, Spokane, and Shoreline. Staff did not find any special or enhanced development standards. Every city had a similar requirement that a project must be designed to comply with the City's comprehensive plan, building, housing, and zoning codes, and any other applicable regulations in effect at the time the application is approved. New construction must also comply with the Uniform Building Code.

Staff also examined a 2005 Tacoma report that reviewed their multifamily tax exemption program with Seattle, Everett, Auburn, and Vancouver. The report did not indicate that any of these cities had incorporated special design standards into project development. Tacoma does require that the program be limited to mixed use centers only minus the UWT campus. Excepting for the mixed use center requirement, Tacoma's and Lakewood's RTA standards (Tacoma, see 13.17.020, and Lakewood, see 3.64.020) are exactly the same since Lakewood's program was modeled after Tacoma's.

Fiscal Analysis

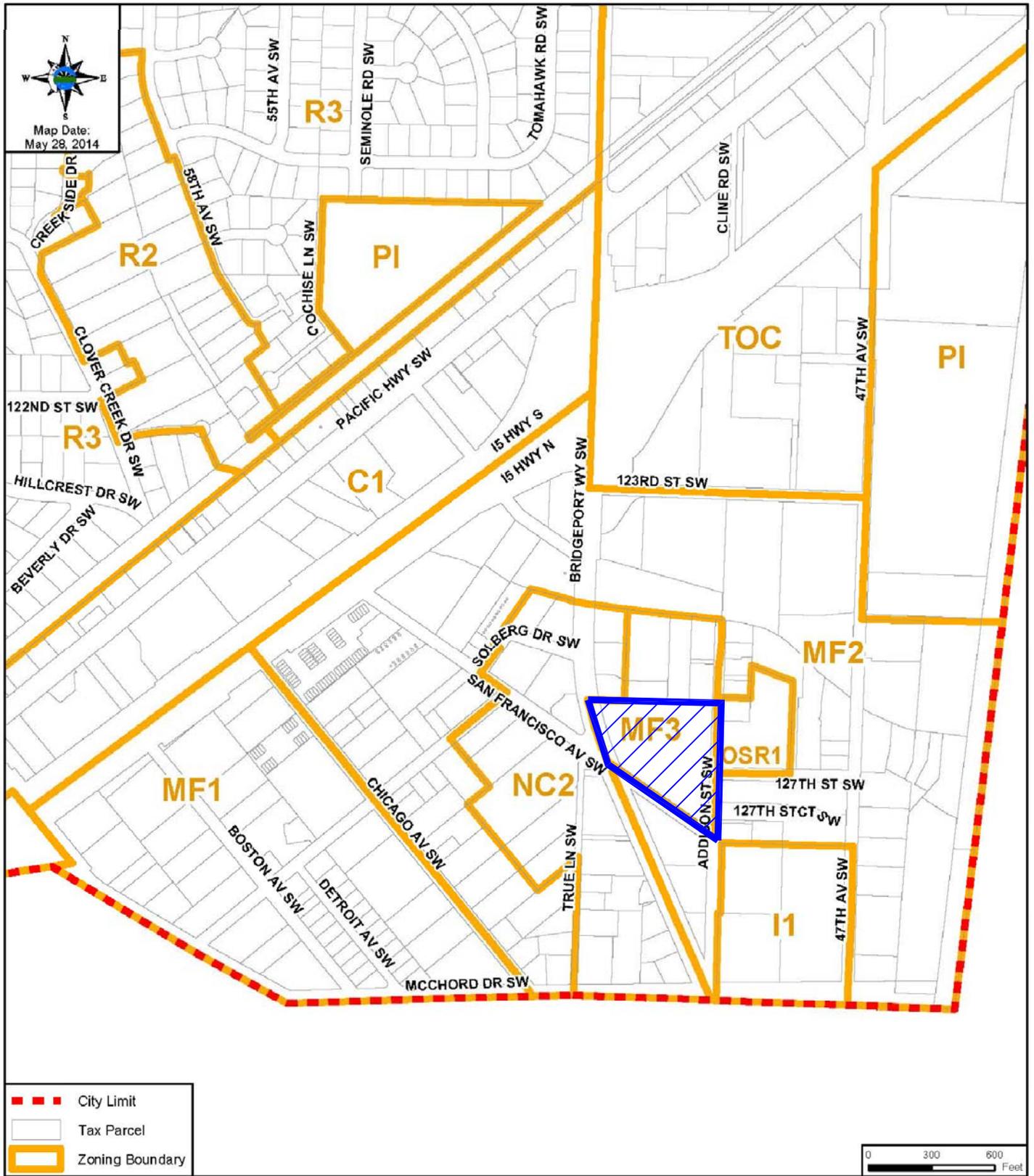
A detailed spreadsheet is attached which models the tax incentive program for the Fir Acres development proposal beginning in 2015 and ending in 2023. The spreadsheet is based on the existing 2014 tax rates. It also includes a cumulative 1% increase in property tax per year. Table 1 shows the taxes and fees based on existing conditions. Table 2 shows proposed taxes and fees for new development without a tax incentive. Table 3 shows proposed taxes and fees for new development with a tax incentive.

Table 4 provides summary information on all property taxes, surface water management, weed control, city permit fees, and city utility taxes.

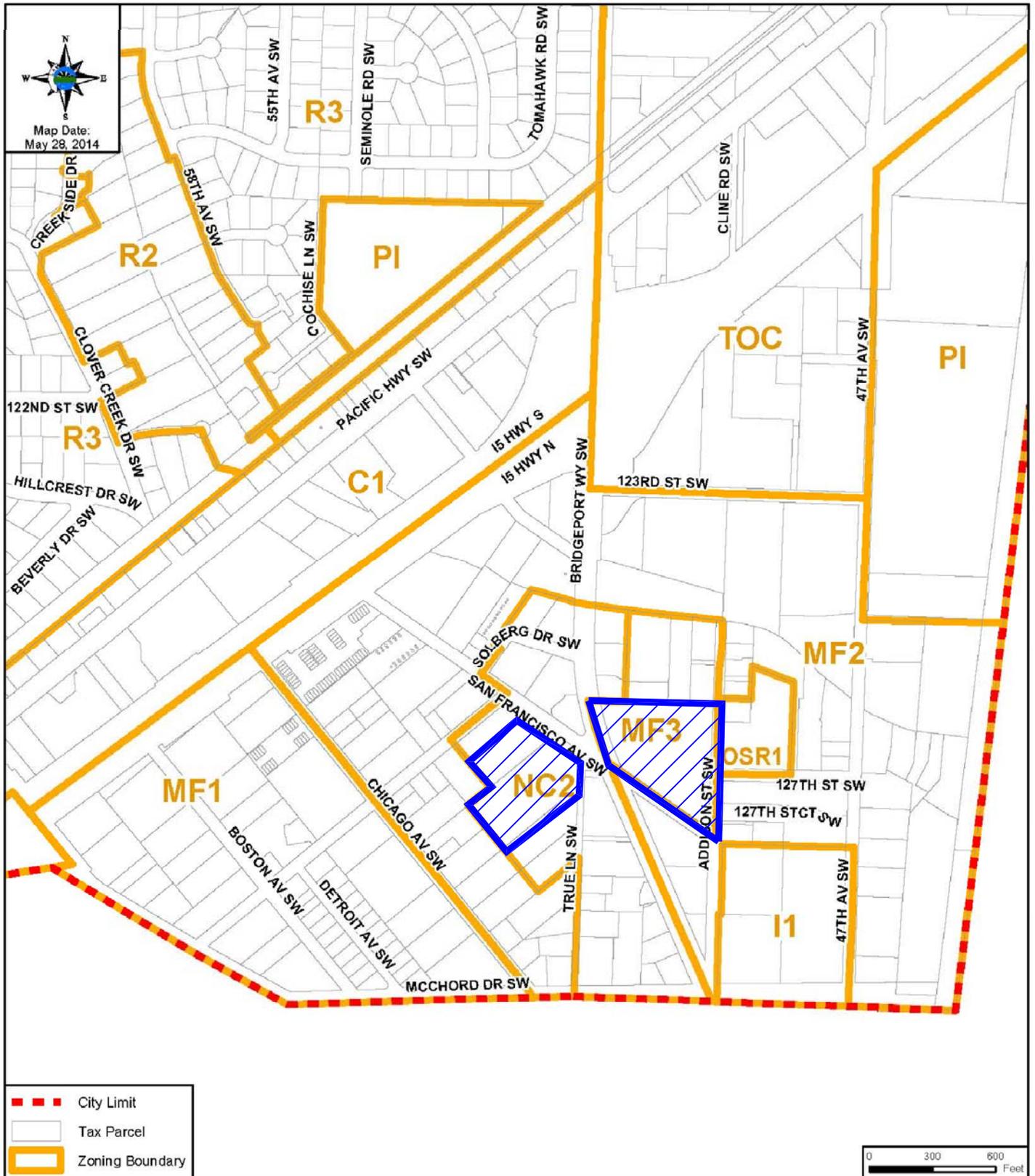
Table 5 specifically lists Lakewood taxes and fees based on existing conditions, without a tax credit, and with a tax credit. Staff would point out that the purpose of this proposed tax credit is in part to encourage redevelopment of a blighted property and neighborhood. Without the tax credit, development may be unlikely, in which case the City's tax and fee collections remain nominal. Even with the tax credit, while there is a property tax credit or exemption for a period of eight years, the amount of taxes and fees collected is far better than the current taxing status.

Attachments:

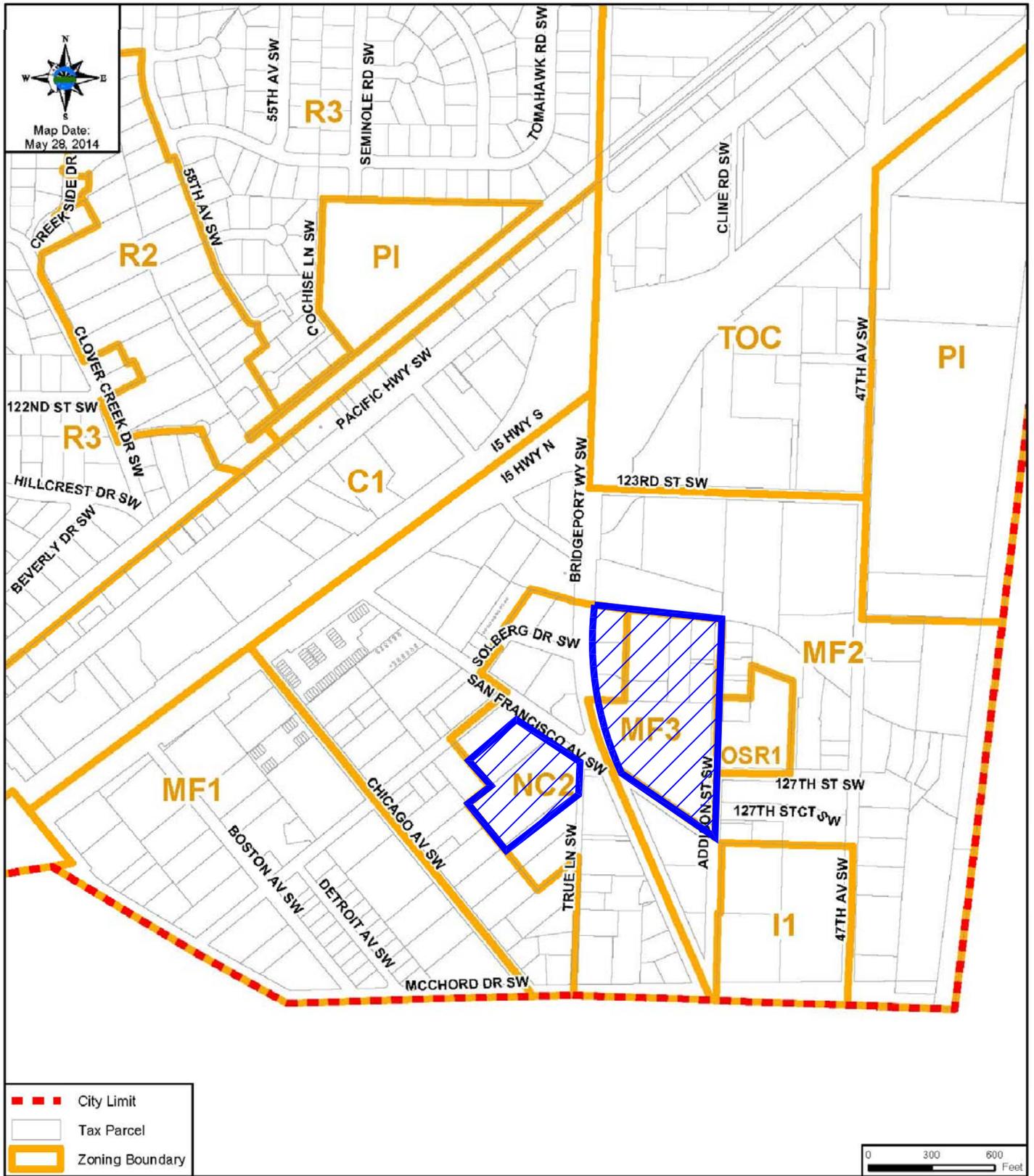
- Option 1 - Project site only
- Option 2 - Mobile home park sites
- Option 3 - Inclusion of lands to the north of project site
- Option 4 - Inclusion of lands to the north & south of project site
- Table 1 - Taxes and fees based on existing conditions
- Table 2 - Proposed taxes and fees for new development without a tax incentive
- Table 3 - Proposed taxes and fees for new development with a tax incentive.
- Table 4 - Summary information on all taxes and fees
- Table 5 - Lakewood taxes and fees based on existing conditions, without a tax credit, and with a tax credit



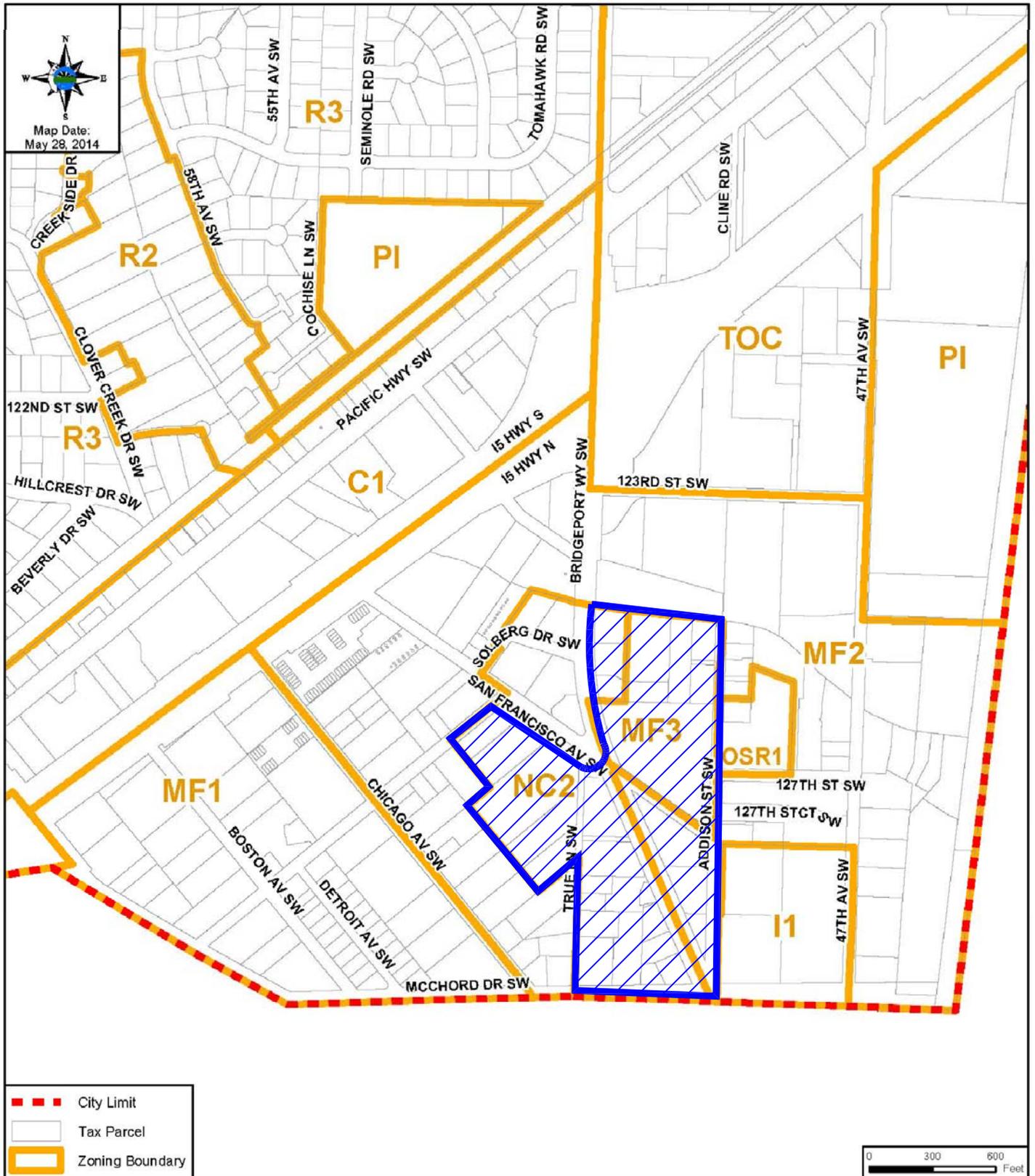
OPTION 1



OPTION 2



OPTION 3



OPTION 4

General Property Information

Owner: Fir Acres Investment Co. LLC
 APN: 0219123009
 Address: 12623 Bridgeport Way
 Dwelling Units: 208
 Acres/Square Feet: 5.08/221,285

TABLE 1

Tax Assessment Based on Existing Conditions

	2015		2016		2017		2018		2019		2020		2021		2022		2023			
2013 Assessed Land Value:	\$775,900	\$775,900	\$783,659	\$791,496	\$799,411	\$807,405	\$815,479	\$823,634	\$831,870	\$840,189	\$848,508	\$856,827	\$865,146	\$873,465	\$881,784	\$890,103	\$898,422	\$906,741		
2013 Assessed Imp Value:	\$1,000	\$1,000	\$1,010	\$1,020.10	\$1,030	\$1,040	\$1,050	\$1,060	\$1,070	\$1,080	\$1,090	\$1,100	\$1,110	\$1,120	\$1,130	\$1,140	\$1,150	\$1,160		
Tax Rate																				
Taxing District	Land	Imp	Land	Imp	Land	Imp	Land	Imp	Land	Imp	Land	Imp	Land	Imp	Land	Imp	Land	Imp		
Conservation Futures	0.056314	\$ 43.69	\$ 0.06	\$ 44.13	\$ 0.06	\$ 44.57	\$ 0.06	\$ 45.02	\$ 0.06	\$ 45.47	\$ 0.06	\$ 45.92	\$ 0.06	\$ 46.38	\$ 0.06	\$ 46.85	\$ 0.06	\$ 47.31	\$ 0.06	
Flood Control Zone	0.101258	\$ 78.57	\$ 0.10	\$ 79.35	\$ 0.10	\$ 80.15	\$ 0.10	\$ 80.95	\$ 0.10	\$ 81.76	\$ 0.11	\$ 82.57	\$ 0.11	\$ 83.40	\$ 0.11	\$ 84.24	\$ 0.11	\$ 85.08	\$ 0.11	
Port of Tacoma	0.183315	\$ 142.23	\$ 0.18	\$ 143.66	\$ 0.19	\$ 145.09	\$ 0.19	\$ 146.54	\$ 0.19	\$ 148.01	\$ 0.19	\$ 149.49	\$ 0.19	\$ 150.98	\$ 0.19	\$ 152.51	\$ 0.20	\$ 154.02	\$ 0.20	
Fire District - EMS	0.5	\$ 387.95	\$ 0.50	\$ 391.83	\$ 0.51	\$ 395.75	\$ 0.51	\$ 399.71	\$ 0.52	\$ 403.70	\$ 0.52	\$ 407.74	\$ 0.53	\$ 411.82	\$ 0.53	\$ 415.99	\$ 0.54	\$ 420.10	\$ 0.54	
Pierce County Library	0.5	\$ 387.95	\$ 0.50	\$ 391.83	\$ 0.51	\$ 395.75	\$ 0.51	\$ 399.71	\$ 0.52	\$ 403.70	\$ 0.52	\$ 407.74	\$ 0.53	\$ 411.82	\$ 0.53	\$ 415.99	\$ 0.54	\$ 420.10	\$ 0.54	
City of Lakewood	1.43123	\$ 1,110.49	\$ 1.43	\$ 1,121.60	\$ 1.45	\$ 1,132.81	\$ 1.46	\$ 1,144.14	\$ 1.47	\$ 1,155.58	\$ 1.49	\$ 1,167.14	\$ 1.50	\$ 1,178.80	\$ 1.52	\$ 1,190.74	\$ 1.53	\$ 1,202.51	\$ 1.55	
Fire District - Expenses	1.5	\$ 1,163.85	\$ 1.50	\$ 1,175.49	\$ 1.52	\$ 1,187.24	\$ 1.53	\$ 1,199.12	\$ 1.55	\$ 1,211.10	\$ 1.56	\$ 1,223.22	\$ 1.58	\$ 1,235.45	\$ 1.59	\$ 1,247.96	\$ 1.61	\$ 1,260.29	\$ 1.62	
Pierce County	1.504629	\$ 1,163.85	\$ 1.50	\$ 1,175.49	\$ 1.52	\$ 1,187.24	\$ 1.53	\$ 1,199.12	\$ 1.55	\$ 1,211.10	\$ 1.56	\$ 1,223.22	\$ 1.58	\$ 1,235.45	\$ 1.59	\$ 1,247.96	\$ 1.61	\$ 1,260.29	\$ 1.62	
State	2.527098	\$ 1,960.78	\$ 2.53	\$ 1,980.38	\$ 2.55	\$ 2,000.19	\$ 2.58	\$ 2,020.19	\$ 2.60	\$ 2,040.38	\$ 2.63	\$ 2,060.80	\$ 2.65	\$ 2,081.39	\$ 2.68	\$ 2,102.47	\$ 2.70	\$ 2,123.24	\$ 2.73	
Lakewood Water District	0	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Fire District - Bond 2	0.245256	\$ 190.29	\$ 0.25	\$ 192.20	\$ 0.25	\$ 194.12	\$ 0.25	\$ 196.06	\$ 0.25	\$ 198.02	\$ 0.26	\$ 200.00	\$ 0.26	\$ 202.00	\$ 0.26	\$ 204.05	\$ 0.26	\$ 206.06	\$ 0.27	
Fire District - M&O	1.519678	\$ 1,179.12	\$ 1.52	\$ 1,190.91	\$ 1.53	\$ 1,202.82	\$ 1.55	\$ 1,214.85	\$ 1.57	\$ 1,226.99	\$ 1.58	\$ 1,239.27	\$ 1.60	\$ 1,251.65	\$ 1.61	\$ 1,264.33	\$ 1.63	\$ 1,276.82	\$ 1.64	
CPSD - Bond 400	1.320017	\$ 1,024.20	\$ 1.32	\$ 1,034.44	\$ 1.33	\$ 1,044.79	\$ 1.35	\$ 1,055.23	\$ 1.36	\$ 1,065.78	\$ 1.37	\$ 1,076.45	\$ 1.39	\$ 1,087.21	\$ 1.40	\$ 1,098.21	\$ 1.41	\$ 1,109.07	\$ 1.43	
CPSD - M&O	4.655119	\$ 3,611.91	\$ 4.66	\$ 3,648.03	\$ 4.70	\$ 3,684.51	\$ 4.75	\$ 3,721.35	\$ 4.79	\$ 3,758.54	\$ 4.84	\$ 3,796.16	\$ 4.89	\$ 3,834.10	\$ 4.93	\$ 3,872.92	\$ 4.98	\$ 3,911.18	\$ 5.04	
Land & Imp Totals Separated	\$ 12,448.47	\$ 16.04	\$ 12,573.0	\$ 16.20	\$ 12,698.69	\$ 16.37	\$ 12,825.67	\$ 16.53	\$ 12,953.86	\$ 16.69	\$ 13,083.49	\$ 16.85	\$ 13,214.25	\$ 17.01	\$ 13,348.06	\$ 17.17	\$ 13,479.94	\$ 17.36	\$ 13,611.88	\$ 17.54
Total - All Property Taxes		\$12,464.52		\$ 12,589.16		\$ 12,715.06		\$ 12,842.19		\$ 12,970.54		\$ 13,100.34		\$ 13,231.26		\$ 13,365.22		\$ 13,499.30		
Fees & Other Taxes																				
Surface Water Management		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		
Weed Control		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		
Permit Fees		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		
Utility Taxes (HH Annual)		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		
- Gas & electricity (\$90)		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		
- Solid waste (\$25)		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		
- Internet/land line (\$71)		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		
- Cell phone (\$108)		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		
Total - All Taxes & Fees		\$17,383.67		\$ 17,508.31		\$ 17,634.21		\$ 17,761.34		\$ 17,889.69		\$ 18,019.49		\$ 18,150.41		\$ 18,284.37		\$ 18,416.45		

TABLE 2

Tax Assessment Based on New Development - No Tax Incentive

	2015		2016		2017		2018		2019		2020		2021		2022		2023		
2013 Assessed Land Value:	\$4,000,000	\$4,000,000	\$4,040,000	\$4,080,400	\$4,121,204	\$4,162,416	\$4,204,040	\$4,246,081	\$4,288,541	\$4,331,427	\$4,374,737	\$4,418,472	\$4,462,643	\$4,507,260	\$4,552,323	\$4,597,834	\$4,643,793	\$4,690,101	
2013 Assessed Imp Value:	\$23,000,000	\$23,000,000	\$23,230,000	\$23,462,300	\$23,696,923	\$23,933,892	\$24,173,231	\$24,414,963	\$24,659,113	\$24,905,704	\$25,153,745	\$25,403,246	\$25,654,307	\$25,906,928	\$26,161,109	\$26,416,850	\$26,674,151	\$26,933,012	
Tax Rate																			
Taxing District	Land	Imp	Land	Imp	Land	Imp	Land	Imp	Land	Imp	Land	Imp	Land	Imp	Land	Imp	Land	Imp	
Conservation Futures	0.056314	\$ 225.26	\$ 1,295.22	\$ 227.51	\$ 1,308.17	\$ 229.78	\$ 1,321.26	\$ 232.08	\$ 1,334.47	\$ 234.40	\$ 1,347.81	\$ 236.75	\$ 1,361.29	\$ 239.11	\$ 1,374.90	\$ 241.50	\$ 1,388.65	\$ 243.92	\$ 1,402.54
Flood Control Zone	0.101258	\$ 405.03	\$ 2,328.93	\$ 409.08	\$ 2,352.22	\$ 413.17	\$ 2,375.75	\$ 417.30	\$ 2,399.50	\$ 421.48	\$ 2,423.50	\$ 425.69	\$ 2,447.73	\$ 429.95	\$ 2,472.21	\$ 434.25	\$ 2,496.93	\$ 438.59	\$ 2,521.90
Port of Tacoma	0.183315	\$ 733.26	\$ 4,216.25	\$ 740.59	\$ 4,258.41	\$ 748.00	\$ 4,300.99	\$ 755.48	\$ 4,344.00	\$ 763.03	\$ 4,387.44	\$ 770.66	\$ 4,431.32	\$ 778.37	\$ 4,475.63	\$ 786.15	\$ 4,520.38	\$ 794.01	\$ 4,565.59
Fire District - EMS	0.5	\$ 2,000.00	\$ 11,500.00	\$ 2,020.00	\$ 11,615.00	\$ 2,040.20	\$ 11,731.15	\$ 2,060.60	\$ 11,848.46	\$ 2,081.21	\$ 11,966.95	\$ 2,102.02	\$ 12,086.62	\$ 2,123.04	\$ 12,207.48	\$ 2,144.27	\$ 12,329.56	\$ 2,165.71	\$ 12,452.85
Pierce County Library	0.5	\$ 2,000.00	\$ 11,500.00	\$ 2,020.00	\$ 11,615.00	\$ 2,040.20	\$ 11,731.15	\$ 2,060.60	\$ 11,848.46	\$ 2,081.21	\$ 11,966.95	\$ 2,102.02	\$ 12,086.62	\$ 2,123.04	\$ 12,207.48	\$ 2,144.27	\$ 12,329.56	\$ 2,165.71	\$ 12,452.85
City of Lakewood	1.43123	\$ 5,724.92	\$ 32,918.29	\$ 5,782.17	\$ 33,247.47	\$ 5,839.99	\$ 33,579.95	\$ 5,898.39	\$ 33,915.74	\$ 5,957.38	\$ 34,254.90	\$ 6,016.95	\$ 34,597.45	\$ 6,077.12	\$ 34,943.42	\$ 6,137.89	\$ 35,292.86	\$ 6,199.26	\$ 35,645.79
Fire District - Expenses	1.5	\$ 6,000.00	\$ 34,500.00	\$ 6,060.00	\$ 34,845.00	\$ 6,120.60	\$ 35,193.45	\$ 6,181.80	\$ 35,545.38	\$ 6,243.63	\$ 35,900.84	\$ 6,306.06	\$ 36,259.85	\$ 6,369.12	\$ 36,622.44	\$ 6,432.81	\$ 36,988.67	\$ 6,497.13	\$ 37,358.55
Pierce County	1.504629	\$ 6,018.52	\$ 34,606.47	\$ 6,078.70	\$ 34,952.53	\$ 6,139.49	\$ 35,302.06	\$ 6,200.88	\$ 35,655.14	\$ 6,262.90	\$ 36,011.62	\$ 6,325.52	\$ 36,371.74	\$ 6,388.78	\$ 36,735.46	\$ 6,452.66	\$ 37,102.81	\$ 6,517.18	\$ 37,473.84
State	2.527098	\$ 10,108.39	\$ 58,123.25	\$ 10,209.48	\$ 58,704.49	\$ 10,311.57	\$ 59,291.53	\$ 10,414.68	\$ 59,884.44	\$ 10,518.84	\$ 60,483.29	\$ 10,624.02	\$ 61,088.12	\$ 10,730.26	\$ 61,699.00	\$ 10,837.56	\$ 62,315.99	\$ 10,945.92	\$ 62,939.14
Lakewood Water District	0	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fire District - Bond 2	0.245256	\$ 981.02	\$ 5,640.89	\$ 990.83	\$ 5,697.30	\$ 1,000.74	\$ 5,754.27	\$ 1,010.75	\$ 5,811.81	\$ 1,020.86	\$ 5,869.93	\$ 1,031.07	\$ 5,928.63	\$ 1,041.38	\$ 5,987.92	\$ 1,051.79	\$ 6,047.79	\$ 1,062.31	\$ 6,108.27
Fire District - M&O	1.519678	\$ 6,078.71	\$ 34,952.59	\$ 6,139.50	\$ 35,302.12	\$ 6,200.89	\$ 35,655.14	\$ 6,262.90	\$ 36,011.62	\$ 6,325.54	\$ 36,371.81	\$ 6,388.79	\$ 36,735.53	\$ 6,452.67	\$ 37,102.88	\$ 6,517.20	\$ 37,473.91	\$ 6,582.36	\$ 37,848.64
CPSD - Bond 400	1.320017	\$ 5,280.07	\$ 30,360.39	\$ 5,338.87	\$ 30,663.99	\$ 5,398.20	\$ 30,970.63	\$ 5,440.05	\$ 31,280.34	\$ 5,494.47	\$ 31,593.14	\$ 5,549.40	\$ 31,909.07	\$ 5,604.90	\$ 32,228.16	\$ 5,660.95	\$ 32,550.44	\$ 5,717.55	\$ 32,875.95
CPSD - M&O	4.655119	\$ 18,620.48	\$ 107,067.74	\$ 18,806.68	\$ 108,138.41	\$ 18,994.75	\$ 109,219.80	\$ 19,184.68	\$ 110,311.98	\$ 19,376.56	\$ 111,415.11	\$ 19,570.31	\$ 112,529.26	\$ 19,766.01	\$ 113,654.54	\$ 19,963.66	\$ 114,791.09	\$ 20,163.28	\$ 115,939.00
Land & Imp Totals Separated	\$ 64,175.66	\$ 433,185.68	\$ 64,817.41	\$ 437,517.53	\$ 65,465.59	\$ 441,892.71	\$ 66,120.18	\$ 446,311.82	\$ 66,781.51	\$ 450,774.78	\$ 67,449.26	\$ 455,282.48	\$ 68,123.74	\$ 459,835.26	\$ 68,804.97	\$ 464,433.61	\$ 69,492.93	\$ 469,584.91	

TABLE 3																				
Tax Assessment Based on New Development - With Tax Incentive																				
	2015		2016		2017		2018		2019		2020		2021		2022		2023			
2013 Assessed Land Value:	\$4,000,000	\$4,000,000	\$4,040,000	\$4,040,000	\$4,080,400	\$4,121,204	\$4,162,416	\$4,204,040	\$4,246,081	\$4,288,541	\$4,331,427	\$4,374,768	\$4,418,574	\$4,462,845	\$4,507,581	\$4,552,782	\$4,598,448	\$4,644,580		
2013 Assessed Imp Value:	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$24,905,704		
Taxing District	Land	Imp																		
Conservation Futures	0.056314	\$ 225.26	\$ -	\$ 227.51	\$ -	\$ 229.78	\$ -	\$ 232.08	\$ -	\$ 234.40	\$ -	\$ 236.75	\$ -	\$ 239.11	\$ -	\$ 241.50	\$ -	\$ 243.92	\$ 1,402.54	
Flood Control Zone	0.101258	\$ 405.03	\$ -	\$ 409.08	\$ -	\$ 413.17	\$ -	\$ 417.30	\$ -	\$ 421.48	\$ -	\$ 425.69	\$ -	\$ 429.95	\$ -	\$ 434.28	\$ -	\$ 438.59	\$ 2,521.90	
Port of Tacoma	0.183315	\$ 733.26	\$ -	\$ 740.59	\$ -	\$ 748.00	\$ -	\$ 755.48	\$ -	\$ 763.03	\$ -	\$ 770.66	\$ -	\$ 778.37	\$ -	\$ 786.15	\$ -	\$ 794.01	\$ 4,565.59	
Fire District - EMS	0.5	\$ 2,000.00	\$ -	\$ 2,020.00	\$ -	\$ 2,040.20	\$ -	\$ 2,060.60	\$ -	\$ 2,081.21	\$ -	\$ 2,102.02	\$ -	\$ 2,123.04	\$ -	\$ 2,144.27	\$ -	\$ 2,165.71	\$ 12,452.85	
Pierce County Library	0.5	\$ 2,000.00	\$ -	\$ 2,020.00	\$ -	\$ 2,040.20	\$ -	\$ 2,060.60	\$ -	\$ 2,081.21	\$ -	\$ 2,102.02	\$ -	\$ 2,123.04	\$ -	\$ 2,144.27	\$ -	\$ 2,165.71	\$ 12,452.85	
City of Lakewood	1.43123	\$ 5,724.92	\$ -	\$ 5,782.17	\$ -	\$ 5,839.99	\$ -	\$ 5,898.39	\$ -	\$ 5,957.38	\$ -	\$ 6,016.95	\$ -	\$ 6,077.12	\$ -	\$ 6,137.89	\$ -	\$ 6,199.26	\$ 35,645.79	
Fire District - Expenses	1.5	\$ 6,000.00	\$ -	\$ 6,060.00	\$ -	\$ 6,120.60	\$ -	\$ 6,181.80	\$ -	\$ 6,243.63	\$ -	\$ 6,306.06	\$ -	\$ 6,369.12	\$ -	\$ 6,432.81	\$ -	\$ 6,497.13	\$ 37,358.55	
Pierce County	1.504629	\$ 6,018.52	\$ -	\$ 6,078.70	\$ -	\$ 6,139.49	\$ -	\$ 6,200.88	\$ -	\$ 6,262.90	\$ -	\$ 6,325.52	\$ -	\$ 6,388.78	\$ -	\$ 6,452.66	\$ -	\$ 6,517.18	\$ 37,473.84	
State	2.527098	\$ 10,108.39	\$ -	\$ 10,209.48	\$ -	\$ 10,311.57	\$ -	\$ 10,414.68	\$ -	\$ 10,518.84	\$ -	\$ 10,624.02	\$ -	\$ 10,730.26	\$ -	\$ 10,837.56	\$ -	\$ 10,945.92	\$ 62,939.14	
Lakewood Water District	0	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Fire District - Bond 2	0.245256	\$ 981.02	\$ -	\$ 990.83	\$ -	\$ 1,000.74	\$ -	\$ 1,010.75	\$ -	\$ 1,020.86	\$ -	\$ 1,031.07	\$ -	\$ 1,041.38	\$ -	\$ 1,051.79	\$ -	\$ 1,062.31	\$ 6,108.27	
Fire District - M&O	1.519678	\$ 6,078.71	\$ -	\$ 6,139.50	\$ -	\$ 6,200.89	\$ -	\$ 6,262.90	\$ -	\$ 6,325.54	\$ -	\$ 6,388.79	\$ -	\$ 6,452.67	\$ -	\$ 6,517.20	\$ -	\$ 6,582.36	\$ 37,848.64	
CPSD - Bond 400	1.320017	\$ 5,280.07	\$ -	\$ 5,332.87	\$ -	\$ 5,386.20	\$ -	\$ 5,440.05	\$ -	\$ 5,494.47	\$ -	\$ 5,549.40	\$ -	\$ 5,604.90	\$ -	\$ 5,660.95	\$ -	\$ 5,717.55	\$ 32,875.95	
CPSD - M&O	4.655119	\$ 18,620.48	\$ -	\$ 18,806.68	\$ -	\$ 18,994.75	\$ -	\$ 19,184.68	\$ -	\$ 19,376.56	\$ -	\$ 19,570.31	\$ -	\$ 19,766.01	\$ -	\$ 19,963.66	\$ -	\$ 20,163.28	\$ 115,939.00	
Land & Imp Totals Separated		\$ 64,175.66	\$ -	\$ 64,817.41	\$ -	\$ 65,465.59	\$ -	\$ 66,120.18	\$ -	\$ 66,781.51	\$ -	\$ 67,449.26	\$ -	\$ 68,123.74	\$ -	\$ 68,804.97	\$ -	\$ 69,492.93	\$ 399,584.91	
Total - All Property Taxes		\$ 64,175.66		\$ 64,817.41		\$ 65,465.59		\$ 66,120.18		\$ 66,781.51		\$ 67,449.26		\$ 68,123.74		\$ 68,804.97		\$ 69,492.93	\$ 469,077.84	
Fees & Other Taxes																				
Surface Water Management		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00		\$ 4,917.00	\$ 4,917.00	
Weed Control		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15		\$ 2.15	\$ 2.15	
Permit Fees		\$ 250,000.00		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -	\$ -	
Utility Taxes (HH Annual)																			\$ -	
- Gas & electricity (\$90)		\$ 18,720.00		\$ 18,720.00		\$ 18,720.00		\$ 18,720.00		\$ 18,720.00		\$ 18,720.00		\$ 18,720.00		\$ 18,720.00		\$ 18,720.00	\$ 18,720.00	
- Solid waste (\$25)		\$ 5,200.00		\$ 5,200.00		\$ 5,200.00		\$ 5,200.00		\$ 5,200.00		\$ 5,200.00		\$ 5,200.00		\$ 5,200.00		\$ 5,200.00	\$ 5,200.00	
- Internet/land line (\$71)		\$ 14,768.00		\$ 14,768.00		\$ 14,768.00		\$ 14,768.00		\$ 14,768.00		\$ 14,768.00		\$ 14,768.00		\$ 14,768.00		\$ 14,768.00	\$ 14,768.00	
- Cell phone (\$108)		\$ 22,464.00		\$ 22,464.00		\$ 22,464.00		\$ 22,464.00		\$ 22,464.00		\$ 22,464.00		\$ 22,464.00		\$ 22,464.00		\$ 22,464.00	\$ 22,464.00	
Total - All Taxes, Fees, Etc		\$ 380,246.81		\$ 130,888.56		\$ 131,536.74		\$ 132,191.33		\$ 132,852.66		\$ 133,520.41		\$ 134,194.89		\$ 134,876.12		\$ 135,558.05	\$ 535,148.99	

TABLE 4							
Summary Information for All Taxing Agencies							
	2015			2016			
Description	Total Property Tax	Total Fees & Other Taxes	Sum	Total Property Tax	Total Fees & Other Taxes	Sum	Total Property Tax
Tax Assessment Based on Existing Conditions	\$12,464.52	\$ 4,919.15	\$17,383.67	\$ 12,589.16	\$ 4,919.15	\$ 17,508.31	\$ 12,715.06
Tax Assessment Based on New Development - No Tax Incentive	\$433,185.68	\$316,071.15	\$749,256.83	\$437,517.53	\$ 66,071.15	\$503,588.68	\$441,892.71
Tax Assessment Based on New Development - With Tax Incentive	\$ 64,175.66	\$316,071.15	\$380,246.81	\$ 64,817.41	\$ 66,071.15	\$130,888.56	\$ 65,465.59
TABLE 5							
City of Lakewood Taxes & Fees							
	2015			2016			
Description	City Property Tax	City Fees & Other Taxes	Sum	City Property Tax	City Fees & Other Taxes	Sum	City Property Tax
Tax Assessment Based on Existing Conditions	\$ 1,111.92	\$ 4,919.15	\$ 6,031.07	\$ 1,123.05	\$ 4,919.15	\$ 6,042.20	\$ 1,134.27
Tax Assessment Based on New Development - No Tax Incentive	\$ 38,643.21	\$316,071.15	\$354,714.36	\$39,029.64	\$ 66,071.15	\$105,100.79	\$ 39,419.94
Tax Assessment Based on New Development - With Tax Incentive	\$ 5,724.92	\$316,071.15	\$321,796.07	\$ 5,782.17	\$ 66,071.15	\$ 71,853.32	\$ 5,839.99

TABLE 4							
Summary Information for All Taxing Agencies							
	2017		2018			2019	
Description	Total Fees & Other Taxes	Sum	Property Tax	Fees & Other Taxes	Sum	Total Property Tax	Total Fees & Other Taxes
Tax Assessment Based on Existing Conditions	\$ 4,919.15	\$ 17,634.21	\$ 12,842.19	\$ 4,919.15	\$ 17,761.34	\$ 12,970.54	\$ 4,919.15
Tax Assessment Based on New Development - No Tax Incentive	\$ 66,071.15	\$ 507,963.86	\$ 446,311.52	\$ 66,071.15	\$ 512,382.67	\$ 450,774.78	\$ 66,071.15
Tax Assessment Based on New Development - With Tax Incentive	\$ 66,071.15	\$ 131,536.74	\$ 66,120.18	\$ 66,071.15	\$ 132,191.33	\$ 66,781.51	\$ 66,071.15
TABLE 5							
City of Lakewood Taxes & Fees							
	2017		2018			2019	
Description	City Fees & Other Taxes	Sum	City Property Tax	City Fees & Other Taxes	Sum	City Property Tax	City Fees & Other Taxes
Tax Assessment Based on Existing Conditions	\$ 4,919.15	\$ 6,053.42	\$ 1,145.61	\$ 4,919.15	\$ 6,064.76	\$ 1,157.07	\$ 4,919.15
Tax Assessment Based on New Development - No Tax Incentive	\$ 66,071.15	\$ 105,491.09	\$ 39,814.13	\$ 66,071.15	\$ 105,885.28	\$ 40,212.28	\$ 66,071.15
Tax Assessment Based on New Development - With Tax Incentive	\$ 66,071.15	\$ 71,911.14	\$ 5,898.39	\$ 66,071.15	\$ 71,969.54	\$ 5,957.38	\$ 66,071.15

TABLE 4								
Summary Information for All Taxing Agencies								
		2020			2021			
Description	Sum	Total Property Tax	Total Fees & Other Taxes	Sum	Total Property Tax	Total Fees & Other Taxes	Sum	
Tax Assessment Based on Existing Conditions	\$ 17,889.69	\$ 13,100.34	\$ 4,919.15	\$ 18,019.49	\$ 13,231.26	\$ 4,919.15	\$ 18,150.41	
Tax Assessment Based on New Development - No Tax Incentive	\$ 516,845.93	\$ 455,282.48	\$ 66,071.15	\$ 521,353.63	\$ 459,835.26	\$ 66,071.15	\$ 525,906.41	
Tax Assessment Based on New Development - With Tax Incentive		\$ 67,449.26	\$ 66,071.15	\$ 133,520.41	\$ 68,123.74	\$ 66,071.15	\$ 134,194.89	
TABLE 5								
City of Lakewood Taxes & Fees								
		2020			2021			
Description	Sum	City Property Tax	City Fees & Other Taxes	Sum	City Property Tax	City Fees & Other Taxes	Sum	
Tax Assessment Based on Existing Conditions	\$ 6,076.22	\$ 1,168.64	\$ 4,919.15	\$ 6,087.79	\$ 1,180.32	\$ 4,919.15	\$ 6,099.47	
Tax Assessment Based on New Development - No Tax Incentive	\$ 106,283.43	\$ 40,614.40	\$ 66,071.15	\$ 106,685.55	\$ 41,020.54	\$ 66,071.15	\$ 107,091.69	
Tax Assessment Based on New Development - With Tax Incentive	\$ 72,028.53	\$ 6,016.95	\$ 66,071.15	\$ 72,088.10	\$ 6,077.12	\$ 66,071.15	\$ 72,148.27	

TABLE 4						
Summary Information for All Taxing Agencies						
	2022			2023		
Description	Total Property Tax	Total Fees & Other Taxes	Sum	Total Property Tax	Total Fees & Other Taxes	Sum
Tax Assessment Based on Existing Conditions	\$ 13,365.22	\$ 4,919.15	\$ 18,284.37	\$ 13,497.30	\$ 4,919.15	\$ 18,416.45
Tax Assessment Based on New Development - No Tax Incentive	\$ 464,433.61	\$ 66,071.15	\$ 530,504.76	\$ 469,077.84	\$ 66,071.15	\$ 535,148.99
Tax Assessment Based on New Development - With Tax Incentive	\$ 68,804.97	\$ 66,071.15	\$ 134,876.12	\$ 469,077.84	\$ 66,071.15	\$ 535,148.99
TABLE 5						
City of Lakewood Taxes & Fees						
	2022			2023		
Description	City Property Tax	City Fees & Other Taxes	Sum	City Property Tax	City Fees & Other Taxes	Sum
Tax Assessment Based on Existing Conditions	\$ 1,192.27	\$ 4,919.15	\$ 6,111.42	\$ 1,204.06	\$ 4,919.15	\$ 6,123.21
Tax Assessment Based on New Development - No Tax Incentive	\$ 41,430.75	\$ 66,071.15	\$ 107,501.90	\$ 41,845.05	\$ 66,071.15	\$ 107,916.20
Tax Assessment Based on New Development - With Tax Incentive	\$ 6,137.89	\$ 66,071.15	\$ 72,209.04	YEAR TAX INCENTIVE EXPIRES		