

APPENDIX



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Non-Represented
(3% Range Adjustment in 2017 and 3% Range Adjustment in 2018)

Job Classification <i>* Exempt from FLSA overtime</i>	Range		2017		2018	
			Minimum	Maximum	Minimum	Maximum
Administrative Assistant Human Resources Technician	25	hr	\$ 23.79	\$ 30.17	\$ 24.50	\$ 31.08
		mo	\$ 4,124	\$ 5,229	\$ 4,247	\$ 5,386
		yr	\$ 49,483	\$ 62,754	\$ 50,968	\$ 64,636
Executive Assistant*	32	hr	\$ 27.06	\$ 34.32	\$ 27.87	\$ 35.35
		mo	\$ 4,690	\$ 5,949	\$ 4,831	\$ 6,127
		yr	\$ 56,285	\$ 71,386	\$ 57,973	\$ 73,527
Asst to City Mgr/Mgmt Analyst* Evidence Supervisor	35	hr	\$ 28.72	\$ 36.41	\$ 29.58	\$ 37.50
		mo	\$ 4,978	\$ 6,311	\$ 5,127	\$ 6,500
		yr	\$ 59,738	\$ 75,733	\$ 61,530	\$ 78,005
Communications Manager* Human Resources Analyst*	38	hr	\$ 30.47	\$ 38.64	\$ 31.38	\$ 39.80
		mo	\$ 5,281	\$ 6,698	\$ 5,440	\$ 6,899
		yr	\$ 63,378	\$ 80,371	\$ 65,279	\$ 82,782
Finance Supervisor*	45	hr	\$ 35.01	\$ 44.39	\$ 36.06	\$ 45.72
		mo	\$ 6,068	\$ 7,694	\$ 6,250	\$ 7,925
		yr	\$ 72,821	\$ 92,331	\$ 75,005	\$ 95,101
Planning Manager* Program Manager*	46	hr	\$ 35.70	\$ 45.28	\$ 36.77	\$ 46.64
		mo	\$ 6,188	\$ 7,849	\$ 6,374	\$ 8,084
		yr	\$ 74,256	\$ 94,182	\$ 76,484	\$ 97,008
City Clerk*	49	hr	\$ 37.88	\$ 48.05	\$ 39.02	\$ 49.49
		mo	\$ 6,566	\$ 8,329	\$ 6,763	\$ 8,579
		yr	\$ 78,790	\$ 99,944	\$ 81,154	\$ 102,942
Court Administrator*	52	hr	\$ 39.80	\$ 50.48	\$ 40.99	\$ 51.99
		mo	\$ 6,899	\$ 8,750	\$ 7,106	\$ 9,012
		yr	\$ 82,784	\$ 104,998	\$ 85,268	\$ 108,148
Assistant City Attorney* Building Official* Information Technology Manager* Public Works Division Manager* Operation Superintendent*	54	hr	\$ 41.41	\$ 52.52	\$ 42.65	\$ 54.10
		mo	\$ 7,178	\$ 9,103	\$ 7,393	\$ 9,377
		yr	\$ 86,133	\$ 109,242	\$ 88,717	\$ 112,519
Economic Development Manager*	56	hr	\$ 43.08	\$ 54.65	\$ 44.37	\$ 56.29
		mo	\$ 7,467	\$ 9,473	\$ 7,691	\$ 9,757
		yr	\$ 89,606	\$ 113,672	\$ 92,295	\$ 117,082
Human Resources Director*	62	hr	\$ 48.04	\$ 60.93	\$ 49.48	\$ 62.76
		mo	\$ 8,327	\$ 10,561	\$ 8,577	\$ 10,878
		yr	\$ 99,923	\$ 126,734	\$ 102,921	\$ 130,536
Assistant Police Chief*	67	hr	\$ 51.49	\$ 65.31	\$ 53.03	\$ 67.27
		mo	\$ 8,925	\$ 11,320	\$ 9,193	\$ 11,660
		yr	\$ 107,099	\$ 135,845	\$ 110,312	\$ 139,920
Parks, Rec. & Comm. Svc. Director* Public Works Director*	68	hr	\$ 52.52	\$ 66.62	\$ 54.10	\$ 68.62
		mo	\$ 9,103	\$ 11,547	\$ 9,377	\$ 11,894
		yr	\$ 109,242	\$ 138,570	\$ 112,519	\$ 142,727
Assistant City Manager* City Attorney* Police Chief*	72	hr	\$ 56.86	\$ 72.12	\$ 58.57	\$ 74.28
		mo	\$ 9,856	\$ 12,501	\$ 10,151	\$ 12,876
		yr	\$ 118,269	\$ 150,010	\$ 121,817	\$ 154,510
Municipal Court Judge			Employment Contract		Employment Contract	
City Manager			Employment Contract		Employment Contract	

**AFSCME Contract /1/1/2013 - 12/31/2016 (3% COLA in 2015)
(2017/2018 Salary Schedule Under Negotiation)**

Job Classification <i>* Exempt from FLSA overtime</i>	Range	2015														
		Entry	Step 0.5	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 Assistant	1	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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
Maintenance Worker I	15	hr	\$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
		mo	\$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
		yr	\$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
Permit Technician	16	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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 Animal Control Officer	23	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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 Administrative Assistant Associate Engineering Tech Sr Animal Control Officer	25	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$3,925	\$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
		yr	\$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 Recreation Coordinator Senior Court Specialist Permit Coordinator	28	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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 Facilities Maint Tech	30	hr	\$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
		mo	\$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
		yr	\$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	31	hr	\$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
		mo	\$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
		yr	\$51,996	\$53,160	\$54,336	\$55,512	\$56,664	\$57,816	\$58,992	\$60,168	\$61,308	\$62,484	\$63,660	\$64,824	\$65,952	\$67,596
IT Specialist Paralegal	32	hr	\$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
		mo	\$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
		yr	\$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 Compliance Inspector Construction Inspector Crime Analyst* Human Services Coord	33	hr	\$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
		mo	\$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
		yr	\$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

**AFSCME Contract /1/1/2013 - 12/31/2016 (3% COLA in 2016)
(2017/2018 Salary Schedule Under Negotiation)**

Job Classification <i>* Exempt from FLSA overtime</i>	Range	2015														
		Entry	Step 0.5	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	
Building Inspector	34	hr	\$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
		mo	\$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
		yr	\$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
Evidence Supervisor	35	hr	\$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
		mo	\$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
		yr	\$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 Program Coordinator	36	hr	\$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
		mo	\$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
		yr	\$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
Finance Analyst * GIS Analyst Plans Examiner	38	hr	\$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
		mo	\$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
		yr	\$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 Assistant Civil Engineer*	39	hr	\$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
		mo	\$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
		yr	\$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
Associate Civil Engineer*	43	hr	\$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
		mo	\$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
		yr	\$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
IT Administrator *	45	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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
Civil Engineer*	49	hr	\$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
		mo	\$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
		yr	\$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

**AFSCME Contract /1/1/2013 - 12/31/2016 (3% COLA in 2015)
(2017/2018 Salary Schedule Under Negotiation)**

Job Classification <i>* Exempt from FLSA overtime</i>	Range	2016														
		Entry	Step 0.5	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 Assistant	1	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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
Maintenance Worker I	15	hr	\$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
		mo	\$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
		yr	\$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
Permit Technician	16	hr	\$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
		mo	\$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
		yr	\$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 Evidence Custodian Senior Office Assistant	18	hr	\$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
		mo	\$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
		yr	\$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 Animal Control Officer	23	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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 Administrative Assistant Associate Engineering Tech Sr Animal Control Officer	25	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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 Recreation Coordinator Senior Court Specialist Permit Coordinator	28	hr	\$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
		mo	\$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
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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 Facilities Maint Tech	30	hr	\$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
		mo	\$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
		yr	\$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	31	hr	\$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
		mo	\$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
		yr	\$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
IT Specialist Paralegal	32	hr	\$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
		mo	\$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
		yr	\$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 Compliance Inspector Construction Inspector Crime Analyst* Human Services Coord	33	hr	\$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
		mo	\$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
		yr	\$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

**AFSCME Contract /1/1/2013 - 12/31/2016 (3% COLA in 2016)
(2017/2018 Salary Schedule Under Negotiation)**

Job Classification <i>* Exempt from FLSA overtime</i>	Range	2016														
		Entry	Step 0.5	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	
Building Inspector	34	hr	\$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
		mo	\$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
		yr	\$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
Evidence Supervisor	35	hr	\$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
		mo	\$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
		yr	\$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 Program Coordinator	36	hr	\$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
		mo	\$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
		yr	\$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
Finance Analyst * GIS Analyst Plans Examiner	38	hr	\$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
		mo	\$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
		yr	\$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 Assistant Civil Engineer*	39	hr	\$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
		mo	\$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
		yr	\$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
Associate Civil Engineer*	43	hr	\$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
		mo	\$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
		yr	\$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
IT Administrator *	45	hr	\$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
		mo	\$5,891	\$6,020	\$6,153	\$6,286	\$6,416	\$6,550	\$6,681	\$6,813	\$6,945	\$7,076	\$7,209	\$7,342	\$7,470	\$7,655
		yr	\$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	hr	\$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
		mo	\$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
		yr	\$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
Civil Engineer *	49	hr	\$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
		mo	\$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
		yr	\$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

Teamsters Contract 1/1/2016 - 12/31/2018
(2% COLA in 2017 and 2% in 2018)

Job Classification	Grade/Step	2017		2018	
		Minimum	Maximum	Minimum	Maximum
Community Service Officer	489				
	hr	\$ 21.82	\$ 28.25	\$ 22.25	\$ 29.10
	mo	\$ 3,783	\$ 4,897	\$ 3,859	\$ 5,044
	yr	\$ 45,385	\$ 58,762	\$ 46,293	\$ 60,525

Lakewood Police Independent Guild (LPIG) Contract 1/1/2016 - 12/31/2020
(2% COLA for 2017)

Job Classification	Grade ID		2017									
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Sergeant	sgt 480	hr	\$ 45.97	\$ 48.81	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		mo	\$ 7,968	\$ 8,461	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		yr	\$ 95,616	\$ 101,532	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Detective	det 478	hr	\$ 43.12	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		mo	\$ 7,474	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		yr	\$ 89,688	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Police Officer	pol 473	hr	\$ 30.61	\$ 31.68	\$ 32.78	\$ 33.93	\$ 35.12	\$ 36.35	\$ 37.62	\$ 38.94	\$ 40.68	
		mo	\$ 5,305	\$ 5,491	\$ 5,682	\$ 5,881	\$ 6,087	\$ 6,301.00	\$ 6,521	\$ 6,749	\$ 7,051.00	
		yr	\$ 63,660	\$ 65,892	\$ 68,184	\$ 70,572	\$ 73,044	\$ 75,612	\$ 78,252	\$ 80,988	\$ 84,612	

(3% COLA for 2018)

Job Classification	Grade ID		2018									
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Sergeant	sgt 480	hr	\$ 47.35	\$ 50.28	n/a	n/a						
		mo	\$ 8,207	\$ 8,716	n/a	n/a						
		yr	\$ 98,484	\$ 104,592	n/a	n/a						
Detective	det 478	hr	\$ 44.42	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		mo	\$ 7,699	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		yr	\$ 92,388	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Police Officer	pol 473	hr	\$ 31.52	\$ 32.63	\$ 33.76	\$ 34.94	\$ 36.17	\$ 37.44	\$ 38.75	\$ 40.10	\$ 41.90	
		mo	\$ 5,464	\$ 5,656	\$ 5,852	\$ 6,057	\$ 6,270	\$ 6,490	\$ 6,717	\$ 6,951	\$ 7,263	
		yr	\$ 65,568	\$ 67,872	\$ 70,224	\$ 72,684	\$ 75,240	\$ 77,880	\$ 80,604	\$ 83,412	\$ 87,156	

Lakewood Police Management Guild (LPMG) Contract 1/1/2016 - 12/31/2019
(2.5% COLA for 2017)

Job Classification	Grade ID		2017		
			Step 1	Step 2	Step 3
Lieutenant	486	hr	\$ 54.31	\$ 56.88	\$ 59.73
		mo	\$ 9,413	\$ 9,860	\$ 10,353
		yr	\$ 112,956	\$ 118,320	\$ 124,236

(2.5% COLA for 2018)

Job Classification	Grade ID		2018		
			Step 1	Step 2	Step 3
Lieutenant	486	hr	\$ 55.66	\$ 58.31	\$ 61.22
		mo	\$ 9,648	\$ 10,107	\$ 10,612
		yr	\$ 115,776	\$ 121,284	\$ 127,344

GLOSSARY OF BUDGET TERMS

The following are definitions for common terms found in budget summary statements, as well as an explanation of financial terms, found in this budget document.

<i>Accounting System</i>	The total set of records and procedures, which are used to record, classify, and report information on the financial status and operations of an entity.
<i>Accrual Basis</i>	Accrual basis of accounting is used in proprietary (enterprise and internal service) funds. Under it, transactions are recognized when they occur. Revenues are recognized when earned and expenses are recognized when incurred. "When" cash is received or disbursed is not a determining factor.
<i>Adjusted Budget</i>	The budget as revised through supplemental appropriations approved by Council during the year.
<i>Allocation</i>	To set aside or designate funds for specific purposes. An allocation does not authorize the expenditure of funds.
<i>Appropriation</i>	An authorization made by the City Council which permits officials to incur obligations against and to make expenditures of governmental resources.
<i>Arbitrage</i>	The excess of the yield on investments acquired with gross proceeds of a bond issue over the bond yield of the issue. This excess must be rebated to the United States Treasury, and is called arbitrage rebate.
<i>Assessed Valuation</i>	The estimated value placed upon real and personal property by the King County Assessor as the basis for levying property taxes.
<i>Audit</i>	A systematic examination of resource utilization concluded in a written report. It is a test of management's internal accounting controls and is intended to: <ul style="list-style-type: none">• ascertain whether financial statement fairly present financial positions and results of operations;• test whether transactions have been legally performed;• identify areas for possible improvements in accounting practices and procedures;• ascertain whether transactions have been recorded accurately and consistently;• and ascertain the stewardship of officials responsible for governmental resources
<i>BARS</i>	The State of Washington prescribed <u>Budgeting, Accounting, Reporting Systems</u> Manual for which compliance is required for all governmental entities in the State of Washington.
<i>Balanced Budget</i>	State law prescribes a balanced budget is total expenditures and other uses no to exceed total resources (current revenue plus beginning fund balance). The City of Lakewood's policy further requires that ongoing expenditures do not exceed ongoing revenues. A balanced budget for Lakewood must meet both conditions.
<i>Base Budget</i>	Ongoing expense for personnel, contractual services, and the replacement of supplies and minor equipment required to maintain service levels previously authorized by City Council.
<i>Beginning Fund Balance</i>	The resources that are unspent from the previous year and are available in the subsequent fiscal year for expenditures. Since these resources are typically available due to under

expenditures in the previous year or unexpected revenues, it is prudent to not utilize these resources for ongoing operational expenditures.

<i>Benefits</i>	Employer contributions paid by the City as part of the conditions of employment. Examples include: health/dental insurance, state public employees retirement system, city retirement system, and employment security.
<i>Biennial Budget</i>	A budget applicable to a two-year fiscal period.
<i>Bond(Debt Instrument)</i>	A written promise to pay (debt) a specified sum of money (called principal or face value) at a specified future date (called the maturity date) along with periodic interest paid at a specified percentage of the principal (interest rate). Bonds are typically used for long-term debt to pay for specific capital expenditures.
<i>Budget</i>	A plan of financial operation embodying an estimate of expenditures for a given period and the proposed means of financing them (revenue estimates). The term is also sometimes used to denote the officially approved expenditure ceilings under which the City and its departments operate.
<i>Budget Amendment</i>	A change to a budget adopted in accordance with State law. A budget may be amended to increase expenditures/expenses at the fund level by ordinance without public notice or public hearing requirements, when unanticipated revenues occur or emergencies exist (RCW 35A.33.080 and 35A.33.120). The City Manager is authorized to make budget amendments between organizations of the same fund, as long as there is no change in the total budget for that fund.
<i>Budget Calendar</i>	The schedule of key dates or milestones which the City follows in the preparation and adoption of the budget.
<i>Budgets and Budgetary Accounting</i>	The City of Lakewood budgets its funds in accordance with Revised Code of Washington (RCW) 35A.33. In compliance with the Code, annual appropriations are adopted for the General, Special Revenue, Debt Service and Capital Projects Fund. Any unexpended appropriations lapse at the end of the fiscal year. For Governmental Funds, there is no substantial difference between budgetary basis and generally accepted accounting principles. Annual appropriated budgets are adopted at the fund level.
<i>Budgetary Control</i>	The control or management of a government in accordance with the approved budget for the purpose of keeping expenditures within the limitations of available appropriations and resources.
<i>Budget Document</i>	The official written statement prepared by the budget office and supporting staff, which presents the proposed budget to the City Council.
<i>Community Development Block Grant (CDBG)</i>	Funding provided for the purpose of carrying out eligible community development and housing activities.
<i>Capital</i>	Expenditures made to acquire, reconstruct, or construct major fixed or capital assets. A fixed asset is a tangible object of a long-term character which will continue to be held or used, such as land, buildings, machinery, furniture, and other equipment. A capital asset must exceed \$5,000 in cost and have an expected useful life expectancy of 12 months. For purposes of this definition, a "fixed asset" includes a group of items purchased together that will be used "for a single purpose" and which could not be used effectively by themselves.

<i>Capital Facilities Plan (CFP)</i>	A capital facilities plan includes an inventory of existing facilities, a forecast of future needs, proposed locations, capacities for new or expanded facilities, and a financing plan. The financing plan outlines the costs, revenues and time schedules for each capital improvement project. In compliance with the Growth Management Act legislation within the State of Washington, the City is preparing such a plan.
<i>Capital Improvement Program (CIP)</i>	A plan for capital expenditures to be incurred each year over a period of five or more future years setting forth each capital project, identifying the expected beginning and ending date for each project, the amount to be expended in each year, and the method of financing those expenditures.
<i>Certificates of Participation</i>	A certificate of participation represents a divided share of a lease that is assigned or marketed to investors. These debt instruments typically represent general obligation debt but can also be issued by enterprises.
<i>Certificate of Deposit</i>	A negotiable or non-negotiable receipt for monies deposited in a bank or other financial institution for a specified period at a specified interest rate.
<i>Comprehensive Plan</i>	A general plan that outlines growth and land use for residential, commercial, industrial, and open space areas.
<i>Consumer Price Index (CPI)</i>	A statistical description of price levels provided by the United States Department of Labor. The index is used as a measure of change in the cost of living.
<i>Contingency</i>	A budgetary reserve set aside for emergencies or unforeseen expenditures for which no other budget exists.
<i>Cost of Living Adjustment (COLA)</i>	An increase in salaries to offset the adverse effect of inflation on compensation.
<i>Councilmanic Bonds</i>	Councilmanic bonds refer to bonds issued with the approval of the Council as opposed to voted bonds which must be approved by vote of the public. Councilmanic bonds must not exceed .75% of the assessed valuation.
<i>Debt Service</i>	Payment of interest and repayment of principal to holders of the City's debt instruments.
<i>Deficit</i>	<ol style="list-style-type: none"> (1) The excess of an entity's liabilities over its assets (see Fund Balance) (2) The excess of expenditures or expenses over revenues during a single accounting period.
<i>Department</i>	Basic organizational unit of City government responsible for carrying out a specific function.
<i>Depreciation</i>	<ol style="list-style-type: none"> (1) Expiration in the service life of capital assets attributable to wear and tear, deterioration, action of the physical elements, inadequacy or obsolescence. (2) That portion of the cost of a capital asset which is charged as an expense during a particular period.
<i>Division</i>	A group of homogenous cost centers within a department.
<i>Designated Fund Balance</i>	Fund balance that is not legally restricted to a specific use, but is nonetheless planned to be used for a particular purpose. For example, the General Fund has a fund balance that is designated for contingency. There is no legal restriction on the use of this fund balance, but it is budgeted to provide financial stability.

<i>Enterprise Fund</i>	A fund type used to account for operations that are financed or operated in a manner similar to private business enterprise where the intent of the governing body is that costs or providing goods and services be recovered primarily through user charges.
<i>Expenditures/ Expenses</i>	Where accounts are kept on the modified accrual basis (expenditures) or accrual basis (expenses) of accounting, the cost of goods received or services rendered whether cash payments have been made or not. Where accounts are kept on a cash basis, expenditures are recognized only when the cash payments for the above purposes are made.
<i>Fees</i>	A general term used for any charge for services levied by government associated with providing a service, permitting an activity, or imposing a penalty. Major types of fees include business and non-business licenses and user charges.
<i>Fiscal Year</i>	A twelve (12) month period designated as the operating year by an entity. For Lakewood, the fiscal year is the same as the calendar year.
<i>Full-Time Equivalent Position (FTE)</i>	FTE is a measure of a position by its budgeted hours. For example, 1 FTE equals 2,080 hours and .75 FTE equals 1,566 hours.
<i>Fund</i>	An independent fiscal and accounting entity with a self-balancing set of accounts recording cash and/or other resources together with all related liabilities, obligations, reserves, and equities which are segregated for the purpose of carrying on specific activities or attaining certain objectives. (See the fund divider pages for specific fund category definitions.)
<i>Fund Balance</i>	Difference between assets and liabilities (the equity) reported in governmental funds. Fund balances are classified as reserved or unreserved/undesignated. <p style="margin-left: 40px;"><i>Reserved funds:</i> an account used to indicate that a portion of fund equity is legally restricted for a specific purpose.</p> <p style="margin-left: 40px;"><i>Unreserved or undesignated funds:</i> the funds remaining after reduction for reserved balances.</p> <p>In addition, many of the special funds are themselves restricted as to use, depending on legal restrictions governing the levy of the funds they contain.</p>
<i>General Fund</i>	This fund is supported by taxes, fees, and other revenues that may be used to pay the expense and liabilities of the City's general services and programs for citizens that are not separately accounted for in a special purpose fund.
<i>General Obligation</i>	Bonds for which the full faith and credit of the insuring government are pledged for <i>Bonds</i> payment.
<i>Goal</i>	A long-range statement of broad direction, purpose, or intent, based on the needs of the community.
<i>Grant</i>	A contribution of assets (usually cash) by one governmental unit or other organization to another. Typically, these contributions are made to local governments from state and federal governments. Grants are typically made for specified purposes.
<i>Growth Management Act (GMA)</i>	Legislation enacted in 1990 by the State Legislature requiring that all jurisdictions in the larger counties adopt new comprehensive plans by the end of 1993. This was enacted due to the enormous growth experienced in the State and the lack of uniform guidance for related development. This Act further specified that all plans conform to a broad set of guidelines set out by the State and that they be compatible with the guidelines of both

the parent county and neighboring jurisdictions. Eight specific elements, including concurrency, are required to be included in every Comprehensive plan. Concurrency requires that infrastructure be available at the same time as new development.

<i>Infrastructure</i>	The underlying foundation, especially the basic installations and facilities, on which the continuance and growth of a jurisdiction depends (e.g. streets, roads, water systems)
<i>Indebtedness</i>	The state of owing financial resources to other financial institutions and investors.
<i>Interfund Services</i>	Payments for services rendered made by one City department or fund to another. Internal Service Fund billings are included in the category. These billings, however, also include equity transfers to internal service funds in support of "first time" asset acquisitions.
<i>Interfund Transfers</i>	Contributions from one City fund to another in support of activities of the receiving fund. Loans are not included.
<i>Intergovernment Services</i>	Services purchased from other government agencies and normally include types of services that only government agencies provide.
<i>Internal Control</i>	<p>A plan of organization for purchasing, accounting, and other financial activities, which, among other things, provides that:</p> <ul style="list-style-type: none">• The duties of employees are subdivided so that no single employee handles a financial action from beginning to end.• Proper authorizations from specific responsible officials are obtained before key steps in the processing of a transaction are completed.• Records and procedures are arranged appropriately to facilitate effective control.
<i>Internal Service Fund</i>	Funds used to account for the financing of goods or services provided by one department or agency to other departments or agencies of a government, or to other governments, on a cost reimbursement basis.
<i>Investment</i>	Securities and real estate purchased and held for the production of income in the form of interest, dividends, rentals or base payments.
<i>Level of Service</i>	Used generally to define the existing services, programs, and facilities provided by the government for its citizens. Level of service in any given activity may be increased, decreased, or remain the same, depending on the needs, alternatives, and available resources.
<i>Levy</i>	To impose a tax, special assessment or service charge for the support of government activities. The term most commonly refers to the real and personal property tax levy.
<i>Levy Rate</i>	The rate at which taxes, special assessments or service charges are imposed. For example, the real and personal property tax levy is the rate at which property is taxed per \$1,000 of assessed valuation. The rate is determined by calculating the ratio of the maximum amount of property tax revenue allowable under state law and the total assessed valuation within the taxing district.
<i>Liability</i>	Debt or other legal obligations arising out of transactions in the past which must be liquidated renewed or refunded at some future date.
<i>Long-Term Debt</i>	Debt with a maturity of more than one year after the date of issuance.

<i>Mitigation Fees</i>	Fees paid by developers toward the cost of future improvements to City infrastructure, which improvements are required due to the additional demands generated by new development.
<i>Modified Accrual Basis</i>	Modified Accrual Basis of accounting is used in governmental fund types (general, special revenue, debt service, and capital project funds). Under it, revenues and other financial resource increments are recognized when they become both measurable and available to finance expenditures of the current period. Expenditures are generally recognized when they are incurred (bring forth a liability).
<i>Net Interest Cost</i>	This is the traditional method of calculating bids for new issues of municipal (<i>NIC</i>) securities. It is computed as either: (a) Dollar Cost: total scheduled coupon payments + bid discount (- bid premium), or (b) Interest Rate: total scheduled coupon payments + bid discount (- bid premium) divided by bond year dollars. Bond year dollars is the sum of the number of years each bond in an issue is scheduled to be outstanding multiplied by its par value.
<i>Object</i>	As used in expenditure classification, this term applies to the type of item purchased or the service obtained (as distinguished from the results obtained from expenditures). Examples are personnel services, contractual services, and materials and supplies.
<i>Objective</i>	A specific measurable achievement that may be accomplished within a specific time frame.
<i>Operating Budget</i>	An operations plan, expressed in financial terms, whereby an operating program is funded for a single year. Per state law, operating budgets lapse at year-end.
<i>Performance Measures</i>	A performance measure is an indicator of the attainment of an objective. It is a specific quantitative measure of work performed or services provided within an activity or program, or it may be a quantitative measure of results obtained through a program or activity.
<i>Personnel Services</i>	Includes total wages and benefits.
<i>Program Activity</i>	A broad function or a group of similar or related services/activities having a common purpose.
<i>Proposed Budget</i>	The City Manager's recommended budget submitted to the City Council and Public in October of each year.
<i>Proprietary Funds</i>	Recipients of goods or services pay directly to these funds. Revenues are recorded at the time services are provided, and all expenses incurred in earning and revenues are recorded in the same period. As a result, there is a direct cause and effect relationship between revenues and expenses in these funds.
<i>Public Works Trust Fund Loans (PWTFLL)</i>	A state revolving loan fund that provides low interest loans to help local governments maintain or improve essential public works systems.
<i>Rainy Day Reserve</i>	The Rainy Day Reserves was established during the 2007/08 mid-biennium budget adjustment where Council authorized setting aside \$2 million of the General fund unallocated balance to be used to offset temporary declines in General Fund revenues due to an economic downturn.
<i>Real Estate Excise Tax (REET)</i>	A tax levied on real estate sales and used for payment of debt and capital purposes.

<i>Replacement Reserves</i>	A portion of fund equity built up for specific assets for the purpose of purchasing the replacement of those assets.
<i>Reserve</i>	An account used to indicate that a portion of fund equity is legally restricted for a specific purpose.
<i>Residual Equity Transfer</i>	Nonrecurring or nonroutine interfund transfers of equity between funds.
<i>Resources</i>	Total dollars available for appropriations including estimated revenues, fund transfers, and beginning fund balances.
<i>Retained Earnings</i>	An equity account reflecting the accumulated earnings of a proprietary (internal service or enterprise) fund. In this budget document, the balance derived excludes asset depreciation expenditures. When depreciation is charged to user organizations, as in internal service funds, the cash balance remaining (ending retained earnings), therefore, represents the asset replacement reserve being accumulated.
<i>Revenue</i>	Income received by the City in support of a program of services to the community. It includes such items as property taxes, fees, user charges, grants, fines and forfeits, interest income and miscellaneous revenue.
<i>Revenue Estimate</i>	A formal estimate of how much revenue will be earned from a specific revenue source for some future period; typically a future fiscal year.
<i>Salaries and Wages</i>	Amounts paid for personal services rendered by employees in accordance with rates, hours, terms and conditions authorized by law or stated in employment contracts. This category also includes overtime, temporary help, and car allowances.
<i>Services and Charges</i>	Services acquired from and fees/payments made to vendors. These include printing, publications, auditing, police protection, street maintenance, public health programs, office rent, telecommunications, and social welfare programs.
<i>Special Revenue Funds</i>	Funds that are dedicated for a specific purpose requiring an additional level of accountability and are collected in a separate account outside of the General Fund.
<i>Standard Work Year</i>	2,080 hours or 260 days is equivalent of one work year.
<i>Strategic Plan</i>	A plan outlining the goals and strategies the City will focus on over the next six years.
<i>Subsidy</i>	Financial assistance provided by one fund to another fund (e.g. General Fund subsidy of the Street Fund)
<i>Supplemental Appropriation</i>	An appropriation approved by Council after the initial budget adoption. Supplemental appropriations are approved by Council during the year.
<i>Supplies</i>	Items used to deliver services, such as office supplies, short-lived minor equipment with no material value, periodicals and books, and generic computer software.
<i>Taxes</i>	Compulsory charges levied by a government for the purpose of financing services performed for the common benefit. This term does not include special assessments, fees, or charges for services.
<i>Tax Rate</i>	The amount of tax stated in terms of units per \$1,000 of assessed value of taxable

property. The tax rate is the result of dividing the tax levied by the assessed value of the taxing district.

*Transportation
Improvement Program
(TIP)*

A comprehensive program used to identify specific transportation projects for improvement to enhance local, regional, state, and federal transportation systems.

*Unreserved Fund
Balance*

The difference between fund assets and fund liabilities of governmental or similar trust funds that is available for general expenditures.

User Fees

The payment of a fee for direct receipt of a public service by the person benefiting from the service.

Yield

The rate earned on an investment based on the price paid for the investment, the interest earned during the period held, and the selling price or redemption value of the investment.

ACRONYM LIST

AA	Affirmative Action
AASHTO	American Association of State Highway and Transportation Officials
ACLU	American Civil Liberties Union
ADA	Americans with Disability Act
A&E	Architecture and Engineering
AFIS	Automated Fingerprint Information System
AFSCME	American Federal, State, County, and Municipal Employees
AICP	American Institute of Certified Planners
AICPA	American Institute of Certified Public Accountants
A/P	Accounts Payable
APA	American Payroll Association
APA	American Planning Association
APWA	American Public Works Association
A/R	Accounts Receivable
ARMA	Association of Records Managers and Administrators
ASCE	American Society of Civil Engineers
ASPA	American Society for Public Administration
ASTM	American Society for Testing & Materials
AV	Assessed Valuation
AWC	Association of Washington Cities
BARS	Budgeting, Accounting, and Reporting System (State)
CAFR	Comprehensive Annual Financial Report
CDBG	Community Development Block Grant
CED	Community & Economic Development
CERT	Comprehensive Emergency Response Program
CFP	Capital Facilities Plan / City Facilities Preferred Plan
CIP	Capital Improvement Program/City Improvement Plan
CIU	Criminal Investigations Unit (of the City's Police Department)
CLRP	Comprehensive Long Range Plan
CLUP	Comprehensive Land Use Plan
CJTC	Criminal Justice Training Commission
CMA	Certified Management Accountant
CMC	Certified Municipal Clerk
COP	Certificate of Participation
CPI	Consumer Price Index
CSRT	Community Safety Resource Team
CTR	Commute Trip Reduction
DARE	Drug Awareness Resistance Education (Police Department)
DART	Dial-A-Ride Transit (Service)
DEA	Drug Enforcement Agency
DOC	Department of Corrections
DOE	Department of Energy (U.S.)
DOL	Department of Labor (U.S.)
DP	Data Processing
DRS	Department of Retirement Systems
DS	Determination of Significance
DV	Domestic Violence
ECC	Emergency Coordination Center
EDC	Economic Development Council
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
EIS	Environmental Impact Statement
EOC	Emergency Operations Center
EPA	Environmental Protection Agency

ESA	Endangered Species Act
FAA	Federal Aviation Administration
FAUS	Federal Aid to Urban Systems
FBI	Federal Bureau of Investigations
FCC	Federal Communication Commission
FEMA	Federal Emergency Management Act
FHWA	Federal Highway Administration
FIRE	Finance, Insurance and Real Estate
FLSA	Fair Labor Standards Act
FTA	Federal Transit Administration
FTE	Full Time Equivalent Employee
GAAP	Generally Accepted Accounting Principles
GASB	Government Accounting Standards Board
GFOA	Government Finance Officers Association (of US & Canada)
GIS	Geographical Information System
GMA	Growth Management Act (of 1990)
GO	General Obligation - as in - "GO Bond"
HOA	Home Owners Association
HOV	High Occupancy Vehicle
HRIS	Human Resource Information System
HUD	Department of Housing & Urban Development (Federal)
IAC	Interagency Committee (Grant for Outdoor Recreation)
IAPMO	International Association of Plumbing & Mechanical Officials
ICBO	International Conference of Building Officials
ICMA	Institute of Certified Management Accountants
ICMA	International City Management Association
ICS	Incident Command System
IIMC	International Institute of Municipal Clerks
IFTE	Institute for Transportation and the Environment
INPRA	International Northwest Parks and Recreation Association
INS	Immigration and Naturalization Service
IPD	Implicit Price Deflator
IPMA	International Personnel Management Association
IRS	Internal Revenue Service
ISTEA	Intermodal Surface Transportation Efficiency Act (12/91)
JBLM	Joint Base Lewis McChord
LEOFF	Law Enforcement Officers and Firefighters Retirement System
LID	Local Improvement District
LOCAL	Local Option Capital Asset Lending
LOS	Level of Service
LTGO	Limited Tax General Obligation
M&O	Maintenance and Operations
MRSC	Municipal Research and Services Center (of Washington)
MVET	Motor Vehicle Excise Tax
NHRMA	National Human Resources Managers Association
NIC	Net Interest Cost
NIGP	National Institute of Government Purchasing
NIMS	National Incident Management Systems
NLC	National League of Cities
NNA	National Notary Association
NPDES	National Pollutant Discharge Elimination System
NPELRA	National Public Employer Labor Relations Association
NRPA	National Recreation Park Association
NSP	Neighborhood Stabilization Program
NTSP	Neighborhood Traffic Safety Program
O&M	Operations and Maintenance

OEA	Office of Economic Adjustment
OMB	Office of Management & Budget (Federal)
PAA	Potential Annexation Area.
PALs	Pedestrian Accident Locations
PHA	Public Housing Authority
PMS	Pavement Management System
PO	Purchase Order
PRCS	Parks Recreation and Community Services
PRIMA	Public Risk/Insurance Management Association
PSFOA	Puget Sound Finance Officers Association
PSI	Professional Secretaries International
PSRC	Puget Sound Regional Council
PSS	Professional Standards Section (of the City's Police Department)
PWTFL	Public Works Trust Fund Loan
QFR	Quarterly Financial Report
R & D	Research & Development
RCW	Revised Code of Washington
R/D	Retention/Detention
REET	Real Estate Excise Tax
RFB	Request for Bid
RFP	Request for Proposal
RFQ	Request for Qualifications
ROW	Right-of-Way
RTA	Regional Transit Authority
SAO	State Auditor's Office
SCA	Sound Cities Association
SCATBD	South County Area Transportation Board
SEPA	State Environment Policy Act
SOP	Standard Operating Procedure
SOV	Single Occupancy Vehicle
SOW	Statement of Work
SS911	South Sound 911
SST	Streamlined Sales Tax
STP	Surface Transportation Program
SWM	Surface Water Management
SSMCP	South Sound Military Communities Partnership
TBD	Transportation Benefit District
TCU	Transportation, Communications, Utilities
TIA	Transportation Improvement Account
TIB	Transportation Improvement Board
TIC	True Interest Cost
TIP	Transportation Improvement Plan
UATA	Urban Arterial Trust Account
UAB	Urban Arterial Board
UBC	Uniform Building Code
UCADB	Uniform Code for Abatement of Dangerous Buildings
UEC	Uniform Electrical Code
UFC	Uniform Fire Code
UGB	Urban Growth Boundary
UHC	Uniform Housing Code
ULI	Urban Land Institute
UMC	Uniform Mechanical Code
UPC	Uniform Plumbing Code
URISA	Urban and Regional Information Systems Association
USDA	United States Department of Agriculture
USDOT	United States Department of Transportation

USSSA	United States Slow-Pitch Softball Association
VA	Veterans Administration
VMT	Vehicle Miles Traveled
VRM	Vehicle Radio Modem
W-2	Earnings Statement (IRS)
W-4	Withholding Statement (IRS)
W-9	Request for Taxpayer Federal Identification Number (IRS)
WABO	Washington Association of Building Officials
WAC	Washington Administrative Code
WACE	Washington Association of Code Enforcement
WAPELRA	Washington Public Employer Labor Relations Association
WASPC	Washington Association of Sheriffs & Police Chiefs
WATPA	Washington Auto Theft Prevention Authority
WCIA	Washington Cities Insurance Authority
WCMA	Washington Cities Managers Association
WFOA	Washington Finance Officers Association
W/MBE	Woman/Minority Business Enterprise
WMCA	Washington Municipal Clerks Association
WMTA	Washington Municipal Treasurers Association
WRPA	Washington Recreation and Parks Association
WSAMA	Washington State Association of Municipal Attorneys
WSBA	Washington State Bar Association
WSDOE	Washington State Department of Ecology
WSDOT	Washington State Department of Transportation
WSLAA	Washington State Local Arts Agencies
WSRA	Washington State Recycling Association

ASSESSED VALUE AND ACTUAL VALUE OF TAXABLE PROPERTY
Last Ten Fiscal Years

Fiscal Year	Real Property	Personal Property	Total Taxable Assessed Valuation	Total Direct Tax Rate
2006	\$ 4,147,232,190	\$ 186,012,659	\$ 4,333,244,849	1.28
2007	\$ 4,963,338,960	\$ 184,001,821	\$ 5,147,340,781	1.10
2008	\$ 5,555,791,256	\$ 193,145,977	\$ 5,748,937,233	1.01
2009	\$ 5,741,332,115	\$ 207,649,289	\$ 5,948,981,404	1.00
2010	\$ 5,465,345,337	\$ 227,825,096	\$ 5,693,170,433	1.06
2011	\$ 5,091,367,019	\$ 225,403,490	\$ 5,316,770,509	1.16
2012	\$ 4,679,612,726	\$ 204,704,287	\$ 4,884,317,013	1.28
2013	\$ 4,212,809,774	\$ 208,123,283	\$ 4,420,933,057	1.44
2014	\$ 4,296,330,425	\$ 198,348,975	\$ 4,494,679,400	1.43
2015	\$ 4,546,242,514	\$ 201,989,100	\$ 4,748,231,614	1.38



Source:

(1) Pierce County Assessor Treasurer.

PROPERTY TAX LEVIES & COLLECTIONS

Last Ten Fiscal Years

Fiscal	Taxes Levied for the Fiscal Year*	Collected within the fiscal year of the levy		Collections in Subsequent Years	Total Collections to Date		Total Outstanding Delinquent Taxes	Ratio of Delinquent Taxes to Total Tax Levy
		Amount	Percentage of Levy		Amount	Percentage of Levy		
2006	5,555,259	5,384,011	96.92%	171,243	5,555,253	100.00%	5	0.00%
2007	5,666,244	5,483,779	96.78%	182,456	5,666,235	100.00%	9	0.00%
2008	5,840,794	5,581,202	95.56%	259,369	5,840,571	100.00%	223	0.00%
2009	5,967,915	5,681,367	95.20%	285,568	5,966,935	99.98%	981	0.02%
2010	6,178,061	5,806,803	93.99%	353,484	6,160,287	99.71%	17,774	0.29%
2011	6,098,559	5,898,256	96.72%	186,733	6,084,988	99.78%	13,571	0.22%
2012	6,225,489	6,031,790	96.89%	178,908	6,210,698	99.76%	14,791	0.24%
2013	6,327,331	6,135,401	96.97%	161,540	6,296,942	99.52%	30,389	0.48%
2014	6,440,805	6,248,259	97.01%	108,382	6,356,642	98.69%	84,164	1.31%
2015	6,496,625	6,413,233	98.72%	20,472	6,433,704	99.03%	62,921	0.97%

* Amounts include certification adjustments.

Source:

(1) Pierce County Assessor Treasurer.

PRINCIPAL PROPERTY TAXPAYERS
Current Year and Ten Years Ago

Taxpayer	Type of Business	2015			2006*		
		Number of Employees	Rank	% of Total City Employment	Number of Employees	Rank	% of Total City Employment
Western State Hospital	Public Sector - Mental Health Facility	1,966	1	7.6%	1,947	1	8.7%
Clover Park School District	Public Sector - Education	1,318	2	5.1%	1,696	2	7.6%
Pierce College	Public Sector - Education	1,213	3	4.7%	787	4	3.5%
Pierce Transit	Public Sector - Transportation	896	4	3.4%	911	3	4.1%
Camp Murray	Military - National Guard	840	5	3.2%	884		
St. Clare Hospital	Health Care	819	6	3.2%	700	5	3.1%
Aacres WA LLC	Private Social Services Network	450	7	1.7%			
Wal-Mart	Retail	355	8	1.4%			
Clover Park Technical College	Public Sector - Education	322	9	1.2%	260	9	1.2%
McClane Northwest	Transportation/Warehousing	270	10	1.0%	370	6	1.7%
Personal Design Concepts	Retail				340	7	1.5%
Interstate Brands	Baked Goods				314	8	1.4%
Greater Lakes Mental Health	Mental Health				250	10	1.1%
		8,449		32.50%	8,459		33.97%

Source:

(1) City of Lakewood Community and Economic Development Department

*2006 Figures unavailable, used 2005 Figures

DEMOGRAPHICS & ECONOMIC STATISTICS
Last Ten Fiscal Years

Fiscal Year	Lakewood Population ⁽¹⁾	Lakewood Personal Income (in thousands) ⁽²⁾	Pierce County Per Capita Personal Income ⁽³⁾	School Enrollment ⁽⁴⁾	Median Household Income ⁽⁵⁾ (Pierce County)	Unemployment Rate ⁽⁶⁾
2006	59,000	\$ 2,219,049	\$ 37,611	\$ 11,501	\$ 55,506	5.1%
2007	58,950	\$ 2,365,074	\$ 40,120	\$ 10,919	\$ 56,426	4.8%
2008	58,780	\$ 2,447,070	\$ 41,631	\$ 10,964	\$ 57,674	5.7%
2009	58,840	\$ 2,377,195	\$ 40,401	\$ 11,245	\$ 56,555	9.7%
2010	58,163	\$ 2,388,405	\$ 41,064	\$ 11,172	\$ 55,531	10.2%
2011	58,190	\$ 2,460,971	\$ 42,292	\$ 11,160	\$ 56,114	9.8%
2012	58,260	\$ 2,528,892	\$ 43,407	\$ 11,383	\$ 57,162	8.9%
2013	58,310	\$ 2,564,590	\$ 43,982	\$ 11,602	\$ 57,238	8.1%
2014	58,360	\$ -	\$ -	\$ 12,254	\$ 59,998	7.5%
2015	58,400	\$ -	\$ -	\$ 12,285	\$ 61,485	6.1%

- (1) State of Washington, Office of Financial Management.
- (2) Pierce County Per Capita Personal Income applied to Lakewood population. 2014 and 2015 data is not yet available.
- (3) Pierce County Per Capita Personal Income as provided by Bureau of Economic Analysis. 2014 and 2015 data is not yet available.
- (4) Clover Park School District which is the largest in Lakewood.
- (5) Median household income from the Washington State Office of Financial Management (OFM). 2014 is a preliminary estimate and 2015 is a projection made by OFM.
- (6) Pierce County Unemployment Rate as provided by the Bureau of Labor Statistics.

