

**ORDINANCE NO. 1015**

**AN ORDINANCE OF THE CITY OF SHORELINE, WASHINGTON AMENDING THE 2023-2024 FINAL BIENNIAL BUDGET, AS AMENDED, ADOPTING BUDGET AMENDMENTS TO REFLECT ACCEPTANCE OF A FEDERAL GRANT AWARD AND AMENDING THE SALARY RANGE PLACEMENT TABLE.**

WHEREAS, the City of Shoreline is a non-charter optional municipal code city as provided in Title 35A RCW, incorporated under the laws of the state of Washington, and established a mid-biennial budget process in accordance with the provisions of chapter 35A.34 as set forth in chapter 3.02 SMC; and

WHEREAS, on November 21, 2022, the City Council adopted Ordinance No. 973, adopting a fiscal biennial budget for 2023-2024 that satisfied the requirements of Washington State law and, has amended that biennial budget previously on four occasions with Ordinance No. 981, Ordinance No. 982, Ordinance No. 993, and Ordinance 1006; and

WHEREAS, while the City amended the 2023-2024 Final Biennial Budget as part of the required Mid-Biennial review and modifications, additional adjustments of the budget are needed due to award of a federal grant that was not known when the last amendment was adopted; and

WHEREAS, the City has been notified of award of a grant in the amount of \$1 million from the United States Department of Agriculture Forest Service Urban & Community Forestry Inflation Reduction Act Grant to assist the City in implementing several objectives from the City's 2023 Urban Forest Strategic Plan; and

WHEREAS, in order to administer the objectives, a limited-term urban forestry program specialist is needed; thus, an amendment to the Salary Range Placement Table to reflect this new position is needed; and

WHEREAS, the City has performed reviews of certain positions within City departments and has determined that positions need to be reclassified, added, and/or deleted, thereby requiring amendment to the Salary Range Placement Table; and

WHEREAS, the City Council discussed the amendments to the 2023-2024 Final Biennial budget, as amended, at its June 17, 2024, regular meeting; and

WHEREAS, the City Council has determined that it is in the best interest of the City to receive the grant funding and finds that the proposed modification to the 2023-2024 Biennial Budget reflects the City's desire to implement its Urban Forest Strategic Plan and, therefore, desires to adopt the modification to the 2023-2024 Biennial Budget; and

WHEREAS, the City Council also desires to adopt changes to the 2024 Salary Range Placement Table to position titles and classifications;

**NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF SHORELINE, WASHINGTON DO ORDAIN AS FOLLOWS:**

**Section 1. Adoption of 2023-2024 Budget Modification.** The City Council hereby amends the 2023-2024 Final Biennial Budget, as adopted by Ordinance No. 973 and amended by Ordinance Nos. 981, 982, 993, and 1006 according to the budget modification as follows:

<b>Fund Description</b>	<b>Current Appropriation (Ord. 1006)</b>	<b>Revised Appropriation (Ord. 1015)</b>
General Fund	—136,792,565	<b>137,792,565</b>
Shoreline Secure Storage Fund	3,000,000	3,000,000
Street Fund	5,040,446	5,040,446
Code Abatement Fund	200,000	200,000
State Drug Forfeiture Fund	36,486	36,486
Public Arts Fund	245,321	245,321
Federal Drug Forfeiture Fund	26,000	26,000
Property Tax Equalization Fund		
Federal Criminal Forfeiture Fund	28,823	28,823
Restricted Tree Fund*	147,613	147,613
Transportation Impact Fees Fund	4,203,355	4,203,355
Park Impact Fees Fund	7,972,751	7,972,751
Revenue Stabilization Fund	-	-
2006/2016 UTGO Bond Fund	-	-
2009/2019 LTGO Bond Fund	2,195,895	2,195,895
2020 LTGO Bond Fund	515,676	515,676
2013 LTGO Bond Fund	830,000	830,000
Sidewalk LTGO Bond Fund	1,794,875	1,794,875
VLF Revenue Bond	1,209,936	1,209,936
2022 Parks UTGO Bond	5,892,504	5,892,504
General Capital Fund	64,818,324	64,818,324
City Facility-Major Maintenance Fund	1,365,025	1,365,025
Roads Capital Fund	95,311,854	95,311,854
Sidewalk Expansion Fund	13,494,720	13,494,720
Surface Water Utility Fund	32,013,564	32,013,564
Wastewater Utility Fund	57,361,882	57,361,882
Equipment Replace. Fund	1,499,011	1,499,011
Vehicle Maint. & Ops. Fund	686,192	686,192
Unemployment Fund	135,000	135,000
<b>Total Funds</b>	—436,817,819	<b>437,817,819</b>

**Section 2. Amendment –Range Placement Table.** The City Council hereby amends the 2023-2024 Final Biennial Budget, as amended, by amending the 2024 Salary Range Placement Table as set forth in Exhibit A to this Ordinance.

**Section 3. Transmittal of Budget.** The Administrative Services Director is hereby directed to transmit to the Office of the State Auditor and to the Association of Washington Cities a complete copy of the budget herein referred to as adopted.

**Section 4. Severability.** Should any section, subsection, paragraph, sentence, clause, or phrase of this Ordinance or its application to any person or situation be declared unconstitutional or invalid for any reason, such decision shall not affect the validity of the remaining portions of this Ordinance or its application to any person or situation.

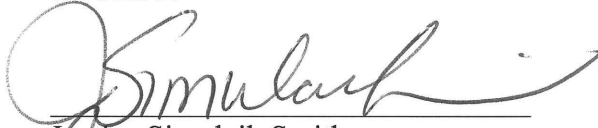
**Section 5. Corrections by City Clerk or Code Reviser.** Upon approval of the City Attorney, the City Clerk and/or the Code Reviser are authorized to make necessary corrections to this Ordinance, including the corrections of scrivener or clerical errors; references to other local, state, or federal laws, codes, rules, or regulations; or ordinance numbering and section/subsection numbering and references.

**Section 6. Publication and Effective Date.** A summary of this Ordinance consisting of the title shall be published in the official newspaper. This Ordinance shall take effect and be in full force five days after publication.


**PASSED BY THE CITY COUNCIL ON JUNE 24, 2024.**

  
\_\_\_\_\_  
Mayor Christopher Roberts

ATTEST:

  
\_\_\_\_\_  
Jessica Simulcik Smith  
City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Margaret King  
City Attorney

Date of Publication: June 27, 2024  
Effective Date: July 2, 2024



Ordinance 1015 - Attachment A, Exhibit A

ORIGINAL

City of Shoreline  
 Range Placement Table  
 2.5% Between Ranges; 4% Between Steps  
 2024 Min wage: \$16.28

June '22 cpi-U 326.7  
 June '23 cpi-U 341.7  
 Estimated % Change 4.62%  
 100% of % Change: 4.62%

Estimated Mkt Adj: 4.62%  
 Effective: January 1, 2024

The hourly rates represented here have been rounded to 2 decimal points and annual rates to the nearest dollar. Pay is calculated using 5 decimal points for accuracy and rounded after calculation.

Range	Title	FLSA Status	Training Step 0	Min						Max
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
1										
2										
3										16.55 34,434
4										16.97 35,295
5									16.72 34,786	17.39 36,177
6							16.48 34,284	17.14 35,655	17.83 37,082	
7							16.89 35,141	17.57 36,547	18.27 38,009	
8						16.65 34,634	17.32 36,020	18.01 37,461	18.73 38,959	
9					16.41 34,135	17.07 35,500	17.75 36,920	18.46 38,397	19.20 39,933	
10					16.82 34,988	17.49 36,388	18.19 37,843	18.92 39,357	19.68 40,931	
11				16.58 34,484	17.24 35,863	17.93 37,297	18.65 38,789	19.39 40,341	20.17 41,955	
12				16.99 35,346	17.67 36,759	18.38 38,230	19.11 39,759	19.88 41,349	20.67 43,003	
13			16.72 34,780	17.42 36,229	18.11 37,678	18.84 39,186	19.59 40,753	20.38 42,383	21.19 44,079	
14			17.14 35,650	17.85 37,135	18.57 38,620	19.31 40,165	20.08 41,772	20.89 43,443	21.72 45,180	
15			17.57 36,541	18.30 38,063	19.03 39,586	19.79 41,169	20.58 42,816	21.41 44,529	22.26 46,310	
16			18.01 37,454	18.76 39,015	19.51 40,576	20.29 42,199	21.10 43,887	21.94 45,642	22.82 47,468	

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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
17			18.46	19.23	20.00	20.80	21.63	22.49	23.39
			38,391	39,990	41,590	43,254	44,984	46,783	48,654
18			18.92	19.71	20.50	21.31	22.17	23.05	23.98
			39,351	40,990	42,630	44,335	46,108	47,953	49,871
19			19.39	20.20	21.01	21.85	22.72	23.63	24.58
			40,334	42,015	43,695	45,443	47,261	49,151	51,117
20			19.88	20.70	21.53	22.39	23.29	24.22	25.19
			41,343	43,065	44,788	46,579	48,443	50,380	52,395
21			20.37	21.22	22.07	22.95	23.87	24.83	25.82
			42,376	44,142	45,908	47,744	49,654	51,640	53,705
22			20.88	21.75	22.62	23.53	24.47	25.45	26.47
			43,436	45,245	47,055	48,838	50,895	52,931	55,048
23			21.40	22.30	23.19	24.12	25.08	26.08	27.13
			44,522	46,377	48,232	50,161	52,167	54,254	56,424
24			21.94	22.85	23.77	24.72	25.71	26.74	27.81
			45,635	47,536	49,437	51,415	53,472	55,610	57,835
25			22.49	23.43	24.36	25.34	26.35	27.40	28.50
			46,775	48,724	50,673	52,700	54,808	57,001	59,281
26			23.05	24.01	24.97	25.97	27.01	28.09	29.21
			47,945	49,942	51,940	54,018	56,179	58,426	60,763
27	Parking Enforcement Officer	Non-Exempt, Hourly	23.63	24.61	25.60	26.62	27.68	28.79	29.94
			49,143	51,191	53,239	55,368	57,583	59,886	62,282
28			24.22	25.23	26.24	27.28	28.38	29.51	30.69
			50,372	52,471	54,570	56,752	59,023	61,383	63,839
29			24.82	25.86	26.89	27.97	29.09	30.25	31.46
			51,631	53,783	55,934	58,171	60,498	62,918	65,435
30			25.44	26.50	27.56	28.67	29.81	31.01	32.25
			52,922	55,127	57,332	59,626	62,011	64,491	67,071



Ordinance 1015 - Attachment A, Exhibit A

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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
31			26.08	27.17	28.25	29.38	30.56	31.78	33.05	
			54,245	56,505	58,766	61,116	63,561	66,103	68,747	
32			26.73	27.85	28.96	30.12	31.32	32.57	33.88	
			55,601	57,918	60,235	62,644	65,150	67,756	70,466	
33	Parking Enforcement Officer	Non-Exempt, Hourly	27.40	28.54	29.68	30.87	32.11	33.39	34.72	
			56,991	59,366	61,741	64,210	66,779	69,450	72,228	
34			28.08	29.25	30.43	31.64	32.91	34.22	35.59	
			58,416	60,850	63,284	65,815	68,448	71,186	74,033	
35			28.79	29.99	31.19	32.43	33.73	35.08	36.48	
			59,876	62,371	64,866	67,461	70,159	72,966	75,884	
36	Administrative Assistant I	Non-Exempt, Hourly	29.51	30.74	31.97	33.24	34.57	35.96	37.39	
	WW Utility Customer Service Rep	Non-Exempt, Hourly	61,373	63,931	66,488	69,147	71,913	74,790	77,781	
37			30.24	31.50	32.76	34.08	35.44	36.86	38.33	
			62,908	65,529	68,150	70,876	73,711	76,660	79,726	
38	Finance Technician	Non-Exempt, Hourly	31.00	32.29	33.58	34.93	36.32	37.78	39.29	
	Payroll Technician	Non-Exempt, Hourly	64,480	67,167	69,854	72,648	75,554	78,576	81,719	
	WW Utility Accounting Technician	Non-Exempt, Hourly								
39			31.78	33.10	34.42	35.80	37.23	38.72	40.27	
			66,092	68,846	71,600	74,464	77,443	80,540	83,762	
40	Administrative Assistant II	Non-Exempt, Hourly	32.57	33.93	35.28	36.70	38.16	39.69	41.28	
	Recreation Specialist I	Non-Exempt, Hourly	67,745	70,567	73,390	76,326	79,379	82,554	85,856	
41	Permit Technician	Non-Exempt, Hourly	33.38	34.77	36.17	37.61	39.12	40.68	42.31	
			69,438	72,332	75,225	78,234	81,363	84,618	88,003	
42	Human Resources Technician	Non-Exempt, Hourly	34.22	35.64	37.07	38.55	40.09	41.70	43.37	
	Public Disclosure Specialist	Non-Exempt, Hourly	71,174	74,140	77,105	80,190	83,397	86,733	90,203	
	Senior Finance Technician	Non-Exempt, Hourly								

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Range	Title	FLSA Status	Training Step 0	Min					Max
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Transportation Specialist	Non-Exempt, Hourly							
43	Legal Assistant	Non-Exempt, Hourly	35.07 72,954	36.54 75,993	38.00 79,033	39.52 82,194	41.10 85,482	42.74 88,902	44.45 92,458
44	Administrative Assistant III	Non-Exempt, Hourly	35.95	37.45	38.95	40.50	42.12	43.81	45.56
	Environmental Program Specialist	Non-Exempt, Hourly	74,778	77,893	81,009	84,249	87,619	91,124	94,769
	IT Specialist I	Non-Exempt, Hourly							
	<u>Limited Term Urban Forestry Program Specialist</u>	<u>Non-Exempt, Hourly</u>							
	Public Art Coordinator	Non-Exempt, Hourly							
	Records Coordinator	Non-Exempt, Hourly							
	Recreation Specialist II	Non-Exempt, Hourly							
	Special Events Coordinator	Non-Exempt, Hourly							
Web/Video Support Specialist	Non-Exempt, Hourly								
45			36.85 76,647	38.38 79,841	39.92 83,034	41.52 86,356	43.18 89,810	44.90 93,402	46.70 97,138
46	Assistant Planner	EXEMPT, Annual	37.77	39.34	40.92	42.56	44.26	46.03	47.87
	Communication Specialist	Non-Exempt, Hourly	78,563	81,837	85,110	88,514	92,055	95,737	99,567
	Procurement Coordinator	Non-Exempt, Hourly							
	Traffic Operations Specialist	Non-Exempt, Hourly							
	Surface Water Inspector	Non-Exempt, Hourly							
47	CRT Representative	Non-Exempt, Hourly	38.72	40.33	41.94	43.62	45.36	47.18	49.07
	GIS Technician	Non-Exempt, Hourly	80,527	83,883	87,238	90,727	94,356	98,131	102,056

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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
48	Accountant	EXEMPT, Annual	39.68	41.34	42.99	44.71	46.50	48.36	50.29	
	Construction Inspector	Non-Exempt, Hourly	82,540	85,980	89,419	92,996	96,715	100,584	104,607	
	Executive Assistant to City Manager	EXEMPT, Annual								
	IT Specialist II	Non-Exempt, Hourly								
	Plans Examiner I	Non-Exempt, Hourly								
	PRCS Rental & System Coordinator	Non-Exempt, Hourly								
	Surface Water Program Specialist	Non-Exempt, Hourly								
49	Code Enforcement Officer	Non-Exempt, Hourly	40.67	42.37	44.06	45.83	47.66	49.57	51.55	
	Deputy City Clerk	Non-Exempt, Hourly	84,604	88,129	91,654	95,320	99,133	103,099	107,223	
50	Associate Planner	EXEMPT, Annual	41.69	43.43	45.17	46.97	48.85	50.81	52.84	
	Combination Inspector	Non-Exempt, Hourly	86,719	90,332	93,946	97,703	101,612	105,676	109,903	
	IT Functional Analyst	EXEMPT, Annual								
	Limited Term Community Support Specialist	EXEMPT, Annual								
	Utility Operations Specialist	Non-Exempt, Hourly								
WW Utility Specialist	Non-Exempt, Hourly									
51	Affordable Housing Coordinator	EXEMPT, Annual	42.73	44.51	46.30	48.15	50.07	52.08	54.16	
	Community Engagement Coordinator	EXEMPT, Annual	88,887	92,591	96,294	100,146	104,152	108,318	112,651	
	Community Opportunities Coordinator	EXEMPT, Annual								
	Emergency Management Coordinator	EXEMPT, Annual								
	GIS Analyst	EXEMPT, Annual								
	Payroll Supervisor	EXEMPT, Annual								
	PRCS Supervisor I - Recreation	EXEMPT, Annual								
52	Grounds Maintenance Supervisor	EXEMPT, Annual	43.80	45.63	47.45	49.35	51.32	53.38	55.51	
	IT Specialist III	Non-Exempt, Hourly	91,109	94,905	98,702	102,650	106,756	111,026	115,467	
	IT Systems Analyst I	EXEMPT, Annual								
	Plans Examiner II	Non-Exempt, Hourly								
	Senior Surface Water Program Specialist	Non-Exempt, Hourly								



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Range	Title	FLSA Status	Training Step 0	Min	Step 2	Step 3	Step 4	Step 5	Max
				Step 1					Step 6
53	B&O Tax Analyst	EXEMPT, Annual	44.90	46.77	48.64	50.58	52.61	54.71	56.90
	Budget Analyst	EXEMPT, Annual	93,387	97,278	101,169	105,216	109,425	113,802	118,354
	Management Analyst								
	Web Systems Analyst	EXEMPT, Annual							
54	PW Maintenance Superintendent	EXEMPT, Annual	46.02	47.94	49.86	51.85	53.92	56.08	58.32
		EXEMPT, Annual	95,722	99,710	103,698	107,846	112,160	116,647	121,313
55	Code Enforcement and CRT Supervisor	EXEMPT, Annual	47.17	49.14	51.10	53.15	55.27	57.48	59.78
	PRCS Supervisor II - Recreation	EXEMPT, Annual	98,115	102,203	106,291	110,543	114,964	119,563	124,345
	Senior Human Resources Analyst	EXEMPT, Annual							
56	Equity and Social Justice Coordinator	EXEMPT, Annual	48.35	50.36	52.38	54.47	56.65	58.92	61.28
	IT Systems Analyst II	EXEMPT, Annual	100,567	104,758	108,948	113,306	117,838	122,552	127,454
	Plans Examiner III	Non-Exempt, Hourly							
	Senior Planner	EXEMPT, Annual							
57	CMO Performance Management & Continuous Improvement Analyst	EXEMPT, Annual	49.56	51.62	53.69	55.84	58.07	60.39	62.81
	Communications Program Manager	EXEMPT, Annual	103,082	107,377	111,672	116,139	120,784	125,616	130,640
	Engineer I - Capital Projects	EXEMPT, Annual							
	Engineer I - Development Review	EXEMPT, Annual							
	Engineer I - Surface Water	EXEMPT, Annual							
	Engineer I - Traffic	EXEMPT, Annual							
	Engineer I - Wastewater	EXEMPT, Annual							
	Grants Administrator	EXEMPT, Annual							
	Senior Accounting Analyst	EXEMPT, Annual							
	Senior Budget Analyst	EXEMPT, Annual							
	Senior Management Analyst	EXEMPT, Annual							
58	Environmental Sustainability Program Manager	EXEMPT, Annual	50.80	52.91	55.03	57.23	59.52	61.90	64.38
			105,659	110,061	114,464	119,042	123,804	128,756	133,906

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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
59	Lynnwood Link Extension Light Rail Project Manager	EXEMPT, Annual	52.07	54.24	56.41	58.66	61.01	63.45	65.99
	Parks Bond Project Manager	EXEMPT, Annual	108,300	112,813	117,325	122,018	126,899	131,975	137,254
60	City Clerk	EXEMPT, Annual	53.37	55.59	57.82	60.13	62.53	65.04	67.64
	IT Projects Manager	EXEMPT, Annual	111,008	115,633	120,258	125,069	130,071	135,274	140,685
	IT Systems Analyst III	EXEMPT, Annual							
	Network Administrator	EXEMPT, Annual							
61	Engineer II - Capital Projects	EXEMPT, Annual	54.70	56.98	59.26	61.63	64.10	66.66	69.33
	Engineer II - Development Review	EXEMPT, Annual	113,783	118,524	123,265	128,195	133,323	138,656	144,202
	Engineer II - Surface Water	EXEMPT, Annual							
	Engineer II - Traffic	EXEMPT, Annual							
	Engineer II - Wastewater	EXEMPT, Annual							
	Parks Superintendent Structural Plans Examiner	EXEMPT, Annual EXEMPT, Annual							
62	Wastewater Manager	EXEMPT, Annual	56.07	58.41	60.74	63.17	65.70	68.33	71.06
			116,628	121,487	126,346	131,400	136,656	142,123	147,808
63	CMO Progam Manager	EXEMPT, Annual	57.47	59.87	62.26	64.75	67.34	70.04	72.84
	Engineer III - Lead Project Manager	EXEMPT, Annual	119,543	124,524	129,505	134,685	140,073	145,676	151,503
	Permit Services Manager	EXEMPT, Annual							
64	Community Services Manager	EXEMPT, Annual	58.91	61.36	63.82	66.37	69.03	71.79	74.66
	Finance Manager - Budget and Tax	EXEMPT, Annual	122,532	127,637	132,743	138,052	143,575	149,318	155,290
	IT Supervisor	EXEMPT, Annual							
	Recreation and Cultural Services Superintendent	EXEMPT, Annual							
65	City Traffic Engineer	EXEMPT, Annual	60.38	62.90	65.41	68.03	70.75	73.58	76.53
	<del>Development Review and Construction Manager</del>	<del>EXEMPT, Annual</del>	125,595	130,828	136,061	141,504	147,164	153,050	159,173
	<del>Construction Services Manager</del>	<del>EXEMPT, Annual</del>							
	<del>Development Review Manager</del>	<del>EXEMPT, Annual</del>							
	Economic Development Program Manager	EXEMPT, Annual							

Ordinance 1015 - Attachment A, Exhibit A

ORIGINAL

**City of Shoreline**  
**Range Placement Table**  
**2.5% Between Ranges; 4% Between Steps**  
 2024 Min wage: \$16.28

June '22 cpi-U 326.7  
 June '23 cpi-U 341.7  
 Estimated % Change 4.62%  
 100% of % Change: 4.62%

Estimated Mkt Adj: 4.62%  
 Effective: January 1, 2024

The hourly rates represented here have been rounded to 2 decimal points and annual rates to the nearest dollar. Pay is calculated using 5 decimal points for accuracy and rounded after calculation.

Range	Title	FLSA Status	Training Step 0	Min					Max
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Intergovernmental / CMO Program Manager Planning Manager Surface and Wastewater Systems Manager Transportation Services Manager	EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual							
66	Assistant City Attorney Building Official Finance Manager - Operations and Accounting	EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual	61.89 128,735	64.47 134,099	67.05 139,463	69.73 145,041	72.52 150,843	75.42 156,877	78.44 163,152
67	Engineering Manager Parks, Fleet and Facilities Manager	EXEMPT, Annual EXEMPT, Annual	63.44 131,953	66.08 137,451	68.73 142,949	71.47 148,667	74.33 154,614	77.31 160,799	80.40 167,231
68			65.03 135,252	67.73 140,888	70.44 146,523	73.26 152,384	76.19 158,480	79.24 164,819	82.41 171,411
69	Information Technology Manager Utility & Operations Manager	EXEMPT, Annual EXEMPT, Annual	66.65 138,633	69.43 144,410	72.20 150,186	75.09 156,194	78.10 162,441	81.22 168,939	84.47 175,697
70			68.32 142,099	71.16 148,020	74.01 153,941	76.97 160,099	80.05 166,503	83.25 173,163	86.58 180,089
71	City Engineer	EXEMPT, Annual	70.02 145,652	72.94 151,721	75.86 157,789	78.89 164,101	82.05 170,665	85.33 177,492	88.75 184,591
72			71.78 149,293	74.77 155,514	77.76 161,734	80.87 168,204	84.10 174,932	87.47 181,929	90.96 189,206
73			73.57 153,025	76.64 159,401	79.70 165,778	82.89 172,409	86.20 179,305	89.65 186,477	93.24 193,936



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**City of Shoreline**  
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Range	Title	FLSA Status	Training Step 0	Min						Max
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
74			75.41 156,851	78.55 163,387	81.69 169,922	84.96 176,719	88.36 183,788	91.89 191,139	95.57 198,785	
75	Human Resource and Org. Development Director	EXEMPT, Annual	77.29 160,772	80.52 167,471	83.74 174,170	87.09 181,137	90.57 188,382	94.19 195,918	97.96 203,754	
76			79.23 164,792	82.53 171,658	85.83 178,524	89.26 185,665	92.83 193,092	96.55 200,816	100.41 208,848	
77	Administrative Services Director Planning & Community Development Director Recreation, Cultural & Community Services Director	EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual	81.21 168,911	84.59 175,949	87.97 182,987	91.49 190,307	95.15 197,919	98.96 205,836	102.92 214,069	
78	Public Works Director	EXEMPT, Annual	83.24 173,134	86.71 180,348	90.17 187,562	93.78 195,065	97.53 202,867	101.43 210,982	105.49 219,421	
79	City Attorney	EXEMPT, Annual	79.56 177,463	88.87 184,857	92.43 192,251	96.13 199,941	99.97 207,939	103.97 216,256	108.13 224,907	
80			79.56 181,899	91.10 189,478	94.74 197,057	98.53 204,940	102.47 213,137	106.57 221,663	110.83 230,529	
81	Assistant City Manager	EXEMPT, Annual	79.56 186,447	93.37 194,215	97.11 201,984	100.99 210,063	105.03 218,466	109.23 227,204	113.60 236,293	