



**LYNNWOOD**  
WASHINGTON

**ORDINANCE NO. 3242**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF  
LYNNWOOD, WASHINGTON, ESTABLISHING A SALARY SCHEDULE  
FOR THE 2017 CALENDAR YEAR; AMENDING LMC 2.48.175 AND  
LMC 2.48.030; REPEALING LMC 2.48.185; PROVIDING FOR  
SEVERABILITY; ESTABLISHING AN EFFECTIVE DATE; AND  
PROVIDING FOR SUMMARY PUBLICATION**

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WHEREAS, for the purposes of maintaining an effective and equitable workforce, the City of Lynnwood (City) utilizes graduated pay grades and pay steps as provided by the Lynnwood Municipal Code (LMC), City personnel policies, and collective bargaining agreements (CBA); and

WHEREAS, for the 2017-2018 Biennium, the City utilized new approaches to budget preparation, including the use of Budgeting for Outcomes (BFO) principles; and

WHEREAS, government finance best practices call for the adoption of a salary schedule by ordinance, with publication of the salary schedule as part of the final budget document; and

WHEREAS, for the purposes of clarity and transparency, the 2017 Salary Schedule attached hereto contains and consolidates employment positions and salaries set forth by LMC and collective bargaining agreements; and

WHEREAS, the LMC, City personnel policies, and collective bargaining agreements contain provisions regarding selection and assignment of pay grade and step, including advancement through the salary steps; and

WHEREAS, the City Council finds that adoption of a comprehensive salary schedule is in the interest of the public's health, safety and welfare,

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

Section 1. The 2017 Salary Schedule, attached hereto as Exhibit A to this Ordinance, is hereby adopted.

Section 2. The 2017 Salary Schedule adopted pursuant to Section 1 of this Ordinance shall be effective throughout the calendar year beginning January 1, 2017 and ending December 31, 2017.

**Section 3.** The 2017 Salary Schedule adopted pursuant to Section 1 of this Ordinance shall not limit the authority of the City of Lynnwood to take personnel and budgetary actions as otherwise allowed by applicable law, personnel policies, and collective bargaining agreement.

**Section 4. Amendment.** Section 2.48.175 of the Lynnwood Municipal Code is amended to read as follows:

**Basic pay plan.** The city’s position pay grades and the base pay plan for the position grades shall be as established in the salary schedule adopted by ordinance of the city council, and as that ordinance may be amended, modified, superseded, repealed or reenacted from time to time.

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
608	11.03	11.50	12.00	12.51	13.05	13.61	14.20
609	12.02	12.54	13.08	13.64	14.23	14.84	15.48
610	13.11	13.67	14.26	14.87	15.51	16.18	16.88
611	14.29	14.90	15.54	16.21	16.91	17.63	18.39
612	15.57	16.24	16.94	17.66	18.42	19.22	20.04
613	16.97	17.70	18.46	19.26	20.09	20.95	21.85
614	18.50	19.29	20.12	20.99	21.89	22.83	23.82
615	20.35	21.23	22.14	23.09	24.09	25.12	26.20
616	22.18	23.13	24.13	25.16	26.25	27.38	28.55
617	24.39	25.44	26.54	27.68	28.87	30.11	31.40
618	26.83	27.99	29.19	30.44	31.75	33.12	34.54
619	29.53	30.80	32.12	33.50	34.94	36.45	38.01
620	32.48	33.88	35.33	36.85	38.44	40.09	41.81
621	35.72	37.25	38.86	40.53	42.27	44.09	45.98
622	39.29	40.98	42.75	44.58	46.50	48.50	50.59
623	43.22	45.08	47.02	49.04	51.15	53.35	55.64
624	47.55	49.59	51.72	53.95	56.27	58.69	61.21

Grade	Step	Step	Step	Step	Step	Step	Step
	1	2	3	4	5	6	7
625	52.30	54.55	56.90	59.34	61.89	64.55	67.33
626	58.05	60.55	63.15	65.87	68.70	71.65	74.73
627	64.43	67.20	70.09	73.11	76.25	79.53	82.95
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PS1	51.38	53.59	55.89	58.29	60.80	63.42	66.14
PS2	58.14	60.64	63.25	65.97	68.81	71.77	74.85
PS3	65.34	68.15	71.08	74.14	77.33	80.65	84.12

Section 5. Amendment. Section 2.48.030 of the Lynnwood Municipal Code is amended to read as follows:

- A. Basic. The salary grades and rates stated in the salary schedule ordinance adopted by the city council pursuant to LMC 2.48.175 are established as a “basic pay plan” and “revised basic pay plan” and are to be applied to the several classes of positions as indicated in that salary schedule ordinance, except where otherwise shown in LMC 2.48.190, 2.48.192 and 2.48.195.
- B. Work Day. The work day for full-time employees is normally based on an eight-hour shift.
- C. Adjustments. General adjustments in salary ranges made hereafter by the city council by virtue of general increases or decreases in salary levels or cost of living in the community shall be appropriate standard salary levels herein provided. Where the salary range for a given class or for the several classes is revised upward or downward, the employee holding positions in classes affected shall have their existing salary adjusted to the same relative step in the new salary range.
- D. Overtime.
  - 1. Nonsupervisory personnel and supervisory personnel not identified as “exempt” as defined by the federal Fair Labor Standards Act of 1938, as amended, who are called back for duty, for unscheduled work, or required to continue on duty for more than the normal work shift shall be paid at the rate of time-and-one-half for all hours

1 exceeding the normal work shift, provided the overtime had the prior approval of  
2 the executive department. Increments of time shall be one-half hour, with the major  
3 portion of one-half hour to be paid as one-half hour.

- 4 2. Exempt supervisory personnel as defined by the federal Fair Labor Standards Act of  
5 1938, as amended, and as designated in the salary schedule ordinance adopted by  
6 the city council pursuant to LMC 2.48.175 by the letter "E" shall not be eligible for  
7 overtime compensation.

8 E. Step Increase Dates. Adjustments shall be effective on the anniversary date of hire, or of  
9 the last step increase for those employees eligible for increase.

10 The provisions of this subsection shall not apply to those employees who are covered by  
11 the LEOFF Act or other negotiated union agreements.

12 F. Emergency Response Status.

13 1. Nonsupervisory personnel and supervisory personnel, as designated in the salary  
14 schedule ordinance adopted by the city council pursuant to LMC 2.48.175 by the  
15 letter "R," scheduled to be immediately available for duty other than normal  
16 working hours shall be compensated at the same rate as those personnel performing  
17 standby duty under the terms of the applicable agreement by and between the city  
18 of Lynnwood and the Public, Professional and Office-Clerical Employees and Drivers  
19 Local Union No. 763.

20 2. Pay for emergency response status per evening shall include the hours between the  
21 end of the normal working day and the beginning of the following working day,  
22 Monday through Thursday.

23 3. Pay for emergency response status per weekend shall include the hours between  
24 the end of the normal working day on Friday and the beginning of the normal  
25 working day on Monday.

26 4. Pay for emergency response status per holiday shall include the hours between the  
27 end of the employee's normal working day which precedes the holiday and the  
28 beginning of the normal working day following said holiday.

29 5. Pay for emergency response status on evenings, weekends, or holidays shall not be  
30 duplicated or pyramided.

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6. Personnel assigned to emergency response status shall be eligible for additional overtime from the first callback and shall be credited a minimum of one hour on all such callbacks.


Section 6. Repealer. Section 2.48.185 of the Lynnwood Municipal Code is repealed.

Section 7. 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 or constitutionality of any other section, sentence, clause or phrase or word of this ordinance.

Section 8. Effective Date: This ordinance or an approved summary thereof consisting of its title shall be published in the City's official newspaper of record and shall take effect January 1, 2017.

PASSED this 12th day of December, 2016, and signed in authentication of its passage this 15<sup>th</sup> day of December, 2016.

APPROVED:

  
\_\_\_\_\_  
Nicola Smith, Mayor

ATTEST/AUTHENTICATED:

  
\_\_\_\_\_  
Sonja Springer, Finance Director

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Rosemary Larson, City Attorney

FILED WITH ADMINISTRATIVE SERVICES: 12/15/2016  
PASSED BY THE CITY COUNCIL: 12/12/2016  
PUBLISHED: 12/17/2016  
EFFECTIVE DATE: 01/01/2017  
ORDINANCE NUMBER: 3242

# City of Lynnwood 2017 Salary Schedule

Exhibit A

JOB CLASS	2017 TITLE (as of January 1, 2017)	GRADE	YEAR	Valid Since	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	FLSA	Wkrs Comp	EEO
<b>AFSCME</b>														
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
4908	Resident Engineer	221	2016	1/1/16	35.92	37.36	38.86	40.41	42.02	43.70	45.46	N	5305	2
4203	Assistant Building Official	220	2016	1/1/16	33.26	34.58	35.97	37.42	38.91	40.47	42.09	N	803	2
4501	Community Resource Specialist	220	2016	1/1/16	33.26	34.58	35.97	37.42	38.91	40.47	42.09	N	5305	2
4907	Project Manager	220	2016	1/1/16	33.26	34.58	35.97	37.42	38.91	40.47	42.09	N	803	2
4206	Combination Inspector	219	2016	1/1/16	30.80	32.02	33.31	34.64	36.02	37.47	38.97	N	803	3
4207	Electrical Inspector	219	2016	1/1/16	30.80	32.02	33.31	34.64	36.02	37.47	38.97	N	803	3
4211	Senior Planner	219	2016	1/1/16	30.80	32.02	33.31	34.64	36.02	37.47	38.97	N	5305	2
4909	Traffic Signal Technician Lead	219	2016	1/1/16	30.80	32.02	33.31	34.64	36.02	37.47	38.97	N	803	3
4204	Building Inspector	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	803	3
4000	Accountant- Enterprise	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	5305	2
4000	Accountant - Capital Assets and Grants	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	5305	2
4000	Financial Systems Accountant - Accounting	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	5305	2
4000	Financial Systems Accountant - Treasury	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	5305	2
4023	Fleet Program Specialist	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	5305	3
4024	GIS Coordinator	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	803	2
4904	Lab Technician	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	803	3
4905	Mechanic - Heavy Equipment	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	803	7
4001	Network Engineer	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	803	3
4003	Programmer	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	5305	3
4009	Senior Computer Systems Engineer	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	5305	3
4911	Vehicle Equipment Service Technician	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	803	3
4011	Webmaster	218	2016	1/1/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	5305	7
4100	Senior Administrative Assistant	218	2017	1/2/16	28.52	29.66	30.84	32.07	33.36	34.69	36.07	N	5305	6
4202	Associate Planner	217	2016	1/1/16	26.41	27.46	28.56	29.70	30.88	32.14	33.40	N	5305	2
4013	Buyer	217	2016	1/1/16	26.41	27.46	28.56	29.70	30.88	32.14	33.40	N	5305	5
4900	Civil Engineer I	217	2016	1/1/16	26.41	27.46	28.56	29.70	30.88	32.14	33.40	N	803	2
4015	Computer Systems Engineer	217	2016	1/1/16	26.41	27.46	28.56	29.70	30.88	32.14	33.40	N	5305	2
4902	Engineering Technician II	217	2016	1/1/16	26.41	27.46	28.56	29.70	30.88	32.14	33.40	N	803	3
4020	Finance Specialist - Payroll	217	2016	1/1/16	26.41	27.46	28.56	29.70	30.88	32.14	33.40	N	5305	5
4021	Finance Specialist - Records	217	2016	1/1/16	26.41	27.46	28.56	29.70	30.88	32.14	33.40	N	5305	6
4022	Financial Analyst	217	2016	1/1/16	26.41	27.46	28.56	29.70	30.88	32.14	33.40	N	5305	2
4007	Senior Computer Support Specialist	217	2016	1/1/16	26.41	27.46	28.56	29.70	30.88	32.14	33.40	N	5305	3
4022	Account Specialist - Payables	217	2016	1/1/16	26.41	27.46	28.56	29.70	30.88	32.14	33.40	N	5305	6

JOB CLASS	2017 TITLE (as of January 1, 2017)	GRADE	YEAR	Valid Since								FLSA	Wkrs Comp	EEO
4012	Administrative Assistant/Deputy Clerk	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	5305	6
4100	Administrative Assistant-Parks, Recreation & Cultural Arts	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	5305	6
4100	Administrative Assistant-Economic Development	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	5305	6
4205	Code Enforcement Officer	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	803	5
4801	Community Outreach Specialist	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	5305	3
4901	Engineering Technician I	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	803	3
4901	Engineering Technician I - Construction Inspection	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	803	3
4016	Finance Specialist - LEOFF/Business UC	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	5305	5
4208	Permit Coordinator	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	5305	6
4303	Probation Officer	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	5305	2
4210	Permit Technician/Administrative Assistant	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	5305	3
4910	Traffic Signal Technician	216	2016	1/1/16	24.45	25.42	26.45	27.51	28.60	29.74	30.93	N	803	3
4006	Accounting Technician - Payroll	215	2016	1/1/16	22.64	23.54	24.48	25.46	26.48	27.55	28.64	N	5305	3
4010	Accounting Technician - Utilities	215	2016	1/1/16	22.64	23.54	24.48	25.46	26.48	27.55	28.64	N	5305	3
4100	Administrative Assistant	215	2016	1/1/16	22.64	23.54	24.48	25.46	26.48	27.55	28.64	N	5305	6
4201	Assistant Planner	215	2016	1/1/16	22.64	23.54	24.48	25.46	26.48	27.55	28.64	N	5305	2
4014	Computer Support Specialist	215	2016	1/1/16	22.64	23.54	24.48	25.46	26.48	27.55	28.64	N	5305	3
4018	Finance Technician - Customer Service	215	2016	1/1/16	22.64	23.54	24.48	25.46	26.48	27.55	28.64	N	5305	3
4209	Permit Technician	215	2016	1/1/16	22.64	23.54	24.48	25.46	26.48	27.55	28.64	N	5305	3
4027	Procurement Technician/Assistant Buyer	215	2016	1/1/16	22.64	23.54	24.48	25.46	26.48	27.55	28.64	N	5305	3
4026	Public Records Technician	215	2016	1/1/16	22.64	23.54	24.48	25.46	26.48	27.55	28.64	N	5305	3
4004	Accounting Technician - Payables	214	2016	1/1/16	20.96	21.80	22.67	23.58	24.52	25.51	26.52	N	5305	3
4028	Accounting Technician - Payroll & Accounts Payable	214	2016	1/1/16	20.96	21.80	22.67	23.58	24.52	25.51	26.52	N	5305	3
4008	Accounting Technician - Treasury	214	2016	1/1/16	20.96	21.80	22.67	23.58	24.52	25.51	26.52	N	5305	3
4903	Engineering Tech Aide	214	2016	1/1/16	20.96	21.80	22.67	23.58	24.52	25.51	26.52	N	803	6
4301	Legal Specialist	214	2016	1/1/16	20.96	21.80	22.67	23.58	24.52	25.51	26.52	N	5305	6
4906	Meter Reader/Office Assistant	214	2016	1/1/16	20.96	21.80	22.67	23.58	24.52	25.51	26.52	N	803	8
-	Administrative Tech Aide - Fleet Maintenance	214	2016	1/1/16	20.96	21.80	22.67	23.58	24.52	25.51	26.52	N	5305	6
4019	Finance Clerk/Receptionist	213	2016	1/1/16	19.49	20.28	21.10	21.92	22.80	23.72	24.66	N	5305	6
4102	Engineering Administrative Office Aide	213	2016	1/1/16	19.49	20.28	21.10	21.92	22.80	23.72	24.66	N	5305	6
4500	Medical Services Clerk	213	2016	1/1/16	19.49	20.28	21.10	21.92	22.80	23.72	24.66	N	5305	6
4005	Records/Mail Room Assistant	213	2016	1/1/16	19.49	20.28	21.10	21.92	22.80	23.72	24.66	N	5305	6
4025	Mail Room Assistant	212	2016	1/1/16	18.14	18.85	19.62	20.40	21.22	22.06	22.96	N	5305	6
4300	Data Entry Clerk - Court	211	2016	1/1/16	16.86	17.54	18.25	18.98	19.73	20.52	21.34	N	5305	6
IAFF														

JOB CLASS	2017 TITLE (as of January 1, 2017)	GRADE	YEAR	Valid Since	Step A	Step B	Step C	Step D				FLSA	Wkrs Comp	EEO
	*Per IAFF contract, monthly rates are reflected				Step A	Step B	Step C	Step D						
2500	Firefighter		2017	1/1/17	6194	6721	6933	7321				N	6904	4
2502	Firefighter/Paramedic		2017	1/1/17	6814	7528	7832	8199				N	6904	4
2504	Inspector		2017	1/1/17	-	-	8053	8419				N	6904	3
2503	Captain		2017	1/1/17	-	-	8053	8565				N	6904	3
2508	Medical Services Officer		2017	1/1/17	-	-	8712	8931				N	6904	2
2506	Battalion Chief		2017	1/1/17	-	-	9297	9737				N	6904	2
<b>NON-REPRESENTED</b>														
	<b>Administrative Services</b>				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5005	Finance Director	627	2017	1/1/17	65.59	68.41	71.35	74.42	77.62	80.96	84.44	E	5305	1
5012	Strategic Planner	625	2017	1/1/17	53.24	55.53	57.92	60.41	63.01	65.72	68.54	E	5305	1
5003	Assistant Finance Director - Treasury	625	2017	1/1/17	53.24	55.53	57.92	60.41	63.01	65.72	68.54	E	5305	1
5000	Manager - Accounting	624	2017	1/1/17	48.40	50.48	52.65	54.92	57.28	59.74	62.31	E	5305	1
5008	Manager - Purchasing and Contracts	624	2017	1/1/17	48.40	50.48	52.65	54.92	57.28	59.74	62.31	E	5305	1
5006	Finance Supervisor	622	2017	1/1/17	40.00	41.72	43.52	45.39	47.34	49.37	51.50	N	5305	2
5007	Financial/Budget Supervisor	622	2017	1/1/17	40.00	41.72	43.52	45.39	47.34	49.37	51.50	N	5305	2
5004	Budget Coordinator	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	5305	2
	<b>Community Development</b>													
5201	Community Development Director	626	2017	1/1/17	59.10	61.64	64.29	67.05	69.93	72.94	76.08	E	5305	1
5202	Deputy Community Development Director	625	2017	1/1/17	53.24	55.53	57.92	60.41	63.01	65.72	68.54	E	5305	1
5203	Planning Manager	624	2017	1/1/17	48.40	50.48	52.65	54.92	57.28	59.74	62.31	E	5305	1
5200	Building Official	624	2017	1/1/17	48.40	50.48	52.65	54.92	57.28	59.74	62.31	E	803	2
5204	Permit Center Supervisor	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	5305	2
	<b>Court</b>													
5300	Court Administrator	625	2017	1/1/17	53.24	55.53	57.92	60.41	63.01	65.72	68.54	E	5305	1
5301	Court Operations Supervisor	620	2017	1/1/17	33.06	34.49	35.97	37.51	39.13	40.81	42.57	N	5305	3
5302	Probation Supervisor	619	2017	1/1/17	30.06	31.35	32.70	34.11	35.57	37.10	38.70	N	5305	3
	<b>Economic Development</b>													
5401	Economic Development Director	626	2017	1/1/17	59.10	61.64	64.29	67.05	69.93	72.94	76.08	E	5305	1
5400	City Center Program Manager	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	5305	2
5402	Project and Tourism Manager	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	5305	2
	<b>Executive</b>													
5403	Assistant City Administrator	626	2017	1/1/17	59.10	61.64	64.29	67.05	69.93	72.94	76.08	E	5305	1
6401	Intergovernmental Relations Liaison	622	2017	1/1/17	40.00	41.72	43.52	45.39	47.34	49.37	51.50	N	5305	2
5405	Communications Officer	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	5305	2



JOB CLASS	2017 TITLE (as of January 1, 2017)	GRADE	YEAR	Valid Since								FLSA	Wkrs Comp	EEO
5404	Executive Assistant to the Mayor	619	2017	1/1/17	30.06	31.35	32.70	34.11	35.57	37.10	38.70	N	5305	5
	Fire													
5501	Fire Chief	PS3	2017	1/1/17	66.52	69.38	72.36	75.47	78.72	82.10	85.63	E	6904	1
5500	Assistant Fire Chief	PS2	2017	1/1/17	59.19	61.73	64.39	67.16	70.04	73.06	76.20	E	6904	1
		PS1	2017	1/1/17	52.30	54.55	56.90	59.34	61.89	64.56	67.33	E	6904	1
5102	Fire Administrative Supervisor	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	6904	3
	Human Resources													
5602	Human Resources Director	626	2017	1/1/17	59.10	61.64	64.29	67.05	69.93	72.94	76.08	E	5305	1
5603	Human Resources Manager	623	2017	1/1/17	44.00	45.89	47.86	49.92	52.07	54.31	56.64	E	5305	2
5601	Human Resources Analyst	619	2017	1/1/17	30.06	31.35	32.70	34.11	35.57	37.10	38.70	N	5305	2
5101	Administrative Assistant	617	2017	1/1/17	24.83	25.90	27.01	28.17	29.39	30.65	31.97	N	5305	5
	Information Technology													
5002	Information Technology Director	626	2017	1/1/17	59.10	61.64	64.29	67.05	69.93	72.94	76.08	E	5305	1
5014	Application Support Manager	622	2017	1/1/17	40.00	41.72	43.52	45.39	47.34	49.37	51.50	E	5305	2
5013	IT Systems Manager	622	2017	1/1/17	40.00	41.72	43.52	45.39	47.34	49.37	51.50	E	5305	2
	Legislative													
6102	Executive Assistant to the City Council	619	2017	1/1/17	30.06	31.35	32.70	34.11	35.57	37.10	38.70	N	5305	6
	Neighborhood and Community Affairs													
5100	Community Affairs Director	624	2017	1/1/17	48.40	50.48	52.65	54.92	57.28	59.74	62.31	E	5305	1
	Parks, Recreation and Cultural Arts													
5812	Parks, Recreation and Cultural Arts Director	627	2017	1/1/17	65.59	68.41	71.35	74.42	77.62	80.96	84.44	E	5305	1
5802	Deputy Parks, Recreation and Cultural Arts Director	624	2017	1/1/17	48.40	50.48	52.65	54.92	57.28	59.74	62.31	E	5305	1
5821	Recreation Superintendent (R)	622	2017	1/1/17	40.00	41.72	43.52	45.39	47.34	49.37	51.50	N	803	1
5811	Parks Maintenance Superintendent (R)	622	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	803	1
5814	Recreation Manager (R)	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	5305	1
5813	Recreation Supervisor (R)	620	2017	1/1/17	33.06	34.49	35.97	37.51	39.13	40.81	42.57	N	5305	2
5800	Assistant Recreation Supervisor (R)	619	2017	1/1/17	30.06	31.35	32.70	34.11	35.57	37.10	38.70	N	5305	2
819, 582	Recreation Coordinator	618	2017	1/1/17	27.31	28.49	29.71	30.99	32.32	33.71	35.16	N	5305	5
5806	Customer Service Specialist (Lead)	616	2017	1/1/17	22.58	23.55	24.56	25.62	26.72	27.87	29.07	N	5305	5
5822	Senior Guard	615	2017	1/1/17	20.72	21.61	22.54	23.51	24.52	25.58	26.68	N	803	5
5801	Customer Service Specialist	615	2017	1/1/17	20.72	21.61	22.54	23.51	24.52	25.58	26.68	N	5305	6
5820	Recreation Specialist	614	2017	1/1/17	18.83	19.64	20.49	21.37	22.29	23.24	24.24	N	5305	5
-	Recreation Clerk	613	2017	1/1/17	17.28	18.02	18.80	19.60	20.45	21.33	22.24	N	5305	5
5810	Lifeguard/WSI II	611	2017	1/1/17	14.54	15.17	15.82	16.50	17.21	17.95	18.72	N	803	5
5807	Lead Field Attendant	611	2017	1/1/17	14.54	15.17	15.82	16.50	17.21	17.95	18.72	N	803	8
5809	Lifeguard/WSI II	609	2017	1/1/17	12.24	12.76	13.31	13.89	14.48	15.11	15.76	N	803	3

JOB CLASS	2017 TITLE (as of January 1, 2017)	GRADE	YEAR	Valid Since								FLSA	Wkrs Comp	EEO
5804	Exercise Room Technician	609	2017	1/1/17	12.24	12.76	13.31	13.89	14.48	15.11	15.76	N	803	8
5808	Lifeguard	608	2017	1/1/17	11.23	11.71	12.21	12.74	13.29	13.86	14.45	N	803	5
	Police													
5700	Police Chief	PS3	2017	1/1/17	66.52	69.38	72.36	75.47	78.72	82.10	85.63	E	6905	1
1708	Deputy Police Chief	PS2	2017	1/1/17	59.19	61.73	64.39	67.16	70.04	73.06	76.20	E	6905	1
1709	Police Commander	PS1	2017	1/1/17	52.30	54.55	56.90	59.34	61.90	64.56	67.33	E	6905	1
5702	Police Support Services Manager	622	2017	1/1/17	40.00	41.72	43.52	45.39	47.34	49.37	51.50	N	5305	1
-	Jail Nurse	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	6905	2
5101	Administrative Assistant	617	2017	1/1/17	24.83	25.90	27.01	28.17	29.39	30.65	31.97	N	5305	6
5703	Victim Services Coordinator	617	2017	1/1/17	24.83	25.90	27.01	28.17	29.39	30.65	31.97	N	5305	1
6702	Reserve Police Officer (Step A of Police Officers' Contract)	Special	2017	1/1/17	37.11	-	-	-	-	-	-	N	6905	4
5701	Police Officer Trainee (Step A of Police Officers' Contract)	Step A	2017	1/1/17	37.11	-	-	-	-	-	-	N	6905	4
	Public Works													
5906	Public Works Director/City Engineer	627	2017	1/1/17	65.59	68.41	71.35	74.42	77.62	80.96	84.44	E	5305	1
5904	Deputy Public Works Director	626	2017	1/1/17	59.10	61.64	64.29	67.05	69.93	72.94	76.08	E	5305	1
5908	Traffic Engineer (R)	623	2017	1/1/17	44.00	45.89	47.86	49.92	52.07	54.31	56.64	N	803	2
5905	Development Services Supervisor	622	2017	1/1/17	40.00	41.72	43.52	45.39	47.34	49.37	51.50	N	5305	1
5909	Treatment Plant Supervisor (R)	622	2017	1/1/17	40.00	41.72	43.52	45.39	47.34	49.37	51.50	N	803	2
5901	Assistant Treatment Plant Supervisor	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	803	2
5911	Building Operations and Maintenance Supervisor (R)	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	803	2
5907	Streets Maintenance Supervisor (R)	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	803	2
5910	Utilities Maintenance Supervisor (R)	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	803	2
5102	Administrative Supervisor	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	5305	2
5902	Fleet Supervisor (R)	621	2017	1/1/17	36.36	37.92	39.55	41.26	43.03	44.88	46.81	N	803	2
5101	Administrative Assistant	617	2017	1/1/17	24.83	25.90	27.01	28.17	29.39	30.65	31.97	N	5305	2
5912	Lead Maintenance Worker	617	2017	1/1/17	24.83	25.90	27.01	28.17	29.39	30.65	31.97	N	803	7
5913	Maintenance Worker	616	2017	1/1/17	22.58	23.55	24.56	25.62	26.72	27.87	29.07	N	803	8
<b>Teamsters</b>														
					Step A	Step B	Step C	Step D	Step E					
3909	Lead Treatment Plant Operator		2017	1/1/17	32.35	33.96	35.54	37.15	39.15			N	803	7
3905	Treatment Plant Operator IV		2017	1/1/17	30.81	32.34	33.85	35.38	37.29			N	803	7
3904	Treatment Plant Operator III		2017	1/1/17	29.90	31.27	32.62	34.01	35.72			N	803	7
3903	Treatment Plant Operator II		2017	1/1/17	28.38	29.81	31.21	32.65	34.38			N	803	7
3902	Treatment Plant Operator I		2017	1/1/17	27.87	28.85	29.85	30.83	32.13			N	803	7

JOB CLASS	2017 TITLE (as of January 1, 2017)	GRADE	YEAR	Valid Since								FLSA	Wkrs Comp	EEO
3908	SCADA Technician		2017	1/1/17	29.90	31.27	32.62	34.01	35.72			N	803	7
3900	Operator in Training		2017	1/1/17	21.40	22.42	23.44	24.48	25.77			N	803	7
3901	Pump Station Operator		2017	1/1/17	28.15	29.48	30.84	32.28	34.13			N	803	7
3101	Maintenance Technician		2017	1/1/17	28.76	30.14	31.52	32.91	35.65			N	803	7
3102	Maintenance Worker I		2017	1/1/17	20.66	21.78	22.86	23.95	25.30			N	803	7
3103	Maintenance Worker II		2017	1/1/17	25.62	26.80	28.05	29.33	31.01			N	803	7
3906	Lead Worker/Utilities Specialist		2017	1/1/17	28.59	29.81	31.01	32.27	33.82			N	803	7
3100	Foreman		2017	1/1/17	30.74	32.16	33.61	35.02	36.84			N	803	7
3910	Electrician - WWTP and Utilities		2017	1/1/17	31.58	33.15	34.69	36.27	38.22			N	803	7
					<b>Rate 1</b>	<b>Rate 2</b>	<b>Rate 3</b>	<b>Rate 4</b>	<b>Rate 5</b>	<b>Rate 6</b>				
3105	Teamsters General Laborer/Teamsters Intern		2017	1/1/17	13.29	13.95	14.64	15.39	16.16	16.96		N	803	8
3907	Teamsters Vegetation Supervisor		2017	1/1/17	15.83	16.63	17.45	18.33	19.23	20.21		N	803	8
<b>Police</b>														
	<b>Lynnwood Police Management Guild</b>				<b>Step A</b>	<b>Step B</b>	<b>Step C</b>							
1711	Commander		2017	1/1/17	55.32	57.52	59.81					N	6905	1
1710	Deputy Chief		2017	1/1/17	62.15	64.62	67.22					N	6905	1
					<b>Step A</b>	<b>Step B</b>	<b>Step C</b>							
1707	<b>Lynnwood Police Sergeants</b>		2017	1/1/17	45.13	46.42	47.81					N	6905	3
1706	<b>Lynnwood Police Officers</b>		2017	1/1/17	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>					
					33.57	36.46	37.94	39.48	40.69			N	6905	4
	<b>Lynnwood Police Support</b>				<b>Step I</b>	<b>Step II</b>	<b>Step III</b>	<b>Step IV</b>	<b>Step V</b>	<b>Step VI</b>				
1703	Police Clerk		2017	1/1/17	23.62	24.19	25.00	25.81	26.53	27.32		N	5305	6
1704	Confinement Officer		2017	1/1/17	27.96	28.76	29.76	30.59	31.54	-		N	6905	4
1701	Crime Prevention Specialist		2017	1/1/17	27.96	28.76	29.76	30.59	31.54	-		N	5305	3
1702	Evidence Technician		2017	1/1/17	27.41	28.20	29.17	30.00	30.93	-		N	803	3
1700	Animal Control		2017	1/1/17	28.03	28.83	29.83	30.68	31.63	-		N	803	4
1705	Confinement Sergeant		2017	1/1/17	28.66	29.48	30.50	-	-	-		N	6905	3



On the, 12th day of December, 2016 the City Council of the City of Lynnwood, Washington, passed ordinance 3242. A summary of the content of these ordinance, consisting of the title, provides as follows:

**ORDINANCE NO. 3242**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LYNNWOOD, WASHINGTON, ESTABLISHING A SALARY SCHEDULE FOR THE 2017 CALENDAR YEAR; AMENDING LMC 2.48.175 AND LMC 2.48.030; REPEALING LMC 2.48.185; PROVIDING FOR SEVERABILITY; ESTABLISHING AN EFFECTIVE DATE; AND PROVIDING FOR SUMMARY PUBLICATION**

The full text of these ordinances will be mailed upon request.

DATED this 17<sup>TH</sup> day of December, 2016.

  
\_\_\_\_\_  
Debbie Karber, Deputy City Clerk



**LYNNWOOD**  
WASHINGTON

## **CERTIFICATE**

I, the undersigned, Debra Karber, the duly appointed Deputy City Clerk of the City of Lynnwood, Washington, hereby certify that the Ordinance hereto attached is a full, true and correct copy of Ordinance No. 3242 of the City of Lynnwood, Washington, entitled as follows:

### **ORDINANCE NO. 3242**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LYNNWOOD, WASHINGTON, ESTABLISHING A SALARY SCHEDULE FOR THE 2017 CALENDAR YEAR; AMENDING LMC 2.48.175 AND LMC 2.48.030; REPEALING LMC 2.48.185; PROVIDING FOR SEVERABILITY; ESTABLISHING AN EFFECTIVE DATE; AND PROVIDING FOR SUMMARY PUBLICATION.**

That said ordinance was passed by the Council on December 12, 2016 of said City and was published and posted according to law; that said ordinance was duly published in the official newspaper of said City on December 17, 2016.

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Debra Karber, Deputy City Clerk

# Everett Daily Herald

## Affidavit of Publication

State of Washington }  
County of Snohomish } ss

Kathleen Landis being first duly sworn, upon oath deposes and says: that he/she is the legal representative of the Everett Daily Herald a daily newspaper. The said newspaper is a legal newspaper by order of the superior court in the county in which it is published and is now and has been for more than six months prior to the date of the first publication of the Notice hereinafter referred to, published in the English language continually as a daily newspaper in Snohomish County, Washington and is and always has been printed in whole or part in the Everett Daily Herald and is of general circulation in said County, and is a legal newspaper, in accordance with the Chapter 99 of the Laws of 1921, as amended by Chapter 213, Laws of 1941, and approved as a legal newspaper by order of the Superior Court of Snohomish County, State of Washington, by order dated June 16, 1941, and that the annexed is a true copy of EDH736164 ORDINANCES as it was published in the regular and entire issue of said paper and not as a supplement form thereof for a period of 1 issue(s), such publication commencing on 12/17/2016 and ending on 12/17/2016 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$64.96.

Kathleen Landis

Subscribed and sworn before me on this

19 day of December,  
2016.

Aubrey Knapp

Notary Public in and for the State of Washington.

City of Lynnwood - LEGAL ADS | 14127890  
DEBBIE KARBBER

### Public Notices

LYNNWOOD WASHINGTON

CITY OF LYNNWOOD

On the, 12th day of December, 2016 the City Council of the City of Lynnwood, Washington, passed ordinances 3239, 3240, 3241 and 3242. A summary of the content of these ordinances, consisting of the title, provides as follows:

ORDINANCE NO. 3239

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LYNNWOOD, WASHINGTON, ESTABLISHING REGULATIONS FOR DETACHED ACCESSORY DWELLING UNITS; AMENDING LMC 21.02.011 AND LMC 21.42.110; AND PROVIDING FOR SEVERABILITY, AN EFFECTIVE DATE, AND SUMMARY PUBLICATION.

ORDINANCE NO. 3240

AN ORDINANCE OF THE CITY OF LYNNWOOD, WASHINGTON, SUPERSEDING ORDINANCE #3213, ESTABLISHING FUNDING FOR THE WWTP BUILDING REPAIRS PROJECT, AND AUTHORIZING EXPENDITURES IN FUND 411; AND CONSISTENT WITH THE PROJECT FINANCIAL PLAN; AND PROVIDING FOR SEVERABILITY, AN EFFECTIVE DATE AND SUMMARY PUBLICATION.

ORDINANCE NO. 3241

AN ORDINANCE OF THE CITY OF LYNNWOOD, WASHINGTON, ESTABLISHING PROJECT FUNDING FOR CONSULTING SERVICES IN SUPPORT OF LINK LIGHT RAIL PROJECT REVIEW AND PERMITTING. THIS ORDINANCE AUTHORIZES PROJECT EXPENDITURES IN FUND 011; AND REVENUE IN FUND 011; AND CONSISTENT WITH THE PROJECT FINANCIAL PLAN; AND PROVIDING FOR SEVERABILITY, AN EFFECTIVE DATE AND SUMMARY PUBLICATION.

ORDINANCE NO. 3242

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LYNNWOOD, WASHINGTON, ESTABLISHING A SALARY SCHEDULE FOR THE 2017 CALENDAR YEAR, AMENDING LMC 2.48.175 AND LMC 2.48.030; REPEALING LMC 2.48.185; PROVIDING FOR SEVERABILITY; ESTABLISHING AN EFFECTIVE DATE; AND PROVIDING FOR SUMMARY PUBLICATION.

The full text of these ordinances will be mailed upon request. DATED this 17th day of December, 2016.

Published December 17, 2016. Debbie Karber, Deputy City Clerk EDH736164

AUBREY KNAPP  
Notary Public  
State of Washington  
My Commission Expires  
July 30, 2018