

**CITY OF LYNNWOOD
ORDINANCE NO 3401**

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3
4 AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LYNNWOOD,
5 WASHINGTON RELATING TO CLASSIFICATION OF CITY EMPLOYEE
6 POSITIONS; AMENDING EXHIBIT A TO ORDINANCE NUMBER 3355,
7 AS AMENDED BY ORDINANCE NUMBER 3380; AND PROVIDING FOR
8 SEVERABILITY, AN EFFECTIVE DATE AND SUMMARY PUBLICATION
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11 WHEREAS, the City Council of the City of Lynnwood has authority to create and delete
12 employee positions in the City and to establish and amend pay grade classifications and
13 compensation amounts for employee positions in the City; and

14 WHEREAS, LMC 2.48.175 provides that the City's position pay grades and the base pay
15 plan for position grades shall be as established in the salary schedule adopted by ordinance of
16 the City Council; and

17 WHEREAS, in enacting Ordinance 3380, the City Council adopted Exhibit A titled City of
18 Lynnwood 2021 Salary Schedule which established the salary schedule for City employees based
19 upon pay grade classifications for City employee positions; and

20 WHEREAS, as provided by LMC 2.48.175, it is necessary that the adopted salary schedule
21 be amended, modified, superseded, repealed, or reenacted from time to time; and

22 WHEREAS, the City Council has determined that it is appropriate and in the best interest
23 of the City to amend the City of Lynnwood 2021 Salary Schedule attached as Exhibit A to
24 Ordinance 3380 to change the pay grade of the position of Civil Engineer from AFSCME pay
25 grade 217 to AFSCME pay grade 219; and

26 WHEREAS, the City Council has determined that it is appropriate and in the best interest
27 of the City to amend the City of Lynnwood 2021 Salary Schedule attached as Exhibit A to
28 Ordinance 3380 to change the title of the AFSCME position of Combination Plan Reviewer to
29 Combination Plan Reviewer/Building Inspector; and

30 WHEREAS, the City Council has determined that it is appropriate and in the best interest
31 of the City to amend the City of Lynnwood 2021 Salary Schedule attached as Exhibit A to
32 Ordinance 3380 to change the title of the General Salary Ordinance (GSO) position of Project
33 and Tourism Manager to Tourism/Project Manager; and

34 WHEREAS, the City Council has determined that it is appropriate and in the best interest
35 of the City to amend the City of Lynnwood 2021 Salary Schedule attached as Exhibit A to

36 Ordinance 3380 to update the Job Class Codes of multiple positions to so that data between the
37 City’s Munis financial system and NeoGov, the City’s performance evaluation program, can be
38 accurately exchanged; and

39 WHEREAS, the City Council has determined that the provisions of this Ordinance are in
40 the interest of the public’s health, safety and welfare,

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

43 **Section 1.** Exhibit A, titled City of Lynnwood 2021 Salary Schedule is hereby amended to read as
44 Exhibit A – City of Lynnwood 2021 Salary Schedule, attached hereto and incorporated by
45 reference.

46 **Section 2.** The City of Lynnwood 2021 Salary Schedule as adopted shall not limit the authority of
47 the City of Lynnwood to take personnel and budgetary actions as otherwise allowed by applicable
48 law, personnel policies and collective bargaining agreements.

49 **Section 3. Severability:** If any sentence, clause or phrase of this ordinance should be held to be
50 invalid or unconstitutional by a court of competent jurisdiction, such invalidity or
51 unconstitutionality shall not affect the validity or constitutionality of any other section, sentence,
52 clause or phrase of this ordinance.

53 **Section 4. Effective Date:** This ordinance or a summary thereof consisting of the title shall be
54 published in the official newspaper of the City, and shall take effect and be in full force five (5)
55 days after publication.

56 PASSED BY THE CITY COUNCIL, the 8th day of November, 2021.

57
58 APPROVED:

59
60 DocuSigned by:
61 *Nicola Smith* 11/9/2021
62 281B3CE79E884DA...
63 Nicola Smith, Mayor

64
65
66 ATTEST/AUTHENTICATED:

67 DocuSigned by:
68 *Karen Fitzthum*
69 549561C7EC99433...
70 Karen Fitzthum, City Clerk
71

72 APPROVED AS TO FORM:

DocuSigned by:

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Rosemary Larson

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B23BAB973133428...

75 Rosemary Larson, City Attorney

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City of Lynnwood 2021 Salary Schedule

JOB CLASS	2021 TITLE (as of January 1, 2021)	GRADE	YEAR	Valid Since	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	FLSA	Wkrs Comp	EEO
AFSCME														
4908	Engineer	222	2021	1/1/20	44.32	46.09	47.95	49.86	51.85	53.92	56.09	N	5305	2
4041	Database Administrator	221	2021	1/1/20	41.04	42.68	44.40	46.17	48.01	49.92	51.94	N	5305	2
4907	Project Manager	221	2021	1/1/20	41.04	42.68	44.40	46.17	48.01	49.92	51.94	N	803	2
4213	Business Support Analyst	220	2021	1/1/21	37.99	39.51	41.09	42.76	44.45	46.24	48.09	N	5305	2
4212	Combination Electrical Inspector	220	2021	1/1/20	37.99	39.51	41.09	42.76	44.45	46.24	48.09	N	803	3
4211	Senior Planner	220	2021	1/1/20	37.99	39.51	41.09	42.76	44.45	46.24	48.09	N	5305	2
4024	GIS Administrator	220	2021	1/1/20	37.99	39.51	41.09	42.76	44.45	46.24	48.09	N	803	2
4001	Network Engineer	220	2021	1/1/20	37.99	39.51	41.09	42.76	44.45	46.24	48.09	N	803	3
4015	Systems Engineer	220	2021	1/1/20	37.99	39.51	41.09	42.76	44.45	46.24	48.09	N	5305	2
4030	Application Support Analyst	220	2021	1/1/20	37.99	39.51	41.09	42.76	44.45	46.24	48.09	N	5305	3
4206	Combination Plan Reviewer/Building Inspector	219	2021	1/1/20	35.20	36.58	38.05	39.58	41.15	42.81	44.52	N	803	3
4207	Electrical Inspector	219	2021	1/1/20	35.20	36.58	38.05	39.58	41.15	42.81	44.52	N	803	3
4909	Lead Traffic Signal Technician	219	2021	1/1/20	35.20	36.58	38.05	39.58	41.15	42.81	44.52	N	803	3
4912	Asset Management Administrator	219	2021	2/24/20	35.20	36.58	38.05	39.58	41.15	42.81	44.52	N	803	3
4204	Building Inspector	218	2021	1/1/20	32.58	33.89	35.24	36.64	38.11	39.63	41.21	N	803	3
4000	Accountant	218	2021	1/1/20	32.58	33.89	35.24	36.64	38.11	39.63	41.21	N	5305	2
4904	Lab Technician	218	2021	1/1/20	32.58	33.89	35.24	36.64	38.11	39.63	41.21	N	803	3
4905	Mechanic - Heavy Equipment	218	2021	1/1/20	32.58	33.89	35.24	36.64	38.11	39.63	41.21	N	803	7
4104/4110	Senior Administrative Assistant	218	2021	1/1/20	32.58	33.89	35.24	36.64	38.11	39.63	41.21	N	5305	6
4202	Planner	218	2021	1/1/20	32.58	33.89	35.24	36.64	38.11	39.63	41.21	N	5305	2
4215/4902	Senior Engineering Technician	218	2021	1/1/20	32.58	33.89	35.24	36.64	38.11	39.63	41.21	N	803	3
4007	Senior Computer Support Specialist	218	2021	1/1/20	32.58	33.89	35.24	36.64	38.11	39.63	41.21	N	5305	3
4205	Code Enforcement Officer	218	2021	1/1/20	32.58	33.89	35.24	36.64	38.11	39.63	41.21	N	803	5
4016	Business License Specialist	217	2021	1/1/21	30.17	31.37	32.62	33.93	35.28	36.72	38.17	N	5305	5
4911	Emergency Vehicle Equipment Service Technician	217	2021	1/1/20	30.17	31.37	32.62	33.93	35.28	36.72	38.17	N	803	3
4013	Buyer	217	2021	1/1/20	30.17	31.37	32.62	33.93	35.28	36.72	38.17	N	5305	5
4214/4900	Civil Engineer	217 219	2021	1/1/20	30.17 35.20	31.37 36.58	32.62 38.05	33.93 39.58	35.28 41.15	36.72 42.81	38.17 44.52	N	803	2
4034/4040	Senior Finance Specialist	217	2021	1/1/20	30.17	31.37	32.62	33.93	35.28	36.72	38.17	N	5305	5

4216/4901	Engineering Technician	217	2021	1/1/20	30.17	31.37	32.62	33.93	35.28	36.72	38.17	N	803	3
4303	Probation Officer	217	2021	1/1/20	30.17	31.37	32.62	33.93	35.28	36.72	38.17	N	5305	2
4210	Senior Permit Technician	217	2021	1/1/20	30.17	31.37	32.62	33.93	35.28	36.72	38.17	N	5305	3
4910	Traffic Signal Technician	217	2021	1/1/20	30.17	31.37	32.62	33.93	35.28	36.72	38.17	N	803	3
4014	Computer Support Specialist	217	2021	1/1/20	30.17	31.37	32.62	33.93	35.28	36.72	38.17	N	5305	3
4033	Finance Specialist	216	2021	1/1/20	27.93	29.05	30.21	31.44	32.67	33.97	35.33	N	5305	6
4035	Procurement Specialist	216	2021	1/1/20	27.93	29.05	30.21	31.44	32.67	33.97	35.33	N	5305	6
4100/4108 4105/4106 4107	Administrative Assistant	216	2021	1/1/20	27.93	29.05	30.21	31.44	32.67	33.97	35.33	N	5305	6
4032/4037 4038/4039	Senior Finance Technician	216	2021	1/1/20	27.93	29.05	30.21	31.44	32.67	33.97	35.33	N	5305	3
4209	Permit Technician	216	2021	1/1/20	27.93	29.05	30.21	31.44	32.67	33.97	35.33	N	5305	3
4031	Finance Technician	215	2021	1/1/20	25.86	26.89	27.96	29.09	30.26	31.48	32.72	N	5305	3
4301	Legal Specialist II	215	2021	1/1/20	25.86	26.89	27.96	29.09	30.26	31.48	32.72	N	5305	6
4302	Legal Specialist I	214	2021	1/1/20	23.95	24.91	25.90	26.93	28.01	29.14	30.30	N	803	6
4103	Senior Support Services Technician	214	2021	1/1/20	23.95	24.91	25.90	26.93	28.01	29.14	30.30	N	803	6
4906	Meter Reader	214	2021	1/1/20	23.95	24.91	25.90	26.93	28.01	29.14	30.30	N	803	8
4102	Support Services Technician	213	2021	1/1/20	22.27	23.18	24.10	25.05	26.05	27.10	28.18	N	5305	6
	NON-REPRESENTED													
	Administrative Services				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5005	Finance Director	627	2021	1/1/20	70.93	73.99	77.16	80.48	83.94	87.55	91.31	E	5305	1
5012	Strategic Planner	625	2021	1/1/20	57.57	60.06	62.64	65.33	68.15	71.07	74.12	E	5305	1
5003	Assistant Finance Director - Treasury	625	2021	1/1/20	57.57	60.06	62.64	65.33	68.15	71.07	74.12	E	5305	1
5000	Manager - Accounting	624	2021	1/1/20	52.34	54.60	56.93	59.40	61.95	64.60	67.38	E	5305	1
5008	Manager - Purchasing and Contracts	624	2021	1/1/20	52.34	54.60	56.93	59.40	61.95	64.60	67.38	E	5305	1
5006	Finance Supervisor	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	5305	2
5007	Financial/Budget Supervisor	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	5305	2
5004	Budget Coordinator	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	5305	2
	Development & Building Services				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5201	DBS Director	627	2021	1/1/20	70.93	73.99	77.16	80.48	83.94	87.55	91.31	E	5305	1
5200	DBS Deputy Director	625	2021	1/1/21	57.57	60.06	62.64	65.33	68.15	71.07	74.12	E	5305	1
5207	DBS Manager	624	2021	1/1/21	52.34	54.60	56.93	59.40	61.95	64.60	67.38	E	5305	1
5208	Economic Development Manager	624	2021	1/1/21	52.34	54.60	56.93	59.40	61.95	64.60	67.38	E	5305	1

5203	Community Planning Manager	624	2021	1/1/20	52.34	54.60	56.93	59.40	61.95	64.60	67.38	E	5305	1
5212	Development Engineering Services Supervisor	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	5305	1
5205-5206	Building Services Supervisor	621	2021	1/1/21	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	5305	2
5210	City Center Program Manager	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	5305	2
5211	Project and Tourism Manager —Tourism/Project Manager	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	5305	2
5204	Permit Supervisor	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	5305	2
	Court				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5300	Court Administrator	625	2021	1/1/20	57.57	60.06	62.64	65.33	68.15	71.07	74.12	E	5305	1
5301	Court Operations Supervisor	620	2021	1/1/20	35.75	37.30	38.90	40.56	42.32	44.13	46.04	N	5305	3
5302	Probation Supervisor	619	2021	1/1/20	32.52	33.91	35.37	36.89	38.46	40.12	41.85	N	5305	3
	Executive				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5403	Assistant City Administrator	626	2021	1/1/20	63.91	66.66	69.53	72.51	75.62	78.88	82.27	E	5305	1
5406	Intergovernmental Relations Liaison	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	5305	2
5405	Public Affairs Officer	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	5305	2
5407	Race and Social Justice Coordinator	619	2021	1/1/21	32.52	33.91	35.37	36.89	38.46	40.12	41.85	N	5305	5
5404	Executive Assistant to the Mayor	619	2021	1/1/20	32.52	33.91	35.37	36.89	38.46	40.12	41.85	N	5305	5
	Human Resources				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5602	Human Resources Director	626	2021	1/1/20	63.91	66.66	69.53	72.51	75.62	78.88	82.27	E	5305	1
5603	Human Resources Manager	623	2021	1/1/20	47.58	49.62	51.76	53.98	56.31	58.73	61.25	E	5305	2
5605	Safety Officer	620	2021	1/1/20	35.75	37.30	38.90	40.56	42.32	44.13	46.04	N	5305	3
5604	Human Resources Analyst, Senior	620	2021	1/1/20	35.75	37.30	38.90	40.56	42.32	44.13	46.04	N	5305	3
5601	Human Resources Analyst	619	2021	1/1/20	32.52	33.91	35.37	36.89	38.46	40.12	41.85	N	5305	2
5101	Administrative Assistant	617	2021	1/1/20	26.85	28.01	29.21	30.45	31.77	33.16	34.58	N	5305	5
	Information Technology				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5002	Information Technology Director	626	2021	1/1/20	63.91	66.66	69.53	72.51	75.62	78.88	82.27	E	5305	1
5014	Application Support Manager	624	2021	1/1/20	52.34	54.60	56.93	59.40	61.95	64.60	67.38	E	5305	2
5013	IT Systems Manager	624	2021	1/1/20	52.34	54.60	56.93	59.40	61.95	64.60	67.38	E	5305	2
	Legislative				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
6102	Executive Assistant to the City Council	619	2021	1/1/20	32.52	33.91	35.37	36.89	38.46	40.12	41.85	N	5305	6
	Neighborhood and Community Affairs				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5100	Community Affairs Director	624	2021	1/1/20	52.34	54.60	56.93	59.40	61.95	64.60	67.38	E	5305	1
	Parks, Recreation and Cultural Arts				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5812	Parks, Recreation and Cultural Arts Director	627	2021	1/1/20	70.93	73.99	77.16	80.48	83.94	87.55	91.31	E	5305	1
5802	Deputy Parks, Recreation and Cultural Arts Director	624	2021	1/1/20	52.34	54.60	56.93	59.40	61.95	64.60	67.38	E	5305	1

5811	Park Maintenance Supervisor	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	803	1
5821	Recreation Superintendent (R)	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	803	1
5811	Parks Maintenance Superintendent (R)	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	803	1
5814	Recreation Manager (R)	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	5305	1
5813	Recreation Supervisor (R)	620	2021	1/1/20	35.75	37.30	38.90	40.56	42.32	44.13	46.04	N	5305	2
5800/5815	Assistant Recreation Supervisor (R)	619	2021	1/1/20	32.52	33.91	35.37	36.89	38.46	40.12	41.85	N	5305	2
5816/5817 5819/5823 5824/5827	Recreation Coordinator	618	2021	1/1/20	29.52	30.80	32.13	33.52	34.95	36.46	38.02	N	5305	5
5806	Customer Service Specialist (Lead)	616	2021	1/1/20	24.42	25.47	26.56	27.71	28.90	30.14	31.43	N	5305	5
5822	Senior Guard	615	2021	1/1/20	22.41	23.38	24.38	25.43	26.52	27.67	28.85	N	803	5
5801	Customer Service Specialist	615	2021	1/1/20	22.41	23.38	24.38	25.43	26.52	27.67	28.85	N	5305	6
5820/5825	Recreation Specialist	614	2021	1/1/20	20.35	21.24	22.16	23.12	24.11	25.13	26.21	N	5305	5
-	Recreation Clerk	613	2021	1/1/20	18.69	19.49	20.32	21.20	22.12	23.07	24.05	N	5305	5
5810	Lifeguard/WSI II	611	2021	1/1/20	15.72	16.41	17.11	17.85	18.62	19.40	20.24	N	803	5
5807	Lead Field Attendant	611	2021	1/1/20	15.72	16.41	17.11	17.85	18.62	19.40	20.24	N	803	8
5809	Lifeguard/WSI I	609	2021	1/1/20	13.13	13.80	14.40	15.01	15.66	16.34	17.03	N	803	3
5804	Exercise Room Technician	609	2021	1/1/20	13.13	13.80	14.40	15.01	15.66	16.34	17.03	N	803	8
5808	Lifeguard	608	2021	1/1/20	12.05	12.55	13.08	13.78	14.37	14.98	15.63	N	803	5
	Police				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5700	Police Chief	PS3	2021	1/1/20	71.93	75.03	78.26	81.62	85.13	88.79	92.61	E	6905	1
1710	Deputy Chief	DCN	2021	1/1/20	71.49	74.36	77.33	-	-	-	-	E	6905	1
5702	Police Support Services Manager	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	5305	1
5706	Public Affairs and Communication Manager-Police	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	E	5305	1
-	Jail Nurse	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	6905	2
5705	Police Management Analyst, Senior	620	2021	1/1/20	35.75	37.30	38.90	40.56	42.32	44.13	46.04	N	5305	2
5704	Community Support Specialist/Social Worker	619	2021	1/1/20	32.52	33.91	35.37	36.89	38.46	40.12	41.85	N	5305	2
5703	Victim Services Coordinator	618	2021	2/24/20	29.52	30.80	32.13	33.52	34.95	36.46	38.02	N	5305	1
5101-5104	Administrative Assistant	617	2021	1/1/20	26.85	28.01	29.21	30.45	31.77	33.16	34.58	N	5305	6
6702	Reserve Police Officer (Step C of Police Officers Contract)	SPEC 6	2021	1/1/20			42.87					N	6905	4
5701	Police Officer Trainee (Step A of Police Officers' Contract)	SPEC 88	2021	1/1/20	37.95	-	-	-	-	-	-	N	6905	4
	Public Works				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5906	Public Works Director/City Engineer	627	2021	1/1/20	70.93	73.99	77.16	80.48	83.94	87.55	91.31	E	5305	1
5904	Deputy Public Works Director	626	2021	1/1/20	63.91	66.66	69.53	72.51	75.62	78.88	82.27	E	5305	1

5914	Public Works Manager	624	2021	1/1/20	52.34	54.60	56.93	59.40	61.95	64.60	67.38	E	5305	1
5908	Traffic Engineer (R)	623	2021	1/1/20	47.58	49.62	51.76	53.98	56.31	58.73	61.25	N	803	2
5909	Treatment Plant Supervisor (R)	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	803	2
5905	Development Services Supervisor	622	2021	1/1/20	43.27	45.11	47.06	49.08	51.20	53.40	55.70	N	803	2
5901	Assistant Treatment Plant Supervisor	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	803	2
5911	Building Operations and Maintenance Supervisor (R)	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	803	2
5907	Streets Maintenance Supervisor (R)	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	803	2
5910	Utilities Maintenance Supervisor (R)	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	803	2
5102	Administrative Supervisor	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	5305	2
5902	Automotive Shop Supervisor (R)	621	2021	1/1/20	39.32	41.01	42.77	44.63	46.55	48.53	50.62	N	803	2
5912	Lead Facilities Worker	618	2021	1/1/20	29.52	30.80	32.13	33.52	34.95	36.46	38.02	N	803	7
5101	Administrative Assistant	617	2021	1/1/20	26.85	28.01	29.21	30.45	31.77	33.16	34.58	N	5305	2
5913	Facilities Worker II	616	2021	1/1/20	24.42	25.47	26.56	27.71	28.90	30.14	31.43	N	803	8
5915	Lead Custodian	615	2021	1/1/21	22.41	23.38	24.38	25.43	26.52	27.67	28.85	N	803	8
5913	Facilities Worker I	615	2021	1/1/20	22.41	23.38	24.38	25.43	26.52	27.67	28.85	N	803	8
5903	Custodian	612	2021	1/1/21	17.15	17.88	18.65	19.44	20.27	21.17	22.07	N	803	8
Teamsters														
					Step A	Step B	Step C	Step D	Step E					
3909	Lead Treatment Plant Operator	LTO	2021	1/1/20	37.19	39.05	40.86	42.71	45.01			N	803	7
3905	Treatment Plant Operator IV	O4	2021	1/1/20	35.43	37.18	38.92	40.68	42.87			N	803	7
3904	Treatment Plant Operator III	O3	2021	1/1/20	34.38	35.95	37.50	39.10	41.07			N	803	7
3903	Treatment Plant Operator II	O2	2021	1/1/20	32.63	34.26	35.87	37.53	39.53			N	803	7
3902	Treatment Plant Operator I	O1	2021	1/1/20	32.03	33.17	34.33	35.45	36.94			N	803	7
3908	SCADA Technician	SCT	2021	1/1/20	34.38	35.95	37.50	39.10	41.07			N	803	7
3900	Operator in Training	OT	2021	1/1/20	24.60	25.78	26.94	28.15	29.63			N	803	7
3901	Pump Station Operator	P1	2021	1/1/20	32.36	33.90	35.46	37.12	39.24			N	803	7
3101	Maintenance Technician	MT	2021	1/1/20	33.07	34.65	36.24	37.84	39.84			N	803	7
3102/3108 3109	Maintenance Worker I	M1	2021	1/1/20	23.75	25.04	26.29	27.53	29.08			N	803	7
3103/3110 3111	Maintenance Worker II	M2	2021	1/1/20	29.45	30.80	32.25	33.71	35.65			N	803	7
3104/3112 3113	Lead Worker	L1	2021	1/1/20	32.86	34.26	35.65	37.10	38.87			N	803	7
3100	Foreman	F1	2021	1/1/20	35.33	36.97	38.65	40.27	42.34			N	803	7

3910	Electrician - WWTP and Utilities	ELT	2021	1/1/20	36.31	38.12	39.89	41.70	43.94			N	803	7
					Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6				
3105	Teamsters General Laborer	GL	2021	1/1/20	14.27	14.98	15.72	16.53	17.35	18.21		N	803	8
3907	Teamsters Vegetation Supervisor	VS	2021	1/1/20	17.00	17.86	18.74	19.68	20.65	21.70		N	803	8
3911	Teamsters Intern	IN	2021	1/1/20	14.27	14.98	15.72	16.53	17.35	18.21		N	803	8
	Police													
	Lynnwood Police Management Guild				Step A	Step B	Step C							
1711	Commander	CMN	2021	1/1/20	62.72	65.23	67.83					N	6905	1
	Lynnwood Police Sergeants				Step A	Step B	Step C							
1707	Police Sergeant	SG	2021	1/1/20	51.16	52.68	54.27					N	6905	3
	Lynnwood Police Officers				Step A	Step B	Step C	Step D	Step E					
1706	Police Officers	PO	2021	1/1/20	37.95	41.20	42.87	44.62	45.99			N	6905	4
	Lynnwood Police Support				Step I	Step II	Step III	Step IV	Step V	Step VI				
1703	Police Clerk	PC	2021	1/1/20	26.44	27.08	27.99	28.90	29.70	30.58		N	5305	6
1704	Confinement Officer	CW	2021	1/1/20	31.31	32.20	33.32	34.25	35.31			N	6905	4
1701	Crime Prevention Specialist	CS	2021	1/1/20	31.31	32.20	33.32	34.25	35.31			N	5305	3
1702	Evidence Technician	ET	2021	1/1/20	30.69	31.56	32.67	33.59	34.63			N	803	3
1700	Animal Control	AC	2021	1/1/20	31.31	32.20	33.32	34.25	35.31			N	803	4
1705	Confinement Sergeant	CSG	2021	1/1/20	39.28	40.46	41.67					N	6905	3