

**CITY OF LYNNWOOD
ORDINANCE NO. 3406**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LYNNWOOD,
WASHINGTON RELATING TO CLASSIFICATION OF CITY EMPLOYEE
POSITIONS; AMENDING EXHIBIT A TO ORDINANCE NUMBER 3380,
AS AMENDED BY ORDINANCE NUMBER 3401; AND PROVIDING FOR
SEVERABILITY, AN EFFECTIVE DATE AND SUMMARY PUBLICATION

WHEREAS, the City Council of the City of Lynnwood has authority to create and delete employee positions in the City and to establish and amend pay grade classifications and compensation amounts for employee positions in the City; and

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

WHEREAS, in enacting Ordinance 3401 November 8, 2021, the City Council adopted Exhibit A titled City of Lynnwood 2021 Salary Schedule which established the salary schedule for City employees based upon pay grade classifications for City employee positions; and

WHEREAS, as provided by LMC 2.48.175, it is necessary that the adopted salary schedule be amended, modified, superseded, repealed, or reenacted from time to time; and

WHEREAS, the approved 2020 - 2022 AFSCME collective bargaining agreement includes a 2022 cost of living adjustment increase in the amount of 3.0%; and

WHEREAS, the approved 2022 – 2024 Lynnwood Police Guild collective bargaining agreement representing Police Officers and Sergeants includes a 2022 cost of living adjustment of 7.3% and

WHEREAS, the approved 2019 – 2021 Lynnwood Police Guild collective bargaining agreement representing Police Supportive Services Employees includes a 2022 cost of living adjustment of 6.3% and grade adjustments; and

WHEREAS, the 2022 – 2024 Lynnwood Police Management Guild collective bargaining agreement includes a 2022 cost of living adjustment of 7.3%; and

WHEREAS, the City Council approves a 2022 cost of living increase of 5.7% for non-represented employees; and

34 WHEREAS, the City Council approves a Pay Grade reclassification of the positions of
35 Human Resources Director, Information Technology Director and Assistant City Administrator
36 from GSO Pay Grade 626 to GSO Pay Grade 627; and

37 WHEREAS, the City Council approves the renaming of the position of Public Affairs Officer
38 to Communications and Community Engagement Manager and to reclassify this position from
39 GSO Grade of 622 to GSO Grade 624; and

40 WHEREAS, the City Council approves the addition of the position of City Clerk to the Non-
41 Represented position group at the GSO Pay Grade of 621; and

42 WHEREAS, the City Council approves the addition of the position of Police Records
43 Program Technician to the Police Support Services Guild at the Pay Grade of CS; and

44 WHEREAS, the City Council approves the reclassification of one Applications Support
45 Analyst position in IT at AFSCME Grade 220 to the position of Senior Applications Support Analyst
46 at AFSCME Grade 222; and

47 WHEREAS, the City Council has determined that the provisions of this Ordinance are in
48 the interest of the public's health, safety and welfare,

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

51 **Section 1.** Exhibit A, titled City of Lynnwood 2022 Salary Schedule is hereby amended to read as
52 Exhibit A – City of Lynnwood 2022 Salary Schedule, attached hereto and incorporated by
53 reference.

54 **Section 2.** The City of Lynnwood 2022 Salary Schedule as adopted shall not limit the authority of
55 the City of Lynnwood to take personnel and budgetary actions as otherwise allowed by applicable
56 law, personnel policies and collective bargaining agreements.

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

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

64 PASSED BY THE CITY COUNCIL, the 13th day of December, 2022.

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APPROVED:

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DocuSigned by:
Nicola Smith 12/14/2021
281B3CE79E884DA
Nicola Smith, Mayor

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74 ATTEST/AUTHENTICATED:

DocuSigned by:
Karen Fitzthum

549561C7EC99433...

77 Karen Fitzthum, City Clerk

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79 APPROVED AS TO FORM:

DocuSigned by:
Rosemary Larson

784478F3B482439...

82 Rosemary Larson, City Attorney

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City of Lynnwood 2022 Salary Schedule

AFSCME														
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
4908	Engineer	222	2022	1/1/20	45.65	47.47	49.39	51.36	53.41	55.54	57.77	N	5305	2
4042	Senior Applications Support Analyst	222	2022	1/1/22	45.65	47.47	49.39	51.36	53.41	55.54	57.77	N	5305	3
4041	Database Administrator	221	2022	1/1/20	42.27	43.96	45.73	47.56	49.45	51.42	53.50	N	5305	2
4907	Project Manager	221	2022	1/1/20	42.27	43.96	45.73	47.56	49.45	51.42	53.50	N	803	2
4213	Business Support Analyst	220	2022	1/1/21	39.13	40.70	42.32	44.04	45.78	47.63	49.53	N	5305	2
4212	Combination Electrical Inspector	220	2022	1/1/20	39.13	40.70	42.32	44.04	45.78	47.63	49.53	N	803	3
4211	Senior Planner	220	2022	1/1/20	39.13	40.70	42.32	44.04	45.78	47.63	49.53	N	5305	2
4024	GIS Administrator	220	2022	1/1/20	39.13	40.70	42.32	44.04	45.78	47.63	49.53	N	803	2
4001	Network Engineer	220	2022	1/1/20	39.13	40.70	42.32	44.04	45.78	47.63	49.53	N	803	3
4015	Systems Engineer	220	2022	1/1/20	39.13	40.70	42.32	44.04	45.78	47.63	49.53	N	5305	2
4030	Application Support Analyst	220	2022	1/1/20	39.13	40.70	42.32	44.04	45.78	47.63	49.53	N	5305	3
4206	Combination Plan Reviewer/Building Inspector	219	2022	1/1/20	36.26	37.68	39.19	40.77	42.38	44.09	45.86	N	803	3
4207	Electrical Inspector	219	2022	1/1/20	36.26	37.68	39.19	40.77	42.38	44.09	45.86	N	803	3
4909	Lead Traffic Signal Technician	219	2022	1/1/20	36.26	37.68	39.19	40.77	42.38	44.09	45.86	N	803	3
4912	Asset Management Administrator	219	2022	2/24/20	36.26	37.68	39.19	40.77	42.38	44.09	45.86	N	803	3
4214/4900	Civil Engineer	219	2022	1/1/20	36.26	37.68	39.19	40.77	42.38	44.09	45.86	N	803	2
4204	Building Inspector	218	2022	1/1/20	33.56	34.91	36.30	37.74	39.25	40.82	42.45	N	803	3
4000	Accountant	218	2022	1/1/20	33.56	34.91	36.30	37.74	39.25	40.82	42.45	N	5305	2
4904	Lab Technician	218	2022	1/1/20	33.56	34.91	36.30	37.74	39.25	40.82	42.45	N	803	3
4905	Mechanic - Heavy Equipment	218	2022	1/1/20	33.56	34.91	36.30	37.74	39.25	40.82	42.45	N	803	7
4104/4110	Senior Administrative Assistant	218	2022	1/1/20	33.56	34.91	36.30	37.74	39.25	40.82	42.45	N	5305	6
4202	Planner	218	2022	1/1/20	33.56	34.91	36.30	37.74	39.25	40.82	42.45	N	5305	2
4215/4902	Senior Engineering Technician	218	2022	1/1/20	33.56	34.91	36.30	37.74	39.25	40.82	42.45	N	803	3
4007	Senior Computer Support Specialist	218	2022	1/1/20	33.56	34.91	36.30	37.74	39.25	40.82	42.45	N	5305	3
4205	Code Enforcement Officer	218	2022	1/1/20	33.56	34.91	36.30	37.74	39.25	40.82	42.45	N	803	5
4016	Business License Specialist	217	2022	1/1/21	31.08	32.31	33.60	34.95	36.34	37.82	39.32	N	5305	5
4911	Emergency Vehicle Equipment Service Technician	217	2022	1/1/20	31.08	32.31	33.60	34.95	36.34	37.82	39.32	N	803	3
4013	Buyer	217	2022	1/1/20	31.08	32.31	33.60	34.95	36.34	37.82	39.32	N	5305	5
4034/4040	Senior Finance Specialist	217	2022	1/1/20	31.08	32.31	33.60	34.95	36.34	37.82	39.32	N	5305	5

4216/4901	Engineering Technician	217	2022	1/1/20	31.08	32.31	33.60	34.95	36.34	37.82	39.32	N	803	3
4303	Probation Officer	217	2022	1/1/20	31.08	32.31	33.60	34.95	36.34	37.82	39.32	N	5305	2
4210	Senior Permit Technician	217	2022	1/1/20	31.08	32.31	33.60	34.95	36.34	37.82	39.32	N	5305	3
4910	Traffic Signal Technician	217	2022	1/1/20	31.08	32.31	33.60	34.95	36.34	37.82	39.32	N	803	3
4014	Computer Support Specialist	217	2022	1/1/20	31.08	32.31	33.60	34.95	36.34	37.82	39.32	N	5305	3
4033	Finance Specialist	216	2022	1/1/20	28.77	29.92	31.12	32.38	33.65	34.99	36.39	N	5305	6
4035	Procurement Specialist	216	2022	1/1/20	28.77	29.92	31.12	32.38	33.65	34.99	36.39	N	5305	6
4100/4108 4105/4106 4107	Administrative Assistant	216	2022	1/1/20	28.77	29.92	31.12	32.38	33.65	34.99	36.39	N	5305	6
4032/4037 4038/4039	Senior Finance Technician	216	2022	1/1/20	28.77	29.92	31.12	32.38	33.65	34.99	36.39	N	5305	3
4209	Permit Technician	216	2022	1/1/20	28.77	29.92	31.12	32.38	33.65	34.99	36.39	N	5305	3
4031	Finance Technician	215	2022	1/1/20	26.64	27.70	28.80	29.96	31.17	32.42	33.70	N	5305	3
4301	Legal Specialist II	215	2022	1/1/20	26.64	27.70	28.80	29.96	31.17	32.42	33.70	N	5305	6
4302	Legal Specialist I	214	2022	1/1/20	24.67	25.66	26.68	27.74	28.85	30.01	31.21	N	803	6
4103	Senior Support Services Technician	214	2022	1/1/20	24.67	25.66	26.68	27.74	28.85	30.01	31.21	N	803	6
4906	Meter Reader	214	2022	1/1/20	24.67	25.66	26.68	27.74	28.85	30.01	31.21	N	803	8
4102	Support Services Technician	213	2022	1/1/20	22.94	23.88	24.82	25.80	26.83	27.91	29.03	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	2022	1/1/20	74.97	78.21	81.56	85.07	88.72	92.54	96.51	E	5305	1
5012	Strategic Planner	625	2022	1/1/20	60.85	63.48	66.21	69.05	72.03	75.12	78.34	E	5305	1
5003	Assistant Finance Director - Treasury	625	2022	1/1/20	60.85	63.48	66.21	69.05	72.03	75.12	78.34	E	5305	1
5000	Manager - Accounting	624	2022	1/1/20	55.32	57.71	60.18	62.79	65.48	68.28	71.22	E	5305	1
5008	Manager - Purchasing and Contracts	624	2022	1/1/20	55.32	57.71	60.18	62.79	65.48	68.28	71.22	E	5305	1
5006	Finance Supervisor	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	N	5305	2
5007	Financial/Budget Supervisor	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	N	5305	2
5004	Budget Coordinator	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	5305	2
	Development & Building Services				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5201	DBS Director	627	2022	1/1/20	74.97	78.21	81.56	85.07	88.72	92.54	96.51	E	5305	1
5200	DBS Deputy Director	625	2022	1/1/21	60.85	63.48	66.21	69.05	72.03	75.12	78.34	E	5305	1
5207	DBS Manager	624	2022	1/1/21	55.32	57.71	60.18	62.79	65.48	68.28	71.22	E	5305	1
5208	Economic Development Manager	624	2022	1/1/21	55.32	57.71	60.18	62.79	65.48	68.28	71.22	E	5305	1

5203	Community Planning Manager	624	2022	1/1/20	55.32	57.71	60.18	62.79	65.48	68.28	71.22	E	5305	1
5212	Development Engineering Services Supervisor	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	N	5305	1
5206	Building Services Supervisor	621	2022	1/1/21	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	5305	2
5210	City Center Program Manager	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	5305	2
5211	Tourism/Project Manager	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	5305	2
5204	Permit Supervisor	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	5305	2
	Court				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5300	Court Administrator	625	2022	1/1/20	60.85	63.48	66.21	69.05	72.03	75.12	78.34	E	5305	1
5301	Court Operations Supervisor	620	2022	1/1/20	37.79	39.43	41.12	42.87	44.73	46.65	48.66	N	5305	3
5302	Probation Supervisor	619	2022	1/1/20	34.37	35.84	37.39	38.99	40.65	42.41	44.24	N	5305	3
	Executive				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5403	Assistant City Administrator	626 627	2022	1/1/22	67.55 74.97	70.46 78.21	73.49 81.56	76.64 85.07	79.93 88.72	83.38 92.54	86.96 96.51	E	5305	1
5406	Intergovernmental Relations Liaison	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	N	5305	2
5405	Public Affairs Officer Communication and Community Engagement Manager	622 624	2022	1/1/22	45.74 55.32	47.68 57.71	49.74 60.18	51.88 62.79	54.12 65.48	56.44 68.28	58.87 71.22	N E	5305	2
5408	City Clerk	621	2022	1/1/22	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	5305	1
5407	Race and Social Justice Coordinator	619	2022	1/1/21	34.37	35.84	37.39	38.99	40.65	42.41	44.24	N	5305	5
5404	Executive Assistant to the Mayor	619	2022	1/1/20	34.37	35.84	37.39	38.99	40.65	42.41	44.24	N	5305	5
	Human Resources				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5602	Human Resources Director	626 627	2022	1/1/22	67.55 74.97	70.46 78.21	73.49 81.56	76.64 85.07	79.93 88.72	83.38 92.54	86.96 96.51	E	5305	1
5603	Human Resources Manager	623	2022	1/1/20	50.29	52.45	54.71	57.06	59.52	62.08	64.74	E	5305	2
5605	Safety Officer	620	2022	1/1/20	37.79	39.43	41.12	42.87	44.73	46.65	48.66	N	5305	3
5604	Human Resources Analyst, Senior	620	2022	1/1/20	37.79	39.43	41.12	42.87	44.73	46.65	48.66	N	5305	3
5601	Human Resources Analyst	619	2022	1/1/20	34.37	35.84	37.39	38.99	40.65	42.41	44.24	N	5305	2
5101	Administrative Assistant	617	2022	1/1/20	28.38	29.61	30.88	32.19	33.58	35.05	36.55	N	5305	5
	Information Technology				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5002	Information Technology Director	626 627	2022	1/1/22	67.55 74.97	70.46 78.21	73.49 81.56	76.64 85.07	79.93 88.72	83.38 92.54	86.96 96.51	E	5305	1
5014	Application Support Manager	624	2022	1/1/20	55.32	57.71	60.18	62.79	65.48	68.28	71.22	E	5305	2
5013	IT Systems Manager	624	2022	1/1/20	55.32	57.71	60.18	62.79	65.48	68.28	71.22	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	2022	1/1/20	34.37	35.84	37.39	38.99	40.65	42.41	44.24	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	2022	1/1/20	55.32	57.71	60.18	62.79	65.48	68.28	71.22	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	2022	1/1/20	74.97	78.21	81.56	85.07	88.72	92.54	96.51	E	5305	1
5802	Deputy Parks, Recreation and Cultural Arts Director	624	2022	1/1/20	55.32	57.71	60.18	62.79	65.48	68.28	71.22	E	5305	1
5811	Park Maintenance Supervisor	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	N	803	1
5821	Recreation Superintendent (R)	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	N	803	1
5811	Parks Maintenance Superintendent (R)	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	N	803	1
5814	Recreation Manager (R)	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	5305	1
5813	Recreation Supervisor (R)	620	2022	1/1/20	37.79	39.43	41.12	42.87	44.73	46.65	48.66	N	5305	2
5800/5815	Assistant Recreation Supervisor (R)	619	2022	1/1/20	34.37	35.84	37.39	38.99	40.65	42.41	44.24	N	5305	2
5816/5817 5819/5823 5824/5827	Recreation Coordinator	618	2022	1/1/20	31.20	32.56	33.96	35.43	36.94	38.54	40.19	N	5305	5
5806	Customer Service Specialist (Lead)	616	2022	1/1/20	25.81	26.92	28.07	29.29	30.55	31.86	33.22	N	5305	5
5822	Senior Guard	615	2022	1/1/20	23.69	24.71	25.77	26.88	28.03	29.25	30.49	N	803	5
5801	Customer Service Specialist	615	2022	1/1/20	23.69	24.71	25.77	26.88	28.03	29.25	30.49	N	5305	6
5820/5825	Recreation Specialist	614	2022	1/1/20	21.51	22.45	23.42	24.44	25.48	26.56	27.70	N	5305	5
-	Recreation Clerk	613	2022	1/1/20	19.76	20.60	21.48	22.41	23.38	24.39	25.42	N	5305	5
5810	Lifeguard/WSI II	611	2022	1/1/20	16.62	17.35	18.09	18.87	19.68	20.51	21.39	N	803	5
5807	Lead Field Attendant	611	2022	1/1/20	16.62	17.35	18.09	18.87	19.68	20.51	21.39	N	803	8
5809	Lifeguard/WSI I	609	2022	1/1/20	13.88	14.59	15.22	15.87	16.55	17.27	18.00	N	803	3
5804	Exercise Room Technician	609	2022	1/1/20	13.88	14.59	15.22	15.87	16.55	17.27	18.00	N	803	8
5808	Lifeguard	608	2022	1/1/20	12.74	13.26	13.82	14.57	15.19	15.83	16.52	N	803	5
	Police				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5700	Police Chief	PS3	2022	1/1/20	76.03	79.31	82.72	86.27	89.98	93.85	97.89	E	6905	1
1710	Deputy Chief	DCN	2022	1/1/20	76.71	79.79	82.99	-	-	-	-	E	6905	1
5702	Police Support Services Manager	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	N	5305	1
5706	Public Affairs and Communication Manager-Police	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	E	5305	1
-	Jail Nurse	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	6905	2
5705	Police Management Analyst, Senior	620	2022	1/1/20	37.79	39.43	41.12	42.87	44.73	46.65	48.66	N	5305	2
5704	Community Support Specialist/Social Worker	619	2022	1/1/20	34.37	35.84	37.39	38.99	40.65	42.41	44.24	N	5305	2
5703	Victim Services Coordinator	618	2022	2/24/20	31.20	32.56	33.96	35.43	36.94	38.54	40.19	N	5305	1
5104	Administrative Assistant	617	2022	1/1/20	28.38	29.61	30.88	32.19	33.58	35.05	36.55	N	5305	6

6702	Reserve Police Officer (Step C of Police Officers Contract)	SPEC 6	2022	1/1/20			46.00					N	6905	4
5701	Police Officer Trainee (Step A of Police Officers' Contract)	SPEC 88	2022	1/1/20	40.72	-	-	-	-	-	-	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	2022	1/1/20	74.97	78.21	81.56	85.07	88.72	92.54	96.51	E	5305	1
5904	Deputy Public Works Director	626	2022	1/1/20	67.55	70.46	73.49	76.64	79.93	83.38	86.96	E	5305	1
5914	Public Works Manager	624	2022	1/1/20	55.32	57.71	60.18	62.79	65.48	68.28	71.22	E	5305	1
5908	Traffic Engineer (R)	623	2022	1/1/20	50.29	52.45	54.71	57.06	59.52	62.08	64.74	N	803	2
5909	Treatment Plant Supervisor (R)	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	N	803	2
5905	Development Services Supervisor	622	2022	1/1/20	45.74	47.68	49.74	51.88	54.12	56.44	58.87	N	803	2
5901	Assistant Treatment Plant Supervisor	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	803	2
5911	Building Operations and Maintenance Supervisor (R)	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	803	2
5907	Streets Maintenance Supervisor (R)	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	803	2
5910	Utilities Maintenance Supervisor (R)	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	803	2
5102	Administrative Supervisor	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	5305	2
5902	Automotive Shop Supervisor (R)	621	2022	1/1/20	41.56	43.35	45.21	47.17	49.20	51.30	53.51	N	803	2
5912	Lead Facilities Worker	618	2022	1/1/20	31.20	32.56	33.96	35.43	36.94	38.54	40.19	N	803	7
5101	Administrative Assistant	617	2022	1/1/20	28.38	29.61	30.88	32.19	33.58	35.05	36.55	N	5305	2
5913	Facilities Worker II	616	2022	1/1/20	25.81	26.92	28.07	29.29	30.55	31.86	33.22	N	803	8
5915	Lead Custodian	615	2022	1/1/21	23.69	24.71	25.77	26.88	28.03	29.25	30.49	N	803	8
5913	Facilities Worker I	615	2022	1/1/20	23.69	24.71	25.77	26.88	28.03	29.25	30.49	N	803	8
5903	Custodian	612	2022	1/1/21	18.13	18.90	19.71	20.55	21.43	22.38	23.33	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	2022	1/1/20	67.30	69.99	72.78					N	6905	1
	Lynnwood Police Sergeants				Step A	Step B	Step C							
1707	Police Sergeant	SG	2022	1/1/20	54.89	56.53	58.23					N	6905	3
	Lynnwood Police Officers				Step A	Step B	Step C	Step D	Step E					
1706	Police Officers	PO	2022	1/1/20	40.72	44.21	46.00	47.88	49.35			N	6905	4
	Lynnwood Police Support				Step I	Step II	Step III	Step IV	Step V	Step VI				
1703	Police Clerk	PC	2022	1/1/20	28.78	29.67	30.58	31.53	32.50	33.51		N	5305	6
1704	Confinement -Custody Officer	CW	2022	1/1/20	33.28	34.23	35.42	36.41	37.53			N	6905	4
1701	Crime Prevention Specialist	CS	2022	1/1/20	33.28	34.23	35.42	36.41	37.53			N	5305	3
1712	Police Records Program Technician	CS	2022	1/1/22	33.28	34.23	35.42	36.41	37.53			N	5305	3
1702	Evidence Technician	ET	2022	1/1/20	33.28	34.23	35.42	36.41	37.53			N	803	3
1700	Animal Control	AC	2022	1/1/20	33.28	34.23	35.42	36.41	37.53			N	803	4
	Master Custody Sergeant		2022	1/1/22	36.61	37.65	38.98	40.05	41.29					
1705	Confinement -Custody Sergeant	CSG	2022	1/1/20	42.46	43.74	45.05					N	6905	3