

**CITY OF LYNNWOOD
ORDINANCE NO 3432**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LYNNWOOD,
WASHINGTON RELATING TO CLASSIFICATION AND
COMPENSATION OF CITY EMPLOYEE POSITIONS; 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 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WHEREAS, as provided by LMC 2.48.175, it is necessary that the adopted salary schedule be amended, modified, superseded, repealed, or reenacted from time to time; and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 2023 Salary Schedule attached as Exhibit A reflects the positions and pay rates in previously approved collective bargaining agreements and memorandums of understandings; and

WHEREAS, the City Council approves a 2023 cost of living increase of 8% for non-represented employees with the exception of pay grades 627 and 626 which will receive a cost of living increase of 4%; and

WHEREAS, the City Council approves Pay Grade reclassifications and title updates for non-represented positions as reflected in Exhibit A; and

WHEREAS, the City Council approves the addition of the position of Assistant Court Administrator to the Non-Represented position group at the GSO Pay Grade of 621; and

WHEREAS, the City Council has determined that the provisions of this Ordinance are 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:

33 **Section 1.** The City of Lynnwood 2023 Salary Schedule attached hereto as Exhibit A and
34 incorporated by reference is effective January 1, 2023.

35 **Section 2.** The City of Lynnwood 2023 Salary Schedule as adopted shall not limit the authority of
36 the City of Lynnwood to take personnel and budgetary actions as otherwise allowed by applicable
37 law, personnel policies and collective bargaining agreements.

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

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

45 PASSED BY THE CITY COUNCIL, the 12th day of December 2022.

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APPROVED:

DocuSigned by:
Christine Frizzell 12/15/2022
5E3020D425DB408...
Christine Frizzell, Mayor

ATTEST/AUTHENTICATED:

APPROVED AS TO FORM:

DocuSigned by:
Luke Lonie
9859FC9ACFCA4CF...
Luke Lonie, City Clerk

DocuSigned by:
Lisa Marshall
0C9DE54C77524E7...
Lisa Marshall, City Attorney

City of Lynnwood 2023 Salary Schedule													
AFSCME													
		Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
4908	Engineer	222	2023	49.30	51.27	53.34	55.47	57.68	59.98	62.39	N	5305	2
4042	Senior Applications Support Analyst	222	2023	49.30	51.27	53.34	55.47	57.68	59.98	62.39	N	5305	3
4041	Database Administrator	221	2023	45.65	47.48	49.39	51.36	53.41	55.53	57.78	N	5305	2
4907	Project Manager	221	2023	45.65	47.48	49.39	51.36	53.41	55.53	57.78	N	803	2
4001	Network Engineer	221	2023	45.65	47.48	49.39	51.36	53.41	55.53	57.78	N	803	2
4211	Senior Planner	221	2023	45.65	47.48	49.39	51.36	53.41	55.53	57.78	N	5305	2
4015	Systems Engineer	221	2023	45.65	47.48	49.39	51.36	53.41	55.53	57.78	N	5305	2
4212	Combination Electrical Inspector/Plan Reviewer	221	2023	45.65	47.48	49.39	51.36	53.41	55.53	57.78	N	803	2
4030	Application Support Analyst	220	2023	42.26	43.96	45.71	47.56	49.44	51.44	53.49	N	5305	3
4024	GIS Administrator	220	2023	42.26	43.96	45.71	47.56	49.44	51.44	53.49	N	803	2
4213	Business Support Analyst	220	2023	42.26	43.96	45.71	47.56	49.44	51.44	53.49	N	5305	2
4214/4900	Civil Engineer	220	2023	42.26	43.96	45.71	47.56	49.44	51.44	53.49	N	803	3
4207	Electrical Inspector	220	2023	42.26	43.96	45.71	47.56	49.44	51.44	53.49	N	803	3
4206	Combination Plan Reviewer/Building Inspector	220	2023	42.26	43.96	45.71	47.56	49.44	51.44	53.49	N	803	3
4909	Lead Traffic Signal Technician	220	2023	42.26	43.96	45.71	47.56	49.44	51.44	53.49	N	803	3
4217	Code Enforcement Lead	220	2023	42.26	43.96	45.71	47.56	49.44	51.44	53.49	N	803	3
4905	Mechanic - Heavy Equipment	219	2023	39.16	40.69	42.33	44.03	45.77	47.62	49.53	N	803	3
4912	Asset Management Administrator	219	2023	39.16	40.69	42.33	44.03	45.77	47.62	49.53	N	803	3
4215	Senior Construction Inspector	219	2023	39.16	40.69	42.33	44.03	45.77	47.62	49.53	N	803	3
4902	Senior Engineering Technician	219	2023	39.16	40.69	42.33	44.03	45.77	47.62	49.53	N	803	3
4202	Planner	219	2023	39.16	40.69	42.33	44.03	45.77	47.62	49.53	N	803	3
4205	Code Enforcement Officer	219	2023	39.16	40.69	42.33	44.03	45.77	47.62	49.53	N	803	3
4000	Accountant	219	2023	39.16	40.69	42.33	44.03	45.77	47.62	49.53	N	803	3
4043	Deputy City Clerk	218	2023	36.24	37.70	39.20	40.76	42.39	44.09	45.85	N	5305	2
4104/4110	Senior Administrative Assistant	218	2023	36.24	37.70	39.20	40.76	42.39	44.09	45.85	N	5305	2
4007	Senior Computer Support Specialist	218	2023	36.24	37.70	39.20	40.76	42.39	44.09	45.85	N	5305	3
4904	Lab Technician	218	2023	36.24	37.70	39.20	40.76	42.39	44.09	45.85	N	5305	6
4204	Building Inspector	218	2023	36.24	37.70	39.20	40.76	42.39	44.09	45.85	N	5305	2
4910	Traffic Signal Technician	218	2023	36.24	37.70	39.20	40.76	42.39	44.09	45.85	N	5305	2
4303	Probation Officer	218	2023	36.24	37.70	39.20	40.76	42.39	44.09	45.85	N	5305	2

4034	Senior Finance Specialist	217	2023	33.57	34.89	36.29	37.75	39.25	40.85	42.47	N	5305	5
4040	Senior Records Specialist	217	2023	33.57	34.89	36.29	37.75	39.25	40.85	42.47	N	5305	5
4210	Senior Permit Technician	217	2023	33.57	34.89	36.29	37.75	39.25	40.85	42.47	N	5305	3
4016	Business License Specialist	217	2023	33.57	34.89	36.29	37.75	39.25	40.85	42.47	N	5305	5
4014	Computer Support Specialist	217	2023	33.57	34.89	36.29	37.75	39.25	40.85	42.47	N	5305	3
4911	Emergency Vehicle Equipment Service Technician	217	2023	33.57	34.89	36.29	37.75	39.25	40.85	42.47	N	803	3
4216	Construction Inspector	217	2023	33.57	34.89	36.29	37.75	39.25	40.85	42.47	N	803	3
4901	Engineering Technician	217	2023	33.57	34.89	36.29	37.75	39.25	40.85	42.47	N	803	3
4013	Buyer	217	2023	33.57	34.89	36.29	37.75	39.25	40.85	42.47	N	5305	5
4100/4108 4105/4106 4107	Administrative Assistant	216	2023	31.07	32.31	33.61	34.97	36.34	37.79	39.30	N	5305	6
4033	Finance Specialist	216	2023	31.07	32.31	33.61	34.97	36.34	37.79	39.30	N	5305	6
4201	Assistant Planner	216	2023	31.07	32.31	33.61	34.97	36.34	37.79	39.30	N	5305	3
4209	Permit Technician	216	2023	31.07	32.31	33.61	34.97	36.34	37.79	39.30	N	5305	3
4032/4037 4038/4039	Senior Finance Technician	216	2023	31.07	32.31	33.61	34.97	36.34	37.79	39.30	N	5305	3
4303	Legal Specialist III	216	2023	31.07	32.31	33.61	34.97	36.34	37.79	39.30	N	5305	3
4035	Procurement Specialist	216	2023	31.07	32.31	33.61	34.97	36.34	37.79	39.30	N	5305	6
4031	Finance Technician	215	2023	28.77	29.92	31.10	32.36	33.66	35.01	36.40	N	5305	3
4301	Legal Specialist II	215	2023	28.77	29.92	31.10	32.36	33.66	35.01	36.40	N	5305	6
4906	Meter Reader/Office Assistant	215	2023	28.77	29.92	31.10	32.36	33.66	35.01	36.40	N	5305	6
4103	Senior Support Services Technician	214	2023	26.64	27.71	28.81	29.96	31.16	32.41	33.71	N	803	6
4302	Legal Specialist I	214	2023	26.64	27.71	28.81	29.96	31.16	32.41	33.71	N	803	6
4109	Support Services Technician	213	2023	24.78	25.79	26.81	27.86	28.98	30.14	31.35	N	5305	6
	NON-REPRESENTED												
	Finance			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5005	Finance Director	627	2023	77.97	81.34	84.82	88.47	92.27	96.24	100.37	E	5305	1
5003	Assistant Finance Director	625	2023	65.72	68.56	71.51	74.57	77.79	81.13	84.61	E	5305	1
5000	Manager - Accounting	624	2023	59.75	62.33	64.99	67.81	70.72	73.74	76.92	E	5305	1
5008	Manager - Finance	624	2023	59.75	62.33	64.99	67.81	70.72	73.74	76.92	E	5305	1
5006	Finance Supervisor	622	2023	49.40	51.49	53.72	56.03	58.45	60.96	63.58	E	5305	2
5004	Budget Coordinator	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	E	5305	2
	Development & Building Services			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			

5201	DBS Director	627	2023	77.97	81.34	84.82	88.47	92.27	96.24	100.37	E	5305	1
5200	DBS Deputy Director	625	2023	65.72	68.56	71.51	74.57	77.79	81.13	84.61	E	5305	1
5207	DBS Manager	624	2023	59.75	62.33	64.99	67.81	70.72	73.74	76.92	E	5305	1
5208	Economic Development Manager	624	2023	59.75	62.33	64.99	67.81	70.72	73.74	76.92	E	5305	1
5203	Community Planning Manager	624	2023	59.75	62.33	64.99	67.81	70.72	73.74	76.92	E	5305	1
5212	Development Engineering Services Manager	623	2023	54.31	56.65	59.09	61.62	64.28	67.05	69.92	E	5305	1
5206	Building Services Manager	623	2023	54.31	56.65	59.09	61.62	64.28	67.05	69.92	E	5305	2
5210	City Center Program Manager	622	2023	49.40	51.49	53.72	56.03	58.45	60.96	63.58	E	5305	2
5211	Tourism/Project Manager	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	N	5305	2
5204	Permit Supervisor	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	N	5305	2
	Court			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5300	Court Administrator	625	2023	65.72	68.56	71.51	74.57	77.79	81.13	84.61	E	5305	1
5304	Assistant Court Administrator	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	E	5305	2
5301	Operations Supervisor	620	2023	40.81	42.58	44.41	46.30	48.31	50.38	52.55	E	5305	3
5302	Probation Supervisor	619	2023	37.12	38.71	40.38	42.11	43.90	45.80	47.78	N	5305	3
	Executive			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5403	Assistant City Administrator	627	2023	77.97	81.34	84.82	88.47	92.27	96.24	100.37	E	5305	1
5405	Communication and Community Engagement Manager	624	2023	59.75	62.33	64.99	67.81	70.72	73.74	76.92	E	5305	2
5408	City Clerk	622	2023	49.40	51.49	53.72	56.03	58.45	60.96	63.58	E	5305	1
5406	Intergovernmental Relations Liaison	622	2023	49.40	51.49	53.72	56.03	58.45	60.96	63.58	N	5305	2
5407	Equity and Social Justice Advisor	619	2023	37.12	38.71	40.38	42.11	43.90	45.80	47.78	N	5305	5
5404	Executive Assistant to the Mayor	619	2023	37.12	38.71	40.38	42.11	43.90	45.80	47.78	E	5305	5
	Human Resources			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5602	Human Resources Director	627	2023	77.97	81.34	84.82	88.47	92.27	96.24	100.37	E	5305	1
5603	Human Resources Manager	624	2023	59.75	62.33	64.99	67.81	70.72	73.74	76.92	E	5305	2
5604	Human Resources Analyst, Senior	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	N	5305	3
5605	Safety Officer	620	2023	40.81	42.58	44.41	46.30	48.31	50.38	52.55	N	5305	3
5601	Human Resources Analyst	620	2023	40.81	42.58	44.41	46.30	48.31	50.38	52.55	N	5305	2
5101	Administrative Assistant	617	2023	30.65	31.98	33.35	34.77	36.27	37.85	39.47	N	5305	5
	Information Technology			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5002	Information Technology Director	627	2023	77.97	81.34	84.82	88.47	92.27	96.24	100.37	E	5305	1
5014	Application Support Manager	624	2023	59.75	62.33	64.99	67.81	70.72	73.74	76.92	E	5305	2
5013	IT Systems Manager	624	2023	59.75	62.33	64.99	67.81	70.72	73.74	76.92	E	5305	2
	Legislative			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			

	Public Works			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5906	Public Works Director/City Engineer	627	2023	77.97	81.34	84.82	88.47	92.27	96.24	100.37	E	5305	1
5904	Deputy Public Works Director	626	2023	70.25	73.28	76.43	79.71	83.13	86.72	90.44	E	5305	1
5914	Public Works Manager	624	2023	59.75	62.33	64.99	67.81	70.72	73.74	76.92	E	5305	1
5908	Traffic Engineer (R)	623	2023	54.31	56.65	59.09	61.62	64.28	67.05	69.92	N	803	2
5909	Treatment Plant Supervisor (R)	622	2023	49.40	51.49	53.72	56.03	58.45	60.96	63.58	N	803	2
5901	Assistant Treatment Plant Supervisor	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	N	803	2
5911	Building Operations and Maintenance Supervisor (R)	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	N	803	2
5907	Streets Maintenance Supervisor (R)	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	N	803	2
5910	Utilities Maintenance Supervisor (R)	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	N	803	2
5102	Administrative Supervisor	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	N	5305	2
5902	Automotive Shop Supervisor (R)	621	2023	44.88	46.82	48.83	50.94	53.14	55.40	57.79	N	803	2
5912	Lead Facilities Worker	619	2023	37.12	38.71	40.38	42.11	43.90	45.80	47.78	N	803	7
5101	Administrative Assistant	617	2023	30.65	31.98	33.35	34.77	36.27	37.85	39.47	N	5305	2
5913	Facilities Worker II	617	2023	30.65	31.98	33.35	34.77	36.27	37.85	39.47	N	803	8
5915	Lead Custodian	616	2023	27.87	29.07	30.32	31.63	32.99	34.41	35.88	N	803	8
5913	Facilities Worker I	616	2023	27.87	29.07	30.32	31.63	32.99	34.41	35.88	N	803	8
5903	Custodian	614	2023	23.23	24.25	25.29	26.40	27.52	28.68	29.92	N	803	8
TEAMSTERS													
				Step A	Step B	Step C	Step D	Step E					
3909	Lead Treatment Plant Operator	LTO	2023	40.23	42.23	44.19	46.20	48.68			N	803	7
3905	Treatment Plant Operator IV	O4	2023	38.32	40.22	42.10	44.00	46.36			N	803	7
3904	Treatment Plant Operator III	O3	2023	37.19	38.89	40.56	42.29	44.42			N	803	7
3903	Treatment Plant Operator II	O2	2023	35.30	37.06	38.79	40.59	42.75			N	803	7
3902	Treatment Plant Operator I	O1	2023	34.64	35.88	37.13	38.34	39.96			N	803	7
3908	SCADA Technician	SCT	2023	37.19	38.89	40.56	42.29	44.42			N	803	7
3900	Operator in Training	OT	2023	26.60	27.88	29.14	30.45	32.05			N	803	7
3901	Pump Station Operator	P1	2023	35.00	36.67	38.36	40.14	42.44			N	803	7
3101	Maintenance Technician	MT	2023	35.77	37.48	39.20	40.92	43.09			N	803	7
3102/3108	Maintenance Worker I	M1	2023	25.69	27.08	28.43	29.78	31.45			N	803	7
3109													
3103/3110	Maintenance Worker II	M2	2023	31.86	33.31	34.88	36.46	38.56			N	803	7
3111													

3104/3112													
3113	Lead Worker	L1	2023	35.54	37.06	38.56	40.12	42.04			N	803	7
3100	Foreman	F1	2023	38.21	39.99	41.81	43.56	45.79			N	803	7
3910	Electrician - WWTP and Utilities	ELT	2023	39.27	41.23	43.15	45.10	47.53			N	803	7
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6				
3105	Teamsters General Laborer	GL	2023	15.74	16.53	17.35	18.22	19.13	20.09		N	803	8
3907	Teamsters Vegetation Supervisor	VS	2023	18.39	19.31	20.27	21.29	22.35	23.47		N	803	8
3911	Teamsters Intern	IN	2023	15.74	16.53	17.35	18.22	19.13	20.09		N	803	8
	POLICE												
	Lynnwood Police Management Guild			Step A	Step B	Step C							
1711	Commander	CMN	2023	70.67	73.50	76.44					N	6905	1
	Lynnwood Police Sergeants			Step A	Step B	Step C							
1707	Police Sergeant	SG	2023	57.65	59.36	61.15					N	6905	3
	Lynnwood Police Officers			Step A	Step B	Step C	Step D	Step E					
1706	Police Officers	PO	2023	42.77	46.42	48.30	50.27	51.82			N	6905	4
	Lynnwood Police Support			Step I	Step II	Step III	Step IV	Step V	Step VI				
1703	Police Clerk	PC	2023	30.22	31.15	32.12	33.11	34.14	35.19		N	5305	6
1704	Custody Officer	CW	2023	34.95	35.94	37.19	38.23	39.42			N	6905	4
1701	Crime Prevention Specialist	CS	2023	34.95	35.94	37.19	38.23	39.42			N	5305	3
1712	Police Records Program Technician	CS	2023	34.95	35.94	37.19	38.23	39.42			N	5305	3
1702	Evidence Technician	ET	2023	34.95	35.94	37.19	38.23	39.42			N	803	3
1700	Animal Control	AC	2023	34.95	35.94	37.19	38.23	39.42			N	803	4
1714	Master Custody Officer*												
1713	Court Marshal		2023	34.95	35.94	37.19	38.23	39.42			N	6905	4
1705	Custody Sergeant	CSG	2023	44.59	45.93	47.30					N	6905	3