

ORDINANCE NO. 883

AN ORDINANCE OF THE CITY OF SHORELINE, WASHINGTON, AMENDING THE 2019-2020 FINAL BIENNIAL BUDGET TO UPDATE THE SALARY TABLE TO ACCOMMODATE ADDITIONAL STAFF NEEDS FOR THE SOUND TRANSIT LYNNWOOD LINK EXTENSION LIGHT RAIL TRANSIT PROJECT.

WHEREAS, the 2019-2020 Final Biennial Budget was adopted by Ordinance No. 841 and subsequently amended by Ordinance Nos. 852, 854, 855, 861, and 872; and

WHEREAS, additional needs that were unknown at the time the 2019-2020 Final Biennial Budget, as amended, was adopted have occurred; and

WHEREAS, additional staff is needed within the City Manager's Office to provide sufficient staffing during the permitting and construction phases of Sound Transit's Lynnwood Link Extension Light Rail Project; and

WHEREAS, revenue to fund these positions comes from the Expedited Permitting, Reimbursement, and Construction Services Agreement with Sound Transit; and

WHEREAS, the City of Shoreline is required by RCW 35A.33.075 to include all revenues and expenditures for each fund in the adopted budget, however, the 2019-2020 Final Biennial Budget, as amended, does not need to be modified as current staff vacancies and other operational savings are sufficient to fund the position; and

WHEREAS, with this Ordinance, the City intends to amend the 2019-2020 Final Budget, as adopted by Ordinance No. 841 and amended by Ordinance Nos. 852, 854, 855, 861, and 872;

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

Section 1. Amendment – 2019-2020 Final Biennial Budget – Regular FTE Count.
The City of Shoreline hereby amends the 2019-2020 Final Budget to increase the number of full-time equivalent employees (FTE) and the total FTEs for the City, excluding City Council, as follows:

Department	2019 Adopted	2019 Amended	2019 Amended vs. 2019 Adopted	2020 Adopted	2020 Amended	2020 Amended vs. 2020 Adopted
City Manager	23.625	23.625	0.000	21.750	<u>23.000</u>	<u>1.250</u>
Community Services	4.780	4.780	0.000	5.380	5.380	0.000
City Attorney	3.000	3.000	0.000	3.000	3.000	0.000
Administrative Services	27.020	27.020	0.000	26.020	26.020	0.000
Human Resources	3.000	3.000	0.000	3.000	3.000	0.000
Police	0.000	0.000	0.000	0.000	0.000	0.000
Planning & Community Development	23.070	23.070	0.000	23.320	23.320	0.000
Parks, Recreation & Cultural Services	34.495	34.495	0.000	34.525	34.525	0.000
Public Works	39.250	39.250	0.000	39.920	39.920	0.000
Surface Water Utility	15.760	15.760	0.000	15.460	15.460	0.000
Wastewater Utility	14.150	14.150	0.000	14.150	14.150	0.000
Total FTE	188.150	188.150	0.000	<u>186.525</u>	<u>187.775</u>	<u>1.250</u>

All references to total FTEs by department and for the City within the 2019-2020 Final Biennial Budget, as amended, shall be amended to reflect this increase.

Section 2. Amendment – City of Shoreline Range Placement Table. The Range Placement Table of the 2019-2020 Final Biennial Budget, as amended, for non-exempt and exempt staff is replaced in its entirety with the table set forth in Exhibit A.

Section 3. 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 4. Severability. Should any section, paragraph, sentence, clause or phrase of this Ordinance, or its application to any person or circumstance, be declared unconstitutional or otherwise invalid for any reason, or should any portion of this Ordinance be preempted by state or federal law or regulation, such decision or preemption shall not affect the validity of the remaining portions of this Ordinance or its application to other persons or circumstances.

Section 5. Effective Date. A summary of this Ordinance consisting of its title shall be published in the official newspaper of the City. The Ordinance shall take effect and be in full force five days after passage and publication.

ORIGINAL

PASSED BY THE CITY COUNCIL ON APRIL 6, 2020



Mayor Will Hall

ATTEST:



Jessica Simulcik Smith
City Clerk

APPROVED AS TO FORM:



Julie Ainsworth-Taylor
Assistant City Attorney

Publication Date: April 9, 2020
Effective Date: April 14, 2020

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps

June '18 cpi-U N/A
 June '19 cpi-U N/A
 Estimated % Change 2.32%
 95% of % Change: 2.200%

Estimated Mkt Adj:
 Effective:

2.20%
 January 1, 2020

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			n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage
2			n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage
3			n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	13.80 28,696
4			n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	14.14 29,413
5			n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	13.94 28,989	14.49 30,149
6			n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	13.74 28,571	14.29 29,714	14.86 30,902
7			n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	13.54 28,159	14.08 29,285	14.64 30,457	15.23 31,675
8			n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	13.88 28,863	14.43 30,017	15.01 31,218	15.61 32,467
9			n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	13.68 28,447	14.22 29,584	14.79 30,768	15.38 31,998	16.00 33,278
10			n/a due to changes in WA State Min Wage	n/a due to changes in WA State Min Wage	14.02 29,158	14.58 30,324	15.16 31,537	15.77 32,798	16.40 34,110

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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
11			n/a due to changes in WA State Min Wage	13.82 28,737	14.37 29,887	14.94 31,082	15.54 32,325	16.16 33,618	16.81 34,963	
12			13.59 28,277	14.16 29,456	14.73 30,634	15.32 31,859	15.93 33,133	16.57 34,459	17.23 35,837	
13			13.93 28,984	14.52 30,192	15.10 31,400	15.70 32,656	16.33 33,962	16.98 35,320	17.66 36,733	
14			14.28 29,709	14.88 30,947	15.47 32,185	16.09 33,472	16.74 34,811	17.41 36,203	18.10 37,651	
15			14.64 30,452	15.25 31,720	15.86 32,989	16.49 34,309	17.15 35,681	17.84 37,108	18.55 38,593	
16			15.01 31,213	15.63 32,513	16.26 33,814	16.91 35,166	17.58 36,573	18.29 38,036	19.02 39,558	
17			15.38 31,993	16.02 33,326	16.66 34,659	17.33 36,046	18.02 37,487	18.74 38,987	19.49 40,547	
18			15.77 32,793	16.42 34,159	17.08 35,526	17.76 36,947	18.47 38,425	19.21 39,962	19.98 41,560	
19			16.16 33,613	16.83 35,013	17.51 36,414	18.21 37,870	18.94 39,385	19.69 40,961	20.48 42,599	
20			16.56 34,453	17.25 35,889	17.94 37,324	18.66 38,817	19.41 40,370	20.18 41,985	20.99 43,664	

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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
21			16.98	17.69	18.39	19.13	19.89	20.69	21.52
			35,315	36,786	38,257	39,788	41,379	43,034	44,756
22			17.40	18.13	18.85	19.61	20.39	21.21	22.06
			36,197	37,706	39,214	40,782	42,414	44,110	45,875
23			17.84	18.58	19.32	20.10	20.90	21.74	22.61
			37,102	38,648	40,194	41,802	43,474	45,213	47,022
24			18.28	19.05	19.81	20.60	21.42	22.28	23.17
			38,030	39,614	41,199	42,847	44,561	46,343	48,197
25			18.74	19.52	20.30	21.11	21.96	22.84	23.75
			38,981	40,605	42,229	43,918	45,675	47,502	49,402
26			19.21	20.01	20.81	21.64	22.51	23.41	24.34
			39,955	41,620	43,285	45,016	46,817	48,689	50,637
27			19.69	20.51	21.33	22.18	23.07	23.99	24.95
			40,954	42,660	44,367	46,142	47,987	49,907	51,903
28			20.18	21.02	21.86	22.74	23.65	24.59	25.58
			41,978	43,727	45,476	47,295	49,187	51,154	53,200
29			20.69	21.55	22.41	23.31	24.24	25.21	26.22
			43,027	44,820	46,613	48,477	50,416	52,433	54,531
30			21.20	22.09	22.97	23.89	24.84	25.84	26.87
			44,103	45,941	47,778	49,689	51,677	53,744	55,894

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31			21.73	22.64	23.54	24.49	25.47	26.48	27.54	
			45,206	47,089	48,973	50,932	52,969	55,088	57,291	
32			22.28	23.20	24.13	25.10	26.10	27.15	28.23	
			46,336	48,266	50,197	52,205	54,293	56,465	58,723	
33			22.83	23.79	24.74	25.73	26.75	27.83	28.94	
			47,494	49,473	51,452	53,510	55,650	57,876	60,191	
34	Administrative Assistant I	Non-Exempt, Hourly	23.40	24.38	25.35	26.37	27.42	28.52	29.66	
	Grounds Maintenance Worker I	Non-Exempt, Hourly	48,681	50,710	52,738	54,848	57,042	59,323	61,696	
	Public Disclosure Specialist	Non-Exempt, Hourly								
	Senior Lifeguard	Non-Exempt, Hourly								
	WW Utility Administrative Assist I	Non-Exempt, Hourly								
	WW Utility Customer Service Rep	Non-Exempt, Hourly								
35			23.99	24.99	25.99	27.03	28.11	29.23	30.40	
			49,898	51,978	54,057	56,219	58,468	60,806	63,239	
36	Parks Maintenance Worker I	Non-Exempt, Hourly	24.59	25.61	26.64	27.70	28.81	29.96	31.16	
	PW Maintenance Worker I	Non-Exempt, Hourly	51,146	53,277	55,408	57,624	59,929	62,327	64,820	
37	Finance Technician	Non-Exempt, Hourly	25.20	26.25	27.30	28.40	29.53	30.71	31.94	
	Recreation Specialist I	Non-Exempt, Hourly	52,425	54,609	56,793	59,065	61,428	63,885	66,440	
	WW Utility Accounting Technician	Non-Exempt, Hourly								
38	Administrative Assistant II	Non-Exempt, Hourly	25.83	26.91	27.99	29.11	30.27	31.48	32.74	
	Facilities Maintenance Worker I	Non-Exempt, Hourly	53,735	55,974	58,213	60,542	62,963	65,482	68,101	
	Grounds Maintenance Worker II	Non-Exempt, Hourly								

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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
39			26.48	27.58	28.69	29.83	31.03	32.27	33.56
			55,079	57,374	59,668	62,055	64,537	67,119	69,804
40	Parks Maintenance Worker II	Non-Exempt, Hourly	27.14	28.27	29.40	30.58	31.80	33.08	34.40
	Permit Technician	Non-Exempt, Hourly	56,456	58,808	61,160	63,607	66,151	68,797	71,549
	PW Maintenance Worker II	Non-Exempt, Hourly							
	WW Utility Maintenance Worker	Non-Exempt, Hourly							
41	Public Art Coordinator	Non-Exempt, Hourly	27.82	28.98	30.14	31.34	32.60	33.90	35.26
	Recreation Specialist II	Non-Exempt, Hourly	57,867	60,278	62,689	65,197	67,805	70,517	73,337
	Senior Finance Technician	Non-Exempt, Hourly							
	Special Events Coordinator	Non-Exempt, Hourly							
42	Administrative Assistant III	Non-Exempt, Hourly	28.52	29.70	30.89	32.13	33.41	34.75	36.14
	Communication Specialist	Non-Exempt, Hourly	59,314	61,785	64,256	66,827	69,500	72,280	75,171
	Environmental Program Specialist	Non-Exempt, Hourly							
	Facilities Maintenance Worker II	Non-Exempt, Hourly							
	Human Resources Technician	Non-Exempt, Hourly							
	Legal Assistant	Non-Exempt, Hourly							
	Records Coordinator	Non-Exempt, Hourly							
	Transportation Specialist	Non-Exempt, Hourly							
Surface Water Program Specialist	Non-Exempt, Hourly								
43	Payroll Officer	Non-Exempt, Hourly	29.23	30.45	31.66	32.93	34.25	35.62	37.04
	Purchasing Coordinator	Non-Exempt, Hourly	60,796	63,330	65,863	68,497	71,237	74,087	77,050
44	Assistant Planner	EXEMPT, Annual	29.96	31.21	32.46	33.75	35.10	36.51	37.97
	Engineering Technician	Non-Exempt, Hourly	62,316	64,913	67,509	70,210	73,018	75,939	78,976
	Senior Grounds Maintenance Worker	Non-Exempt, Hourly							

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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
45	CRT Representative	Non-Exempt, Hourly	30.71	31.99	33.27	34.60	35.98	37.42	38.92	
	PRCS Rental & System Coordinator	Non-Exempt, Hourly	63,874	66,536	69,197	71,965	74,844	77,837	80,951	
	Recreation Specialist III - Aquatics	Non-Exempt, Hourly								
46	Deputy City Clerk	Non-Exempt, Hourly	31.48	32.79	34.10	35.46	36.88	38.36	39.89	
	GIS Technician	Non-Exempt, Hourly	65,471	68,199	70,927	73,764	76,715	79,783	82,975	
	IT Specialist	Non-Exempt, Hourly								
	Plans Examiner I	Non-Exempt, Hourly								
	Senior Facilities Maintenance Worker	Non-Exempt, Hourly								
	Senior PW Maintenance Worker	Non-Exempt, Hourly								
	Senior Parks Maintenance Worker-General Mntenance	Non-Exempt, Hourly								
	Senior Parks Maintenance Worker-Urban Forestry	Non-Exempt, Hourly								
	Staff Accountant	EXEMPT, Annual								
	Senior Surface Water Program Specialist	Non-Exempt, Hourly								
Senior WW Utility Maintenance Worker	Non-Exempt, Hourly									
47	Code Enforcement Officer	Non-Exempt, Hourly	32.26	33.61	34.95	36.35	37.80	39.32	40.89	
	Construction Inspector	Non-Exempt, Hourly	67,108	69,904	72,700	75,608	78,633	81,778	85,049	
	Executive Assistant to City Manager	EXEMPT, Annual								
48	Associate Planner	EXEMPT, Annual	33.07	34.45	35.83	37.26	38.75	40.30	41.91	
			68,786	71,652	74,518	77,498	80,598	83,822	87,175	
49	Grounds Maintenance Supervisor	EXEMPT, Annual	33.90	35.31	36.72	38.19	39.72	41.31	42.96	
	IT Functional Analyst	EXEMPT, Annual	70,505	73,443	76,381	79,436	82,613	85,918	89,355	
	PRCS Supervisor I - Recreation	EXEMPT, Annual								

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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
50	B&O Tax Analyst	EXEMPT, Annual	34.74	36.19	37.64	39.15	40.71	42.34	44.03	
	Budget Analyst	EXEMPT, Annual	72,268	75,279	78,290	81,422	84,679	88,066	91,589	
	Combination Inspector	Non-Exempt, Hourly								
	Diversity and Inclusion Coordinator	EXEMPT, Annual								
	Emergency Management Coordinator	EXEMPT, Annual								
	Environmental Services Coordinator	EXEMPT, Annual								
	Management Analyst	EXEMPT, Annual								
	Neighborhoods Coordinator	EXEMPT, Annual								
	Plans Examiner II	Non-Exempt, Hourly								
	Senior Accounting Analyst	EXEMPT, Annual								
	Utility Operations Specialist	Non-Exempt, Hourly								
WW Utility Specialist	Non-Exempt, Hourly									
<u>Limited Term Light Rail Project Coordinator</u>	<u>EXEMPT, Annual</u>									
51			35.61	37.10	38.58	40.12	41.73	43.40	45.13	
			74,075	77,161	80,247	83,457	86,796	90,268	93,878	
52	Senior Human Resources Analyst	EXEMPT, Annual	36.50	38.02	39.55	41.13	42.77	44.48	46.26	
	Web Developer	EXEMPT, Annual	75,926	79,090	82,254	85,544	88,966	92,524	96,225	
53	Communications Program Manager	EXEMPT, Annual	37.42	38.97	40.53	42.16	43.84	45.59	47.42	
	PRCS Supervisor II - Aquatics	EXEMPT, Annual	77,825	81,067	84,310	87,682	91,190	94,837	98,631	
	PRCS Supervisor II - Recreation	EXEMPT, Annual								
54	CMO Management Analyst	EXEMPT, Annual	38.35	39.95	41.55	43.21	44.94	46.73	48.60	
	Grants Administrator	EXEMPT, Annual	79,770	83,094	86,418	89,874	93,469	97,208	101,097	
	Code Enforcement and CRT Supervisor	EXEMPT, Annual								
	Plans Examiner III	Non-Exempt, Hourly								
	PW Maintenance Superintendent	EXEMPT, Annual								
	Senior Management Analyst	EXEMPT, Annual								
Senior Planner	EXEMPT, Annual									

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55	Engineer I - Capital Projects	EXEMPT, Annual	39.31	40.95	42.59	44.29	46.06	47.90	49.82
	Engineer I - Development Review	EXEMPT, Annual	81,764	85,171	88,578	92,121	95,806	99,638	103,624
	Engineer I - Surface Water	EXEMPT, Annual							
	Engineer I - Traffic	EXEMPT, Annual							
56	City Clerk	EXEMPT, Annual	40.29	41.97	43.65	45.40	47.21	49.10	51.06
	Parks Superintendent	EXEMPT, Annual	83,809	87,301	90,793	94,424	98,201	102,129	106,215
57	IT Projects Manager	EXEMPT, Annual	41.30	43.02	44.74	46.53	48.39	50.33	52.34
	Network Administrator	EXEMPT, Annual	85,904	89,483	93,062	96,785	100,656	104,683	108,870
58			42.33	44.10	45.86	47.69	49.60	51.59	53.65
			88,051	91,720	95,389	99,205	103,173	107,300	111,592
59	Budget and Tax Manager	EXEMPT, Annual	43.39	45.20	47.01	48.89	50.84	52.88	54.99
	Engineer II - Capital Projects	EXEMPT, Annual	90,253	94,013	97,774	101,685	105,752	109,982	114,381
	Engineer II - Development Review	EXEMPT, Annual							
	Engineer II - Surface Water	EXEMPT, Annual							
	Engineer II - Traffic	EXEMPT, Annual							
	IT Systems Analyst	EXEMPT, Annual							
	Lynnwood Link Extension Light Rail Project Manager	EXEMPT, Annual							
	Structural Plans Examiner	EXEMPT, Annual							
Wastewater Manager	EXEMPT, Annual								
60	Community Services Manager	EXEMPT, Annual	44.48	46.33	48.18	50.11	52.11	54.20	56.37
	Permit Services Manager	EXEMPT, Annual	92,509	96,364	100,218	104,227	108,396	112,732	117,241
	Recreation Superintendent	EXEMPT, Annual							
61			45.59	47.49	49.39	51.36	53.42	55.55	57.78
			94,822	98,773	102,724	106,833	111,106	115,550	120,172
62	Fleet and Facilities Manager	EXEMPT, Annual	46.73	48.67	50.62	52.65	54.75	56.94	59.22
			97,192	101,242	105,292	109,503	113,883	118,439	123,176

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps

June '18 cpi-U N/A
 June '19 cpi-U N/A
 Estimated % Change 2.32%
 95% of % Change: 2.200%

Estimated Mkt Adj: **2.20%**
 Effective: January 1, 2020

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
63	Building Official	EXEMPT, Annual	47.90	49.89	51.89	53.96	56.12	58.37	60.70
	City Traffic Engineer	EXEMPT, Annual	99,622	103,773	107,924	112,241	116,731	121,400	126,256
	Economic Development Program Manager	EXEMPT, Annual							
	Intergovernmental / CMO Program Manager	EXEMPT, Annual							
	Planning Manager	EXEMPT, Annual							
	SW Utility Manager	EXEMPT, Annual							
64	Finance Manager	EXEMPT, Annual	49.09	51.14	53.18	55.31	57.52	59.82	62.22
			102,113	106,367	110,622	115,047	119,649	124,435	129,412
65	Assistant City Attorney	EXEMPT, Annual	50.32	52.42	54.51	56.69	58.96	61.32	63.77
	Development Review and Construction Manager	EXEMPT, Annual	104,665	109,027	113,388	117,923	122,640	127,546	132,647
	Engineering Manager	EXEMPT, Annual							
	Transportation Services Manager	EXEMPT, Annual							
66			51.58	53.73	55.88	58.11	60.44	62.85	65.37
			107,282	111,752	116,222	120,871	125,706	130,734	135,964
67	Information Technology Manager	EXEMPT, Annual	52.87	55.07	57.27	59.56	61.95	64.42	67.00
	Utility & Operations Manager	EXEMPT, Annual	109,964	114,546	119,128	123,893	128,849	134,003	139,363
68			54.19	56.45	58.70	61.05	63.50	66.03	68.68
			112,713	117,410	122,106	126,990	132,070	137,353	142,847
69	City Engineer	EXEMPT, Annual	55.54	57.86	60.17	62.58	65.08	67.69	70.39
			115,531	120,345	125,159	130,165	135,372	140,787	146,418
70			56.93	59.30	61.68	64.14	66.71	69.38	72.15
			118,419	123,354	128,288	133,419	138,756	144,306	150,079
71			58.36	60.79	63.22	65.75	68.38	71.11	73.96
			121,380	126,437	131,495	136,755	142,225	147,914	153,830

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps

June '18 cpi-U N/A
 June '19 cpi-U N/A
 Estimated % Change 2.32%
 95% of % Change: 2.200%

Estimated Mkt Adj: **2.20%**
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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	
72			59.81 124,414	62.31 129,598	64.80 134,782	67.39 140,174	70.09 145,781	72.89 151,612	75.81 157,676	
73	Human Resource and Org. Development Director	EXEMPT, Annual	61.31 127,525	63.86 132,838	66.42 138,152	69.08 143,678	71.84 149,425	74.71 155,402	77.70 161,618	
74				65.46 136,159	68.08 141,606	70.80 147,270	73.63 153,161	76.58 159,287	79.64 165,659	
75	Administrative Services Director Parks, Rec & Cultural Svcs Director Planning & Community Development Director	EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual	64.41 133,981	67.10 139,563	69.78 145,146	72.57 150,952	75.48 156,990	78.49 163,269	81.63 169,800	
76	City Attorney Public Works Director	EXEMPT, Annual	66.02 137,330	68.78 143,052	71.53 148,774	74.39 154,725	77.36 160,914	80.46 167,351	83.68 174,045	
77	Assistant City Manager	EXEMPT, Annual EXEMPT, Annual	67.67 140,763	70.49 146,629	73.31 152,494	76.25 158,594	79.30 164,937	82.47 171,535	85.77 178,396	