

ORDINANCE NO. 3551

**AN ORDINANCE OF THE CITY OF LONGVIEW,
WASHINGTON, ADOPTING THE CITY OF LONGVIEW'S
BUDGET FOR THE 2025-2026 FISCAL BIENNIUM;
PROVIDING FOR AN EFFECTIVE DATE OF JANUARY 1,
2025.**

WHEREAS, in compliance with RCW 35A.34.230, the City Manager presented the preliminary budget to the City Council at Council meetings on September 26, 2024, and October 10, 2024, and was discussed and considered by the City Council at several Council workshops and meetings from August to November 2024; and

WHEREAS, on November 7, 2024, the City Council held a duly noticed public hearing concerning the preliminary budget; and

WHEREAS, after making changes to the preliminary budget as deemed necessary in response to public comment and Council concerns, on November 14, 2024, the Interim City Manager presented the final budget to the City Council;

WHEREAS, on November 14, 2024, the City Council held a duly noticed public hearing concerning the final budget; and

WHEREAS, the City Council, after hearing and duly considering relevant information and testimony presented, finds that the final budget for the fiscal years ending December 31, 2025, and December 31, 2026, is appropriate and in the best interests of the City and its residents;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LONGVIEW DOES ORDAIN AS FOLLOWS:

Section 1. Approval. That the City budget for the ensuing fiscal biennium of 2025-2026 as the same now appears on file in the office of the City Clerk be, and the same is hereby, in all respects, adopted in full and approved.

Section 2. That the following are the separate totals for revenues anticipated for the fiscal biennium 2025-2026 for each of the following classes:

	2025	2026	BIENNIAL BUDGET
Taxes	\$42,033,420	\$43,941,450	\$85,974,870
Licenses and Permits	1,093,100	1,093,100	2,186,200
Intergovernmental	18,220,142	11,110,057	29,330,199
Charges for Services	51,032,640	52,931,566	103,964,206
Fines and Forfeits	320,871	322,567	643,438
Miscellaneous	16,143,276	16,867,458	33,010,734
Non-Revenues	0	0	0
Other Financing Sources	4,436,514	4,520,741	8,957,254
Beginning Resources Required to Balance	10,049,828	8,623,066	18,672,894
TOTAL	\$143,329,791	\$139,410,005	\$282,739,796

Section 3. That the following are the separate totals for the total dollar appropriation allowed for each of the following classes in the ensuing fiscal biennium 2025-2026:

	2025	2026	BIENNIAL BUDGET
Salaries & Wages	\$36,424,632	\$38,409,523	\$74,834,155
Personnel Benefits	15,947,982	16,845,962	32,793,944
Supplies	7,529,199	7,236,699	14,765,898
Other Services & Charges	45,952,989	47,619,906	93,572,895
Intergovernmental	2,470,843	2,567,940	5,038,783
Capital Outlay	24,329,759	14,236,220	38,565,979
Debt Service	4,484,171	4,248,684	8,732,855
Other Financing Uses	2,822,668	2,895,866	5,718,534
Contribution to Ending Fund Balance	3,367,549	5,349,206	8,716,755
TOTAL	\$143,329,791	\$139,410,005	\$282,739,796

Section 4. That the total appropriation, by fund, shall be as follows:

Fund	2025 Budget	2026 Budget	BIENNIAL BUDGET
GENERAL FUND:			
General Fund	\$51,082,180	\$54,407,008	\$105,489,189
SPECIAL REVENUE FUNDS:			
Arterial Street Fund	\$2,635,000	\$2,918,000	\$5,553,000
Downtown Parking Fund	\$73,896	\$77,082	\$150,978
Economic Development Fund	\$515,000	\$361,210	\$876,210
HOME Fund	\$2,033,130	\$1,123,000	\$3,156,130
CDBG Entitlement Fund	\$499,860	\$349,000	\$848,860
Criminal Justice Assistance Fund	\$1,197,348	\$1,058,823	\$2,256,171
Public Safety Fund	\$10,000	\$208,000	\$218,000
Tourism Special Revenue Fund	\$80,300	\$80,300	\$160,600
Transportation Benefit District	\$1,200,000	\$1,200,000	\$2,400,000
Parks & Rec. Memorial Trust Fund	\$2,500	\$2,500	\$5,000
Northwest Health Foundation	\$0	\$0	\$0
DEBT SERVICE FUNDS:			
2007 L.T.G.O. Bond Fund	\$589,906	\$590,756	\$1,180,663
Spec. Assess. Bond Red. Fund	\$42,500	\$42,500	\$85,000
Spec. Assess. Guaranty Fund	\$15,000	\$15,000	\$30,000
CAPITAL PROJECTS FUNDS:			
Capital Projects Fund	\$4,238,652	\$1,618,510	\$5,857,162
L.I.D. Construction Fund	\$350,000	\$350,000	\$700,000
Building Replacement Fund	\$215,000	\$215,000	\$430,000
PERMANENT FUNDS:			
Library Trust Fund	\$1,000	\$1,000	\$2,000
ENTERPRISE FUNDS:			
Water Operations Fund	\$8,200,431	\$8,431,132	\$16,631,562
Water Construction Fund	\$5,232,345	\$4,562,113	\$9,794,458
Sewer Operations Fund	\$14,792,158	\$14,896,827	\$29,688,985
Sewer Construction Fund	\$3,942,142	\$3,810,300	\$7,752,442
Filter Plant Operations Fund	\$1,607,076	\$1,644,887	\$3,251,963
Filter Plant Construction Fund	\$437,750	\$448,913	\$886,663
Sanitary/Recycling Fund	\$6,228,562	\$6,262,566	\$12,491,128
Storm Water Fund	\$7,768,558	\$8,128,862	\$15,897,420
Transit Operations Fund	\$8,853,889	\$8,464,776	\$17,318,665
Mint Valley Golf Fund	\$3,850,448	\$2,247,559	\$6,098,007
Mint Valley Racquet Fund	\$59,372	\$61,484	\$120,856
INTERNAL SERVICE FUNDS:			
Insurance Reserve Fund	\$4,336,801	\$5,002,017	\$9,338,818
Office Equipment Reserve Fund	\$3,120,500	\$2,130,240	\$5,250,740
Equipment Rental Operations Fund	\$2,808,061	\$2,913,588	\$5,721,649
Equipment Rental Reserve Fund	\$4,659,501	\$2,993,896	\$7,653,397
Facility Maintenance Fund	\$1,327,418	\$1,385,290	\$2,712,708
Unemployment Compensation Fund	\$86,745	\$91,735	\$178,480
Employee Benefits Reserve Fund	\$525,000	\$525,000	\$1,050,000
FIDUCIARY FUNDS:			
Firemen's Pension Fund	\$711,762	\$791,131	\$1,502,893
TOTALS	\$143,329,791	\$139,410,005	\$282,739,796

Section 5. Salary Tables. The 2025 Salary Schedules are as follows:

2025 Professional Technical Administrative (PTA) Positions

	GRADE	PER	1	2	3	4	5	6	7
City Manager	110 MO		14,441	15,163	15,921	16,717	17,553	18,431	19,353
		PP	7,220.50	7,581.50	7,960.50	8,358.50	8,776.50	9,215.50	9,676.50
		YR	173,292	181,956	191,052	200,604	210,636	221,172	232,236
		HR	83.31	87.48	91.85	96.44	101.27	106.33	111.65
	115 MO		13,753	14,441	15,163	15,921	16,717	17,553	18,431
		PP	6,876.50	7,220.50	7,581.50	7,960.50	8,358.50	8,776.50	9,215.50
		YR	165,036	173,292	181,956	191,052	200,604	210,636	221,172
		HR	79.34	83.31	87.48	91.85	96.44	101.27	106.33
	120 MO		13,098	13,753	14,441	15,163	15,921	16,717	17,553
		PP	6,549.00	6,876.50	7,220.50	7,581.50	7,960.50	8,358.50	8,776.50
		YR	157,176	165,036	173,292	181,956	191,052	200,604	210,636
		HR	75.57	79.34	83.31	87.48	91.85	96.44	101.27
City Attorney	125 MO		12,474	13,098	13,753	14,441	15,163	15,921	16,717
	Assistant City Manager	PP	6,237.00	6,549.00	6,876.50	7,220.50	7,581.50	7,960.50	8,358.50
	Fire Chief	YR	149,688	157,176	165,036	173,292	181,956	191,052	200,604
	Police Chief	HR	71.97	75.57	79.34	83.31	87.48	91.85	96.44
Public Works Director	130 MO		11,880	12,474	13,098	13,753	14,441	15,163	15,921
		PP	5,940.00	6,237.00	6,549.00	6,876.50	7,220.50	7,581.50	7,960.50
		YR	142,560	149,688	157,176	165,036	173,292	181,956	191,052
		HR	68.54	71.97	75.57	79.34	83.31	87.48	91.85
Finance Director	135 MO		11,314	11,880	12,474	13,098	13,753	14,441	15,163
		PP	5,657.00	5,940.00	6,237.00	6,549.00	6,876.50	7,220.50	7,581.50
		YR	135,768	142,560	149,688	157,176	165,036	173,292	181,956
		HR	66.27	68.54	71.97	75.57	79.34	83.31	87.48

	GRADE	PER	1	2	3	4	5	6	7
CED Director	140 MO		10,775	11,314	11,880	12,474	13,098	13,753	14,441
	Parks & Recreation Director	PP	5,387.50	5,657.00	5,940.00	6,237.00	6,549.00	6,876.50	7,220.50
		YR	129,300	135,768	142,560	149,688	157,176	165,036	173,292
		HR	62.16	65.27	68.54	71.97	75.57	79.34	83.31
Human Resources Director	145 MO		10,262	10,775	11,314	11,880	12,474	13,098	13,753
	IT Director	PP	5,131.00	5,387.50	5,657.00	5,940.00	6,237.00	6,549.00	6,876.50
	City Engineer	YR	123,144	129,300	135,768	142,560	149,688	157,176	165,036
		HR	59.20	62.16	65.27	68.54	71.97	75.57	79.34
	150 MO		9,773	10,262	10,775	11,314	11,880	12,474	13,098
		PP	4,886.50	5,131.00	5,387.50	5,657.00	5,940.00	6,237.00	6,549.00
		YR	117,276	123,144	129,300	135,768	142,560	149,688	157,176
		HR	56.38	59.20	62.16	65.27	68.54	71.97	75.57
Library Director	155 MO		9,308	9,773	10,262	10,775	11,314	11,880	12,474
	Assistant PW Director	PP	4,654.00	4,886.50	5,131.00	5,387.50	5,657.00	5,940.00	6,237.00
		YR	111,696	117,276	123,144	129,300	135,768	142,560	149,688
		HR	53.70	56.38	59.20	62.16	65.27	68.54	71.97
	160 MO		8,865	9,308	9,773	10,262	10,775	11,314	11,880
		PP	4,432.50	4,654.00	4,886.50	5,131.00	5,387.50	5,657.00	5,940.00
		YR	106,380	111,696	117,276	123,144	129,300	135,768	142,560
		HR	51.14	53.70	56.38	59.20	62.16	65.27	68.54
Senior Assistant City Attorney	165 MO		8,443	8,865	9,308	9,773	10,262	10,775	11,314
	Engineering Coordinator	PP	4,221.50	4,432.50	4,654.00	4,886.50	5,131.00	5,387.50	5,657.00
	Public Information Officer	YR	101,316	106,380	111,696	117,276	123,144	129,300	135,768
		HR	48.71	51.14	53.70	56.38	59.20	62.16	65.27

2025 Professional Technical Administrative (PTA) Positions Continued

	GRADE	PER	1	2	3	4	5	6	7
2027 & 2028 Minimum Exempt Salary - ~\$91,572									
Fleet/Facilities Manager	170	MO	8,041	8,443	8,865	9,308	9,773	10,262	10,775
Utility Manager		PP	4,020.50	4,221.50	4,432.50	4,654.00	4,886.50	5,131.00	5,387.50
Police Administrative Manager		YR	96,492	101,316	106,380	111,696	117,276	123,144	129,300
Transit Manager		HR	46.39	48.71	51.14	53.70	56.38	59.20	62.16
Engineer w/ PE	175	MO	7,658	8,041	8,443	8,865	9,308	9,773	10,262
Assistant City Attorney		PP	3,829.00	4,020.50	4,221.50	4,432.50	4,654.00	4,886.50	5,131.00
Fiscal Manager		YR	91,896	96,492	101,316	106,380	111,696	117,276	123,144
		HR	44.18	46.39	48.71	51.14	53.70	56.38	59.20
City Clerk	180	MO	7,293	7,658	8,041	8,443	8,865	9,308	9,773
		PP	3,646.50	3,829.00	4,020.50	4,221.50	4,432.50	4,654.00	4,886.50
		YR	87,516	91,896	96,492	101,316	106,380	111,696	117,276
		HR	42.08	44.18	46.39	48.71	51.14	53.70	56.38
2026 Minimum Exempt Salary - ~\$79,700.40									
Recreation Manager	185	MO	6,946	7,293	7,658	8,041	8,443	8,865	9,308
Parks Manager		PP	3,473.00	3,646.50	3,829.00	4,020.50	4,221.50	4,432.50	4,654.00
Golf Ops & Maint Manager		YR	83,352	87,516	91,896	96,492	101,316	106,380	111,696
Planner		HR	40.07	42.08	44.18	46.39	48.71	51.14	53.70
Risk & Safety Manager									
Engineer w/o PE									
PW Supervisor									
Transit Supervisor									
HR Specialist	190	MO	6,615	6,946	7,293	7,658	8,041	8,443	8,865
		PP	3,307.50	3,473.00	3,646.50	3,829.00	4,020.50	4,221.50	4,432.50
		YR	79,380	83,352	87,516	91,896	96,492	101,316	106,380
		HR	38.16	40.07	42.08	44.18	46.39	48.71	51.14

	GRADE	PER	1	2	3	4	5	6	7
IT Analyst	195	MO	6,300	6,615	6,946	7,293	7,658	8,041	8,443
GIS Analyst		PP	3,150.00	3,307.50	3,473.00	3,646.50	3,829.00	4,020.50	4,221.50
Librarian		YR	75,600	79,380	83,352	87,516	91,896	96,492	101,316
PW Contract Administrator		HR	36.35	38.16	40.07	42.08	44.18	46.39	48.71
Program Coordinator Specialist									
Building Inspector I									
Parks Maintenance Supervisor	200	MO	6,000	6,300	6,615	6,946	7,293	7,658	8,041
Executive Assistant		PP	3,000.00	3,150.00	3,307.50	3,473.00	3,646.50	3,829.00	4,020.50
Payroll Specialist		YR	72,000	75,600	79,380	83,352	87,516	91,896	96,492
Fiscal Analyst		HR	34.62	36.35	38.16	40.07	42.08	44.18	46.39
Finance Office Supervisor									
Records Supervisor									
Recreation Coordinator									
Building Inspector II									
Stormwater Specialist									
Code Enforcement Officer									
2025 Minimum Exempt Salary - \$69,305.60									
	205	MO	5,714	6,000	6,300	6,615	6,946	7,293	7,658
		PP	2,857.00	3,000.00	3,150.00	3,307.50	3,473.00	3,646.50	3,829.00
		YR	68,568	72,000	75,600	79,380	83,352	87,516	91,896
		HR	32.97	34.62	36.35	38.16	40.07	42.08	44.18
Deputy City Clerk	210	MO	5,442	5,714	6,000	6,300	6,615	6,946	7,293
		PP	2,721.00	2,857.00	3,000.00	3,150.00	3,307.50	3,473.00	3,646.50
		YR	65,304	68,568	72,000	75,600	79,380	83,352	87,516
		HR	31.40	32.97	34.62	36.35	38.16	40.07	42.08

2025 Professional Technical Administrative (PTA) Positions Continued

	GRADE	PER	1	2	3	4	5	6	7
Community Development Specialist	215	MO	5,183	5,442	5,714	6,000	6,300	6,615	6,946
Human Resources Technician		PP	2,591.50	2,721.00	2,857.00	3,000.00	3,150.00	3,307.50	3,473.00
		YR	62,196	65,304	68,568	72,000	75,600	79,380	83,352
		HR	29.90	31.40	32.97	34.62	36.35	38.16	40.07
	220	MO	4,936	5,183	5,442	5,714	6,000	6,300	6,615
		PP	2,468.00	2,591.50	2,721.00	2,857.00	3,000.00	3,150.00	3,307.50
		YR	59,232	62,196	65,304	68,568	72,000	75,600	79,380
		HR	28.48	29.90	31.40	32.97	34.62	36.35	38.16
Administrative Assistant	225	MO	4,701	4,936	5,183	5,442	5,714	6,000	6,300
Legal Technician		PP	2,350.50	2,468.00	2,591.50	2,721.00	2,857.00	3,000.00	3,150.00
Fleet Maintenance Specialist		YR	56,412	59,232	62,196	65,304	68,568	72,000	75,600
Transit Dispatcher		HR	27.12	28.48	29.90	31.40	32.97	34.62	36.35
	230	MO	4,477	4,701	4,936	5,183	5,442	5,714	6,000
		PP	2,238.50	2,350.50	2,468.00	2,591.50	2,721.00	2,857.00	3,000.00
		YR	53,724	56,412	59,232	62,196	65,304	68,568	72,000
		HR	25.83	27.12	28.48	29.90	31.40	32.97	34.62
	235	MO	4,264	4,477	4,701	4,936	5,183	5,442	5,714
		PP	2,132.10	2,238.50	2,350.50	2,468.00	2,591.50	2,721.00	2,857.00
		YR	51,170	53,724	56,412	59,232	62,196	65,304	68,568
		HR	24.60	25.83	27.12	28.48	29.90	31.40	32.97
Non-Exempt/Overtime Eligible									

3375

2025 Longview Chief Officers IAFF 3375	
4.00% COLA effective 1/1/2025	
Effective January 1, 2025	
Fire Marshal GRADE 21 (2080 Annual Hours)	
Probationary	Fire Marshal (3.5% below Fire Marshall)
	MO \$13,036
	PP \$6,518.00
	YR \$156,432
	HR \$75.21
Fire Marshal	
	MO \$13,509
	PP \$6,754.50
	YR \$162,108
	HR \$77.94
Battalion Chief GRADE 22 (2556 Annual Hours)	
Probationary	Battalion Chief (1.4% below Battalion Chief)
	MO \$13,003
	PP \$6,501.50
	YR \$156,036
	HR \$60.20
Battalion Chief	
	MO \$13,188
	PP \$6,594.00
	YR \$158,256
	HR \$61.92

2025 EBA – Administrative Services Positions

	GRADE	PER	A	B	C	D	E	F
	41	MO	\$5,155	\$5,426	\$5,712	\$5,998	\$6,298	\$6,613
		PP	\$2,577.50	\$2,713.00	\$2,856.00	\$2,999.00	\$3,149.00	\$3,306.50
		YR	\$61,860	\$65,112	\$68,544	\$71,976	\$75,576	\$79,356
		HR	\$29.74	\$31.30	\$32.95	\$34.60	\$36.33	\$38.15
	42	MO	\$4,778	\$5,029	\$5,294	\$5,559	\$5,837	\$6,129
		PP	\$2,389.00	\$2,514.50	\$2,647.00	\$2,779.50	\$2,918.50	\$3,064.50
		YR	\$57,336	\$60,348	\$63,528	\$66,708	\$70,044	\$73,548
		HR	\$27.57	\$29.01	\$30.54	\$32.07	\$33.68	\$35.36
Administrative Assistant	43	MO	\$4,421	\$4,654	\$4,899	\$5,144	\$5,401	\$5,671
Fleet Maint. Technician		PP	\$2,210.50	\$2,327.00	\$2,449.50	\$2,572.00	\$2,700.50	\$2,835.50
Library Technician I		YR	\$53,052	\$55,848	\$58,788	\$61,728	\$64,812	\$68,052
Recreation Specialist		HR	\$25.51	\$26.85	\$28.26	\$29.68	\$31.16	\$32.72
Lead Fiscal Utilities Technician								
Fiscal/Utility Support Asst.	44	MO	\$4,171	\$4,391	\$4,622	\$4,853	\$5,096	\$5,351
Office Assistant		PP	\$2,085.50	\$2,195.50	\$2,311.00	\$2,426.50	\$2,548.00	\$2,675.50
Fiscal/Utility Support Tech.		YR	\$50,052	\$52,692	\$55,464	\$58,236	\$61,152	\$64,212
Library Tech. II		HR	\$24.06	\$25.33	\$26.67	\$28.00	\$29.40	\$30.87
	45	MO	\$4,041	\$4,254	\$4,478	\$4,702	\$4,937	\$5,184
		PP	\$2,020.50	\$2,127.00	\$2,239.00	\$2,351.00	\$2,468.50	\$2,592.00
		YR	\$48,492	\$51,048	\$53,736	\$56,424	\$59,244	\$62,208
		HR	\$23.31	\$24.54	\$25.83	\$27.13	\$28.48	\$29.91
	46	MO	\$3,759	\$3,957	\$4,165	\$4,373	\$4,592	\$4,822
		PP	\$1,879.50	\$1,978.50	\$2,082.50	\$2,186.50	\$2,296.00	\$2,411.00
		YR	\$45,108	\$47,484	\$49,980	\$52,476	\$55,104	\$57,864
		HR	\$21.69	\$22.83	\$24.03	\$25.23	\$26.49	\$27.82

	GRADE	PER	A	B	C	D	E	F
	47	MO	\$3,504	\$3,688	\$3,882	\$4,076	\$4,280	\$4,494
		PP	\$1,752.00	\$1,844.00	\$1,941.00	\$2,038.00	\$2,140.00	\$2,247.00
		YR	\$42,048	\$44,256	\$46,584	\$48,912	\$51,360	\$53,928
		HR	\$20.22	\$21.28	\$22.40	\$23.52	\$24.69	\$25.93
Mail Services Assistant	48	MO	\$3,182	\$3,349	\$3,525	\$3,701	\$3,886	\$4,080
		PP	\$1,591.00	\$1,674.50	\$1,762.50	\$1,850.50	\$1,943.00	\$2,040.00
		YR	\$38,184	\$40,188	\$42,300	\$44,412	\$46,632	\$48,960
		HR	\$18.36	\$19.32	\$20.34	\$21.35	\$22.42	\$23.54
Electrician	50	MO	\$5,854	\$6,162	\$6,486	\$6,810	\$7,151	\$7,509
IT Specialist (GIS Coordinator)		PP	\$2,927.00	\$3,081.00	\$3,243.00	\$3,405.00	\$3,575.50	\$3,754.50
Lead Mechanic		YR	\$70,248	\$73,944	\$77,832	\$81,720	\$85,812	\$90,108
Lead Engineering Specialist		HR	\$33.77	\$35.55	\$37.42	\$39.29	\$41.26	\$43.32
Lead Facilities Mgmt Technician								
Traffic Maint. Specialist	51	MO	\$5,789	\$6,094	\$6,415	\$6,736	\$7,073	\$7,427
Water Treatment Operator		PP	\$2,894.50	\$3,047.00	\$3,207.50	\$3,368.00	\$3,536.50	\$3,713.50
		YR	\$69,468	\$73,128	\$76,980	\$80,832	\$84,876	\$89,124
		HR	\$33.40	\$35.16	\$37.01	\$38.86	\$40.81	\$42.85
Facilities Mgmt Technician I	52	MO	\$5,515	\$5,805	\$6,111	\$6,417	\$6,738	\$7,075
Engineering Specialist		PP	\$2,757.50	\$2,902.50	\$3,055.50	\$3,208.50	\$3,369.00	\$3,537.50
Fleet Maint. Mechanic		YR	\$66,180	\$69,660	\$73,332	\$77,004	\$80,856	\$84,900
Lead Utility Systems Operator		HR	\$31.82	\$33.49	\$35.26	\$37.02	\$38.87	\$40.82
Library Specialist								
Lead Parks Maint. Tech.	53	MO	\$5,237	\$5,513	\$5,803	\$6,093	\$6,398	\$6,718
Lead Street Maint. Tech.		PP	\$2,618.50	\$2,756.50	\$2,901.50	\$3,046.50	\$3,199.00	\$3,359.00
Traffic Maint. Specialist		YR	\$62,844	\$66,156	\$69,636	\$73,116	\$76,776	\$80,616
IT Technician		HR	\$30.21	\$31.81	\$33.48	\$35.15	\$36.91	\$38.76

2025 EBA – Administrative Services Positions Continued

	GRADE	PER	A	B	C	D	E	F
Utility Systems Operator II	54	MO	\$5,116	\$5,385	\$5,668	\$5,951	\$6,249	\$6,561
		PP	\$2,558.00	\$2,692.50	\$2,834.00	\$2,975.50	\$3,124.50	\$3,280.50
		YR	\$61,392	\$64,620	\$68,016	\$71,412	\$74,988	\$78,732
		HR	\$29.52	\$31.07	\$32.70	\$34.33	\$36.05	\$37.85
Street Maint. Technician II Traffic Maint. Technician Facilities Mgmt Technican II Parks Maint. Technician II Golf Maint. Specialist	55	MO	\$4,966	\$5,227	\$5,502	\$5,777	\$6,066	\$6,369
		PP	\$2,483.00	\$2,613.50	\$2,751.00	\$2,888.50	\$3,033.00	\$3,184.50
		YR	\$59,592	\$62,724	\$66,024	\$69,324	\$72,792	\$76,428
		HR	\$28.65	\$30.16	\$31.74	\$33.33	\$35.00	\$36.74
Utility Systems Operator III	56	MO	\$4,808	\$5,061	\$5,327	\$5,593	\$5,873	\$6,167
		PP	\$2,404.00	\$2,530.50	\$2,663.50	\$2,796.50	\$2,936.50	\$3,083.50
		YR	\$57,696	\$60,732	\$63,924	\$67,116	\$70,476	\$74,004
		HR	\$27.74	\$29.20	\$30.73	\$32.27	\$33.88	\$35.58
Golf Maint. Technician Street Maint. Technician III Parks Maint Technician III Recreation Specialist	57	MO	\$4,696	\$4,943	\$5,203	\$5,463	\$5,736	\$6,023
		PP	\$2,348.00	\$2,471.50	\$2,601.50	\$2,731.50	\$2,868.00	\$3,011.50
		YR	\$56,352	\$59,316	\$62,436	\$65,556	\$68,832	\$72,276
		HR	\$27.09	\$28.52	\$30.02	\$31.52	\$33.09	\$34.75
Facilities Mgmt. Assistant	58	MO	\$3,944	\$4,152	\$4,370	\$4,589	\$4,818	\$5,059
		PP	\$1,972.00	\$2,076.00	\$2,185.00	\$2,294.50	\$2,409.00	\$2,529.50
		YR	\$47,328	\$49,824	\$52,440	\$55,068	\$57,816	\$60,708
		HR	\$22.75	\$23.95	\$25.21	\$26.48	\$27.80	\$29.19
	59	MO	\$3,635	\$3,826	\$4,027	\$4,228	\$4,439	\$4,661
		PP	\$1,817.50	\$1,913.00	\$2,013.50	\$2,114.00	\$2,219.50	\$2,330.50
		YR	\$43,620	\$45,912	\$48,324	\$50,736	\$53,268	\$55,932
		HR	\$20.97	\$22.07	\$23.23	\$24.39	\$25.61	\$26.89

2024 ATU – Transit

2024 ATU - TRANSIT							
3.25% effective 1/1/2024							
Effective January 1, 2024							
GRADE	PER	STEPS					
		A	B	C	D	E	
TRANSIT REGULAR							
60	HRLY	MO	\$4,266	\$4,507	\$4,736	\$4,976	\$5,225
		PP	\$2,133.00	\$2,253.50	\$2,368.00	\$2,488.00	\$2,612.50
		YR	\$51,192	\$54,084	\$56,832	\$59,712	\$62,700
		HR	\$24.61	\$26.00	\$27.32	\$28.71	\$30.14
62	HRLY	MO	\$3,841				
		PP	\$1,921				
		YR	\$46,092				
		HR	\$22.16				

2025 Fire Union 828

2025 FIRE UNION 828							
4% effective 1/1/2025							
Effective January 1, 2025				STEPS			
GRADE	PER	A	B	C	D	E	F
70							
Recruit FF	MO	\$5,762.36					
	PP	\$2,881.18					
	YR	\$69,148					
	HR	\$27.05					
71							
Prob. FF	MO	\$6,648.87					
	PP	\$3,324.44					
	YR	\$79,786.48					
	HR	\$31.22					
FF 4th Class	MO		\$7,092.13				
	PP		\$3,546.07				
	YR		\$85,105.58				
	HR		\$33.30				
FF 3rd Class	MO			\$7,535.39			
	PP			\$3,767.69			
	YR			\$90,424.67			
	HR			\$35.38			
FF 2nd Class	MO				\$7,978.65		
	PP				\$3,989.32		
	YR				\$95,743.77		
	HR				\$37.46		
FF 1st Class	MO					\$8,421.91	
	PP					\$4,210.95	
	YR					\$101,062.87	
	HR					\$39.54	
Master FF (Qualified to Drive)	MO						\$8,865.16
	PP						\$4,432.58
	YR						\$106,381.97
	HR						\$41.62

2024 Police Support

		Effective January 1, 2024						
		STEPS						
	GRADE	PER	A	B	C	D	E	F
IT Specialist	A11	MO	\$5,825	\$6,132	\$6,455	\$6,778	\$7,117	\$7,473
Civilian Investigator		PP	\$2,912.50	\$3,066.00	\$3,227.50	\$3,389.00	\$3,558.50	\$3,736.50
Fiscal Specialist		YR	\$69,900	\$73,584	\$77,460	\$81,336	\$85,404	\$89,676
		HR	\$33.61	\$35.38	\$37.24	\$39.10	\$41.06	\$43.11
Police Services Technician	A54	MO	\$5,028	\$5,293	\$5,572	\$5,851	\$6,144	\$6,451
		PP	\$2,514.00	\$2,646.50	\$2,786.00	\$2,925.50	\$3,072.00	\$3,225.50
		YR	\$60,336	\$63,516	\$66,864	\$70,212	\$73,728	\$77,412
		HR	\$29.01	\$30.54	\$32.15	\$33.76	\$35.45	\$37.22
Public Records Analyst	A32	MO	\$5,009	\$5,273	\$5,550	\$5,828	\$6,119	\$6,425
		PP	\$2,504.50	\$2,636.50	\$2,775.00	\$2,914.00	\$3,059.50	\$3,212.50
		YR	\$60,108	\$63,276	\$66,600	\$69,936	\$73,428	\$77,100
		HR	\$28.90	\$30.42	\$32.02	\$33.62	\$35.30	\$37.07
Administrative Assistant	A33	MO	\$4,202	\$4,423	\$4,656	\$4,889	\$5,133	\$5,390
Police Services Technician		PP	\$2,101.00	\$2,211.50	\$2,328.00	\$2,444.50	\$2,566.50	\$2,695.00
Community Service Officer		YR	\$50,424	\$53,076	\$55,872	\$58,668	\$61,596	\$64,680
		HR	\$24.24	\$25.52	\$26.86	\$28.21	\$29.61	\$31.10
Office Assistant	A34	MO	\$3,944	\$4,152	\$4,371	\$4,590	\$4,820	\$5,061
Police Records Specialist		PP	\$1,972.00	\$2,076.00	\$2,185.50	\$2,295.00	\$2,410.00	\$2,530.50
		YR	\$47,328	\$49,824	\$52,452	\$55,080	\$57,840	\$60,732
		HR	\$22.75	\$23.95	\$25.22	\$26.48	\$27.81	\$29.20
Police Services Assistant	A36	MO	\$3,522	\$3,707	\$3,902	\$4,097	\$4,302	\$4,517
		PP	\$1,761.00	\$1,853.50	\$1,951.00	\$2,048.50	\$2,151.00	\$2,258.50
		YR	\$42,264	\$44,484	\$46,824	\$49,164	\$51,624	\$54,204
		HR	\$20.32	\$21.39	\$22.51	\$23.64	\$24.82	\$26.06
	A39	MO	\$2,572	\$2,707	\$2,849	\$2,991	\$3,141	\$3,298
		PP	\$1,286.00	\$1,353.50	\$1,424.50	\$1,495.50	\$1,570.50	\$1,649.00
		YR	\$30,864	\$32,484	\$34,188	\$35,892	\$37,692	\$39,576
		HR	\$14.84	\$15.62	\$16.44	\$17.26	\$18.12	\$19.03

2024 Police Guild

2024 Police Guild						
4.00% Effective 1/1/2024 + 1% MOU dated 6/13/2024						
Effective Jan024						
		STEPS				
GRADE	PER	A	B	C	D	E
Sergeant (Per Art. 6 of Contract - One Step Only - Constant 8% above Corporal Base)						
81	MO					\$10,383
	PP					\$5,191.50
	YR					\$124,596
	HR					\$59.90
Patrol Officer - Training (DURING FIRST 6 MONTHS)						
(Constant 5% below Officer Base Salary Steps)						
84	MO	\$6,945				
	PP	\$3,472.50				
	YR	\$83,340				
	HR	\$40.07				
Patrol Officer - Regular						
85	MO	\$7,311	\$7,686	\$8,107	\$8,558	\$8,985
	PP	\$3,655.50	\$3,843.00	\$4,053.50	\$4,279.00	\$4,492.50
	YR	\$87,732	\$92,232	\$97,284	\$102,696	\$107,820
	HR	\$42.18	\$44.34	\$46.77	\$49.37	\$51.84
Corporal (Per Art. 6 of contract -- One Step Only - Constant 7% above Patrol base)						
87	MO					\$9,614.00
	PP					\$4,807.00
	YR					\$115,368
	HR					\$55.47

Section 6. Transmittal. That the City Clerk be and is hereby authorized and directed to transmit to the Washington State Auditor’s Office of Washington Cities a copy of this ordinance together with a copy of the budget, as adopted.

Section 7. 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 8. This Ordinance shall be published and shall be in full force and effect on January 1, 2025. A summary of this Ordinance may be published in lieu of the entire ordinance, as authorized by State Law.

Passed by the City Council this ____ day of _____, 2024.

Approved by the Mayor this ____ day of _____, 2024.

MAYOR

ATTEST:

City Clerk

APPROVED AS TO FORM:

Charlotte Archer
Interim City Attorney

Published: _____