

ORDINANCE NO. 564

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE,
WASHINGTON, RELATING TO BUDGETS AND FINANCE, REVISING THE 2009/2010
BUDGET AMENDING SECTION 1 OF ORDINANCE NO. 546**

WHEREAS, certain revisions to the 2009/2010 biennial budget are necessary;

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE,
WASHINGTON, DOES HEREBY ORDAIN AS FOLLOWS:**

Section 1. 2009/2010 Amended Budget. Ordinance 546, Section 1, is amended to adopt the revised budget for the 2009-2010 biennium in the amounts and for the purposes as shown on the attached Exhibits ("Exhibit A-2 2009-2010 Amended Budgets"), Benefits Memo and 2010 Pay Plan.


Section 2. Severability. The provisions of this ordinance are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this ordinance or the invalidity of the application thereof to any person or circumstance, shall not affect the validity of the remainder of the ordinance, or the validity of its application to other persons or circumstances.

Section 3. Strategic Reserve Fund. The City Council approves the use of strategic reserve funds up to the amount of \$450,000 for the purpose of cash flow. Any monies used are to be reimbursed from general revenues of the City as soon as practical.

Section 4. Ratification. Any act consistent with the authority and prior to the effective date of this ordinance is hereby ratified and affirmed.

Section 5. Published and Effective Date. A summary of this ordinance consisting of its title shall be published in the official newspaper of the City. This ordinance shall take effect five (5) days after its publication.

PASSED BY THE CITY COUNCIL ON DECEMBER 14, 2009.



Linda Bird, Mayor

ATTEST:



Emy Genetia, City Clerk

APPROVED AS TO FORM:



Janean Parker, City Attorney

Publication Date: 12/10/09

Effective Date: 12/15/09

**EXHIBIT A-2
CITY OF UNIVERSITY PLACE
2009 Amended Budget**

FUND	REVENUES & OTHER SOURCES			EXPENDITURES & OTHER USES			ENDING BALANCE
	Adopted	Adjust	Revised	Adopted	Adjust	Revised	
Operating							
General							
001 General	\$ 16,726,100	\$ 130,481	\$ 16,856,581	\$ 14,568,141	\$ (839,156)	13,728,985	\$ 3,127,596
Special Revenue							
101 Street	\$ 1,418,331	30,000	1,448,331	1,292,158	(103,219)	1,188,939	259,392
102 Arterial Street	\$ 265,912	4,000	269,912	226,545	-	226,545	43,367
103 Real Estate Excise Tax	\$ 830,999	(200,000)	630,999	826,968	(196,968)	630,000	999
105 Traffic Impact Fees	\$ 750,683	(400,000)	350,683	500,000	(400,000)	100,000	250,683
120 Path & Trails	\$ 11,570	-	11,570	3,390	-	3,390	8,180
140 Surface Water Mgmt	\$ 2,927,197	-	2,927,197	2,562,096	(129,699)	2,432,397	494,800
188 Strategic Reserve	\$ 839,386	-	839,386	-	-	-	839,386
Sub-total Special Revenue	7,044,078	(566,000)	6,478,078	5,411,157	(829,886)	4,581,271	1,896,807
Debt Service							
201 Debt Service	\$ 21,277,614	(365,830)	20,911,784	20,955,464	(365,830)	20,589,634	322,150
Sub-total Debt Service Funds	\$ 21,277,614	(365,830)	20,911,784	20,955,464	(365,830)	20,589,634	322,150
Total Operating	\$ 45,047,792	\$ (801,349)	\$ 44,246,443	\$ 40,934,762	\$ (2,034,872)	\$ 38,899,890	\$ 5,346,553
Capital Improvement							
301 Parks CIP	\$ 351,092	(180,000)	171,092	351,092	(180,000)	171,092	-
302 Public Works CIP	\$ 46,496,522	(10,327,087)	36,169,435	43,542,829	(7,495,163)	36,047,666	121,769
303 Municipal Facilities CIP	\$ 12,231	-	12,231	12,231	-	12,231	-
Sub-total CIP	\$ 46,859,845	(10,507,087)	36,352,758	43,906,152	(7,675,163)	36,230,989	121,769
Internal Service							
501 Fleet & Equipment	\$ 824,980	(57,900)	767,080	155,228	342,100	497,328	269,752
502 Information Technology & Services	\$ 1,061,922	55,250	1,117,172	859,964	(14,021)	845,943	271,229
506 Risk Management	\$ 373,877	(145,350)	228,527	331,410	(145,350)	186,060	42,467
Sub-total Internal Service	\$ 2,260,779	\$ (148,000)	2,112,779	1,346,602	182,729	1,529,331	583,448
Non-Annually Budgeted							
150 Donations and Gifts to University Place	\$ 110,237	-	110,237	110,237	-	110,237	-
Sub-total Non-Annually Budgeted	\$ 110,237	-	110,237	110,237	-	110,237	-
Total Budget	\$ 94,278,653	\$ (11,456,436)	\$ 82,822,217	\$ 86,297,753	\$ (9,527,306)	\$ 76,770,447	\$ 6,051,770

**EXHIBIT A-2
CITY OF UNIVERSITY PLACE
2010 Amended Budget**

FUND	REVENUES & OTHER SOURCES			EXPENDITURES & OTHER USES			ENDING BALANCE
	Adopted	YE Est	Revised	Adopted	Adjust	Revised	Balance
Operating							
General							
001 General	\$ 18,224,098	\$ (115,450)	18,108,648	\$ 15,333,640	\$ 2,428,658	17,762,298	346,350
Special Revenue							
101 Street	\$ 1,376,160	(143,364)	1,232,796	1,243,487	(10,691)	1,232,796	-
102 Arterial Street	\$ 259,367	4,000	263,367	234,918	-	234,918	28,449
103 Real Estate Excise Tax	\$ 1,004,031	(203,032)	800,999	959,171	(269,141)	690,030	110,969
104 Parks and Recreation	\$ -	940,447	940,447	-	940,447	940,447	-
105 Traffic Impact Fees	\$ 753,683	(250,000)	503,683	500,000	-	500,000	3,683
106 Transportation Benefit District	\$ -	250,000	250,000	-	250,000	250,000	-
107 Development Services	\$ -	1,052,754	1,052,754	-	1,052,754	1,052,754	-
120 Path & Trails	\$ 12,060	-	12,060	3,500	4,380	7,880	4,180
140 Surface Water Mgmt	\$ 3,265,730	129,699	3,395,429	2,361,343	1,000,642	3,361,985	33,444
Sub-total Special Revenue	6,671,031	1,780,504	8,451,535	5,302,419	2,968,391	8,270,810	180,725
Debt Service							
201 Debt Service	\$ 3,387,439	176,377	3,563,816	3,065,289	498,527	3,563,816	-
Sub-total Debt Service Funds	\$ 3,387,439	176,377	3,563,816	3,065,289	498,527	3,563,816	-
Total Operating	\$ 28,282,568	\$ 1,841,431	\$ 30,123,999	\$ 23,701,348	\$ 5,895,576	\$ 29,596,924	\$ 527,075
Capital Improvement							
301 Parks CIP	\$ 233,500	(205,620)	27,880	233,500	(205,620)	27,880	-
302 Public Works CIP	\$ 20,030,276	(3,044,177)	16,986,099	18,254,959	(1,309,497)	16,945,462	40,637
303 Municipal Facilities CIP	\$ -	-	-	-	-	-	-
Sub-total CIP	\$ 20,263,776	(3,249,797)	17,013,979	18,488,459	(1,515,117)	16,973,342	40,637
Internal Service							
501 Fleet & Equipment	\$ 922,080	(528,978)	393,102	509,928	(121,578)	388,350	4,752
502 Information Technology & Services	\$ 689,396	75,870	735,266	506,113	225,299	731,412	3,854
506 Risk Management	\$ 295,945	134,200	430,145	252,978	177,167	430,145	-
Sub-total Internal Service	\$ 1,907,421	(318,908.00)	1,558,513	1,269,019	280,888	1,549,907	8,606
Non-Annually Budgeted							
150 Donations and Gifts to University Place	\$ -	-	-	-	-	-	-
Sub-total Non-Annually Budgeted	\$ -	-	-	-	-	-	-
Total Budget	\$ 50,453,765	\$ (1,727,274)	\$ 48,696,491	\$ 43,458,826	\$ 4,661,347	\$ 48,120,173	\$ 576,318
188 Strategic Reserve	\$ 864,386	-	864,386	-	-	-	864,386
Total Budget	\$ 51,318,151	\$ (1,727,274)	\$ 49,560,877	\$ 43,458,826	\$ 4,661,347	\$ 48,120,173	\$ 1,440,704



City of University Place

Deputy City Manager's Office
Human Resources

MEMO

Date: December 8, 2009

To: Bob Jean, City Manager

Cc: David Layden, Finance Director
Leslie Blaisdell, Assistant Finance Director

From: Lisa Petorak, HR Manager/Management Analyst

Subject: Staff benefits

Summary

The Executive Board of the Association of Washington Cities (AWC) has increased the medical rates for both AWC HealthFirst (formerly the Regence PPO plan) and Group Health. The rates for dental services, including orthodontia coverage, were also increased. Vision coverage rates for 2009 will remain the same for 2010. Below are two tables depicting the rate increases for 2010.

Medical Coverage	Employee Only % Increase	Spouse % Increase	First Dependent % Increase	Second Dependent % Increase	Budgeted % Increase for 2010
Regence Plan B (Council and Union employees only)	9.63%	10.02%	10.13%	10.15%	10%
AWC Health First (Formerly known as Regence PPO)	9.60%	10.02%	10.13%	10.16%	10%
Group Health	5.80%	5.90%	6.10%	6.10%	10%

Dental Coverage	% Increase	Budgeted % Increase for 2010
WDS	5.50%	7.00%
Orthodontia for WDS	5.00%	N/A
Willamette	9.60%	9.00%
VSP	0%	10%

Based on budgetary considerations for the 2010 year non-represented staff will see a decrease in employer paid contributions for dependents. In 2009, the City covered 90% of dependent coverage for medical while the employee was responsible for the remaining 10% of the

premium. The 2010 proposal has the City covering 75% of the dependent premium costs with the employee responsible for the remaining 25%. Employee only coverage will still be covered at 100% by the City. Those employees that have medical coverage elsewhere can opt out and receive cash back for the employee only medical premium portion of the least expensive plan. The attached exhibits provide a cost breakdown of the proposed 2010 health benefit coverage, with the proposed changes only affecting non-represented staff.

UNOFFICIAL DOCUMENT

Regular + WDS 2010

PPO Plan (Regence):		2010 WDS		PPO 585.20 + 10 = 595.20		
Updated 10/12/2009	2010		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	514.46	Employee Only	514.46	585.20	595.20	-10.00
Spouse (S)	516.42	E+S	1030.88	1150.63	1021.53	129.11
1st Dep	251.65	E+S+One Dep.	1282.53	1462.47	1270.45	192.02
2nd Dep*	207.76	E+S+Two Dep.	1490.29	1670.23	1426.27	243.96
*No additional cost for more dependents.		E+One Dep.	766.11	885.86	822.95	62.91
		E+Two Dep.	973.87	1153.81	1038.96	114.85
Group Health Co-Pay Plan 2 (HMO):				GH 462.01 + 100.00 = 562.01		
	2010		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	391.27	Employee Only	391.27	462.01	562.01	-100.00
Spouse	383.63	E+S	774.90	894.65	798.74	95.91
1st Dep	194.40	E+S+One Dep.	969.30	1149.24	1004.73	144.51
2nd Dep*	194.40	E+S+Two Dep.	1163.70	1343.64	1150.53	193.11
*No additional cost for more dependents.		E+One Dep.	585.67	705.42	656.82	48.60
		E+Two Dep.	780.07	960.01	813.59	146.42
Dental Plan F (WA Dental Service):				*The out-of-pocket amount is more with orthodontia.		
(not including Orthodontia)	2010					
Employee	55.07					
E+1	104.08					
E+2 or more	164.27					
Vision Service Plan:				Orthodontia Plan IV (WDS):		
	2010				2010	
				Employee	0.00	
				E+1	1.05	
				E+2 or more	35.40	
Employee & Full Family	15.67					

PPO Plan (Regence): 2010 Willamett Dental

PPO 582.24 + 10.00 = 592.24

Updated 10/12/2009	2010	Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	514.46	Employee Only 514.46	582.24	592.24	-10.00
Spouse (S)	516.42	E+S 1030.88	1143.97	1014.87	129.11
1st Dep	251.65	E+S+One Dep. 1282.53	1453.70	1261.68	192.02
2nd Dep*	207.76	E+S+Two Dep. 1490.29	1661.46	1417.50	243.97
		E+One Dep. 766.11	879.20	816.29	62.91
		E+Two Dep. 973.87	1145.04	1030.19	114.85

*No additional cost for more dependents.

Group Health Co-Pay Plan 2 (HMO):

GH 459.05 + 100.00 = 559.05

	2010	Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	391.27	Employee Only 391.27	459.05	559.05	-100.00
Spouse	383.63	E+S 774.90	887.99	792.08	95.91
1st Dep	194.40	E+S+One Dep. 969.30	1140.47	995.96	144.51
2nd Dep*	194.40	E+S+Two Dep. 1163.70	1334.87	1141.76	193.11
		E+One Dep. 585.67	698.76	650.16	48.60
		E+Two Dep. 780.07	951.24	854.04	97.20

*No additional cost for more dependents.

Willamette Dental

Dental Plan (Willamette Dental Service \$10 copay):

(does includ Orthodontia)	2010
Employee	52.11
E+1	97.42
E+2 or more	155.50

Not applicable with Willamette Dental

Vision Service Plan:	2010
Employee & Full Family	15.67

**UNION EMPLOYEE RATES
Plan B (Regence):**

2010

Updated 10/08/2009	2010		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	555.93	Employee Only	555.93	626.67	626.67	0.00
Spouse (S)	557.89	E+S	1113.82	1233.57	1121.99	111.58
1st Dep	259.41	E+S+One Dep.	1373.23	1553.17	1389.71	163.46
2nd Dep*	224.10	E+S+Two Dep.	1597.33	1777.27	1568.99	208.28
*No additional cost for more dependents.		E+One Dep.	815.34	935.09	883.21	51.88
		E+Two Dep.	1039.44	1219.38	1122.68	96.70

Group Health Co-Pay Plan 2 (HMO):

	2010		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	391.27	Employee Only	391.27	462.01	462.01	0.00
Spouse	383.63	E+S	774.90	894.65	894.65	0.00
1st Dep	194.40	E+S+One Dep.	969.30	1149.24	1149.24	0.00
2nd Dep*	194.40	E+S+Two Dep.	1163.70	1343.64	1343.64	0.00
*No additional cost for more dependents.		E+One Dep.	585.67	705.42	705.42	0.00
		E+Two Dep.	780.07	960.01	960.01	0.00

Dental Plan F (WA Dental Service):

(not including Orthodontia) 2010

Employee	55.07
E+1	104.08
E+2 or more	164.27

*The out-of-pocket amount is more with orthodontia.

Orthodontia Plan IV (WDS):

2010

Employee	0.00
E+1	1.05
E+2 or more	35.40

Vision Service Plan: 2010

Employee & Full Family	15.67
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**UNION EMPLOYEE RATES
Plan B (Regence):**

2010

Updated 10/08/2009	2010		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	555.93	Employee Only	555.93	623.71	623.71	0.00
Spouse (S)	557.89	E+S	1113.82	1226.91	1115.33	111.58
1st Dep	259.41	E+S+One Dep.	1373.23	1544.40	1380.94	163.46
2nd Dep*	224.10	E+S+Two Dep.	1597.33	1768.50	1560.22	208.28
		E+One Dep.	815.34	928.43	876.55	51.88
		E+Two Dep.	1039.44	1210.61	1113.91	96.70

*No additional cost for more dependents.

Group Health Co-Pay Plan 2 (HMO):

	2010		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	391.27	Employee Only	391.27	459.05	459.05	0.00
Spouse	383.63	E+S	774.90	887.99	887.99	0.00
1st Dep	194.40	E+S+One Dep.	969.30	1140.47	1140.47	0.00
2nd Dep*	194.40	E+S+Two Dep.	1163.70	1334.87	1334.87	0.00
		E+One Dep.	585.67	698.76	698.76	0.00
		E+Two Dep.	780.07	951.24	951.24	0.00

*No additional cost for more dependents.

Dental Plan (Willamette Dental Service \$10 copay):

(ortho built into plan)	2010	Semi
Employee	52.11	26.055
E+1	97.42	48.710
E+2 or more	155.50	77.750

Vision Service Plan: 2010

Employee & Full Family	15.67
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Plan B (Regence): Council 2010 WDS

Updated 09/29/2009		2010	Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	555.93	Employee Only	555.93	626.67	1,233.57	-606.90
Spouse (S)	557.89	E+S	1113.82	1233.57	1,233.57	0.00
1st Dep	259.41	E+S+One Dep.	1373.23	1553.17	1,521.21	31.96
2nd Dep*	224.10	E+S+Two Dep.	1597.33	1777.27	1,722.90	54.37
*No additional cost for more dependents.		E+One Dep.	815.34	935.09	1,233.57	-298.48
		E+Two Dep.	1039.44	1219.38	1,233.57	-14.19

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Group Health Co-Pay Plan 2 (HMO):

2010		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl	
Employee	391.27	Employee Only	391.27	462.01	1233.57	-771.56
Spouse	383.63	E+S	774.90	894.65	1233.57	-338.92
1st Dep	194.40	E+S+One Dep.	969.30	1149.24	1233.57	-84.33
2nd Dep*	194.40	E+S+Two Dep.	1163.70	1343.64	1332.63	11.01
*No additional cost for more dependents.		E+One Dep.	585.67	705.42	1233.57	-528.15
		E+Two Dep.	780.07	960.01	1233.57	-273.56

Dental Plan F (WA Dental Service):

2010	
Employee	55.07
E+1	104.08
E+2 or more	164.27

Council will pay 10% of benefit over the minimum provided by the City.

E+S = minimum

Full Fam = max

Vision Service Plan: 2010

Employee & Full Family	15.67
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Plan B (Regence): Council 2010 Willamett

1233.57

Updated 09/29/2009	2010		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	555.93	Employee Only	555.93	623.71	1,233.57	-609.86
Spouse (S)	557.89	E+S	1113.82	1226.91	1,233.57	-6.66
1st Dep	259.41	E+S+One Dep.	1373.23	1544.40	1,513.32	31.08
2nd Dep*	224.10	E+S+Two Dep.	1597.33	1768.50	1,715.01	53.50
*No additional cost for more dependents.		E+One Dep.	815.34	928.43	1,233.57	-305.14
		E+Two Dep.	1039.44	1210.61	1,233.57	-22.96

Group Health Co-Pay Plan 2 (HMO):

1233.57

	2010		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	391.27	Employee Only	391.27	459.05	1233.57	-774.52
Spouse	383.63	E+S	774.90	887.99	1233.57	-345.58
1st Dep	194.40	E+S+One Dep.	969.30	1140.47	1233.57	-93.10
2nd Dep*	194.40	E+S+Two Dep.	1163.70	1334.87	1324.74	10.13
*No additional cost for more dependents.		E+One Dep.	585.67	698.76	1233.57	-534.81
		E+Two Dep.	780.07	951.24	1233.57	-282.33

Dental (Wallemett Dental Service):

	2010
Employee	52.11
E+1	97.42
E+2 or more	155.50

Vision Service Plan 2010

Employee & Full Famil	15.67
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2010 Proposed Salary Ranges

Position Title	2009 Adopted Salary Range		2010 Proposed Salary Range		2010 Adopted Salary Range	
	Entry	High	Entry	High	Entry	High
City Manager	Set by Resolution		Set by Resolution		Set by Resolution	
Deputy City Manager	\$8,338	\$10,815	\$8,672	\$11,248	\$8,672	\$11,248
City Attorney	\$8,338	\$10,815	\$8,672	\$11,248	\$8,672	\$11,248
Assistant City Manager/Capital Projects Director	\$8,338	\$10,815	\$8,672	\$11,248	\$8,672	\$11,248
Town Center Project Director	\$7,370	\$9,785	\$7,665	\$10,176	\$7,665	\$10,176
Finance Director	\$7,370	\$9,785	\$7,665	\$10,176	\$7,665	\$10,176
Development Services Director	\$7,370	\$9,785	\$7,665	\$10,176	\$7,665	\$10,176
City Engineer	\$7,370	\$9,785	\$7,665	\$10,176	\$7,665	\$10,176
Parks & Public Works Director	\$7,370	\$9,785	\$7,665	\$10,176	\$7,665	\$10,176
Deputy Director of Parks & Recreation	\$6,316	\$8,240	\$6,569	\$8,570	\$6,569	\$8,570
Assistant Finance Director	\$6,316	\$8,240	\$6,569	\$8,570	\$6,569	\$8,570
Assistant City Engineer	\$6,316	\$8,240	\$6,569	\$8,570	\$6,569	\$8,570
Senior Project Engineer	\$6,316	\$8,240	\$6,569	\$8,570	\$6,569	\$8,570
Community & Government Relations Manager	\$6,018	\$7,725	\$6,259	\$8,034	\$6,259	\$8,034
Assistant Development Services Director	\$6,018	\$7,725	\$6,259	\$8,034	\$6,259	\$8,034
Building Official	\$6,018	\$7,725	\$6,259	\$8,034	\$6,259	\$8,034
Senior Plans Examiner/Building Inspector	\$5,152	\$6,784	\$5,358	\$7,055	\$5,358	\$7,055
Senior Building Inspector	\$5,152	\$6,784	\$5,358	\$7,055	\$5,358	\$7,055
Senior Planner	\$5,152	\$6,784	\$5,358	\$7,055	\$5,358	\$7,055
Manager (HR, Pub. Safety, Facilities, Recreation, Communications, etc.)	\$5,152	\$6,784	\$5,358	\$7,055	\$5,358	\$7,055
Chief Technology Officer	\$5,152	\$6,784	\$5,358	\$7,055	\$5,358	\$7,055
City Clerk	\$5,152	\$6,784	\$5,358	\$7,055	\$5,358	\$7,055
Project Engineer	\$4,784	\$6,056	\$4,975	\$6,298	\$4,975	\$6,298
Building Inspector/Plans Examiner	\$4,784	\$6,056	\$4,975	\$6,298	\$4,975	\$6,298
Recreation Supervisor	\$4,784	\$6,056				
Assistant to the City Manager	\$4,784	\$6,056	\$4,975	\$6,298	\$4,975	\$6,298
Executive Assistant	\$4,300	\$5,658	\$4,472	\$5,884	\$4,472	\$5,884
Paralegal	\$4,276	\$5,414	\$4,447	\$5,631	\$4,447	\$5,631
Administrative Assistant/Deputy City Clerk	\$4,276	\$5,414	\$4,447	\$5,631	\$4,447	\$5,631
Project Assistant	\$4,276	\$5,414	\$4,447	\$5,631	\$4,447	\$5,631
Supervisor (Recreation, Payroll, Admin., etc.)	\$4,276	\$5,414	\$4,447	\$5,631	\$4,447	\$5,631
Network Engineer	\$4,276	\$5,414	\$4,447	\$5,631	\$4,447	\$5,631
Code Enforcement/Animal Control Officer	\$4,276	\$5,414	\$4,447	\$5,631	\$4,447	\$5,631
Sr. Specialist (Fin., Office, Land Use, etc.)	\$3,939	\$4,985	\$4,097	\$5,184	\$4,097	\$5,184
Assistant Planner	\$3,939	\$4,985	\$4,097	\$5,184	\$4,097	\$5,184
Engineering Technician	\$3,939	\$4,985	\$4,097	\$5,184	\$4,097	\$5,184
Recreation Coordinator			\$4,097	\$5,184	\$4,097	\$5,184
Specialist (Permit, Town Center, Recreation, Finance, etc.)	\$3,658	\$4,628	\$3,804	\$4,813	\$3,804	\$4,813
Office Support Specialist (OAIII)	\$3,658	\$4,628	\$3,804	\$4,813	\$3,804	\$4,813
IS Specialist	\$3,658	\$4,628	\$3,804	\$4,813	\$3,804	\$4,813
Parks Maintenance Lead			\$3,805	\$4,813	\$3,805	\$4,813
Office Assistant II	\$3,173	\$4,018	\$3,300	\$4,179	\$3,300	\$4,179
Technician II (Parks/Facility Maint., Clerk, Permit, etc.)	\$3,173	\$4,018	\$3,300	\$4,179	\$3,300	\$4,179
Technician I (Parks Maint., Facility, Communications, etc.)	\$2,886	\$3,653	\$3,001	\$3,799	\$3,001	\$3,799
Office Assistant I/Intern	\$2,622	\$3,319	\$2,727	\$3,452	\$2,727	\$3,452
General Laborer	\$2,541	\$3,216	\$2,643	\$3,345	\$2,643	\$3,345
Temp. Assistant (Clerical, Rec., etc.)	Min. Wage	\$12.50/hr	Min. Wage	\$12.50/hr	Min. Wage	\$15.00/hr
Crew Chief	Set by contract		Set by contract		Set by contract	
Maintenance Worker (Lead, I,II,III)	Set by contract		Set by contract		Set by contract	
City Council member	Set by separate ordinance		Set by separate ordinance		Set by separate ordinance	
Mayor	Set by separate ordinance		Set by separate ordinance		Set by separate ordinance	