
Appendix

In this section you will find a wide range of economic statistics, demographic data (Did You Know?) on page 8-7, and general information about the City of Renton on page 8-2. We also include a glossary of commonly used budget terms starting on page 8-11.

The City of Renton's largest taxpayers and principal employers are listed on page 8-4.

The number of full-time employees working for the City, as well as the number of employees for every 1,000 Renton citizens, are shown on page 8-5.

The graph and table on page 8-6 compares our taxes and rates to those of surrounding communities.

The Index of Positions begins on page 8-18. It details specifics on City staffing positions and pay ranges for all represented and non-represented positions. The percent salary increase for 2007 is noted on each table.

General Information – City of Renton, Washington

DATE OF INCORPORATION..... September 6, 1901
FORM OF GOVERNMENT..... Mayor - Council
TYPE OF GOVERNMENT Non-Charter, Code City
LOCATION..... 11 Miles South of Seattle
LAND AREA..... 17.2 Square Miles
RANK IN SIZE - STATE OF WASHINGTON 10
RANK IN SIZE - KING COUNTY..... 5
POPULATION Official 4/1/06..... 58,360
2007 KING CO CERTIFICATION OF ASSESSED VALUATION
 For the 2007 Tax Roll Year..... \$8,370,801,805
CITY EMPLOYEES - 2007 Budget
 Full Time Equivalents/FTE..... 620
 (Does not include Intermittent Employees)
2007 PROPERTY TAX LEVY:
 General Levy (Includes Fire Pension)..... \$23,646,892
 Special Levy (Excess)..... \$516,000
TOTAL 2007 PROPERTY TAX LEVY..... \$24,162,892

2007 PROPERTY TAX RATES: (Per \$1,000 of Assessed Value)
 City of Renton - General Levy..... \$2.82148
 City of Renton - Special Levy..... 0.06252
TOTAL City of Renton Property Tax Rate \$2.884
 King County 1.28956
 Port of Seattle 0.23158
 Hospital District #1 0.55652
 Renton School District #403 3.44659
 State of Washington School Fund..... 2.32535
 Emergency Medical Service..... 0.20621
TOTAL 2007 PROPERTY TAX RATES \$10.93981

UTILITY TAX RATES:
Electricity, Gas (Utility and Use), and City Utilities
 (Water Sewer, Storm Drain, and Solid Waste) 6%
 TV Cable, Telephone, and Cellular Phone 6%

SALES TAX RATE:
 State 6.5%
 King County Metro 0.6%
 Transit and Traffic Congestion (effective 4/1/01) 0.2%
 RTA (effective 4/1/97) 0.4%
 City of Renton Local Option..... 1.0%
 City of Renton Local Option - Criminal Justice 0.1%
TOTAL SALES TAX RATE 8.8%

King County Stadium Tax Rate on Food & Beverage
 Sales at Restaurants, Bars and Taverns 0.5%
 Hotel/Motel Tax 1.0%
 Public Facilities/Rental Car 1.0%

ADMISSION TAX RATE:
 Theaters and Other Events 5%

BUSINESS LICENSE FEE..... \$55 per Employee/Year

TWO-YEAR ANIMAL LICENSE FEES: Not Altered Altered
 Dog License \$20.00 \$10.00
 Cat License \$ 8.00 \$4.50
 (Lifetime tags for senior citizens offered at one-time fee.)

2007 UTILITY RATES: (Reduced rates for low income senior citizens, and disabled persons available.)

WATER:
 Basic Service Charge (3/4" Meter) \$11.93/Month
 Commodity Rate: \$2.01/100 cf. for First 1000 cubic ft a month,
 \$2.14 charged in excess of 1000 cubic feet.

CITY SEWER: (Single Family Residence)..... \$14.67/Month

METRO SEWER: (Single Family Residence)..... \$28.51/Month

STORM SEWER: (Single Family Residence) \$5.72/Month

GARBAGE RATES: (Residential)
 1 can (32 gal)/week, curbside..... \$13.44/Month
 1 additional can, weekly..... \$8.00/Month

ELECTIONS:
 Number of Precincts 63
 Number of Active Registered Voters (2006)..... 26,191

LICENSES & PERMITS: 2006
 General Business Licenses (includes all businesses) 4,102
 Amusement Devices 129
 Animal Licenses (Dog and Cat) 1,368

FIRE PROTECTION:
 Number of Commissioned Fire Fighting Personnel 106
 Number of Non-Commissioned Personnel..... 16
 Total Number of Fire Personnel ('07 Budget) 122
 Number of Fire Stations (includes FD #25) 5
 Life Support Responses (2006) 7,368
 All Other Responses (2006) 2,728
 Total Number of Responses (2006)..... 10,096

POLICE PROTECTION:
 Number of Commissioned Police Personnel 99.0
 Number of Non-Commissioned Police Personnel..... 44.2
 Total Number of Police Personnel ('07 Budget)..... 143.2
 Number of Calls for Service (2006) 63,072

PARKS & RECREATION:
 Total Parks and Open Space Acreage..... 1,160
 Number of Developed Parks and Playgrounds..... 26
Major Facilities:
 Liberty Park
 Gene Coulon Memorial Beach Park (Lake Washington)
 Cedar River Trail
 Maplewood Golf Course
 Renton Senior Activity Center
 Cedar River Park:
 Carco Theatre
 Renton Community Center

STREETS: 2006
 State Signed Routes (Arterials) 10.82
 City Arterials..... 62.3
 Local Access Streets 140.4
 Alleys 11.10
TOTAL STREETS..... 224.62
 Number of signalized intersections (2006)..... 107

UTILITIES: 2006
WATER UTILITY:
 Total Water Customers 16,804
 Gallons of Water Produced 2,917,911,000
 Number of Fire Hydrants..... 3,440
 Miles of Water Main..... 295

SANITARY WASTEWATER UTILITY:
 Total Sanitary Wastewater Customers 15,637
 Miles of Gravity Sewer and Force Main (2005) 204.97

STORM WATER UTILITY:
 Number of Accounts 15,752
 Miles of Storm Water..... 214.76

SOLID WASTE UTILITY: (Contracted Services)
 Total Accounts 15,075

AIRPORT: 2006
 Area in acres 167.21
 Feet of Asphalt/Concrete Runway..... 5,382
 Total Operations 82,979

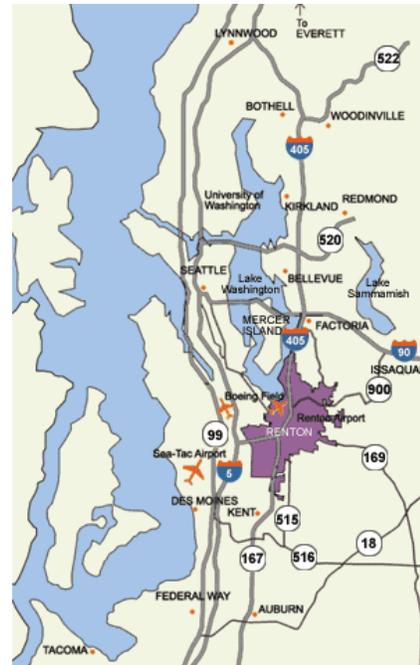
LIBRARY: 2006
 Libraries (Main and Highlands) 2
 Number of City Resident Borrowers 32,226
 Number of Non-Resident/King County Borrowers..... 12,013
 Number of Interlibrary Loan Borrowing Libraries 1,145
 Total Books/Holdings 193,383
 Total Titles 124,333
 Total Circulation 464,333

City of Renton



The City of Renton is located in King County, Washington, approximately 20 miles southeast of Seattle and surrounds the southern end of Lake Washington. Renton has a population of 58,360, which ranks fifth in size of cities in the County. The City of Renton was incorporated in 1901, and operated under the laws of the State of Washington as an optional municipal code city under a Mayor-Council form of government with a seven member City Council. Renton is a general purpose government that provides police, fire/emergency,

water, wastewater, stormwater, street construction and maintenance, parks and recreation, planning and zoning, municipal court and general government services to its citizens. The economy of the area is based-manufacturing, technology-based business, the Port of Seattle, services industry, tourism, fishing and agriculture. The Boeing Company's Renton Operation is the largest employer accounting for more than thirty percent of the area's workforce.



Largest Taxpayers

| Taxpayer | Type of Business | Real & Personal Property AV | Percentage of AV |
|--|-------------------------------|--------------------------------|---------------------|
| Boeing | Aerospace & Computer Services | 629,784,603 | 7.52% |
| Paccar | Heavy Manufacturing | 116,317,925 | 1.39% |
| Puget Sound Energy-Elec/Gas | Electric/Gas Utility | 80,829,517 | 0.97% |
| Providence Health | Healthcare | 57,902,300 | 0.69% |
| AMB Property Corp. | Commercial Property Owners | 49,479,200 | 0.59% |
| Renton Properties LLC | Real Estate | 36,993,300 | 0.44% |
| Qwest Corporation | Telephone Utility | 30,371,972 | 0.36% |
| BRE Properties | Real Estate | 30,005,710 | 0.36% |
| Wal-Mart | Retail | 28,566,077 | 0.34% |
| Axis Grand Holdings (formerly HSC Real Estate Inc.) | Real Estate | 28,549,000 | 0.34% |
| Total Assessed Valuation- Largest Taxpayers | | 1,088,799,604 | 13.01% |
| Total Assessed Valuation- All Others | | 7,282,002,201 | 86.99% |
| Total Assessed Valuation | | 8,370,801,805 | 100.00% |

Source

Assessed Valuation: King County Department of Assessment, both real and personal property assessment where applicable (2007 taxroll year.)

Principal Employers

| Principal Employers | Type of Business | 2006 Full-Time Equivalent Employees | % of Total Employment |
|---|-----------------------------------|---|--------------------------|
| Boeing Company | Aerospace & Computer Services | 11,942 | 29.38% |
| Valley Medical Center | Medical Services | 2,346 | 5.77% |
| Paccar Inc | Heavy Manufacturing | 1,749 | 4.30% |
| Renton School District | Public Education | 1,353 | 3.33% |
| Federal Aviation Administration | Federal Government | 860 | 2.12% |
| City of Renton | City Government | 620 | 1.53% |
| ER Solutions Inc | Professional & Technical Services | 428 | 1.05% |
| Young's - Columbia of Washington LLC | Wholesale Trade, Non Durable | 402 | 0.99% |
| Walmart #2516 | Retail | 378 | 0.93% |
| IKEA | Retail | 361 | 0.89% |
| Total number of Employees - Principal Employers | | 20,439 | 50.28% |
| Total number of Employees - All Other Employers | | 20,211 | 49.72% |
| Total Employees working within Renton | | 40,650 | 100.00% |

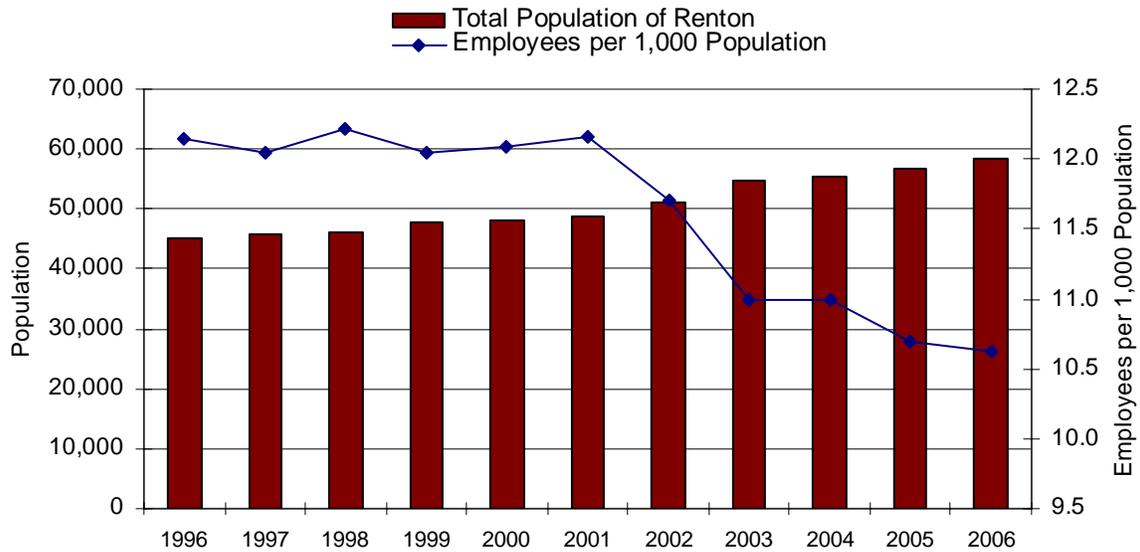
Source: City of Renton Business License Records and individual inquiry where applicable.

Note: The table does not include non-profit organizations.

The FTE count for the City of Renton does not include temporary employees.

Full-Time Employee (FTE) Staffing Levels per 1,000 Renton Citizens

The graph below represents the number of regular full-time employees (FTE) working for the City of Renton, as well as the number of employees per every 1,000 Renton citizens. The number of FTEs has increased 12.9 percent between 1996 and 2006, while the population of Renton grew 29.2 percent during that same time period. The number of FTEs per 1,000 Renton citizens remained fairly constant until 2001. The high was in 1998 at 12.21 FTE per 1,000 citizens.

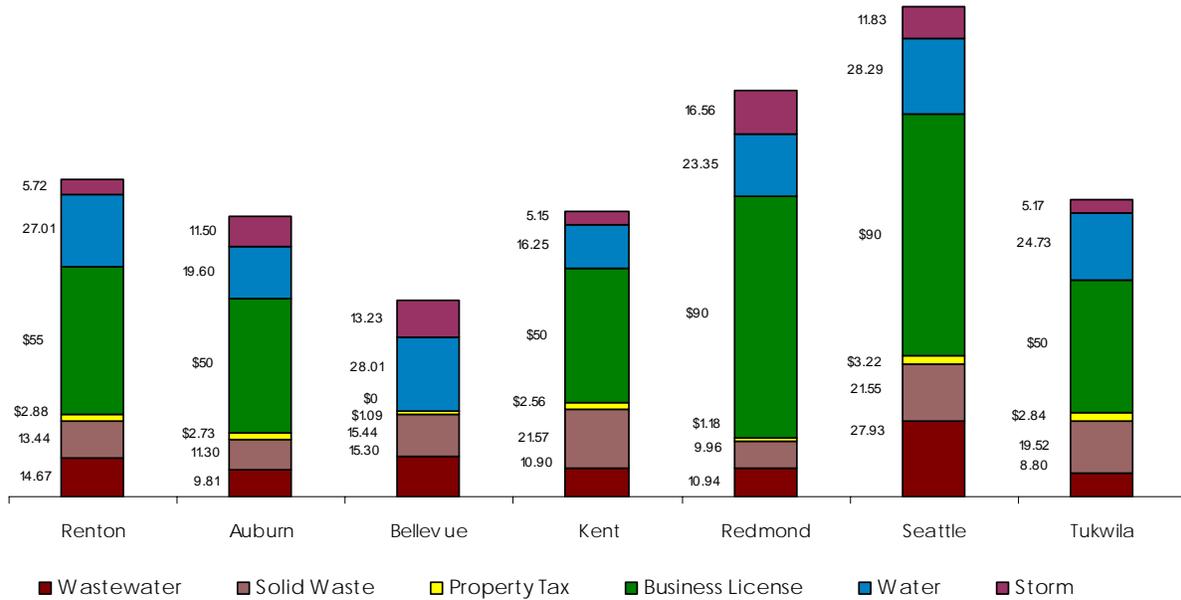


| Year | Regular FTE's | Employees per 1,000 Population | Total Population of Renton |
|------|---------------|--------------------------------|----------------------------|
| 1996 | 549.0 | 12.15 | 45,170 |
| 1997 | 553.0 | 12.04 | 45,920 |
| 1998 | 565.0 | 12.21 | 46,270 |
| 1999 | 573.7 | 12.05 | 47,620 |
| 2000 | 583.7 | 12.09 | 48,270 |
| 2001 | 594.7 | 12.16 | 48,900 |
| 2002 | 598.7 | 11.71 | 51,140 |
| 2003 | 603.7 | 11.00 | 54,900 |
| 2004 | 609.2 | 11.00 | 55,360 |
| 2005 | 608.0 | 10.70 | 56,840 |
| 2006 | 620.0 | 10.62 | 58,360 |

Source

Population: State of Washington Office of Financial Management
 All other information: City of Renton Finance Division

Comparison of Renton Taxes and Rates



| | Renton's Rank | Renton | Auburn | Bellevue | Kent | Redmond | Seattle | Tukwila |
|----------------------------|---------------|--------|--------|----------|--------|---------|---------|---------|
| Population - | 4 | 58,360 | 48,955 | 118,200 | 84,920 | 49,890 | 575,000 | 17,930 |
| Tax Rates | | | | | | | | |
| Avg. Prop Tax/\$1,000 AV | 2 | 2.88 | 2.73 | 1.09 | 2.56 | 1.18 | 3.22 | 2.84 |
| Electric Utility | 1 | 6.0% | 5.0% | 5.0% | 6.0% | 6.0% | 6.0% | 6.0% |
| Cable TV | 2 | 6.0% | 5.0% | 5.0% | 5.0% | 5.0% | 10.0% | 6.0% |
| B & O (1) | N/A | N/A | N/A | 0.15% | N/A | N/A | 0.215% | N/A |
| Admissions | 1 | 5.0% | 5.0% | 3.0% | 5.0% | 5.0% | 5.0% | 5.0% |
| Licenses & Fees | | | | | | | | |
| Business-Renewal (2) | 3 | \$55 | \$50 | \$0 | \$50 | \$90 | \$90 | \$50 |
| Golf (18 holes) (3) | 5 | \$32 | \$35 | \$33 | \$37 | \$49 | N/A | \$30 |
| Dog License (4) | 7 | \$20 | \$60 | \$60 | \$60 | \$63 | \$40 | \$60 |
| Utility Rates (5) | | | | | | | | |
| Water (750 CF) (6) | 3 | 27.01 | 19.60 | 28.01 | 16.25 | 23.35 | 28.29 | 24.73 |
| Wastewater (7) | 3 | 14.67 | 9.81 | 15.30 | 10.90 | 10.94 | 27.93 | 8.80 |
| Stormwater (8) | 5 | 5.72 | 11.50 | 13.23 | 5.15 | 16.56 | 11.83 | 5.17 |
| Solid Waste / Garbage (9) | 5 | 13.44 | 11.30 | 15.44 | 21.57 | 9.96 | 21.55 | 19.52 |

Notes: (1) Seattle has a second B&O rate for service related businesses (0.215%). (2) Cities calculate business license fees using a variety of different methods. Bellevue is participating in a joint licensing program with the State. No business renewal fee in Bellevue. Kent's fee for the first year is \$75, with a lower renewal fee. Tukwila rates are \$50 for 0 - 5 employees, \$100 for 6 - 100 employees, and \$200 for 101 employees and above. (3) Kent, Auburn, Tukwila, Bellevue, and Renton fees differ for weekday/weekend, based on summer weekend rates when applicable. (4) With the exception of Renton and Seattle, all cities surveyed use King County Animal Control. Fees are for unaltered animals for one year. Renton has a \$20 two year license. (5) Based on single family households (6) Rates were based on 750 cubic feet of water. For Seattle, Kent and Tukwila, the rates are based on a weighted average of summer and winter rates. (7) Rates were based on 750 cubic feet of water. Rates do not include King County Wastewater treatment charge of \$27.95. (8) Bellevue's rate is an average rate based on a 10,000 - 12,000 sq. ft. lot area (between 20% and 40% developed). Kent's rate depends on the drainage basin affected, ranging from \$2.67 to \$7.62 per month. (9) For the following cities, service is provided and billed by an outside contractor: Bellevue (Rabanco), Kent, Redmond, and Tukwila. Auburn rates are based on Waste Management services rates. For comparison purposes, rates are based on 32-gal size can and includes garbage, recycling and yard waste collection. City of Redmond rates are based on 35-gal size can.



RENTON

AHEAD OF THE CURVE

Did You Know?

- Respondents to a 2004 Citizen Survey were satisfied with the quality of life in Renton, with 75% rating Renton as an "excellent" (21%) or "very good" (54%) place to live, an increase from 63% two years ago. The principal reasons people gave Renton a positive rating were atmosphere, location, public services, and sense of community.
- Over 58,000 people live in Renton. Housing options range from lake front homes to urban apartments to affordable family neighborhoods.
- City staff members serve as volunteer liaisons for the City's Neighborhood Program to provide a direct link between City government and residents. The program serves 32 neighborhoods, over 12,000 residents and 4,500 households with neighborhood picnics, grant programs, newsletters, and personal contact.
- Since inception, 63 matching grants awarded to 24 different neighborhoods have helped fund local neighborhood improvements. While the City has invested nearly \$100,000 in funding the combined projects, neighbors have matched that dollar investment with volunteer work and sweat equity.
- In addition to maintaining a high standard of drinking water quality, the City of Renton also diligently maintains 295 miles of pipe, 10 wells, 1 spring, 9 reservoirs, 12 pump stations, 2 water treatment facilities, 3,440 fire hydrants, and 16,668 metered connections.
- We operate two large treatment facilities - the Maplewood treatment facility and the corrosion control facility. In addition, we treat all water with chlorine and fluoride. These treatments take place at each well house.
- The Renton Police Department responds to emergency calls within 3 minutes. In 2004 they responded to just over 63,000 calls for service, down slightly from 2005. Our investigation unit cleared 83% of crimes investigated (exceeding our goal of 80%).
- According to a 2004 Citizen Survey, 93% of respondents feel safe in Renton and 95% gave the Renton Police Department a passing grade in terms of service. Top citizen priorities include keeping police patrols in neighborhoods and investigating and solving crimes.
- The Renton Police Department is one of only nine Washington police agencies to meet the highest policing standards in America and be accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc.
- The City provides diverse recreation programs for all ages - preschool, youth, teen, adult, and senior. Leisure programs, organized athletics, fitness and wellness programs, outdoor recreational opportunities; cultural arts programs; and programs designed to provides

social and recreational opportunities to senior citizens and those with special needs all add to Renton's quality of life.

- Libraries in Renton have made several technological improvements including patron self-service computer reservations, wireless internet access, in-library and home access to an online automotive repair database, and the availability of resume writing software.
- The City's Housing Repair Assistance Program helps low to moderate income homeowners maintain their homes by providing services such as accessibility modifications (ramps, grab bars, door handles), and basic structure maintenance, as well as smoke detector and carbon monoxide detector installation. The goal is to increase the health and safety of Renton residents and keep neighborhoods maintained. In 2006 we served 168 households and provided 591 health and safety related repairs.
- Over 3,000 individuals participate in various volunteer opportunities and, in 2006, contributed more than 55,750 hours of service to the City of Renton valued at over \$1,000,000. Available volunteer opportunities include representation on a City Board, Commission, or Advisory Committee or assisting with community events or one-time special projects.
- The City of Renton has 28 developed public parks comprising 255 acres, 12.5 miles of trails, an 18-hole public golf course and 813 acres of public open space for passive and active recreation. The City also maintains a boathouse, theater, community center, two neighborhood centers, a museum, two public libraries and an aquatic center.
- In 2006, 71,351 people visited the new Henry Moses Aquatic Center. Of those surveyed, 92% rated the facility good or excellent and 98% will return. As anticipated, user fees covered all operating expenses. Revenue was generated from paid admissions, pass cards, swim lessons, classes, rentals, and concessions.
- The Renton Farmers Market is extremely popular and brings hundreds of people to the Piazza in downtown Renton every Tuesday from June through September. More than 50 vendors sell a bounty of fresh, locally grown farm products, including organic fruits and vegetables, cut flowers, baked goods, herbs, and more weekly at the Piazza.
- Many neighborhood parks feature play equipment for kids. Over the last several years, older equipment has been replaced with colorful new equipment at many parks, including Gene Coulon Memorial Beach, Kennydale Beach, Burnett Linear Park, Heritage Park, Windsor Hills Park, North Highlands, Jones Park, Kennydale Lions and Sunset Court Park.
- Gene Coulon Memorial Beach Park, a stunning 55-acre park, has nearly 1.5 miles of Lake Washington waterfront and receives over 1.5 million visitors a year. Major public events featured at Coulon Beach Park include the Freddie's Club of Renton Fabulous Fourth of July, the Kidd Valley Family Concert Series in the summer, and Clam Lights in December.
- Outdoor activities continue to bring people to downtown Renton. The extremely popular Cinema at Liberty Park features free movies on the silver screen every Saturday in July and August. Families will enjoy the best in comedy, drama and classics with movies beginning at dusk. Liberty Park also serves as the main festival grounds for Renton's annual community family celebration, Renton River Days. Since 1986, and held each year during the fourth weekend of July, nearly 40 events and programs feature

entertainment, arts, food, recreation, and special activities for residents, families and Puget Sound region tourists.

- Along with other local theaters, Carco Theatre has joined the Renton Live Theater Alliance to promote the arts in Renton. Renton has an impressive public art collection, two professional theater companies, a youth symphony orchestra, a city concert band, three theaters, and an active arts community. In July each year, many teens participate in the annual Summer Teen Musical at Carco Theatre.
- The award-winning Renton River Days festival attracts nearly 50,000 visitors annually. The six-day community family festival includes a parade, sports events, golf tournament, live music, art shows, craft and vendor booths, food galore, and much more. Liberty Park, in the heart of Renton, is the focal point for the festival with additional events in and around the downtown core.
- Over 35,000 people are employed in Renton as of March, 2006. This includes 30,200 in the private sector and 4,800 in the public sector.
- Over the last decade, pro-active economic development efforts have diversified Renton's employment base. While The Boeing Company and PACCAR remain the two largest private employers, many other innovative businesses have made Renton their home, including bar-code technology developer Microscan, internet firm Classmates Online, and software publisher Topics Entertainment.
- Revitalization efforts continue in downtown Renton with new housing, parks, a performing arts center, and a transit center. Efforts in the Highlands will focus on stimulating investment in the area's WWII housing stock and retail centers.
- Renton is becoming known as the place to be for regional retailers. Building on the success of IKEA, which opened its only Northwest U.S. store in Renton in 1994, new Fry's Electronics and Sam's Club stores bring millions of dollars to the local economy. In 2006, total sales tax revenue increased by almost 10 percent, hotel/motel tax revenue increased by 11.2 percent, and construction revenue increased by 7.7 percent.
- On average the City of Renton repairs 12,565 square feet of sidewalk each year. The focus is on areas where trip hazards are most severe and on public right-of-way where the City is responsible for maintenance and repairs.
- The City of Renton maintains and operates 23 sanitary sewer lift stations and 2 stormwater pumping stations, 199 miles of stormwater pipe, and 164 miles of sanitary sewer pipe. Crews clean an average of 86,000 feet of stormwater pipe and 180,000 feet of sanitary sewer pipe each year to help prevent flooding and overflows.
- The City of Renton sweeps approximately 6,650 lane miles of roadway each year. Last year, 840 tons of leaves and debris were removed from Renton's streets, making them cleaner and safer.
- Through an aggressive recycling program, Renton residents diverted over 47% of recyclable residential waste and 9% of recyclable multi-family waste from the landfill.
- Along with restoring street pavement after excavation by the various City of Renton utilities, crews repair approximately 179,925 square feet of pavement each year. This helps to limit potholes, maintain the streets Overall Condition Index rating of 80 or better, and make streets safer, smoother, and more pleasant to drive on.

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- According to a 2004 Citizen Survey, 91% gave the Renton Fire Department a passing grade in terms of service, with 60% giving them an "A" grade. Top citizen priorities include putting out fires and limiting damage and providing emergency medical services.
 - Twenty-four hours a day, 365 days a year, the Renton Fire Department provides professional and cost-effective protection of life and property to the citizens of Renton and King County Fire District #25.
 - The Renton Fire Department responded to 14,466 calls for service in 2006 that included response to fires, emergency medical, hazardous material rescue and service types of incidents. Department average response time to priority calls from the time of receipt of the alarm to arrival on scene was 5 minutes and 32 seconds.
 - The best way to avoid the devastation of a fire is to prevent it from happening. The Renton Fire Department inspects businesses for fire hazards, investigates fires, reviews construction plans, and hosts public education activities. The Department provides annual fire prevention programs to local schools, CPR training, senior citizen programs, and disaster preparedness training, and participates in a countywide intervention program for juvenile fire-setters.
 - Renton Library system's collection offers a variety of media to meet the information and entertainment needs of the city's residents, including roughly 171,000 books, 10,000 videos, 5,000 books-on-tape, 550 DVDs, and 450 magazine subscriptions for a total of 187,000 items.
 - The City maintains communications systems and support for 745 network devices, 50 miles of fiber optic and 30 miles of copper cabling, 600 phone sets, 4 PBX phone switches, 650 GB of data backups, 32 network servers, 550 workstations, and 24 enterprise class software applications. In addition, the City handles over 723,000 outbound mail parcels annually.
 - The City provides funding to a number of area human service providers using both General Funds and Community Development Block Grant funds. For 2005, \$327,422 was allocated to 28 different human service programs serving Renton residents. \$391,910 was allocated to 7 agencies for capital projects and employment service programs.
 - The City's records management program, mandated by law, ensures the timely retrieval of information and the proper retention and disposition of the City's public records. More than 1,800 boxes of City records are stored in inactive storage areas, the second to last step in the records life cycle, which includes creation, filing, active use, inactive storage, and ultimate disposition by means of confidential destruction or transfer to the State Archives.
 - The City has received the Government Finance Officers Association Distinguished Budget Award for the past years and the Excellence in Financial Reporting Award for the past years. State Auditor Brian Sonntag commended the City of Renton at a council meeting in 2006 for its strong record and commitment to financial excellence.
 - The City's credit rating was improved by Standard and Poor's, as well Fitch Rating services in 2006 from A+ to AA- (on a scale of AAA). This recognizes strong financial programs, reserves, budgetary controls and other attributes that make the City a good credit risk with respect to the purchase of its bonds which finance public improvements.

Budget Glossary

Accounting System: The total set of records and procedures, which are used to record, classify, and report information on the financial status and operations of an entity.

Accrual Basis: A basis of accounting in which transactions are recognized at the time they are incurred, as opposed to when cash is received or spent. Also, see Modified Accrual Basis of Accounting.

Activity: A combination of people, technology, supplies, methods, and environment that produce a given product or service.

Ad Val Orem Taxes: A tax levied on the assessed value of real property.

Agency Fund: A fund used to account for assets held by a government as an agent for individuals, private organizations, other governments, and/or other funds.

Appropriation: Legislation by the City Council that approves budgets for individual funds. Appropriation ordinances authorize spending in the personnel services, non-personnel services, employee benefits, equipment accounts, debt service, and capital categories. Departments cannot spend more money than is approved in these categories. Appropriations can only be adjusted by passage of a subsequent ordinance of the City Council upon recommendation by the Mayor.

Arbitrage: The excess of the yield on investments acquired with gross proceeds of a bond issue over the bond yield of the issue. This excess must be rebated to the United States Treasury, and is called arbitrage rebate.

Assessed Valuation: The estimated value placed upon real and personal property by the King County Assessor as the basis for levying property taxes.

BARS: The State of Washington prescribed Budgeting, Accounting, Reporting System Manual required for all governmental entities in the State of Washington.

Base Budget: Ongoing expense for personnel, contractual services, and the replacement of supplies and equipment required to maintain service levels previously authorized by the City Council.

Biennial Budget: A budget applicable to a two-year fiscal period.

Bond (Debt Instrument): A written promise to pay (debt) a specified sum of money (called principal or face value) at a specified future date (called the maturity date) along with periodic interest paid at a specified percentage of the principal (interest rate). Bonds are typically used for long-term debt to pay for specific capital expenditures.

Budget: Budget adopted by Renton's City Council that goes into effect on January 1st, including amendments through December 31st, of the current year.

Budget (Operating): A plan of financial operation embodying an estimate of proposed expenditures for a given period (typically a fiscal year) and the proposed means of financing them (revenue estimates). The term is also used to denote the officially approved expenditure ceilings under which the City and its departments operate.

Budget Adjustment: A procedure to revise a budget appropriation either by City Council approval through the adoption of a supplemental appropriation ordinance for any

interdepartmental or interfund adjustments, or authorization by the Mayor to adjust appropriations within a departmental budget.

Budgets and Budgetary Accounting: The City of Renton budgets its funds in accordance with the Revised Code of Washington (RCW) 35A.33. In compliance with the Code, annual appropriated budgets are adopted for the General, Special Revenue, Debt Service, and Capital Projects Funds. Any unexpended appropriations lapse at the end of the fiscal year. For Governmental Funds, there is no substantial difference between budgetary basis and generally accepted accounting principles. Annual appropriated budgets are adopted at the fund level.

Budget Calendar: The schedule of key dates or milestones that the City follows in the preparation and adoption of the budget.

Budget Document: The official written statement prepared by the budget office and supporting staff, which presents the proposed budget to the City Council.

Budgetary Control: The control or management of a government in accordance with the approved budget for the purpose of keeping expenditures within the limitations of available appropriations and resources.

CDBG: Community Development Block Grant is funding for the purpose of carrying out eligible community development and housing activities.

CIP: See Capital Improvement Program.

Capital Assets: Assets of significant value, which assets have a useful life of several years. Capital assets are also called fixed assets.

Capital Improvement Program: A separately published plan for capital expenditures to be incurred each year over a period of six future years, which sets forth each capital project identifying the expected beginning and ending date for each project, the amount to be expended in each year, and the method of financing those expenditures.

Capital Outlay: Expenditures, which result in the acquisition of, or additions to, fixed assets. Examples include land, buildings, machinery and equipment, and construction projects.

Cash Basis: A basis of accounting in which transactions are recognized only when cash is received or disbursed. The City of Renton operates on a cash basis.

Committed Expenditures: Appropriated expenditures (see definition of appropriation.)

Comprehensive Plan: A general plan that outlines growth and land use for residential, commercial, industrial, and open space areas.

Contingency: A budgetary reserve set-aside for emergencies or unforeseen expenditures not otherwise budgeted for.

Cost Center: An organization budget/operating unit within each City division or department.

Council manic Bonds: Council manic bonds refer to bonds issued with the approval of the Council, as opposed to voted bonds, which must be approved by vote of the public. Council manic bonds must not exceed .75 percent of the assessed valuation and voted bonds 1.75 percent.

Debt Manual: A manual that provides comprehensive reference material and information relevant to City of Renton legal debt responsibilities, limitations, and authority.

Debt Service: Payment of interest and repayment of principal to holders of the City's debt instruments.

Debt Service Fund: A fund established to account for the accumulation of resources for, and the payment of, general long-term debt principal and interest.

Deficit: (1) The excess of an entity's liabilities over its assets (see Fund Balance). (2) Expenses exceeding revenue during a single accounting period.

Department: Basic organizational unit of City government responsible for carrying out a specific function.

Depreciation: (1) Expiration in the service life of capital assets attributable to wear and tear, deterioration, action of the physical elements, inadequacy of obsolescence. (2) That portion of the cost of a capital asset that is charged as an expense during a particular period.

Division: A group of homogeneous cost centers within a department.

ECC: The Emergency Coordination Center is located at Fire Station 14 and is used by the Emergency Management Team as the command center in the event of an emergency in the greater Renton area.

ESA: The Endangered Species Act provides for the designation and protection of invertebrates, wildlife, fish, and plant species that are in danger of becoming extinct and mandates conservation of the ecosystems on which endangered species depend.

Equipment Rental Fund: An internal service fund used to account for the cost of maintaining and replacing all City vehicles and auxiliary equipment except for golf course equipment.

Enterprise Fund: Separate financial accounting used for government operations that are financed and operated in a manner similar to business enterprises, and for which preparation of an income statement is desirable.

Expenditures: Where accounts are kept on the accrual or modified accrual basis of accounting, the cost of goods received or services rendered whether cash payments have been made or not. Where accounts are kept on a cash basis, expenditures are recognized only when the cash payments for the above purposes are made.

FICA: Federal Insurance Contribution Act is an employment tax levied against both an employee and employer for Social Security and Medicare taxes.

FEMA: The Federal Emergency Management Act is a Federal initiative designed to provide financial assistance in the event of an emergency.

Fund: An independent fiscal and accounting entity with a self-balancing set of accounts recording cash and/or other resources together with all related liabilities, obligations, reserves, and equities which are segregated for the purpose of carrying on specific activities or attaining certain objectives.

Full-Time Equivalent Position (FTE): FTE is a measure of a position by its budgeted hours. For example, 1 FTE equals 2,080 hours and .75 FTE equals 1,566 hours.

Fund Balance: Difference between fund assets and fund liabilities (the equity) in governmental funds. Fund balances will be classified as reserved or undesignated.

Reserved funds: An account used to indicate that a portion of fund equity is legally restricted for a specific purpose.

Undesignated fund balance: The funds remaining after reduction for reserved balances.

In addition, many of the special funds are themselves restricted as to use, depending on the legal restrictions governing the levy of the funds they contain. Examples are Debt Service Fund and the Capital Improvement Fund.

GAAP: Generally Accepted Accounting Principles are standards used for accounting and reporting used for both private industry and governments.

GASB: Government Accounting Standards Board established in 1985 to regulate the rules and standards for all governmental units.

General Fund: The fund supported by taxes, fees, and other revenue that may be used for any lawful purpose.

General Obligation Bonds: Bonds for which the full faith and credit of the insuring government are pledged for payment.

Goal: The end toward which effort or ambition is directed. Condition or state to be brought about by a course of action.

Indebtedness: The state of owing financial resources to other financial institutions and investors.

Interfund Payments: Expenditures made to other funds for services rendered. This category includes interfund repairs and maintenance.

Intergovernmental Services: Intergovernmental purchases of those specialized services typically performed by local governments.

Intermittent Employee: An intermittent employee is one who is hired to work for an indefinite or intermittent period, as needed. An intermittent employee may work a fluctuating schedule or on an on-call basis, limited to a maximum of four months of full-time and/or may not work more than 69 hours per month, not to exceed 1,500 hours in a calendar year.

Internal Service Fund: Funds used to account for the financing of goods or services provided by one department or agency to other departments or agencies of the City, or to other governments, on a cost-reimbursement basis.

International Firefighters Union (684): Labor union representing firefighter officers, lieutenants, captains, and fire battalion chiefs.

LEOFF: Law Enforcement Officers and Firefighters Retirement System provided in the State of Washington.

LID: Local Improvement District or Special Assessments made against certain properties to defray part or all of the cost of a specific improvement or service deemed to primarily benefit those properties.

LTGO: Limited Tax General Obligation bonds are non-voter approved bonds for which the full faith and credit of the insuring government are pledged for payment.

Limited Term Employee: An individual hired to work a full or part-time schedule for a pre-determined period not to exceed three years or unless extended by the City Council. A limited term position is an authorized and budgeted exempt or non-exempt position with full or prorated City benefits and compensated according to the City of Renton Index of Positions and Pay Ranges.

Long Term Debt: Debt with a maturity of more than one year after the date of issuance.

Mill: The property tax rate that is based on the valuation of property. A tax rate of one mill produces one dollar of taxes on each \$1,000 of property valuation.

Mission: A succinct description of the scope and purpose of an organization.

Mitigation Fees: Fees paid by developers toward the cost of future improvements to City infrastructure, which improvements are required due to the additional demands generated by new development.

Modified Accrual Basis of Accounting: The accrual basis of accounting adapted to the governmental fund-type measurement focus. Under this form of accounting, revenue and other financial resource increments (e.g., bond proceeds) are recognized when they become both measurable and available to finance expenditures of the current period. Expenditures are recognized when the fund liability is incurred except for certain inventory materials and supplies and prepaid insurance. All governmental funds, expendable trust funds, and agency funds are accounted for using the modified accrual basis of accounting.

Object: As used in expenditure classification, this term applies to the type of item purchased or the service obtained (as distinguished from the results obtained from expenditures). Examples are personnel services, contractual services, and materials and supplies.

Objective: Desired accomplishment that can be measured and achieved within a given time frame.

Operating Funds: Recurring revenue sources used to finance ongoing operating expenditures and pay-as-you-go capital projects.

8% Operating Reserve: Unavailable fund balance that represents eight percent of the operating expenditures.

Operating Transfer: Routine and/or recurring transfers of assets between funds.

Other Services and Charges: A basic classification for services other than personnel services that are needed by the City. This item includes professional services, communication, travel, advertising, rentals and leases, insurance, public utility services, repairs and maintenance, and miscellaneous.

PERS: Public Employees Retirement System provided for, other than Police and Fire, by the State of Washington.

PWTF: See Public Works Trust Fund.

Performance Measures: Indicators of program performance that are collected to show the impact of resources spent on city services directly tied to program results.

Personnel Benefits: Those benefits paid by the City as part of the conditions of employment. Examples include insurance and retirement benefits.

Police Guild Union: Represents commissioned police officers and sergeants, and non-commissioned personnel.

Program: A group of related services or activities that are provided or administered by a department or division and accounted for in its budget.

Public Works Trust Fund Loans: A State revolving loan fund that provides low-interest loans to help local governments maintain or improve essential public works systems.

Reallocation: The 2004 Original Budget plus salary and benefit reallocations due to union contracts settled after the passage of the 2004 budget.

Reserve: See fund balance.

Resources: Total dollars available for appropriations including estimated revenue, fund transfers, and beginning fund balances.

Retained Earnings: An equity account reflecting the accumulated earnings of the City.

Revenue: Income received by the City in support of a program of services to the community. It includes such items as property taxes, fees, user charges, grants, fines and forfeits, interest income and miscellaneous revenue.

Revenue Bonds: Bond issued pledging future revenue (usually water, sewer, or drainage charges) to cover debt payments in addition to operating costs.

Revenue Estimate: A formal estimate of how much revenue will be earned from a specific revenue source for some future period, typically, a future fiscal year.

Revenue Manual: A manual that provides comprehensive reference material and information on City of Renton revenue including legal authority and parameters.

Revenue for Reserve: Revenue placed in a fund balance reserve account.

Salaries and Wages: Amounts paid for personal services rendered by employees in accordance with rates, hours, terms and conditions authorized by law or stated in employment contracts. This category also includes overtime and temporary help.

Special Revenue Fund: A fund used to account for the proceeds of specific revenue sources that are legally restricted to expenditure or specified purposes.

Supplemental Appropriation: An appropriation approved by the Council after the initial budget appropriation.

Supplies: A basic classification of expenditures for articles and commodities purchased for consumption or resale. Examples include office and operating supplies, fuel, power, water, gas, inventory or resale items, and small tools and equipment.

TIP: Transportation Improvement Program is a comprehensive program used to identify specific transportation projects for improvement to enhance local, regional, State, and Federal transportation systems.

Temporary Employee: A temporary employee is one who was hired prior to January 1, 1996, to work in a position designated and specifically budgeted as “temporary” for that purpose. Temporary employees are entitled to accrue “general leave” after serving in the position for two consecutive years.

Trust Fund: Funds used to account for assets held by a government in a trustee capacity for individuals, private organizations, other governments, and/or other funds.

UTGO: Unlimited Tax General Obligation bonds are voter approved and retired by a tax levy commonly referred to as an excess levy.

Use of Prior Year Revenue: Fund balance from prior year revenue to be used to offset current year expenditures.

Washington State Council of County and City Employees, Local 2070 (Division of AFSCME): Labor union representing all regular non-exempt personnel, grades 1 through 29.

Index of Positions and Pay Ranges – Elected Officials, Management, and Non-Union Supervisory

| Grade | Status | Position Title | 12 Mos Step A | Annual Salary | 12 Mos Step B | Annual Salary | 12 Mos Step C | Annual Salary | 12 Mos Step D | Annual Salary | 12 Mos Step E | Annual Salary |
|--|--------|---|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| ELECTED OFFICIALS (3.0% increase for 2007) | | | | | | | | | | | | |
| e10 | | Mayor * | | | | | | | | | 9,956 | 119,472 |
| e09 | | City Council Members ** | | | | | | | | | 950 | 11,400 |
| e08 | | | 7,645 | 91,740 | 8,033 | 96,396 | 8,438 | 101,256 | 8,865 | 106,380 | 9,312 | 111,744 |
| e11 | | Municipal Court Judge | | | | | | | | | 9,785 | 117,420 |
| MANAGEMENT & SUPERVISORY NON-UNION (3.0% increase for 2007) | | | | | | | | | | | | |
| m53 | | Chief Administrative Officer *** | 10,031 | 120,372 | 10,540 | 126,480 | 11,073 | 132,876 | 11,632 | 139,584 | 12,214 | 146,568 |
| m52 | | | 9,785 | 117,420 | 10,279 | 123,348 | 10,805 | 129,660 | 11,352 | 136,224 | 11,917 | 143,004 |
| m51 | | | 9,546 | 114,552 | 10,031 | 120,372 | 10,540 | 126,480 | 11,073 | 132,876 | 11,632 | 139,584 |
| m50 | | | 9,312 | 111,744 | 9,785 | 117,420 | 10,279 | 123,348 | 10,805 | 129,660 | 11,352 | 136,224 |
| m49 | | Community Services Administrator *** Economic Development Administrator *** Finance/Information Services Administrator *** Fire Chief *** Human Resources & Risk Mgmt Administrator *** Planning/Bldg/PW Administrator *** Police Chief *** | 9,086 | 109,032 | 9,546 | 114,552 | 10,031 | 120,372 | 10,540 | 126,480 | 11,073 | 132,876 |
| m48 | | | 8,865 | 106,380 | 9,312 | 111,744 | 9,785 | 117,420 | 10,279 | 123,348 | 10,805 | 129,660 |
| m47 | | | 8,650 | 103,800 | 9,086 | 109,032 | 9,546 | 114,552 | 10,031 | 120,372 | 10,540 | 126,480 |
| m46 | | | 8,438 | 101,256 | 8,865 | 106,380 | 9,312 | 111,744 | 9,785 | 117,420 | 10,279 | 123,348 |
| m45 | | Assistant Chief Administrative Officer *** Deputy Fire Chief *** Deputy P/B/PW Administrator - Transportation *** Police Deputy Chief *** | 8,233 | 98,796 | 8,650 | 103,800 | 9,086 | 109,032 | 9,546 | 114,552 | 10,031 | 120,372 |
| m44 | | | 8,033 | 96,396 | 8,438 | 101,256 | 8,865 | 106,380 | 9,312 | 111,744 | 9,785 | 117,420 |
| m43 | | | 7,836 | 94,032 | 8,233 | 98,796 | 8,650 | 103,800 | 9,086 | 109,032 | 9,546 | 114,552 |
| m42 | | | 7,645 | 91,740 | 8,033 | 96,396 | 8,438 | 101,256 | 8,865 | 106,380 | 9,312 | 111,744 |
| m41 | | | 7,459 | 89,508 | 7,836 | 94,032 | 8,233 | 98,796 | 8,650 | 103,800 | 9,086 | 109,032 |
| m40 | | | 7,278 | 87,336 | 7,645 | 91,740 | 8,033 | 96,396 | 8,438 | 101,256 | 8,865 | 106,380 |
| m39 | | | 7,100 | 85,200 | 7,459 | 89,508 | 7,836 | 94,032 | 8,233 | 98,796 | 8,650 | 103,800 |
| m38 | | Communications Director Development Services Director Economic Development Director Facilities Director Fiscal Services Director Information Services Director Library Director Maintenance Services Director Parks Director Recreation Director Utility Systems Director | 6,927 | 83,124 | 7,278 | 87,336 | 7,645 | 91,740 | 8,033 | 96,396 | 8,438 | 101,256 |
| m37 | | | 6,760 | 81,120 | 7,100 | 85,200 | 7,459 | 89,508 | 7,836 | 94,032 | 8,233 | 98,796 |
| m36 | | Police Commander **** Police Manager **** | 6,593 | 79,116 | 6,927 | 83,124 | 7,278 | 87,336 | 7,645 | 91,740 | 8,033 | 96,396 |
| m35 | | Hearing Examiner | 6,432 | 77,184 | 6,760 | 81,120 | 7,100 | 85,200 | 7,459 | 89,508 | 7,836 | 94,032 |
| m34 | | Information Services Manager | 6,273 | 75,276 | 6,593 | 79,116 | 6,927 | 83,124 | 7,278 | 87,336 | 7,645 | 91,740 |
| m33 | | Current Planning Manager Development Engineering Supervisor Long Range Planning Manager Transportation Design Supervisor Transportation Operations Manager Transportation Planning Supervisor Utility Engineering Supervisor Water Maintenance Manager | 6,120 | 73,440 | 6,432 | 77,184 | 6,760 | 81,120 | 7,100 | 85,200 | 7,459 | 89,508 |
| m32 | | Airport Manager Building Official Golf Course Manager Community Development Project Manager | 5,972 | 71,664 | 6,273 | 75,276 | 6,593 | 79,116 | 6,927 | 83,124 | 7,278 | 87,336 |
| m31 | | | 5,826 | 69,912 | 6,120 | 73,440 | 6,432 | 77,184 | 6,760 | 81,120 | 7,100 | 85,200 |
| m30 | | City Clerk/Cable Manager Court Services Director Fleet Manager | 5,685 | 68,220 | 5,972 | 71,664 | 6,273 | 75,276 | 6,593 | 79,116 | 6,927 | 83,124 |

Index of Positions and Pay Ranges – Elected Officials, Management, and Non-Union Supervisory

| NON-UNION - Continued | | | | | | | | | | | | |
|-----------------------|---|---|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|
| m30 | | Human Resources Manager Information Systems Supervisor | 5,685 | 68,220 | 5,972 | 71,664 | 6,273 | 75,276 | 6,593 | 79,116 | 6,927 | 83,124 |
| m29 | | | 5,543 | 66,516 | 5,826 | 69,912 | 6,120 | 73,440 | 6,432 | 77,184 | 6,760 | 81,120 |
| m28 | | Facilities Manager Human Services Manager Parks Maintenance Manager Recreation Manager | 5,412 | 64,944 | 5,685 | 68,220 | 5,972 | 71,664 | 6,273 | 75,276 | 6,593 | 79,116 |
| m27 | | Assistant Library Director Transportation Maintenance Supervisor | 5,280 | 63,360 | 5,543 | 66,516 | 5,826 | 69,912 | 6,120 | 73,440 | 6,432 | 77,184 |
| m26 | | Assistant Fire Marshal Finance Analyst Supervisor Waste Water/Special Operations Manager | 5,150 | 61,800 | 5,412 | 64,944 | 5,685 | 68,220 | 5,972 | 71,664 | 6,273 | 75,276 |
| m25 | | Community Services Resource & Funding Mgr Recreation Supervisor Solid Waste Coordinator | 5,024 | 60,288 | 5,280 | 63,360 | 5,543 | 66,516 | 5,826 | 69,912 | 6,120 | 73,440 |
| m24 | | Principal Financial & Administrative Analyst | 4,904 | 58,848 | 5,150 | 61,800 | 5,412 | 64,944 | 5,685 | 68,220 | 5,972 | 71,664 |
| m23 | U | Open Space Coordinator | 4,780 | 57,360 | 5,024 | 60,288 | 5,280 | 63,360 | 5,543 | 66,516 | 5,826 | 69,912 |
| m22 | | Sr HR Analyst/Civil Service Coordinator | 4,667 | 56,004 | 4,904 | 58,848 | 5,150 | 61,800 | 5,412 | 64,944 | 5,685 | 68,220 |
| m21 | | Golf Course Supervisor | 4,552 | 54,624 | 4,780 | 57,360 | 5,024 | 60,288 | 5,280 | 63,360 | 5,543 | 66,516 |
| m20 | | Community Center Coordinator Employee Benefits Analyst Golf Professional Human Resources Analyst Safety Officer Senior Services Coordinator | 4,441 | 53,292 | 4,667 | 56,004 | 4,904 | 58,848 | 5,150 | 61,800 | 5,412 | 64,944 |
| m19 | | | 4,334 | 52,008 | 4,552 | 54,624 | 4,780 | 57,360 | 5,024 | 60,288 | 5,280 | 63,360 |
| m18 | | | 4,225 | 50,700 | 4,441 | 53,292 | 4,667 | 56,004 | 4,904 | 58,848 | 5,150 | 61,800 |
| m17 | | City Council Liaison Deputy City Clerk Executive Secretary | 4,124 | 49,488 | 4,334 | 52,008 | 4,552 | 54,624 | 4,780 | 57,360 | 5,024 | 60,288 |
| | | NON-UNION (CLERICAL, OTHER) (3.0% increase for 2007) | | | | | | | | | | |
| n16 | | Finance Analyst III | 4,007 | 48,084 | 4,210 | 50,520 | 4,418 | 53,016 | 4,644 | 55,728 | 4,875 | 58,500 |
| n15 | | Community Relations Specialist | 3,903 | 46,836 | 4,105 | 49,260 | 4,313 | 51,756 | 4,531 | 54,372 | 4,761 | 57,132 |
| n14 | | | 3,813 | 45,756 | 4,007 | 48,084 | 4,210 | 50,520 | 4,418 | 53,016 | 4,644 | 55,728 |
| n13 | | Finance Analyst II | 3,717 | 44,604 | 3,903 | 46,836 | 4,105 | 49,260 | 4,313 | 51,756 | 4,531 | 54,372 |
| n12 | | Museum Supervisor | 3,631 | 43,572 | 3,813 | 45,756 | 4,007 | 48,084 | 4,210 | 50,520 | 4,418 | 53,016 |
| n11 | | Admin Secretary II (Com Svc, Fire, P/B/PW, F) Admin Secretary II/ Economic Assistant Admin Secretary II/Risk Mgmt Assistant Assistant Golf Professional Human Resources Systems Technician Payroll Analyst | 3,539 | 42,468 | 3,717 | 44,604 | 3,903 | 46,836 | 4,105 | 49,260 | 4,313 | 51,756 |
| n10 | | Finance Analyst I | 3,452 | 41,424 | 3,631 | 43,572 | 3,813 | 45,756 | 4,007 | 48,084 | 4,210 | 50,520 |
| n09 | | | 3,371 | 40,452 | 3,539 | 42,468 | 3,717 | 44,604 | 3,903 | 46,836 | 4,105 | 49,260 |
| n08 | | | 3,287 | 39,444 | 3,452 | 41,424 | 3,631 | 43,572 | 3,813 | 45,756 | 4,007 | 48,084 |
| n07 | | Secretary II EX | 3,208 | 38,496 | 3,371 | 40,452 | 3,539 | 42,468 | 3,717 | 44,604 | 3,903 | 46,836 |
| n06 | | | 3,128 | 37,536 | 3,287 | 39,444 | 3,452 | 41,424 | 3,631 | 43,572 | 3,813 | 45,756 |
| n05 | | Secretary I EX | 3,053 | 36,636 | 3,208 | 38,496 | 3,371 | 40,452 | 3,539 | 42,468 | 3,717 | 44,604 |
| n04 | | | 2,980 | 35,760 | 3,128 | 37,536 | 3,287 | 39,444 | 3,452 | 41,424 | 3,631 | 43,572 |
| n03 | | | 2,909 | 34,908 | 3,053 | 36,636 | 3,208 | 38,496 | 3,371 | 40,452 | 3,539 | 42,468 |
| n02 | | | 2,837 | 34,044 | 2,980 | 35,760 | 3,128 | 37,536 | 3,287 | 39,444 | 3,452 | 41,424 |
| n01 | | | 2,772 | 33,264 | 2,909 | 34,908 | 3,053 | 36,636 | 3,208 | 38,496 | 3,371 | 40,452 |

82

- * In addition to salary receives \$4,800 annual car allowance.
- ** Council members salary set per Ordinance 4757 (01/01/99)
- *** Not eligible for Longevity/Education or Uniform Allowance
- **** Receive Education/Longevity & Uniform Allowance based on Union Contract

| LONGEVITY SCHEDULE NON-UNION | | | |
|---------------------------------|--------------|-------|-----------|
| Completion of 5 Yrs | 2% Step a13E | \$90 | per month |
| Completion of 10 Yrs | 3% Step a13E | \$135 | per month |
| Completion of 15 Yrs | 4% Step a13E | \$180 | per month |
| Completion of 20 Yrs | 5% Step a13E | \$225 | per month |
| Completion of 25 Yrs | 6% Step a13E | \$269 | per month |

The City contributes 2% of employee's base wage per year to a deferred compensation account for Management and Non-Represented employees except for CAO receives \$8,500 per year

Index of Positions and Pay Ranges – Local 2170

Union COLA
3.0%

| Grade | Status | Position Title | 12 Mos Step A | Annual Salary | 12 Mos Step B | Annual Salary | 12 Mos Step C | Annual Salary | 12 Mos Step D | Annual Salary | 12 Mos Step E | Annual Salary |
|-------|--------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | | UNION - LOCAL 2170 (3.0% Increase for 2007) | | | | | | | | | | |
| a34 | | | 6,188 | 74,256 | 6,498 | 77,976 | 6,824 | 81,888 | 7,165 | 85,980 | 7,524 | 90,288 |
| a33 | | | 6,038 | 72,456 | 6,344 | 76,128 | 6,667 | 80,004 | 7,003 | 84,036 | 7,350 | 88,200 |
| a32 | | Network Systems Supervisor | 5,892 | 70,704 | 6,188 | 74,256 | 6,498 | 77,976 | 6,824 | 81,888 | 7,165 | 85,980 |
| a31 | | Utility/GIS Engineer | 5,745 | 68,940 | 6,038 | 72,456 | 6,344 | 76,128 | 6,667 | 80,004 | 7,003 | 84,036 |
| a30 | | Application Support Supervisor | 5,606 | 67,272 | 5,892 | 70,704 | 6,188 | 74,256 | 6,498 | 77,976 | 6,824 | 81,888 |
| a29 | | Program Development Coordinator II Mapping Coordinator | 5,471 | 65,652 | 5,745 | 68,940 | 6,038 | 72,456 | 6,344 | 76,128 | 6,667 | 80,004 |
| a28 | | | 5,337 | 64,044 | 5,606 | 67,272 | 5,892 | 70,704 | 6,188 | 74,256 | 6,498 | 77,976 |
| a27 | | Civil Engineer III | 5,207 | 62,484 | 5,471 | 65,652 | 5,745 | 68,940 | 6,038 | 72,456 | 6,344 | 76,128 |
| a26 | | | 5,079 | 60,948 | 5,337 | 64,044 | 5,606 | 67,272 | 5,892 | 70,704 | 6,188 | 74,256 |
| a25 | | Capital Project Coordinator Facilities Coordinator Neighborhood Program Coordinator Program Development Coordinator I Property Services Agent | 4,955 | 59,460 | 5,207 | 62,484 | 5,471 | 65,652 | 5,745 | 68,940 | 6,038 | 72,456 |
| a24 | | Database Technician Lead Construction Inspector Lead Fire Inspector Senior Economic Development Specialist Senior Network Systems Specialist Senior Planner Senior Systems Analyst Transportation Planner | 4,834 | 58,008 | 5,079 | 60,948 | 5,337 | 64,044 | 5,606 | 67,272 | 5,892 | 70,704 |
| a23 | | Airport Operations Specialist Building Plan Reviewer Business Systems Analyst Civil Engineer II Engineering Specialist III Fire Plan Reviewer/Inspector III Pavement Management Technician Street Maintenance Services Supervisor Waste Water Maintenance Services Supervisor | 4,718 | 56,616 | 4,955 | 59,460 | 5,207 | 62,484 | 5,471 | 65,652 | 5,745 | 68,940 |
| a22 | | Librarian | 4,604 | 55,248 | 4,834 | 58,008 | 5,079 | 60,948 | 5,337 | 64,044 | 5,606 | 67,272 |
| a21 | | Building Inspector - Electrical Building Inspector/Combination Construction Inspector II Facilities Supervisor Fire Inspector III Hazardous Materials Specialist Park Maintenance Supervisor Signal/Electronics Systems Technician II Systems Analyst Technical Support Coordinator Water Maintenance Services Supervisor Water Utility Maintenance Supervisor | 4,490 | 53,880 | 4,718 | 56,616 | 4,955 | 59,460 | 5,207 | 62,484 | 5,471 | 65,652 |
| a20 | | Associate Planner Economic Development Specialist Housing Repair Coordinator Network Systems Specialist | 4,380 | 52,560 | 4,604 | 55,248 | 4,834 | 58,008 | 5,079 | 60,948 | 5,337 | 64,044 |
| a19 | | Accounting Supervisor Civil Engineer I Code Compliance Inspector Energy Plans Examiner/Permit Representative Engineering Specialist II Fire Inspector II Fire Plan Reviewer/Inspector II HVAC Systems Technician | 4,272 | 51,264 | 4,490 | 53,880 | 4,718 | 56,616 | 4,955 | 59,460 | 5,207 | 62,484 |
| a18 | | CDBG Specialist Development Services Representative | 4,172 | 50,064 | 4,380 | 52,560 | 4,604 | 55,248 | 4,834 | 58,008 | 5,079 | 60,948 |

Index of Positions and Pay Ranges – Local 2170

| UNION - LOCAL 2170 Continued | | | | | | | | | | | | |
|------------------------------|--|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|--|
| a18 | Lead Water Utility Pump Station Mechanic Probation Officer Recreation Program Coordinator | 4,172 | 50,064 | 4,380 | 52,560 | 4,604 | 55,248 | 4,834 | 58,008 | 5,079 | 60,948 | |
| a17 | Custodial Services Supervisor Fire Inspector I Fire Plan Reviewer/Inspector I Lead Vehicle & Equipment Mechanic Library Supervisor Maintenance Buyer Signal/Electronic Systems Tech I Traffic Sign & Paint Supervisor Water Quality/Treatment Plant Operator | 4,067 | 48,804 | 4,272 | 51,264 | 4,490 | 53,880 | 4,718 | 56,616 | 4,955 | 59,460 | |
| a16 | Assistant Planner Lead Golf Course Maintenance Worker Lead Maintenance Services Worker Lead Park Maintenance Worker | 3,971 | 47,652 | 4,172 | 50,064 | 4,380 | 52,560 | 4,604 | 55,248 | 4,834 | 58,008 | |
| a15 | Facilities Technician II Lead Judicial Specialist Planning Technician II Water Utility Maintenance Technician | 3,869 | 46,428 | 4,067 | 48,804 | 4,272 | 51,264 | 4,490 | 53,880 | 4,718 | 56,616 | |
| a14 | Lift Station Technician Recreation Specialist II | 3,779 | 45,348 | 3,971 | 47,652 | 4,172 | 50,064 | 4,380 | 52,560 | 4,604 | 55,248 | |
| a13 | Engineering Specialist I Facilities Technician Grounds Equipment Mechanic Print & Mail Coordinator Signal/Electronics System Assistant II Solid Waste Program Specialist Vehicle & Equipment Mechanic I | 3,684 | 44,208 | 3,869 | 46,428 | 4,067 | 48,804 | 4,272 | 51,264 | 4,490 | 53,880 | |
| a12 | Desktop Publishing Operator Fire Inspector Trainee Golf Course Maintenance Worker III Maintenance Services Worker III Multimedia/Records Specialist Parks Maintenance Worker III Traffic Maintenance Worker II | 3,597 | 43,164 | 3,779 | 45,348 | 3,971 | 47,652 | 4,172 | 50,064 | 4,380 | 52,560 | |
| a11 | Administrative Secretary II Airport Maintenance Worker Fleet Management Technician Payroll Analyst Records Management Coordinator Recreation Specialist I | 3,508 | 42,096 | 3,684 | 44,208 | 3,869 | 46,428 | 4,067 | 48,804 | 4,272 | 51,264 | |
| a10 | Form/Graphic Technician Judicial Specialist/Trainer Permit Technician | 3,422 | 41,064 | 3,597 | 43,164 | 3,779 | 45,348 | 3,971 | 47,652 | 4,172 | 50,064 | |
| a09 | Accounting Assistant IV Administrative Secretary I Library Assistant II Mechanic's Assistant Planning Technician I Records Management Specialist Signal/Electronics Systems Assistant I | 3,338 | 40,056 | 3,508 | 42,096 | 3,684 | 44,208 | 3,869 | 46,428 | 4,067 | 48,804 | |
| a08 | Golf Course Maintenance Worker II Golf Course Operations Specialist Housing Repair Technician Judicial Specialist Lead Office Assistant Maintenance Services Worker II Parks Maintenance Worker II Probation Clerk | 3,257 | 39,084 | 3,422 | 41,064 | 3,597 | 43,164 | 3,779 | 45,348 | 3,971 | 47,652 | |

Index of Positions and Pay Ranges – Local 2170

| UNION - LOCAL 2170 Continued | | | | | | | | | | | | |
|------------------------------|--|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|--|
| a08 | Purchasing Assistant Traffic Maintenance Worker I | 3,257 | 39,084 | 3,422 | 41,064 | 3,597 | 43,164 | 3,779 | 45,348 | 3,971 | 47,652 | |
| a07 | Accounting Assistant III Database Systems Technician Hearing Examiner's Secretary Library Technical Assistant Maintenance Custodian Print & Mail Operator Secretary II | 3,180 | 38,160 | 3,338 | 40,056 | 3,508 | 42,096 | 3,684 | 44,208 | 3,869 | 46,428 | |
| a06 | | 3,105 | 37,260 | 3,257 | 39,084 | 3,422 | 41,064 | 3,597 | 43,164 | 3,779 | 45,348 | |
| a05 | Accounting Assistant II Office Assistant III Secretary I Water Meter Reader | 3,027 | 36,324 | 3,180 | 38,160 | 3,338 | 40,056 | 3,508 | 42,096 | 3,684 | 44,208 | |
| a04 | Golf Course Maintenance Worker I Lead Custodian Maintenance Services Worker I Parks Maintenance Worker I Pro Shop Assistant Solid Waste Maintenance Worker | 2,955 | 35,460 | 3,105 | 37,260 | 3,257 | 39,084 | 3,422 | 41,064 | 3,597 | 43,164 | |
| a03 | Accounting Assistant I Library Assistant I Office Assistant II | 2,883 | 34,596 | 3,027 | 36,324 | 3,180 | 38,160 | 3,338 | 40,056 | 3,508 | 42,096 | |
| a02 | | 2,816 | 33,792 | 2,955 | 35,460 | 3,105 | 37,260 | 3,257 | 39,084 | 3,422 | 41,064 | |
| a01 | Custodian Office Assistant I | 2,744 | 32,928 | 2,883 | 34,596 | 3,027 | 36,324 | 3,180 | 38,160 | 3,338 | 40,056 | |
| 139 | | | | | | | | | | | | |

| LONGEVITY SCHEDULE LOCAL 2170 | | | | |
|----------------------------------|--------|---------------|-------|-----------|
| Completion of | 5 Yrs | 2% Step a13 E | \$90 | per month |
| Completion of | 10 Yrs | 3% Step a13 E | \$135 | per month |
| Completion of | 15 Yrs | 4% Step a13 E | \$180 | per month |
| Completion of | 20 Yrs | 5% Step a13 E | \$225 | per month |
| Completion of | 25 Yrs | 6% Step a13 E | \$269 | per month |

The City contributes 2% of employee's base wage per year to a deferred compensation account

Index of Positions and Pay Ranges – Fire Department, Commissioned Officers

FIRE DEPARTMENT, COMMISSIONED OFFICERS

3.00% Increase for 2007

| Grade | Position Title | Entry Step A | Annual Salary | 12 Mos Step B | Annual Salary | 24 Mos Step C | Annual Salary | 36 Mos Step D | Annual Salary | | | | | | | | | | | | | | | | | | | | |
|---|-------------------|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------|--------|--|---------|----------------|-----------------------------|----|--------|------------------------------|----|-------|--------------------------------|----|-------|----------------------------------|-----|-------|------------------------------|-----|-------|
| f70 | Fire Fighter | 4,148 | 49,776 | 4,238 | 50,856 | 4,577 | 54,924 | 5,564 | 66,768 | | | | | | | | | | | | | | | | | | | | |
| f71 | Lieutenant | (15% over D Step Fire Fighter) | | | | | | | | 6,399 | 76,788 | | | | | | | | | | | | | | | | | | |
| f72 | Captain | (13% over Lieutenant) | | | | | | | | 7,231 | 86,772 | | | | | | | | | | | | | | | | | | |
| f73 | Battalion Chief | (15% over Captain) | | | | | | | | 8,316 | 99,792 | | | | | | | | | | | | | | | | | | |
| | Deputy Fire Chief | For salary information, see Management & Supervisory Matrix, Grade m45 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Fire Chief | For salary information, see Management & Supervisory Matrix, Grade m49 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>FIRE DEPARTMENT LONGEVITY SCHEDULE Longevity is based on the following schedule, rounded to the nearest whole dollar. % of D Step Fire Fighter Salary = \$5,564</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Percent</th> <th>Monthly Amount</th> </tr> </thead> <tbody> <tr> <td>Completion of 5 years -----</td> <td>2%</td> <td>\$111</td> </tr> <tr> <td>Completion of 10 years -----</td> <td>4%</td> <td>\$223</td> </tr> <tr> <td>Completion of 15 years -----</td> <td>6%</td> <td>\$334</td> </tr> <tr> <td>Completion of 20 years -----</td> <td>10%</td> <td>\$556</td> </tr> <tr> <td>Completion of 25 years -----</td> <td>12%</td> <td>\$668</td> </tr> </tbody> </table> | | | | | | | | | | | | | Percent | Monthly Amount | Completion of 5 years ----- | 2% | \$111 | Completion of 10 years ----- | 4% | \$223 | Completion of 15 years ----- | 6% | \$334 | Completion of 20 years ----- | 10% | \$556 | Completion of 25 years ----- | 12% | \$668 |
| | Percent | Monthly Amount | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Completion of 5 years ----- | 2% | \$111 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Completion of 10 years ----- | 4% | \$223 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Completion of 15 years ----- | 6% | \$334 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Completion of 20 years ----- | 10% | \$556 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Completion of 25 years ----- | 12% | \$668 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>FIRE DEPARTMENT DAY SHIFT DIFFERENTIAL Personnel assigned to day shift for 30 consecutive days or more (excluding light duty). Grades 71, 72 and 73: 5% of base wage per pay period</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>FIRE DEPARTMENT EDUCATIONAL INCENTIVE PAY % applicable to base firefighter's salary, rounded to nearest whole dollar.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="2">Monthly</th> </tr> <tr> <th></th> <th>%</th> <th>Step D</th> </tr> </thead> <tbody> <tr> <td>Fire Science Certification</td> <td>2%</td> <td>111</td> </tr> <tr> <td>Fire Science Degree (Two Year)</td> <td>4%</td> <td>223</td> </tr> <tr> <td>Four Year & Fire Science Degrees</td> <td>6%</td> <td>334</td> </tr> </tbody> </table> <p style="text-align: center;">Above % for Grades 70, 71 and 72 only; % Based on D Step Firefighter Base Pay. Four Year & Fire Science Degrees 2% 111 Above % for Grade 73 only, % Based on D step Firefighter Base Pay</p> | | | | | | | | | | | | | Monthly | | | % | Step D | Fire Science Certification | 2% | 111 | Fire Science Degree (Two Year) | 4% | 223 | Four Year & Fire Science Degrees | 6% | 334 | | | |
| | Monthly | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | % | Step D | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fire Science Certification | 2% | 111 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fire Science Degree (Two Year) | 4% | 223 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Four Year & Fire Science Degrees | 6% | 334 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>DEFERRED COMPENSATION /INCOME PROTECTION PLAN For Grades 70, 71, 72 & 73: The City contributes 3.5% of employee's base wage per year to a deferred compensation or other income protection plan. For Grades 70, 71, 72, and 73, the City will contribute 2.5% of employee's base wage per year to deferred compensation plan for passing physical fitness prior to the beginning of each year.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>UNIFORM ALLOWANCE For Grades 70, 71, 72 and 73 the Uniform allowance will be 1.25% of top step of firefighter annual base pay.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>HOURS OF WORK: 2,430 Hours/Year; 46.6 Hours/Week.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Note: Please refer to 2006/2008 labor agreement for specific information.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Index of Positions and Pay Ranges – Police Department, Commissioned Officers

POLICE DEPARTMENT, COMMISSIONED OFFICERS

3% Increase for January 1, 2007

| Grade | Position Title | 12 Mos Salary | Step A | 12 Mos Salary | Step B | 12 Mos Salary | Step C | 12 Mos Salary | Step D | 12 Mos Salary | Step E |
|-------|---------------------|---|--------|---------------|--------|---------------|--------|---------------|--------|---------------|--------|
| pc60 | Police Officer | 4,157 | 49,884 | 4,510 | 54,120 | 4,864 | 58,368 | 5,213 | 62,556 | 5,564 | 66,768 |
| | | | | | | | | | | | Salary |
| pc61 | Sergeant | | | | | | | | | 6,399 | 76,788 |
| | Police Commander | See Management & Supervisory Matrix, Grade m36 | | | | | | | | | |
| | Police Deputy Chief | See Management & Supervisory Matrix, Grade m45 | | | | | | | | | |
| | Police Chief | See Management & Supervisory Matrix, Grade m49 | | | | | | | | | |
| | Police Manager | See Management & Supervisory Matrix, Grade m36 (non-commissioned) | | | | | | | | | |

COMMISSIONED POLICE OFFICER'S HAZARD DUTY AND PREMIUM PAY

| | Percent |
|--|--|
| Bicycle Officers ----- | 3% |
| Bi-lingual ----- | 3% |
| Detectives ----- | 3% |
| Traffic Assignment----- | 3% |
| Canine Officer ----- | 3% |
| Corporal Assignment ----- | 7.5% |
| Field Training Officer ----- | 3% |
| Training Officer----- | 3% |
| REACT----- | 3% |
| SRT Assignment ----- | 4% |
| SRO Assignment----- | 3% |
| Patrol Officer - 12 Hr Differential--- | 5.24% |
| Civil Disturbance Unit ----- | Paid at rate of double time with 3 hrs. minimum when called to emergency. |
| Crisis Communication Unit----- | Paid at rate of double time with 3 hrs. minimum when called to assist SRT. |

POLICE COMMISSIONED MONTHLY LONGEVITY INCENTIVE PAY SCHEDULE

| Completed Yrs of Service | 5 | 10 | 15 | 20 | 25 |
|--------------------------|----|----|----|-----|-----|
| Longevity | 2% | 4% | 6% | 10% | 12% |

MONTHLY EDUCATIONAL INCENTIVE PAY SCHEDULE

| | |
|--------------------------|----|
| AA Degree/90 credits | 4% |
| BA Degree/Masters Degree | 6% |

The City also contributes 3.0% of employee's wage base toward deferred compensation. The City will contribute 3.0% of employee's wage base toward deferred compensation for passing physical fitness prior to beginning of each calendar year.

Police Patrol: Effective 7-1-95, schedule revised to 12 hour (3 on/3 off) shift resulting in additional 109 hours worked per officer per year. 2,189 hours per year total.

NOTE: Please refer to 2006/2008 labor agreement for specific information

Index of Positions and Pay Ranges – Police Department, Non-Commissioned Officers

POLICE NON-COMMISSIONED

3% Increase for 2007

| Grade | Position Title | 12 Mos Step A | Annual Salary | 12 Mos Step B | Annual Salary | 12 Mos Step C | Annual Salary | 12 Mos Step D | Annual Salary | 12 Mos Step E | Annual Salary |
|-------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| pn50 | Traffic Controller | 2,559 | 30,708 | 2,782 | 33,384 | 3,093 | 37,116 | 3,436 | 41,232 | 3,604 | 43,248 |
| pn51 | Police Secretary | 2,843 | 34,116 | 3,070 | 36,840 | 3,379 | 40,548 | 3,717 | 44,604 | 3,901 | 46,812 |
| pn52 | Animal Control Officer | 3,291 | 39,492 | 3,557 | 42,684 | 3,913 | 46,956 | 4,303 | 51,636 | 4,517 | 54,204 |
| pn52 | Jailer | 3,291 | 39,492 | 3,557 | 42,684 | 3,913 | 46,956 | 4,303 | 51,636 | 4,517 | 54,204 |
| pn53 | Evidence Technician | 3,488 | 41,856 | 3,766 | 45,192 | 4,145 | 49,740 | 4,560 | 54,720 | 4,793 | 57,516 |
| pn54 | Police Community Program Coordinator | 3,707 | 44,484 | 4,005 | 48,060 | 4,400 | 52,800 | 4,744 | 56,928 | 4,983 | 59,796 |
| pn56 | Electronic Home Detention Jailer | 3,657 | 43,884 | 3,948 | 47,376 | 4,347 | 52,164 | 4,778 | 57,336 | 5,016 | 60,192 |
| pn57 | Police Service Specialist Lead 7.5% above Specialist step | | | | | | | | | 4,478 | 53,736 |
| pn58 | Police Service Specialist Supervisor 15% above Specialist step E | | | | | | | | | 4,791 | 57,492 |
| pn59 | Jail Sergeant 15% above Jailer step E | | | | | | | | | 5,195 | 62,340 |
| pn60 | Domestic Violence Victim Advocate | 3,298 | 39,576 | 3,584 | 43,008 | 3,983 | 47,796 | 4,378 | 52,536 | 4,608 | 55,296 |
| pn61 | Crime Analyst | 3,460 | 41,520 | 3,758 | 45,096 | 4,178 | 50,136 | 4,591 | 55,092 | 4,834 | 58,008 |
| pn62 | Police Service Specialist | 3,036 | 36,432 | 3,278 | 39,336 | 3,609 | 43,308 | 3,970 | 47,640 | 4,166 | 49,992 |

(Position is Non-Union/Salary Increases & Benefits Based on those Negotiated by Police Non-Commissioned)

| | Position Title | 12 Mos Step A | Annual Salary | 12 Mos Step B | Annual Salary | 12 Mos Step C | Annual Salary | 12 Mos Step D | Annual Salary | 12 Mos Step E | Annual Salary |
|------|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| pn55 | Police Administrative Assistant | 3,557 | 42,684 | 3,739 | 44,868 | 3,926 | 47,112 | 4,125 | 49,500 | 4,335 | 52,020 |

POLICE NON-COMMISSIONED PREMIUM PAY

| | Percent | Grade |
|--|---|----------|
| Bilingual Premium..... | 2% | Base Pay |
| Jail Staff & Jail Sergeants 12 Hr. Differential..... | 5.24% | |
| Training Pay/Police Service Specialist/Jailer.. | 1 hr of straight pay for each day as Trainer | |
| Crisis Communication Unit..... | Paid at rate of double time with 3 hours minimum. | |

POLICE NON-COMMISSIONED MONTHLY LONGEVITY INCENTIVE PAY SCHEDULE

| Completed Yrs of Service | 5 | 10 | 15 | 20 | 25 |
|--------------------------|----|----|----|-----|-----|
| Longevity | 2% | 4% | 6% | 10% | 12% |

MONTHLY EDUCATIONAL INCENTIVE PAY SCHEDULE

| | |
|--------------------------|----|
| AA Degree/90 credits | 4% |
| BA Degree/Masters Degree | 6% |

The City contributes 3.0% of the employee's base wage to a deferred compensation plan for all union members in recognition of police department's national accreditation.

The City will contribute 3.0% of employee's wage base toward deferred compensation for passing physical fitness prior to beginning of each calendar year.

Index of Positions and Pay Ranges –Hourly Non-Regular Salary Schedule



| GRADE | STEP A | STEP B | STEP C | STEP D | STEP E |
|-------|-----------|-----------|-----------|-----------|-----------|
| h02 | | 7.93 | 8.00 | 8.25 | 8.50 |
| h03 | 8.75 | 9.00 | 9.25 | 9.50 | 9.75 |
| h04 | 10.00 | 10.25 | 10.50 | 10.75 | 11.00 |
| h05 | 11.25 | 11.50 | 11.75 | 12.00 | 12.25 |
| h06 | 12.50 | 12.75 | 13.00 | 13.25 | 13.50 |
| h07 | 13.75 | 14.00 | 14.25 | 14.50 | 14.75 |
| h08 | 15.00 | 15.25 | 15.50 | 15.75 | 16.00 |
| h09 | 16.25 | 16.50 | 16.75 | 17.00 | 17.25 |
| h10 | 17.50 | 17.75 | 18.00 | 18.25 | 18.50 |
| h11 | 18.75 | 19.00 | 19.25 | 19.50 | 19.75 |
| h12 | 20.00 | 20.50 | 21.00 | 21.50 | 22.00 |
| h13 | 22.50 | 23.00 | 23.50 | 24.00 | 24.50 |
| h14 | 25.00 | 25.50 | 26.00 | 26.50 | 27.00 |
| h15 | 27.50 | 28.00 | 28.50 | 29.00 | 29.50 |
| h16 | | | | | 1.00 |
| h17 | 30.00 | 35.00 | 40.00 | 45.00 | 50.00 |
| h18 | 55.00 | 60.00 | 65.00 | 70.00 | 75.00 |

Salary schedule is effective January 1, 2007

SUGGESTED SALARY RANGES BY POSITION TYPE

| | |
|-------------------------------|--------------------|
| Office/Engineering Aide I | \$ 7.93 - \$ 9.75 |
| Office/Engineering Aide II | \$ 8.75 - \$13.50 |
| Office/Engineering Aide III | \$12.50 - \$18.50 |
| Planner/Coordinator | \$ 7.93 - \$22.00 |
| Laborer | \$ 7.93 - \$13.50 |
| Library Page | \$ 7.93 - \$ 9.75 |
| Library Associate I | \$10.00 - \$12.25 |
| Library Associate II/III | \$12.50 - \$19.75 |
| Lifeguard/Aquatic | \$ 7.93 - \$ 14.50 |
| Recreation Leader/Attendant | \$ 7.93 - \$ 12.00 |
| Recreation Manager/Director | \$ 8.75 - \$14.50 |
| Recreation Asst. Mgr/Director | \$ 7.93 - \$12.25 |
| Instructor | \$1.00 |
| Engineer/Professional | \$20.00 - \$75.00 |

Non-Regular Seasonal, Intermittent, and Project Specific positions #9900 series