

ORDINANCE 1823

AN ORDINANCE OF THE CITY OF NORTH BEND, WASHINGTON, ADOPTING THE 2025-2026 BIENNIAL BUDGET AND SALARY SCHEDULE; PROVIDING FOR SEVERABILITY; AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, State law requires the City to adopt a budget and provides procedures for the filing of estimates, preparation of a preliminary budget, holding public hearings, and final fixing of the budget; and

WHEREAS, the City Council of the City of North Bend adopted Ordinance 1528 on May 20, 2014, establishing a biennial budget process in accordance with the provisions of RCW Chapter 35A.34; and

WHEREAS, the City Council has stipulated that the biennial budget will be implemented as two one-year financial plans, that actual expenditures in the first year may not exceed the first-year plan appropriations, that second year plan appropriations shall only be expended in the second year, and that any appropriation changes will require City Council approval; and

WHEREAS, a preliminary biennial budget for the fiscal years 2025-2026 has been prepared and filed, public hearings were held on September 3, 2024, October 15, 2024, and November 19, 2024, for the purposes of fixing the final budget, and the City Council has deliberated and made adjustments and changes deemed necessary and proper; and

WHEREAS, the City Council now wishes to adopt by reference, in accordance with RCW 35A.34.120, a final budget which provides for totals of estimated revenues and appropriations for each separate fund and the aggregate totals for all such funds combined; and

WHEREAS, the City Council also desires to adopt a Salary Schedule for 2025;

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

Section 1. 2025-2026 Biennial Budget Adoption: The Biennial Budget for the City of North Bend, a copy of which is on file with the City Clerk, is hereby adopted by the City Council as the revenue and expenditure authority for the 2025-2026 biennium. Set forth in summary form in Exhibit A (2025 and 2026 Annual Budgets) are the totals of the estimated revenues and expenditures for each separate fund and the aggregate totals for all such funds combined.

Section 2. 2025 Salary Schedule Adoption: The City Council hereby adopts the 2025 Salary Schedule as shown in Exhibit B. The 2026 Salary Schedule will be adopted as part of the Mid-Biennium Modification.

Section 3. Submittal: The City Clerk and/or Finance Director is directed to transmit a certified copy of this ordinance and the final 2025-2026 Biennial Budget document to the Division of Municipal Corporations of the Office of the State Auditor and to the Association of Washington Cities.

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

Section 5. Effective Date: This ordinance shall be published in the official newspaper of the City and shall take effect and be in full force on January 1, 2025.

ADOPTED BY THE CITY COUNCIL OF THE CITY OF NORTH BEND, WASHINGTON, AT A REGULAR MEETING THEREOF, THIS 3RD DAY OF DECEMBER, 2024.

CITY OF NORTH BEND:

APPROVED AS TO FORM:

Mary Miller, Mayor

Kendra Rosenberg, City Attorney

ATTEST/AUTHENTICATED:

Published: December 13, 2024
Effective: January 1, 2025

Susie Oppedal, City Clerk

EXHIBIT A – 2025 APPROPRIATIONS

		2025 Budget			
Fund #	Fund Title	Beginning Fund Balance	Revenues	Appropriations/ Expenditures	Ending Fund Balance
General Fund					
001	General Fund	\$ 4,773,942	\$ 12,415,043	\$ 12,827,008	\$ 4,361,977
	Mayor & Council			\$ 121,506	
	Admin & Finance			\$ 1,571,864	
	Legal & Judicial			\$ 711,835	
	Central Services			\$ 512,104	
	Council Decision Card			\$ -	
	Police			\$ 2,846,293	
	Jail			\$ 694,313	
	Fire Services & Em Mgmt			\$ 1,808,158	
	Building Planning and Dev Review			\$ -	
	Parks, Culture & Recreation			\$ 1,133,864	
	Social & Human Svcs			\$ 267,168	
	Interfund Transfers and Other				
	Transfer Out - Reserve Fund (F002)			\$ -	
	Transfer Out - Street Operations (F101)			\$ 677,691	
	Transfer Out - Capital Streets (F102)			\$ -	
	Transfer Out - Street Overlay (F103)			\$ 124,000	
	Transfer Out - Econ Development (F108)			\$ 300,000	
	Transfer Out - Affordable Housing (F109)			\$ 323,950	
	Transfer Out - Park Maint. Reserve (F117)			\$ 10,000	
	Transfer Out - Municipal CIP (F310)			\$ -	
	Other OpExps			\$ 187,261	
002	General Fund Emergency Reserves	\$ 1,097,896	\$ -	\$ -	\$ 1,097,896
Special Revenue Funds					
101	Street Operations	\$ (5,351)	\$ 1,084,189	\$ 1,078,838	\$ -
102	Capital Streets	\$ 213,375	\$ 203,750	\$ 153,000	\$ 264,125
103	Street Overlay	\$ 430,576	\$ 578,306	\$ 574,000	\$ 434,882
	Impact Fee Funds				
106.1	Transportation Impact Fees	\$ 6,594,947	\$ 1,865,949	\$ 5,350,000	\$ 3,110,897
106.2	Park Impact fees	\$ 2,009,482	\$ 1,625,321	\$ 990,000	\$ 2,644,803
106.3	Fire Impact Fees	\$ 418,296	\$ 54,183	\$ -	\$ 472,479
106.4	Sidewalk Impact Fees	\$ 166,994	\$ 1,670	\$ -	\$ 168,664
106.5	Trees Impact Fees	\$ 400,485	\$ 24,005	\$ 20,000	\$ 404,490
106.6	School Impact Fees	\$ -	\$ 1,500,000	\$ 1,500,000	\$ -
106.7	Bicycle and Pedestrian Impact Fees	\$ 414,618	\$ 104,146	\$ -	\$ 518,764
107	Hotel/Motel Tax	\$ 98,523	\$ 27,053	\$ 65,000	\$ 60,577
108	Economic Development	\$ 60,113	\$ 375,601	\$ 395,097	\$ 40,618
109	Affordable Housing	\$ 1,260,733	\$ 323,950	\$ 323,950	\$ 1,260,733
116	Park Improvement Grants	\$ 682,227	\$ 6,822	\$ -	\$ 689,050
117	Park Maintenance Reserves	\$ 52,509	\$ 10,525	\$ -	\$ 63,034
125	Development Projects	\$ 779,421	\$ 507,794	\$ 600,000	\$ 687,215
130	American Rescue Plan Act (ARPA)	\$ -	\$ -	\$ -	\$ -
190	Transportation Benefit District	\$ 3,132,999	\$ 681,330	\$ 700,000	\$ 3,114,329
Debt Service Funds					
216	2011 UTGO Fire Station Bonds	\$ 97,619	\$ 196,693	\$ 149,285	\$ 145,028
217	2012 TBD Bonds	\$ 20	\$ -	\$ -	\$ 20
218	2015 LTGO Bonds	\$ 10,731	\$ 387,274	\$ 210,800	\$ 187,205
220	2018 LTGO Bonds	\$ 650	\$ 246,750	\$ 247,400	\$ -
Capital Funds					
310	Municipal CIP	\$ 160,055	\$ 15,162,334	\$ 15,258,678	\$ 63,711
320	Real Estate Excise Tax	\$ 6,252,920	\$ 1,662,529	\$ 579,944	\$ 7,335,505
Utility Funds					
401	Water Utility Operations and CIP	\$ 3,421,878	\$ 4,920,791	\$ 7,793,052	\$ 549,617
402	Sewer Utility Operations and CIP	\$ 15,394,147	\$ 15,286,758	\$ 14,714,277	\$ 15,966,628
404	Storm and Flood Utility Operations and CIP	\$ 2,187,317	\$ 2,237,102	\$ 2,583,803	\$ 1,840,617
405	Solid Waste	\$ 640,128	\$ 126,193	\$ 219,484	\$ 546,837
451	ULID #6 Bonds	\$ 611,173	\$ 766,322	\$ 766,322	\$ 611,173
Internal Service Funds					
	Equipment and Technology Operations				
501.1	Equipment Operations	\$ 118,546	\$ 282,005	\$ 360,594	\$ 39,957
501.2	Technology Operations	\$ 95,352	\$ 500,000	\$ 491,228	\$ 104,123
	Equipment and Technology Reserves				
502.1	Equipment Reserves	\$ 1,547,212	\$ 115,472	\$ 475,000	\$ 1,187,684
502.2	Technology Reserves	\$ 334,109	\$ 50,000	\$ 165,000	\$ 219,109
Grand Total - All Funds		\$ 53,453,644	\$ 63,329,862	\$ 68,591,759	\$ 48,191,747
Total Budgeted Sources and Uses		\$116,783,507		\$116,783,507	
		Total Resources		Total Uses	

EXHIBIT A (CONTINUED) – 2026 APPROPRIATIONS

		2026 Budget			
Fund #	Fund Title	Beginning Fund Balance	Revenues	Appropriations/ Expenditures	Ending Fund Balance
General Fund					
001	General Fund	\$ 4,361,977	\$ 12,882,113	\$ 13,174,363	\$ 4,069,728
	Mayor & Council			\$ 126,048	
	Admin & Finance			\$ 1,635,235	
	Legal & Judicial			\$ 736,303	
	Central Services			\$ 534,914	
	Council Decision Card			\$ -	
	Police			\$ 2,945,860	
	Jail			\$ 729,028	
	Fire Services & Em Mgmt			\$ 1,945,664	
	Building Planning and Dev Review			\$ -	
	Parks, Culture & Recreation			\$ 996,249	
	Social & Human Svcs			\$ 267,759	
	Interfund Transfers and Other				
	Transfer Out - Reserve Fund (F002)			\$ -	
	Transfer Out - Street Operations (F101)			\$ 698,337	
	Transfer Out - Capital Streets (F102)			\$ -	
	Transfer Out - Street Overlay (F103)			\$ 124,000	
	Transfer Out - Econ Development (F108)			\$ 300,000	
	Transfer Out - Affordable Housing (F109)			\$ 338,528	
	Transfer Out - Park Maint. Reserve (F117)			\$ 10,000	
	Transfer Out - Municipal CIP (F310)			\$ -	
	Other OpExps			\$ 189,129	
002	General Fund Emergency Reserves	\$ 1,097,896	\$ -	\$ -	\$ 1,097,896
Special Revenue Funds					
101	Street Operations	\$ -	\$ 1,113,405	\$ 1,113,405	\$ -
102	Capital Streets	\$ 264,125	\$ 206,730	\$ 158,400	\$ 312,455
103	Street Overlay	\$ 434,882	\$ 578,349	\$ 574,000	\$ 439,230
Impact Fee Funds					
106.1	Transportation Impact Fees	\$ 3,110,897	\$ 1,831,109	\$ 4,150,000	\$ 792,006
106.2	Park Impact fees	\$ 2,644,803	\$ 2,531,675	\$ 2,022,510	\$ 3,153,967
106.3	Fire Impact Fees	\$ 472,479	\$ 54,725	\$ -	\$ 527,204
106.4	Sidewalk Impact Fees	\$ 168,664	\$ 1,687	\$ -	\$ 170,351
106.5	Trees Impact Fees	\$ 404,490	\$ 24,045	\$ 20,000	\$ 408,535
106.6	School Impact Fees	\$ -	\$ 1,500,000	\$ 1,500,000	\$ -
106.7	Bicycle and Pedestrian Impact Fees	\$ 518,764	\$ 105,188	\$ -	\$ 623,952
107	Hotel Motel Tax	\$ 60,577	\$ 27,156	\$ 65,000	\$ 22,732
108	Economic Development	\$ 40,618	\$ 375,406	\$ 403,874	\$ 12,150
109	Affordable Housing	\$ 1,260,733	\$ 338,528	\$ 338,528	\$ 1,260,733
116	Park Improvement Grants	\$ 689,050	\$ 6,890	\$ -	\$ 695,940
117	Park Maintenance Reserves	\$ 63,034	\$ 10,630	\$ -	\$ 73,664
125	Development Projects	\$ 687,215	\$ 506,872	\$ 600,000	\$ 594,087
130	American Rescue Plan Act (ARPA)	\$ -	\$ -	\$ -	\$ -
190	Transportation Benefit District	\$ 3,114,329	\$ 703,893	\$ 700,000	\$ 3,118,223
Debt Service Funds					
216	2011 UTGO Fire Station Bonds	\$ 145,028	\$ 51,450	\$ 148,750	\$ 47,728
217	2012 TBD Bonds	\$ 20	\$ -	\$ -	\$ 20
218	2015 LTGO Bonds	\$ 187,205	\$ 208,000	\$ 208,000	\$ 187,205
220	2018 LTGO Bonds	\$ -	\$ 247,800	\$ 247,800	\$ -
Capital Funds					
310	Municipal CIP	\$ 63,711	\$ 15,661,394	\$ 13,882,000	\$ 1,843,105
320	Real Estate Excise Tax	\$ 7,335,505	\$ 1,673,355	\$ 400,100	\$ 8,608,761
Utility Funds					
401	Water Utility Operations and CIP	\$ 549,617	\$ 4,283,460	\$ 4,734,013	\$ 99,063
402	Sewer Utility Operations and CIP	\$ 15,966,628	\$ 7,499,209	\$ 7,225,864	\$ 16,239,974
404	Storm and Flood Utility Operations and CIP	\$ 1,840,617	\$ 1,756,365	\$ 3,314,355	\$ 282,626
405	Solid Waste	\$ 546,837	\$ 130,300	\$ 223,757	\$ 453,379
451	ULID #6 Bonds	\$ 611,173	\$ 752,910	\$ 752,910	\$ 611,173
Internal Service Funds					
Equipment and Technology Operations					
501.1	Equipment Operations	\$ 39,957	\$ 403,080	\$ 374,005	\$ 69,031
501.2	Technology Operations	\$ 104,123	\$ 515,000	\$ 508,910	\$ 110,214
Equipment and Technology Reserves					
502.1	Equipment Reserves	\$ 1,187,684	\$ 111,877	\$ 298,300	\$ 1,001,261
502.2	Technology Reserves	\$ 219,109	\$ 50,000	\$ 50,000	\$ 219,109
Grand Total - All Funds		\$ 48,191,747	\$ 56,142,600	\$ 57,188,845	\$ 47,145,502
Total Budgeted Sources and Uses		\$104,334,347		\$104,334,347	
		Total Resources		Total Uses	

EXHIBIT B – 2025 SALARY SCHEDULE

		2025 Salary Schedule							
Exempt or Union	Departments	2025							2026
		Authorized FTEs	Step1	Step2	Step3	Step4	Step5	Step6	FTEs
Administration									
Exempt - Director	City Administrator	1.00	\$ 14,857	\$ 15,630	\$ 16,398	\$ 17,114	\$ 17,711	\$ 18,421	1.00
Exempt - Director	Administrative Services Director	1.00	\$ 10,879	\$ 11,669	\$ 12,470	\$ 13,266	\$ 14,062	\$ 14,857	1.00
Exempt - Manager	City Clerk / Risk Manager	1.00	\$ 9,273	\$ 9,796	\$ 10,318	\$ 10,841	\$ 11,364	\$ 11,887	1.00
Exempt - Manager	City Clerk	0.00	\$ 8,555	\$ 9,007	\$ 9,458	\$ 9,910	\$ 10,356	\$ 10,802	0.00
Exempt - Manager	Communications Manager/PIO	1.00	\$ 9,117	\$ 9,622	\$ 10,127	\$ 10,632	\$ 11,137	\$ 11,642	1.00
Exempt - Manager	HR Manager / EM Coordinator	1.00	\$ 9,117	\$ 9,622	\$ 10,127	\$ 10,632	\$ 11,137	\$ 11,642	1.00
Exempt - Manager	City Attorney	0.00	\$ 12,677	\$ 13,300	\$ 13,922	\$ 14,545	\$ 15,168	\$ 15,790	0.00
Exempt - Manager	IT Manager	1.00	\$ 9,117	\$ 9,622	\$ 10,127	\$ 10,632	\$ 11,137	\$ 11,642	1.00
Clerical Union	Deputy City Clerk	1.00	\$ 6,861	\$ 7,136	\$ 7,422	\$ 7,718	\$ 8,027	\$ 8,348	1.00
Clerical Union	Records Coordinator	0.00	\$ 6,683	\$ 6,950	\$ 7,228	\$ 7,518	\$ 7,818	\$ 8,131	0.00
Clerical Union	Administrative Assistant	0.00	\$ 5,312	\$ 5,524	\$ 5,746	\$ 5,975	\$ 6,215	\$ 6,463	0.00
Community & Economic Development Services									
Exempt - Director	Community & Economic Development Director	1.00	\$ 12,481	\$ 13,194	\$ 13,907	\$ 14,620	\$ 15,333	\$ 16,045	1.00
Exempt - Manager	Planning Manager	1.00	\$ 10,680	\$ 11,316	\$ 11,952	\$ 12,588	\$ 13,224	\$ 13,860	1.00
Exempt - Manager	Development Review Manager	0.00	\$ 8,978	\$ 9,568	\$ 10,159	\$ 10,750	\$ 11,341	\$ 11,932	0.00
Exempt - Manager	Economic Development Manager	0.00	\$ 9,906	\$ 10,421	\$ 10,937	\$ 11,452	\$ 11,967	\$ 12,483	0.00
Exempt - Manager	Building Official	1.00	\$ 9,447	\$ 9,974	\$ 10,495	\$ 11,016	\$ 11,503	\$ 12,105	1.00
Exempt - Manager	Principal Planner	0.00	\$ 9,238	\$ 9,769	\$ 10,299	\$ 10,830	\$ 11,360	\$ 11,891	0.00
Clerical Union	Building Inspector	1.00	\$ 7,223	\$ 7,511	\$ 7,812	\$ 8,124	\$ 8,449	\$ 8,788	1.00
Clerical Union	Senior Planner	1.00	\$ 8,445	\$ 8,782	\$ 9,134	\$ 9,499	\$ 9,879	\$ 10,274	1.00
Clerical Union	Senior Long Range Planner	0.00	\$ 8,445	\$ 8,782	\$ 9,134	\$ 9,499	\$ 9,879	\$ 10,274	0.00
Clerical Union	Associate Planner	1.00	\$ 7,146	\$ 7,432	\$ 7,730	\$ 8,038	\$ 8,360	\$ 8,695	1.00
Clerical Union	Long Range Planner	0.00	\$ 7,146	\$ 7,432	\$ 7,730	\$ 8,038	\$ 8,360	\$ 8,695	0.00
Clerical Union	Office Coordinator/Permit Technician	0.00	\$ 6,188	\$ 6,436	\$ 6,693	\$ 6,961	\$ 7,240	\$ 7,530	0.00
Clerical Union	Office Coordinator/Permit / Planning Assistant	1.00	\$ 6,188	\$ 6,436	\$ 6,693	\$ 6,961	\$ 7,240	\$ 7,530	1.00
Clerical Union	Mapping CAD Technician	0.00	\$ 6,972	\$ 7,250	\$ 7,541	\$ 7,842	\$ 8,156	\$ 8,483	0.00
Clerical Union	Special Events/Visitor Information Coordinator	0.00	\$ 6,575	\$ 6,838	\$ 7,111	\$ 7,396	\$ 7,692	\$ 8,000	0.00
Finance & Technology									
Exempt - Director	Finance Director	1.00	\$ 13,035	\$ 13,694	\$ 14,354	\$ 15,013	\$ 15,672	\$ 16,332	1.00
Exempt - Director	Deputy Finance Director	1.00	\$ 11,075	\$ 11,657	\$ 12,239	\$ 12,822	\$ 13,404	\$ 13,986	1.00
Exempt - Manager	Finance Manager	0.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00
Exempt - Manager	Accounting Operations Manager	0.00	\$ 9,117	\$ 9,622	\$ 10,127	\$ 10,632	\$ 11,137	\$ 11,642	0.00
Exempt - Manager	Senior Financial Analyst	1.00	\$ 7,628	\$ 8,045	\$ 8,456	\$ 8,862	\$ 9,279	\$ 9,690	1.00
Clerical Union	Staff Accountant	2.00	\$ 6,861	\$ 7,136	\$ 7,422	\$ 7,718	\$ 8,027	\$ 8,348	2.00
Clerical Union	Payroll Officer	0.00	\$ 6,521	\$ 6,781	\$ 7,052	\$ 7,335	\$ 7,628	\$ 7,934	0.00
Clerical Union	Utilities Coordinator	1.00	\$ 6,074	\$ 6,317	\$ 6,569	\$ 6,832	\$ 7,106	\$ 7,389	1.00
Clerical Union	Business License & Tax Coordinator	0.00	\$ 6,074	\$ 6,317	\$ 6,569	\$ 6,832	\$ 7,106	\$ 7,389	0.00
Clerical Union	Accounting Assistant I	0.00	\$ 5,220	\$ 5,428	\$ 5,646	\$ 5,872	\$ 6,107	\$ 6,350	0.00
Clerical Union	Accounting Assistant II	1.00	\$ 6,074	\$ 6,317	\$ 6,569	\$ 6,832	\$ 7,106	\$ 7,389	1.00
Clerical Union	Administrative Assistant	0.00	\$ 5,312	\$ 5,524	\$ 5,746	\$ 5,975	\$ 6,215	\$ 6,463	0.00

EXHIBIT B (CONTINUED) – 2025 SALARY SCHEDULE

		2025 Salary Schedule							
Exempt or Union	Departments	2025						2026	
		Authorized FTEs	Step1	Step2	Step3	Step4	Step5	Step6	FTEs
	Public Works								
Exempt - Director	Deputy City Administrator/PW Director	1.00	\$ 13,669	\$ 14,323	\$ 14,977	\$ 15,630	\$ 16,278	\$ 16,926	1.00
Exempt - Director	Deputy Public Works Director	1.00	\$ 11,086	\$ 11,891	\$ 12,708	\$ 13,519	\$ 14,329	\$ 15,140	1.00
Exempt - Director	City Engineer	1.00	\$ 11,016	\$ 11,746	\$ 12,476	\$ 13,136	\$ 13,623	\$ 14,109	1.00
Exempt - Manager	Assistant City Engineer	0.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00
Exempt - Manager	PW Operations Manager	0.00	\$ 11,086	\$ 11,891	\$ 12,708	\$ 13,519	\$ 14,329	\$ 15,140	0.00
Exempt - Manager	PW Capital Project / Grants Manager	1.00	\$ 10,362	\$ 11,069	\$ 11,781	\$ 12,470	\$ 13,102	\$ 13,727	1.00
Exempt - Manager	Public Works Project Manager	1.00	\$ 8,978	\$ 9,568	\$ 10,159	\$ 10,750	\$ 11,341	\$ 11,932	1.00
Exempt - Manager	Wastewater Treatment Plant Manager	1.00	\$ 10,680	\$ 11,316	\$ 11,952	\$ 12,588	\$ 13,224	\$ 13,860	1.00
Exempt - Manager	Water Operations Manager	1.00	\$ 8,873	\$ 9,377	\$ 9,881	\$ 10,379	\$ 10,877	\$ 11,376	1.00
Exempt - Manager	SCADA Supervisor	1.00	\$ 8,873	\$ 9,377	\$ 9,881	\$ 10,379	\$ 10,877	\$ 11,376	1.00
Exempt - Manager	PW Project Engineer	1.00	\$ 8,873	\$ 9,377	\$ 9,881	\$ 10,379	\$ 10,877	\$ 11,376	1.00
Clerical Union	PW Infrastructure Inspector	1.00	\$ 7,223	\$ 7,511	\$ 7,812	\$ 8,124	\$ 8,449	\$ 8,788	1.00
Clerical Union	Public Works Office Coordinator	0.00	\$ 6,188	\$ 6,436	\$ 6,693	\$ 6,961	\$ 7,240	\$ 7,530	0.00
Clerical Union	PW Officer Coordinator / Contract Specialist	1.00	\$ 7,877	\$ 8,109	\$ 8,341	\$ 8,572	\$ 8,804	\$ 9,036	1.00
Clerical Union	GIS Analyst	0.00	\$ 7,119	\$ 7,485	\$ 7,850	\$ 8,215	\$ 8,580	\$ 8,946	0.00
Clerical Union	Senior GIS Analyst	1.00	\$ 7,648	\$ 8,211	\$ 8,769	\$ 9,329	\$ 9,889	\$ 10,450	1.00
PW Union	Senior Lead Technician	1.00	\$ 8,522	\$ 9,009	\$ 9,496	\$ 9,981	\$ 10,468	\$ 10,955	1.00
PW Union	Lead Wastewater Operator	1.00	\$ 7,729	\$ 8,146	\$ 8,564	\$ 8,980	\$ 9,397	\$ 9,814	1.00
PW Union	Lead Water System Operator	1.00	\$ 7,729	\$ 8,146	\$ 8,564	\$ 8,980	\$ 9,397	\$ 9,814	1.00
PW Union	Lead Parks Technician	0.00	\$ 7,729	\$ 8,146	\$ 8,564	\$ 8,980	\$ 9,397	\$ 9,814	0.00
PW Union	Lead Streets Technician	1.00	\$ 7,729	\$ 8,146	\$ 8,564	\$ 8,980	\$ 9,397	\$ 9,814	1.00
PW Union	Wastewater Operator II	3.00	\$ 6,974	\$ 7,356	\$ 7,738	\$ 8,121	\$ 8,503	\$ 8,885	3.00
PW Union	Wastewater Operator I	1.00	\$ 6,475	\$ 6,855	\$ 7,235	\$ 7,615	\$ 7,995	\$ 8,375	1.00
PW Union	Mechanic	0.00	\$ 6,475	\$ 6,855	\$ 7,235	\$ 7,615	\$ 7,995	\$ 8,375	0.00
PW Union	Senior Mechanic	1.00	\$ 7,729	\$ 8,146	\$ 8,564	\$ 8,980	\$ 9,397	\$ 9,814	1.00
PW Union	Maintenance Worker	6.00	\$ 6,475	\$ 6,855	\$ 7,235	\$ 7,615	\$ 7,995	\$ 8,375	6.00
PW Union	Maintenance (Entry)	0.00	\$ 5,447	\$ 5,731	\$ -	\$ -	\$ -	\$ -	0.00
PW Union	Maintenance (Seasonal)	0.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00
PW Union	Water System Operator II	3.00	\$ 6,974	\$ 7,356	\$ 7,738	\$ 8,121	\$ 8,503	\$ 8,885	3.00
PW Union	Water System Operator I	0.00	\$ 6,475	\$ 6,855	\$ 7,235	\$ 7,615	\$ 7,995	\$ 8,375	0.00

2025 Notes on position reclassifications

Principal Planner to Planning Manager to reflect promotion of incumbent.

Economic Development Manager to Associate Planner (vacant) to meet workload needs.

Accounting Operations Manager to Senior Financial Analyst (vacant) to meet workload needs.