

CITY COUNCIL AGENDA ITEM
CITY OF SHORELINE, WASHINGTON

AGENDA TITLE: Ordinance No. 346 Amending the City of Shoreline 2004 Budget Adding a Budgeted Position and Amending Ordinance No. 342
DEPARTMENT: Police Department
PRESENTED BY: Denise Turner, Police Chief

PROBLEM/ISSUE STATEMENT:

We are requesting that the City Council authorize an amendment to the 2004 budget to add an Emergency Management Coordinator position to the Police Department.

Emergency management is a legal responsibility of the City. This function was transferred to the police department in 2001. The function did not include any additional staff support but did include a \$55,000 annual budget for equipment, training, and consulting. After reviewing current operations, we concluded the City needs a full-time Emergency Management Coordinator position to function most effectively and efficiently. There are several aspects to emergency management that are not being handled or accomplished in a timely manner in the current configuration. Some of these include training, plan implementation, follow up for the Hazard Mitigation plan, regional coordination, etc. The Chief of Police simply does not have the time available to manage the full extent of what is required for emergency management.

ALTERNATIVES ANALYZED

A number of alternatives such as contracting with the Fire District, utilizing the Emergency Services Cooperative Association, using existing staff, financing a new position by reductions in force in the Police Department or elsewhere, and hiring a new Emergency Management Coordinator position were reviewed and discussed. For the reasons outlined in the following pages staff recommends a new full time position.

FINANCIAL IMPACT

In order to fund this position for the next two years, we propose to use \$30,000 of the existing police budget, \$41,858 from a one-time grant reimbursement and \$21,273 from the Washington State Emergency Management Program Grant (EMPG). After two years we would reevaluate the City's needs and funding sources to maintain this position and options available. The annualized salary and benefits for this position for 2004 is \$64,431. Since the position would probably only be filled for 10 months of 2004, the impact to the 2004 budget is estimated at \$53,700 plus an estimated \$5,000 in one-time costs. The Finance Director has identified \$ 41,853 one-time unbudgeted revenue from a 1999-2001 COPS Universal Hiring Grant and the City was awarded \$21,273 for the 2003-2004 EMPG to assist with this position. The combination of the \$41,858 in one-time funds, EMPG grant, and \$30,000 of existing budget will fully offset the cost for the position in 2004 and in 2005.

Since \$30,000 of the existing budget will be allocated towards the position, the budget amendment only needs to allocate the difference between the expected 2004 costs of \$58,700 and the existing budgeted dollars of \$30,000. The budget amendment ordinance will also provide for adding the Emergency Management Coordinator to the salary schedule at range 46.

Given that emergency management is a high priority locally, regionally, and nationally, staff recommends we proceed with hiring for this position. At the end of two years the position would have to compete with other budget priorities.

RECOMMENDATION

Staff recommends that the City Council adopt Ordinance No. 346 amending the 2004 budget and the City's exempt salary schedule.

Approved By: City Manager  City Attorney 

Attachments

Attachment A – Ordinance No. 346

Attachment B – Amended 2004 Exempt Salary Schedule

INTRODUCTION

Staff is requesting that the City Council authorize an amendment to the 2004 budget to add an Emergency Management Coordinator position to the Police Department.

As previously discussed the function of emergency management is a responsibility of the City. This function was transferred to the police department in 2001. The function did not include staff support but did include a \$55,000 annual budget. After reviewing current operations, future needs, and alternatives we concluded the City needs a full-time Emergency Management Coordinator position to function most effectively and efficiently.

BACKGROUND

The problem is that the City does not and has never had an emergency manager to dedicate 100% of his/her time to city preparedness. This function has been provided as ancillary duties of Public Works and now Police. Done correctly, with a city the size of Shoreline, this position should be full time. There are several aspects to emergency management that are just not being handled (or done in a timely manner) in the current configuration. Some of which are:

- Staff training and implementation of the City's newly developed emergency operations plan.
- Updating personnel policies and conducting new employee orientation.
- Annual review of programs, equipment and training required for emergency management related functions.
- Ongoing public awareness and training for emergency preparedness programs.
- Provide maintenance and structure for Community Emergency Response Training (CERT) volunteers, coordinate with Citizens Corps and conduct annual retraining certification classes. Recommend policy direction on use of CERT volunteers to the City in emergencies.
- Provide the management and infrastructure for emergency management programs.
- Create and deliver ongoing training and emergency drills for staff, Fire, Emergency Management Council (EMC) partners and schools, as specified by grants and our emergency operations plan (EOP).
- Manage and staff the Emergency Planning Team (EPT) and the Emergency Management Council (EMC) for the city.
- Coordination and participation in the Zone 1, King County Office of Emergency Management (OEM), State Office of Emergency Management, Urban Area Security Initiative Team with the City of Seattle, Home Land Security and the statewide Emergency Managers Association.
- Provide oversight of emergency management / homeland security grants and seek additional grant opportunities for the city.
- Annual updating and testing of the Emergency Operations Plan (EOP), which requires coordination of retraining of staff and dissemination of updates.
- Volunteer Management and annual retraining of volunteers.
- Management and annual oversight of the City's Employee Emergency Response Team (EERT). Which requires annual certification of employees and review of emergency equipment such as the Automatic External Deliberator Program (AED).

- Manage the consultants work and next steps of the City's Pre-Hazard Mitigation Plan so it is completed and submitted to the Federal Emergency Management Association (FEMA) prior to Nov. 04' and the next steps of mitigation plan implementation, to include public awareness and training.

ALTERNATIVES ANALYZED

Shoreline Fire District - The Shoreline Fire District has proposed that the City contract with the District for provision of emergency management functions. They indicated a willingness to provide one-half of an FTE in in-kind staff services. The City would contribute its share through an annual cash contribution. The advantage to this option is that the Fire Department has a wealth of expertise in emergency management. One significant disadvantage is that the City loses direct control of this function. Control is an important issue in that the City has the primary legal responsibility for emergency management coordination and training. The reverse option, with the Fire District providing funding to the City, was ruled out by the Fire Chief as not feasible due to budgetary constraints.

Emergency Services Cooperative Association (ESCA) Option - ESCA is an organization based in Snohomish County that provides emergency management services for smaller cities in the area on a contract basis. The cost is \$1 per 1,000 population. They provide training, assistance with regional hazard mitigation, and assistance in writing and maintaining emergency operation plans. In the event of an emergency they open their own emergency operations center to coordinate the resources needed to respond. Our impression is that ESCA is providing a baseline service comparable to what is offered by our King County emergency operations center. Kenmore appears to be the only nearby city that is still contracting with them and satisfied with the service. The disadvantages of contracting with ESCA are they do not offer on-site emergency operations center services, provide only limited functions, and the cost is relatively high.

Utilize Existing City Staff - We could continue to allocate the emergency management function to existing staff. However, this would put a significant strain on existing staff resources and other projects would have to be put off or delayed. In particular, it is not cost effective or reasonable for the Chief of Police to continue to provide such an inordinate amount of time to this function. It may well be appropriate for the Chief to supervise the function, but she cannot afford the time from her other daily duties that emergency management requires. Other City staff are equally busy with daily operations and managing capital projects.

Eliminate One Storefront Officer Position – Under this option, the emergency management position would be financed through a reduction in the Police staff. However, these positions are crucial to training and managing the storefront volunteers, crime prevention, block-watch, neighborhood liaison, and backup patrol. For a community the size of Shoreline our police staffing is already lean and efficient.

Hire an Emergency Management Coordinator - This option has the obvious advantage of consolidating most of the responsibilities in one position under the supervision of the City. We can then be assured that the training, interjurisdictional coordination, drills, plan updates, and other functions are appropriately prioritized and carried out. The disadvantage is the cost, which is estimated at approximately \$53,700 for a full-time position with benefits and \$5,000 for one-time setup costs in 2004. In 2005 the cost would

be approximately \$64,431. While funding sources have been identified for 2004 and 2005, long term funding must be identified.

This option would create a two-year full-time "limited term" position. There is more than ample work needed during at least the first two years, such as finalizing the plan, training staff and residents, conducting drills, coordinating with other agencies, seeking added funding, etc. After the initial two years the position would be re-evaluated to determine ongoing needs. Some of the ongoing tasks should by then be routine and it might be possible to reallocate some of the emergency management work or reduce the position to half time.

DISCUSSION

It is recommended that the City directly create a full-time Emergency Management Coordinator position, reporting to the Chief of Police. While it is the more expensive option, it has several advantages:

1. The City directly controls the day-to-day priorities and work of the position, which is commensurate with our legal responsibilities.
2. The Fire District has a narrower mandate and focus.
3. There is little existing staff capacity to manage this function with the time, attention to detail, and follow through that is required.
4. There are more than sufficient ongoing tasks and interjurisdictional coordination to justify the position.
5. Within the next year or two grant funding may be available to continue the position.

STAKEHOLDERS

The stakeholders are the residents of Shoreline (homeowners, renters and businesses), City's Emergency Management Council (EMC), the City's Emergency Management Planning Team (EPT), all city departments, the Shoreline Fire Department, the King County Office of Emergency Management (OEM), the Washington State Division of Military Department of Emergency Management, the King County Zone 1 Emergency Management Association, the Department of Justice Office of Home Land Security (HLS), and finally the Federal Emergency Management Association (FEMA).

FINANCIAL IMPACT

Expenses		Revenue	
2004 Salary & Benefits	53,700	2004 EMPG Grant	21,273
2004 Set Up Costs	5,000	2004 Police Budget	30,000
2005 Salary & Benefits	64,431	COPS Grant 1999-2001	41,858
		2005 PoliceBudget	30,000
Total	123,131	Total	123,131

As shown above, the annualized salary and benefits for this position in 2004 is \$64,431. Since the position would probably only be filled for 10 months of 2004, the impact to the

2004 budget is estimated at \$53,700. The Finance Director has identified \$75,000 in one-time unanticipated revenue from an unbudgeted grant reimbursement from a 1999-2000 COPS Universal Hiring Grant. The City was awarded \$21,273 for the 2003-2004 Emergency Management Planning Grant (EMPG) to assist with this position.

Of the existing \$55,000 in the 2004 budget for emergency management, we believe \$10,000 can be allocated towards this position, as a result of existing professional services contracts. Also since we have changed the method used to purchase canine services we have continued to see a reduction in costs. Our final 2003 canine costs were approximately \$26,000 below budgeted expenditures. We feel comfortable in transferring \$20,000 from the canine services budget to allocate towards this position. This results in a total of \$30,000 of existing annual on-going budget that can be allocated towards this position. Since these funds are in the existing budget, the budget amendment only needs to allocate the difference between the expected 2004 costs of \$58,700 and the existing budgeted dollars of \$30,000.

Since we are proposing that the position be funded for a two year period, the combination of the COPS grant, EMPG grant, and \$30,000 of existing budget should provide adequate funding.

Given that emergency management is a high priority locally, regionally, and nationally, I recommend we proceed with hiring for this position. At the end of two years the position would have to compete with other budget priorities.

RECOMMENDATION

Staff recommends that the City Council adopt Ordinance No. 346 amending the 2004 budget and the City's exempt salary schedule.

ORDINANCE NO. 346

AN ORDINANCE OF THE CITY OF SHORELINE, WASHINGTON, AMENDING ORDINANCE 342 BY INCREASING THE APPROPRIATION IN THE GENERAL FUND AND ADDING THE POSITION OF EMERGENCY MANAGEMENT COORDINATOR TO THE CITY'S EXEMPT SALARY SCHEDULE.

WHEREAS, the 2004 Budget was adopted in Ordinance 342; and

WHEREAS, the 2004 Exempt Salary Schedule was included in the 2004 Budget; and

WHEREAS, emergency management is a responsibility of the City;

WHEREAS, the City has been awarded a Federal Emergency Management Agency (FEMA) Emergency Management Performance Grant (EMPG) in the amount of \$21,273,

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

Section 1. Amending Section 2 of Ordinance No. 342. The City hereby amends Section 2 of Ordinance No. 342, the 2004 Annual Budget, by increasing the appropriation from the General Fund by \$28,700 for a General Fund appropriation of \$25,274,898 and by increasing the Total Funds appropriation to \$58,352,872 as follows:

General Fund	\$25,246,198	\$25,274,898
Street Fund	2,446,336	
Arterial Street Fund	348,546	
Surface Water Management Fund	1,822,806	
General Reserve Fund	0	
Development Services Fund	1,765,366	
Code Abatement Fund	100,000	
Asset Seizure Fund	23,000	
Public Arts Fund	0	
General Capital Fund	13,935,853	
Roads Capital Fund	10,788,377	
Surface Water Capital Fund	1,602,340	
Vehicle Operations/Maintenance Fund	55,300	
Equipment Replacement Fund	180,050	
Unemployment Fund	10,000	
Total Funds	<u>\$58,324,172</u>	<u>\$58,352,872</u>

Section 2. Appropriation for the Emergency Management Coordinator. The estimated cost for the Emergency Management Coordinator for 2004 is \$58,700. The City applied for and was awarded an Emergency Management Performance grant from FEMA in the

amount of \$21,273. There is \$30,000 available within the City's Emergency Management program to fund the position. The remaining funding required for the position in the amount of \$7,427 will be appropriated from the General Fund fund balance, utilizing 1991-2001 COPS Universal Hiring Grant funds received in 2003. The City Manager is hereby authorized to utilize \$7,427 from the General Fund fund balance for the Emergency Management Coordinator and is authorized to expense the funds to pay for the total cost the position.

Section 3. Net Impact on the General Fund. This ordinance decreases the budgeted ending fund balance of the General Fund by \$7,427 to \$3,280,955.

Section 4. Exempt Salary Schedule. The 2004 Exempt Salary Schedule will be amended to add Emergency Management Coordinator to Range 64 of the schedule.

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

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

PASSED BY THE CITY COUNCIL ON February 9, 2004

Mayor Ronald B. Hansen

ATTEST:

APPROVED AS TO FORM:

Sharon Mattioli, CMC
City Clerk

Ian Sievers
City Attorney

Publication Date: February 12, 2004
Effective Date: February 17, 2004

2004 Exempt Salary Table

Mkt Adj. 1.53%

City of Shoreline
 Range Placement Table
 2.5% Between Ranges; 4% Between Steps
 January 1, 2004

Salary Table 01 - Exempt

Range #	Title	Salary	Maximum					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1		Annual	16,080	16,740	17,401	18,084	18,815	19,570
2		Annual	16,505	17,141	17,825	18,532	19,263	20,041
3		Annual	16,882	17,566	18,273	19,004	19,758	20,560
4		Annual	17,306	18,014	18,721	19,475	20,254	21,079
5		Annual	17,754	18,462	19,216	19,971	20,772	21,598
6		Annual	18,202	18,910	19,688	20,466	21,291	22,140
7		Annual	18,674	19,405	20,183	20,984	21,833	22,706
8		Annual	19,145	19,900	20,678	21,527	22,376	23,272
9		Annual	19,593	20,395	21,197	22,046	22,941	23,861
10		Annual	20,112	20,914	21,739	22,611	23,507	24,450
11		Annual	20,584	21,432	22,281	23,177	24,097	25,064
12		Annual	21,102	21,951	22,847	23,743	24,710	25,700
13		Annual	21,645	22,517	23,413	24,356	25,323	26,337
14		Annual	22,187	23,059	24,002	24,969	25,959	26,997
15		Annual	22,729	23,649	24,592	25,582	26,596	27,657
16		Annual	23,319	24,262	25,229	26,219	27,280	28,364
17		Annual	23,908	24,851	25,842	26,879	27,964	29,072
18		Annual	24,474	25,464	26,478	27,539	28,647	29,803
19		Annual	25,087	26,101	27,138	28,223	29,355	30,534
20		Annual	25,724	26,761	27,822	28,954	30,109	31,312
21		Annual	26,360	27,421	28,529	29,661	30,840	32,090
22		Annual	27,044	28,105	29,237	30,416	31,618	32,891
23		Annual	27,704	28,812	29,968	31,170	32,420	33,717
24		Annual	28,412	29,520	30,722	31,948	33,222	34,542
25		Annual	29,095	30,274	31,477	32,750	34,047	35,414
26		Annual	29,826	31,029	32,255	33,552	34,896	36,310
27		Annual	30,581	31,807	33,104	34,424	35,792	37,206
28		Annual	31,359	32,608	33,905	35,273	36,687	38,149
29		Annual	32,137	33,434	34,778	36,145	37,607	39,092
30		Annual	32,939	34,259	35,626	37,065	38,527	40,083

2004 Exempt Salary Table

Range #	Title	Salary	Maximum					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
31		Annual	33,764	35,131	36,522	37,984	39,493	41,073
32		Annual	34,613	36,004	37,442	38,927	40,484	42,110
33		Annual	35,485	36,900	38,362	39,918	41,497	43,171
34		Annual	36,357	37,819	39,328	40,908	42,535	44,232
35		Annual	37,253	38,762	40,295	41,922	43,596	45,341
36		Annual	38,220	39,729	41,332	42,959	44,680	46,472
37		Annual	39,140	40,719	42,346	44,044	45,789	47,628
38		Annual	40,106	41,710	43,384	45,128	46,944	48,807
39		Annual	41,120	42,771	44,492	46,260	48,123	50,033
40		Annual	42,158	43,855	45,600	47,439	49,325	51,306
41	Exec Asst to the City Mgr Planner I	Annual	43,219	44,963	46,755	48,618	50,551	52,579
42		Annual	44,303	46,072	47,911	49,820	51,801	53,899
43	Recreation Coordinator	Annual	45,411	47,227	49,113	51,070	53,121	55,243
44		Annual	46,543	48,406	50,339	52,343	54,442	56,611
45	Grants Specialist Planner II	Annual	47,698	49,608	51,589	53,664	55,809	58,049
46	Budget Analyst Management Analyst Staff Accountant Emergency Management Coordinator	Annual	48,877	50,858	52,886	54,984	57,200	59,488
47	Human Resources Analyst	Annual	50,151	52,131	54,230	56,375	58,639	60,997
48	Purchasing Officer Project Engineer (non-licensed)	Annual	51,377	53,428	55,574	57,790	60,101	62,505
49	Coordinator Office of Neigh Customer Resp. Team Superv. Planner III Surface Water Prog. Coord.	Annual	52,673	54,772	56,965	59,228	61,610	64,062
50	Communications Specialist Network Administrator	Annual	53,970	56,116	58,379	60,714	63,142	65,665
51	Public Wks. Maint. Supervisor	Annual	55,314	57,531	59,841	62,223	64,722	67,315
52	Capital Projects Manager I Public Works Administrative Manager Development Review Engineer	Annual	56,729	58,992	61,350	63,802	66,349	69,013
53	City Clerk Parks Superintendent	Annual	58,144	60,454	62,883	65,406	68,023	70,734
54	Financial Operations Manager Senior Budget Analyst Recreation Superintendent	Annual	59,582	61,963	64,439	67,032	69,720	72,503
55	Assistant City Attorney GIS Specialist Human Services Manager	Annual	61,067	63,519	66,066	68,707	71,465	74,318
56	Capital Projects Manager II	Annual	62,623	65,123	67,716	70,428	73,234	76,181

2004 Exempt Salary Table

Range #	Title	Salary	Maximum					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Surface Water & Env Svcs Mgr Traffic Engineer		-	-	-	-	-	-
57	Database Administrator Economic Devel. Coord.	Annual	64,180	66,750	69,414	72,196	75,073	78,091
			-	-	-	-	-	-
58		Annual	65,783	68,400	71,135	73,988	76,959	80,024
			-	-	-	-	-	-
59	Building Official Planning Manager	Annual	67,433	70,145	72,927	75,851	78,892	82,028
			-	-	-	-	-	-
60		Annual	69,107	71,866	74,743	77,737	80,849	84,079
			-	-	-	-	-	-
61	Aurora Corridor Project Manager Communications & IR Director Public Works Operations Manager	Annual	70,852	73,682	76,629	79,694	82,877	86,201
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
62	Information Systems Manager	Annual	72,620	75,544	78,562	81,698	84,952	88,347
			-	-	-	-	-	-
63		Annual	74,412	77,407	80,496	83,726	87,074	90,563
			-	-	-	-	-	-
64	Asst. PADS Director	Annual	76,299	79,340	82,523	85,824	89,243	92,827
			-	-	-	-	-	-
65	Human Resources Director	Annual	78,185	81,321	84,575	87,946	91,483	95,138
			-	-	-	-	-	-
66	City Engineer	Annual	80,142	83,349	86,697	90,163	93,770	97,519
			-	-	-	-	-	-
67	Assistant City Manager	Annual	82,170	85,447	88,866	92,426	96,128	99,947
			-	-	-	-	-	-
68		Annual	84,197	87,569	91,059	94,713	98,509	102,447
			-	-	-	-	-	-
69	Finance Director Parks, Rec and Cultural Services Director Planning & Devel. Svcs. Director Public Works Director	Annual	86,319	89,762	93,346	97,095	100,961	105,017
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
70	City Attorney	Annual	88,465	92,002	95,703	99,523	103,508	107,634
			-	-	-	-	-	-
71	Deputy City Manager	Annual	90,681	94,312	98,085	101,999	106,078	110,322
			-	-	-	-	-	-
72		Annual	92,968	96,670	100,537	104,569	108,742	113,080
			-	-	-	-	-	-
73		Annual	95,279	99,099	103,060	107,186	111,454	115,910
			-	-	-	-	-	-
74		Annual	97,660	101,551	105,630	109,850	114,259	118,810
			-	-	-	-	-	-
75		Annual	100,113	104,121	108,271	112,609	117,112	121,781

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21		Annual	26,360	27,421	28,529	29,661	30,840	32,090
22		Annual	27,044	28,105	29,237	30,416	31,618	32,891
23		Annual	27,704	28,812	29,968	31,170	32,420	33,717
24		Annual	28,412	29,520	30,722	31,948	33,222	34,542
25		Annual	29,095	30,274	31,477	32,750	34,047	35,414
26		Annual	29,826	31,029	32,255	33,552	34,896	36,310
27		Annual	30,581	31,807	33,104	34,424	35,792	37,206
28		Annual	31,359	32,608	33,905	35,273	36,687	38,149
29		Annual	32,137	33,434	34,778	36,145	37,607	39,092
30		Annual	32,939	34,259	35,626	37,065	38,527	40,083

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32		Annual	34,613	36,004	37,442	38,927	40,484	42,110
33		Annual	35,485	36,900	38,362	39,918	41,497	43,171
34		Annual	36,357	37,819	39,328	40,908	42,535	44,232
35		Annual	37,253	38,762	40,295	41,922	43,596	45,341
36		Annual	38,220	39,729	41,332	42,959	44,680	46,472
37		Annual	39,140	40,719	42,346	44,044	45,789	47,628
38		Annual	40,106	41,710	43,384	45,128	46,944	48,807
39		Annual	41,120	42,771	44,492	46,260	48,123	50,033
40		Annual	42,158	43,855	45,600	47,439	49,325	51,306
41	Exec Asst to the City Mgr Planner I	Annual	43,219	44,963	46,755	48,618	50,551	52,579
42		Annual	44,303	46,072	47,911	49,820	51,801	53,899
43	Recreation Coordinator	Annual	45,411	47,227	49,113	51,070	53,121	55,243
44		Annual	46,543	48,406	50,339	52,343	54,442	56,611
45	Grants Specialist Planner II	Annual	47,698	49,608	51,589	53,664	55,809	58,049
46	Budget Analyst Management Analyst Staff Accountant <u>Emergency Management Coordinator</u>	Annual	48,877	50,858	52,886	54,984	57,200	59,488
47	Human Resources Analyst	Annual	50,151	52,131	54,230	56,375	58,639	60,997
48	Purchasing Officer Project Engineer (non-licensed)	Annual	51,377	53,428	55,574	57,790	60,101	62,505
49	Coordinator Office of Neigh Customer Resp. Team Superv. Planner III Surface Water Prog. Coord.	Annual	52,673	54,772	56,965	59,228	61,610	64,062
50	Communications Specialist Network Administrator	Annual	53,970	56,116	58,379	60,714	63,142	65,665
51	Public Wks. Maint. Supervisor	Annual	55,314	57,531	59,841	62,223	64,722	67,315
52	Capital Projects Manager I Public Works Administrative Manager Development Review Engineer	Annual	56,729	58,992	61,350	63,802	66,349	69,013
53	City Clerk Parks Superintendent	Annual	58,144	60,454	62,883	65,406	68,023	70,734
54	Financial Operations Manager Senior Budget Analyst Recreation Superintendent	Annual	59,582	61,963	64,439	67,032	69,720	72,503
55	Assistant City Attorney GIS Specialist Human Services Manager	Annual	61,067	63,519	66,066	68,707	71,465	74,318
56	Capital Projects Manager II	Annual	62,623	65,123	67,716	70,428	73,234	76,181

2004 Exempt Salary Table

Range #	Title	Salary	Maximum					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Surface Water & Env Svcs Mgr Traffic Engineer		-	-	-	-	-	-
57	Database Administrator Economic Devel. Coord.	Annual	64,180	66,750	69,414	72,196	75,073	78,091
			-	-	-	-	-	-
58		Annual	65,783	68,400	71,135	73,988	76,959	80,024
			-	-	-	-	-	-
59	Building Official Planning Manager	Annual	67,433	70,145	72,927	75,851	78,892	82,028
			-	-	-	-	-	-
60		Annual	69,107	71,866	74,743	77,737	80,849	84,079
			-	-	-	-	-	-
61	Aurora Corridor Project Manager Communications & IR Director Public Works Operations Manager	Annual	70,852	73,682	76,629	79,694	82,877	86,201
			-	-	-	-	-	-
			-	-	-	-	-	-
62	Information Systems Manager	Annual	72,620	75,544	78,562	81,698	84,952	88,347
			-	-	-	-	-	-
63		Annual	74,412	77,407	80,496	83,726	87,074	90,563
			-	-	-	-	-	-
64	Asst. PADS Director	Annual	76,299	79,340	82,523	85,824	89,243	92,827
			-	-	-	-	-	-
65	Human Resources Director	Annual	78,185	81,321	84,575	87,946	91,483	95,138
			-	-	-	-	-	-
66	City Engineer	Annual	80,142	83,349	86,697	90,163	93,770	97,519
			-	-	-	-	-	-
67	Assistant City Manager	Annual	82,170	85,447	88,866	92,426	96,128	99,947
			-	-	-	-	-	-
68		Annual	84,197	87,569	91,059	94,713	98,509	102,447
			-	-	-	-	-	-
69	Finance Director Parks, Rec and Cultural Services Director Planning & Devel. Svcs. Director Public Works Director	Annual	86,319	89,762	93,346	97,095	100,961	105,017
			-	-	-	-	-	-
			-	-	-	-	-	-
70	City Attorney	Annual	88,465	92,002	95,703	99,523	103,508	107,634
			-	-	-	-	-	-
71	Deputy City Manager	Annual	90,681	94,312	98,085	101,999	106,078	110,322
			-	-	-	-	-	-
72		Annual	92,968	96,670	100,537	104,569	108,742	113,080
			-	-	-	-	-	-
73		Annual	95,279	99,099	103,060	107,186	111,454	115,910
			-	-	-	-	-	-
74		Annual	97,660	101,551	105,630	109,850	114,259	118,810
			-	-	-	-	-	-
75		Annual	100,113	104,121	108,271	112,609	117,112	121,781