

CITY COUNCIL AGENDA ITEM
CITY OF SHORELINE, WASHINGTON

| | |
|----------------------|--|
| AGENDA TITLE: | Adopting Ordinance No. 783 - Amending the 2017 Budget's Salary Table to Include the Classification of Asset Management Functional Analyst |
| DEPARTMENT: | Administrative Services |
| PRESENTED BY: | Katherine Moriarty, Information Technology Manager Rick Kirkwood, Budget Supervisor |
| ACTION: | <input checked="" type="checkbox"/> Ordinance <input type="checkbox"/> Resolution <input type="checkbox"/> Motion <input type="checkbox"/> Discussion <input type="checkbox"/> Public Hearing |

PROBLEM/ISSUE STATEMENT:

The City Council approved the addition of an Engineering Technician position for the Public Works Department in 2014 to support the City's new asset management system, Cityworks. This position was intended to provide the ongoing support needs for roads, traffic, fleet, and facility asset classes. Due to workload, support for Fleet and Facilities, the training of new staff on the Cityworks tool, and assessments and configuration to facilitate operational improvements in Cityworks have not been adequately supported. Updates of new and discovered assets to the GIS database are also severely backlogged.

At the request of the Asset Management Steering Committee, which is made up of many of the City's Department Directors, the IT Manager assessed the staffing needed to support Cityworks as a true asset management system. In order to fulfill the needs identified by the Information Technology (IT) Manager, a request to add a new classification on the salary table and the reclassification of the existing Engineering Technician position to the new classification would typically be made as part of the annual budget process. However, the Engineering Technician assigned to support Cityworks resigned from City employment earlier this year, which provides an opportunity to fill that vacancy with a candidate who possesses the correct skillset to support implementation of the City's asset management program. Therefore, staff is requesting that the 2017 budget be amended by adding the new classification of Asset Management Functional Analyst to Range 49 of the salary table.

Proposed Ordinance No. 783 provides for this budget amendment. On June 5, staff presented this proposed ordinance to the City Council and Council provided direction to staff to bring the ordinance back for Council adoption.

FINANCIAL IMPACT:

There is no financial impact associated with this action this year. The total appropriations in the 2017 budget do not need to be increased as the current vacancy will provide sufficient savings to cover any additional cost of filling the higher

classification for the balance of the year. There is an ongoing financial impact however of \$9,993 due to the salary difference between the Engineering Technician and Asset Management Functional Analyst. The Engineering Technician position is in Salary Range 44, and the Asset Management Functional Analyst position is proposed for Salary Range 49. This ongoing 11.1% salary increase will be addressed as part of the 2018 budget process.

RECOMMENDATION

Staff recommends that Council adopt Ordinance No. 783.

Approved By: City Manager **DT** City Attorney **MK**

BACKGROUND

The City Council approved the addition of an Engineering Technician for the Public Works Department in 2014 to support the City's new asset management system, Cityworks, specifically by furthering the implementation for roads, traffic, fleet, and facility asset classes. To that end, this position was intended to provide support to: (a) create and maintain the asset inventory within Cityworks for both Public Works and Fleet and Facilities, (b) update the GIS database with new assets, and (c) configure enhancements to the Cityworks system. In sum, due to workload, support for Fleet and Facilities, the training of new staff on the Cityworks tool, and assessments and configuration to facilitate operational improvements in Cityworks have not been adequately supported. Updates of new and discovered assets to the GIS database are also severely backlogged.

At the request of the Asset Management Steering Committee, which is made up of many of the City's Department Directors, the IT Manager assessed the staffing needed to support Cityworks as a true asset management system. This assessment revealed the need for a staff member specializing in the analysis of operational processes and the ability to configure the application software to optimize and improve operational effectiveness. This staff member would also provide training, assessment and implementation of new functionality offered in product releases, and reporting for asset managers who are responsible for the effective management of the City's assets. The position would no longer be responsible for updating the GIS database with new assets, as that gap is being addressed in 2017 through the use of extra help GIS staffing. A long-term solution will be presented as part of the annual budget process this fall.

In order to fulfill the needs identified by the IT Manager, a request to add a new classification on the salary table and the reclassification of the existing Engineering Technician position to the new classification would typically be made as part of the annual budget process. However, the Engineering Technician assigned to support Cityworks resigned from City employment earlier this year, which provides an opportunity to fill that vacancy with a candidate who possesses the correct skillset to support implementation of the City's asset management program for all asset classes. This including Parks, which has just implemented Cityworks, in addition to the others identified above. Therefore, staff is requesting that the 2017 budget be amended by adding the new classification of Asset Management Functional Analyst to Range 49 of the salary table (Attachment A).

DISCUSSION

Proposed Ordinance No. 783 (Attachment B) provides for this budget amendment. On June 5, staff presented this proposed ordinance to the City Council. The staff report for this Council discussion can be found at the following link:
<http://cosweb.ci.shoreline.wa.us/uploads/attachments/cck/council/staffreports/2017/staffreport060517-9b.pdf>.

Council was supportive of staff's recommendation and requested that this agenda item be placed on the June 19th consent calendar for adoption. Tonight's action would adopt proposed Ordinance No. 783.

FINANCIAL IMPACT

There is no financial impact associated with this action this year. The total appropriations in the 2017 budget do not need to be increased as the current vacancy will provide sufficient savings to cover any additional cost of filling the higher classification for the balance of the year. There is an ongoing financial impact however of \$9,993 due to the salary difference between the Engineering Technician and Asset Management Functional Analyst. The Engineering Technician position is in Salary Range 44, and the Asset Management Functional Analyst position is proposed for Salary Range 49. This ongoing 11.1% salary increase will be addressed as part of the 2018 budget process.

RECOMMENDATION

Staff recommends that Council adopt Ordinance No. 783.

ATTACHMENTS

Attachment A: 2017 Salary Table
Attachment B: Proposed Ordinance No. 783

Attachment A

City of Shoreline
 Range Placement Table
 2.5% Between Ranges; 4% Between Steps

June '15 cpi-U 251.622
 June '16 cpi-U 256.098
 % Change 1.78%
 90% of % Change: 1.60%

Mkt Adj: 1.60%
 Effective: June 19, 2017

The hourly rates represented here have been rounded to 2 decimal points and annual rates to the nearest dollar. Pay is calculated using 5 decimal points for accuracy and rounded after

| Range | Title | FLSA Status | Min | | | | | | Max |
|-------|-------|-------------|----------------------------------|----------------------------------|----------------------------------|-----------------|-----------------|-----------------|-----|
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | |
| 1 | | | n/a due to '17 WA State Min Wage | n/a due to '17 WA State Min Wage | n/a due to '17 WA State Min Wage | 11.24 23,370 | 11.68 24,305 | 12.15 25,277 | |
| 2 | | | n/a due to '17 WA State Min Wage | n/a due to '17 WA State Min Wage | 11.07 23,033 | 11.52 23,954 | 11.98 24,912 | 12.46 25,909 | |
| 3 | | | n/a due to '17 WA State Min Wage | n/a due to '17 WA State Min Wage | 11.35 23,609 | 11.80 24,553 | 12.28 25,535 | 12.77 26,556 | |
| 4 | | | n/a due to '17 WA State Min Wage | 11.19 23,268 | 11.63 24,199 | 12.10 25,167 | 12.58 26,173 | 13.09 27,220 | |
| 5 | | | 11.03 22,932 | 11.47 23,850 | 11.92 24,804 | 12.40 25,796 | 12.90 26,828 | 13.41 27,901 | |
| 6 | | | 11.30 23,506 | 11.75 24,446 | 12.22 25,424 | 12.71 26,441 | 13.22 27,499 | 13.75 28,598 | |
| 7 | | | 11.58 24,094 | 12.05 25,057 | 12.53 26,060 | 13.03 27,102 | 13.55 28,186 | 14.09 29,313 | |
| 8 | | | 11.87 24,696 | 12.35 25,684 | 12.84 26,711 | 13.36 27,779 | 13.89 28,891 | 14.45 30,046 | |
| 9 | | | 12.17 25,313 | 12.66 26,326 | 13.16 27,379 | 13.69 28,474 | 14.24 29,613 | 14.81 30,797 | |
| 10 | | | 12.47 25,946 | 12.97 26,984 | 13.49 28,063 | 14.03 29,186 | 14.59 30,353 | 15.18 31,567 | |
| 11 | | | 12.79 26,595 | 13.30 27,658 | 13.83 28,765 | 14.38 29,915 | 14.96 31,112 | 15.56 32,357 | |
| 12 | | | 13.11 27,260 | 13.63 28,350 | 14.17 29,484 | 14.74 30,663 | 15.33 31,890 | 15.94 33,165 | |
| 13 | | | 13.43 27,941 | 13.97 29,059 | 14.53 30,221 | 15.11 31,430 | 15.71 32,687 | 16.34 33,995 | |
| 14 | | | 13.77 28,640 | 14.32 29,785 | 14.89 30,977 | 15.49 32,216 | 16.11 33,504 | 16.75 34,844 | |
| 15 | | | 14.11 29,356 | 14.68 30,530 | 15.26 31,751 | 15.88 33,021 | 16.51 34,342 | 17.17 35,716 | |
| 16 | | | 14.47 30,089 | 15.04 31,293 | 15.65 32,545 | 16.27 33,847 | 16.92 35,200 | 17.60 36,608 | |
| 17 | | | 14.83 30,842 | 15.42 32,075 | 16.04 33,358 | 16.68 34,693 | 17.35 36,080 | 18.04 37,524 | |
| 18 | | | 15.20 31,613 | 15.81 32,877 | 16.44 34,192 | 17.10 35,560 | 17.78 36,982 | 18.49 38,462 | |
| 19 | | | 15.58 32,403 | 16.20 33,699 | 16.85 35,047 | 17.52 36,449 | 18.22 37,907 | 18.95 39,423 | |
| 20 | | | 15.97 33,213 | 16.61 34,542 | 17.27 35,923 | 17.96 37,360 | 18.68 38,855 | 19.43 40,409 | |
| 21 | | | 16.37 34,044 | 17.02 35,405 | 17.70 36,821 | 18.41 38,294 | 19.15 39,826 | 19.91 41,419 | |

Attachment A

City of Shoreline
 Range Placement Table
 2.5% Between Ranges; 4% Between Steps

June '15 cpi-U 251.622
 June '16 cpi-U 256.098
 % Change 1.78%
 90% of % Change: 1.60%

Mkt Adj: 1.60%
 Effective: June 19, 2017

The hourly rates represented here have been rounded to 2 decimal points and annual rates to the nearest dollar. Pay is calculated using 5 decimal points for accuracy and rounded after.

| Range | Title | FLSA Status | Min | | | | | | Max |
|-------|---|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----|
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | |
| 22 | | | 16.78 34,895 | 17.45 36,290 | 18.15 37,742 | 18.87 39,252 | 19.63 40,822 | 20.41 42,455 | |
| 23 | | | 17.20 35,767 | 17.88 37,198 | 18.60 38,686 | 19.34 40,233 | 20.12 41,842 | 20.92 43,516 | |
| 24 | | | 17.63 36,661 | 18.33 38,128 | 19.06 39,653 | 19.83 41,239 | 20.62 42,888 | 21.44 44,604 | |
| 25 | | | 18.07 37,578 | 18.79 39,081 | 19.54 40,644 | 20.32 42,270 | 21.13 43,961 | 21.98 45,719 | |
| 26 | | | 18.52 38,517 | 19.26 40,058 | 20.03 41,660 | 20.83 43,326 | 21.66 45,060 | 22.53 46,862 | |
| 27 | | | 18.98 39,480 | 19.74 41,059 | 20.53 42,702 | 21.35 44,410 | 22.20 46,186 | 23.09 48,033 | |
| 28 | | | 19.46 40,467 | 20.23 42,086 | 21.04 43,769 | 21.88 45,520 | 22.76 47,341 | 23.67 49,234 | |
| 29 | | | 19.94 41,479 | 20.74 43,138 | 21.57 44,863 | 22.43 46,658 | 23.33 48,524 | 24.26 50,465 | |
| 30 | | | 20.44 42,516 | 21.26 44,216 | 22.11 45,985 | 22.99 47,824 | 23.91 49,737 | 24.87 51,727 | |
| 31 | Senior Lifeguard | Non-Exempt, Hourly | 20.95 43,579 | 21.79 45,322 | 22.66 47,135 | 23.57 49,020 | 24.51 50,981 | 25.49 53,020 | |
| 32 | | | 21.48 44,668 | 22.33 46,455 | 23.23 48,313 | 24.16 50,245 | 25.12 52,255 | 26.13 54,345 | |
| 33 | | | 22.01 45,785 | 22.89 47,616 | 23.81 49,521 | 24.76 51,502 | 25.75 53,562 | 26.78 55,704 | |
| 34 | Administrative Assistant I WW Utility Administrative Assist I WW Utility Customer Service Rep | Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly | 22.56 46,929 | 23.46 48,806 | 24.40 50,759 | 25.38 52,789 | 26.39 54,901 | 27.45 57,097 | |
| 35 | | Non-Exempt, Hourly Non-Exempt, Hourly | 23.13 48,103 | 24.05 50,027 | 25.01 52,028 | 26.01 54,109 | 27.05 56,273 | 28.14 58,524 | |
| 36 | Parks Maintenance Worker I PW Maintenance Worker I | | 23.70 49,305 | 24.65 51,277 | 25.64 53,328 | 26.66 55,462 | 27.73 57,680 | 28.84 59,987 | |
| 37 | Finance Technician Recreation Specialist I WW Utility Accounting Technician | Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly | 24.30 50,538 | 25.27 52,559 | 26.28 54,662 | 27.33 56,848 | 28.42 59,122 | 29.56 61,487 | |
| 38 | Administrative Assistant II Facilities Maintenance Worker I | Non-Exempt, Hourly Non-Exempt, Hourly | 24.90 51,801 | 25.90 53,873 | 26.94 56,028 | 28.01 58,269 | 29.13 60,600 | 30.30 63,024 | |
| 39 | | Non-Exempt, Hourly Non-Exempt, Hourly | 25.53 53,096 | 26.55 55,220 | 27.61 57,429 | 28.71 59,726 | 29.86 62,115 | 31.06 64,600 | |
| 40 | Parks Maintenance Worker II Permit Technician PW Maintenance Worker II WW Utility Maintenance Worker | Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly | 26.17 54,424 | 27.21 56,601 | 28.30 58,865 | 29.43 61,219 | 30.61 63,668 | 31.83 66,215 | |

Attachment A

City of Shoreline
 Range Placement Table
 2.5% Between Ranges; 4% Between Steps

June '15 cpi-U 251.622
 June '16 cpi-U 256.098
 % Change 1.78%
 90% of % Change: 1.60%

Mkt Adj: 1.60%
 Effective: June 19, 2017

The hourly rates represented here have been rounded to 2 decimal points and annual rates to the nearest dollar. Pay is calculated using 5 decimal points for accuracy and rounded after

| Range | Title | FLSA Status | Min | | | | | | Max |
|-------------------------------|--|-----------------------|--------|--------|--------|--------|--------|--------|-----|
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | |
| 41 | Recreation Specialist II | Non-Exempt, Hourly | 26.82 | 27.89 | 29.01 | 30.17 | 31.37 | 32.63 | |
| | Senior Finance Technician | Non-Exempt, Hourly | 55,784 | 58,016 | 60,336 | 62,750 | 65,260 | 67,870 | |
| | Special Events Coordinator | Non-Exempt, Hourly | | | | | | | |
| | Public Art Coordinator | Non-Exempt, Hourly | | | | | | | |
| 42 | Administrative Assistant III | Non-Exempt, Hourly | 27.49 | 28.59 | 29.73 | 30.92 | 32.16 | 33.45 | |
| | Communication Specialist | Non-Exempt, Hourly | 57,179 | 59,466 | 61,845 | 64,318 | 66,891 | 69,567 | |
| | Environmental Program Specialist | Non-Exempt, Hourly | | | | | | | |
| | Facilities Maintenance Worker II | Non-Exempt, Hourly | | | | | | | |
| | Human Resources Technician | Non-Exempt, Hourly | | | | | | | |
| | Legal Assistant | Non-Exempt, Hourly | | | | | | | |
| | Records Coordinator | Non-Exempt, Hourly | | | | | | | |
| Transportation Specialist | Non-Exempt, Hourly | | | | | | | | |
| 43 | Payroll Officer | Non-Exempt, Hourly | 28.18 | 29.30 | 30.48 | 31.70 | 32.96 | 34.28 | |
| | Purchasing Coordinator | Non-Exempt, Hourly | 58,608 | 60,953 | 63,391 | 65,926 | 68,563 | 71,306 | |
| 44 | Assistant Planner | EXEMPT, Annual | 28.88 | 30.04 | 31.24 | 32.49 | 33.79 | 35.14 | |
| | Engineering Technician | Non-Exempt, Hourly | 60,074 | 62,476 | 64,976 | 67,575 | 70,278 | 73,089 | |
| 45 | CRT Representative | Non-Exempt, Hourly | 29.60 | 30.79 | 32.02 | 33.30 | 34.63 | 36.02 | |
| | PRCS Rental & System Coordinator | Non-Exempt, Hourly | 61,575 | 64,038 | 66,600 | 69,264 | 72,034 | 74,916 | |
| | Recreation Specialist III - Aquatics | Non-Exempt, Hourly | | | | | | | |
| 46 | Deputy City Clerk | Non-Exempt, Hourly | 30.34 | 31.56 | 32.82 | 34.13 | 35.50 | 36.92 | |
| | IT Specialist | Non-Exempt, Hourly | 63,115 | 65,639 | 68,265 | 70,996 | 73,835 | 76,789 | |
| | Plans Examiner I | Non-Exempt, Hourly | | | | | | | |
| | Senior Facilities Maintenance Worker | Non-Exempt, Hourly | | | | | | | |
| | Senior PW Maintenance Worker | Non-Exempt, Hourly | | | | | | | |
| | Senior Parks Maintenance Worker | Non-Exempt, Hourly | | | | | | | |
| | Staff Accountant | EXEMPT, Annual | | | | | | | |
| | Surface Water Quality Specialist | Non-Exempt, Hourly | | | | | | | |
| | Senior WW Utility Maintenance Worker | Non-Exempt, Hourly | | | | | | | |
| 47 | Code Enforcement Officer | Non-Exempt, Hourly | 31.10 | 32.35 | 33.64 | 34.99 | 36.39 | 37.84 | |
| | Construction Inspector | Non-Exempt, Hourly | 64,693 | 67,280 | 69,972 | 72,770 | 75,681 | 78,708 | |
| | Executive Assistant to City Manager | EXEMPT, Annual | | | | | | | |
| 48 | Associate Planner | EXEMPT, Annual | 31.88 | 33.15 | 34.48 | 35.86 | 37.29 | 38.79 | |
| | | | 66,310 | 68,962 | 71,721 | 74,590 | 77,573 | 80,676 | |
| 49 | PRCS Supervisor I - Recreation | EXEMPT, Annual | 32.68 | 33.98 | 35.34 | 36.76 | 38.23 | 39.76 | |
| | <u>Asset Management Functional Analyst</u> | <u>EXEMPT, Annual</u> | 67,968 | 70,686 | 73,514 | 76,454 | 79,513 | 82,693 | |
| 50 | Budget Analyst | EXEMPT, Annual | 33.49 | 34.83 | 36.23 | 37.68 | 39.18 | 40.75 | |
| | Combination Inspector | Non-Exempt, Hourly | 69,667 | 72,454 | 75,352 | 78,366 | 81,500 | 84,760 | |
| | Community Diversity Coordinator | EXEMPT, Annual | | | | | | | |
| | Community Diversity Coordinator | Non-Exempt, Hourly | | | | | | | |
| | Emergency Management Coordinator | EXEMPT, Annual | | | | | | | |
| | Environmental Services Analyst | EXEMPT, Annual | | | | | | | |
| | Management Analyst | EXEMPT, Annual | | | | | | | |
| | Neighborhoods Coordinator | EXEMPT, Annual | | | | | | | |
| | Plans Examiner II | Non-Exempt, Hourly | | | | | | | |
| Utility Operations Specialist | Non-Exempt, Hourly | | | | | | | | |
| WW Utility Specialist | Non-Exempt, Hourly | | | | | | | | |
| 51 | | | 34.33 | 35.70 | 37.13 | 38.62 | 40.16 | 41.77 | |
| | | | 71,409 | 74,265 | 77,235 | 80,325 | 83,538 | 86,879 | |
| 52 | Senior Human Resources Analyst | EXEMPT, Annual | 35.19 | 36.60 | 38.06 | 39.58 | 41.17 | 42.81 | |
| | Web Developer | EXEMPT, Annual | 73,194 | 76,122 | 79,166 | 82,333 | 85,626 | 89,051 | |

Attachment A

City of Shoreline
 Range Placement Table
 2.5% Between Ranges; 4% Between Steps

June '15 cpi-U 251.622
 June '16 cpi-U 256.098
 % Change 1.78%
 90% of % Change: 1.60%

Mkt Adj: 1.60%
 Effective: June 19, 2017

The hourly rates represented here have been rounded to 2 decimal points and annual rates to the nearest dollar. Pay is calculated using 5 decimal points for accuracy and rounded after.

| Range | Title | FLSA Status | Min | | | | | | Max |
|-------|--|--------------------|---------|---------|---------|---------|---------|---------|-----|
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | |
| 53 | Communications Program Manager | EXEMPT, Annual | 36.07 | 37.51 | 39.01 | 40.57 | 42.20 | 43.88 | |
| | Construction Inspection Supervisor | EXEMPT, Annual | 75,024 | 78,025 | 81,146 | 84,391 | 87,767 | 91,278 | |
| | CRT Supervisor | EXEMPT, Annual | | | | | | | |
| | Parks Project Coordinator | EXEMPT, Annual | | | | | | | |
| | PRCS Supervisor II - Aquatics | EXEMPT, Annual | | | | | | | |
| | PRCS Supervisor II - Recreation | EXEMPT, Annual | | | | | | | |
| 54 | CMO Management Analyst | EXEMPT, Annual | 36.97 | 38.45 | 39.99 | 41.59 | 43.25 | 44.98 | |
| | Grants Administrator | EXEMPT, Annual | 76,899 | 79,975 | 83,174 | 86,501 | 89,961 | 93,560 | |
| | Plans Examiner III | Non-Exempt, Hourly | | | | | | | |
| | PW Maintenance Superintendent | EXEMPT, Annual | | | | | | | |
| | Senior Planner | EXEMPT, Annual | | | | | | | |
| | Senior Management Analyst | EXEMPT, Annual | | | | | | | |
| | WW Utility Maintenance Manager | EXEMPT, Annual | | | | | | | |
| 55 | Engineer I - Capital Projects | EXEMPT, Annual | 37.90 | 39.41 | 40.99 | 42.63 | 44.33 | 46.11 | |
| | Engineer I - Development Review | EXEMPT, Annual | 78,822 | 81,975 | 85,254 | 88,664 | 92,210 | 95,899 | |
| | Engineer I - Surface Water | EXEMPT, Annual | | | | | | | |
| | Engineer I - Traffic | EXEMPT, Annual | | | | | | | |
| 56 | Budget Supervisor | EXEMPT, Annual | 38.84 | 40.40 | 42.01 | 43.69 | 45.44 | 47.26 | |
| | City Clerk | EXEMPT, Annual | 80,792 | 84,024 | 87,385 | 90,880 | 94,515 | 98,296 | |
| | Parks Superintendent | EXEMPT, Annual | | | | | | | |
| 57 | GIS Specialist | EXEMPT, Annual | 39.81 | 41.41 | 43.06 | 44.78 | 46.58 | 48.44 | |
| | Network Administrator | EXEMPT, Annual | 82,812 | 86,125 | 89,570 | 93,152 | 96,878 | 100,754 | |
| | IT Projects Manager | EXEMPT, Annual | | | | | | | |
| 58 | | | 40.81 | 42.44 | 44.14 | 45.90 | 47.74 | 49.65 | |
| | | | 84,882 | 88,278 | 91,809 | 95,481 | 99,300 | 103,272 | |
| 59 | Engineer II - Capital Projects | EXEMPT, Annual | 41.83 | 43.50 | 45.24 | 47.05 | 48.93 | 50.89 | |
| | Engineer II - Development Review | EXEMPT, Annual | 87,004 | 90,485 | 94,104 | 97,868 | 101,783 | 105,854 | |
| | Engineer II - Surface Water | EXEMPT, Annual | | | | | | | |
| | Engineer II - Traffic | EXEMPT, Annual | | | | | | | |
| | IT Systems Analyst | EXEMPT, Annual | | | | | | | |
| | Structural Plans Examiner | EXEMPT, Annual | | | | | | | |
| | Limited Term Sound Transit Project Manager | | | | | | | | |
| 60 | Central Services Manager | EXEMPT, Annual | 42.87 | 44.59 | 46.37 | 48.23 | 50.16 | 52.16 | |
| | Community Services Manager | EXEMPT, Annual | 89,179 | 92,747 | 96,457 | 100,315 | 104,327 | 108,501 | |
| | Permit Services Manager | EXEMPT, Annual | | | | | | | |
| | Planning Manager | EXEMPT, Annual | | | | | | | |
| | Recreation Superintendent | EXEMPT, Annual | | | | | | | |
| 61 | | | 43.95 | 45.70 | 47.53 | 49.43 | 51.41 | 53.47 | |
| | | | 91,409 | 95,065 | 98,868 | 102,823 | 106,936 | 111,213 | |
| 62 | | | 45.05 | 46.85 | 48.72 | 50.67 | 52.70 | 54.80 | |
| | | | 93,694 | 97,442 | 101,340 | 105,393 | 109,609 | 113,993 | |
| 63 | Building Official | EXEMPT, Annual | 46.17 | 48.02 | 49.94 | 51.94 | 54.01 | 56.17 | |
| | City Traffic Engineer | EXEMPT, Annual | 96,037 | 99,878 | 103,873 | 108,028 | 112,349 | 116,843 | |
| | Economic Development Program Manager | EXEMPT, Annual | | | | | | | |
| | Intergovernmental Program Manager | EXEMPT, Annual | | | | | | | |
| | SW Utility & Environmental Svcs Manager | EXEMPT, Annual | | | | | | | |
| 64 | Finance Manager | EXEMPT, Annual | 47.33 | 49.22 | 51.19 | 53.24 | 55.36 | 57.58 | |
| | | | 98,438 | 102,375 | 106,470 | 110,729 | 115,158 | 119,764 | |
| 65 | Assistant City Attorney | EXEMPT, Annual | 48.51 | 50.45 | 52.47 | 54.57 | 56.75 | 59.02 | |
| | Engineering Manager | EXEMPT, Annual | 100,898 | 104,934 | 109,132 | 113,497 | 118,037 | 122,758 | |
| | Transportation Services Manager | EXEMPT, Annual | | | | | | | |

Attachment A

City of Shoreline
 Range Placement Table
 2.5% Between Ranges; 4% Between Steps

June '15 cpi-U 251.622
 June '16 cpi-U 256.098
 % Change 1.78%
 90% of % Change: 1.60%

Mkt Adj: 1.60%
 Effective: June 19, 2017

The hourly rates represented here have been rounded to 2 decimal points and annual rates to the nearest dollar. Pay is calculated using 5 decimal points for accuracy and rounded after

| Range | Title | FLSA Status | Min | | | | | | Max |
|-------|---|--|------------------|------------------|------------------|------------------|------------------|------------------|-----|
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | |
| 66 | Information Technology Manager | EXEMPT, Annual | 49.72 103,421 | 51.71 107,558 | 53.78 111,860 | 55.93 116,335 | 58.17 120,988 | 60.49 125,827 | |
| 67 | Utility & Operations Manager | EXEMPT, Annual | 50.96 106,006 | 53.00 110,247 | 55.12 114,657 | 57.33 119,243 | 59.62 124,013 | 62.01 128,973 | |
| 68 | | | 52.24 108,657 | 54.33 113,003 | 56.50 117,523 | 58.76 122,224 | 61.11 127,113 | 63.56 132,197 | |
| 69 | City Engineer | EXEMPT, Annual | 53.54 111,373 | 55.69 115,828 | 57.91 120,461 | 60.23 125,280 | 62.64 130,291 | 65.15 135,502 | |
| 70 | | | 54.88 114,157 | 57.08 118,724 | 59.36 123,473 | 61.74 128,412 | 64.21 133,548 | 66.77 138,890 | |
| 71 | | | 56.26 117,011 | 58.51 121,692 | 60.85 126,559 | 63.28 131,622 | 65.81 136,887 | 68.44 142,362 | |
| 72 | | | 57.66 119,937 | 59.97 124,734 | 62.37 129,723 | 64.86 134,912 | 67.46 140,309 | 70.15 145,921 | |
| 73 | Human Resource Director | EXEMPT, Annual | 59.10 122,935 | 61.47 127,852 | 63.93 132,967 | 66.48 138,285 | 69.14 143,817 | 71.91 149,569 | |
| 74 | | | 60.58 126,008 | 63.00 131,049 | 65.52 136,291 | 68.15 141,742 | 70.87 147,412 | 73.71 153,309 | |
| 75 | Administrative Services Director Parks, Rec & Cultural Svcs Director Planning & Community Development Director Public Works Director | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 62.10 129,159 | 64.58 134,325 | 67.16 139,698 | 69.85 145,286 | 72.64 151,097 | 75.55 157,141 | |
| 76 | Assistant City Manager City Attorney | EXEMPT, Annual EXEMPT, Annual | 63.65 132,388 | 66.19 137,683 | 68.84 143,190 | 71.60 148,918 | 74.46 154,875 | 77.44 161,070 | |

ORDINANCE NO. 783

**AN ORDINANCE OF THE CITY OF SHORELINE, WASHINGTON,
AMENDING THE ANNUAL BUDGET OF THE CITY OF SHORELINE
FOR THE YEAR 2017 TO ADD THE ASSET MANAGEMENT
FUNCTIONAL ANALYST CLASSIFICATION TO THE SALARY TABLE**

WHEREAS, the 2017 Final Budget was adopted by Ordinance No. 758 and subsequently amended by Ordinance Nos. 773, 774, 777, 778, and 779; and

WHEREAS, additional staffing resources are needed in order to support implementation of the City's asset management program for all asset classes; and

WHEREAS, City staff have determined that it is appropriate to reclassify an existing vacant Engineering Technician position as a new classification specification, Asset Management Functional Analyst; and

WHEREAS, the 2017 Final Budget, as amended, which includes a salary table and a listing of budgeted employee positions and employee allocations, needs to be amended to reflect the new classification and its salary to fulfill this need; now therefore

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

Section 1. Amendment. The City hereby amends the 2017 Salary Table, as adopted by Ordinance No. 758 and amended by Ordinance No. 777 by making the following revision:

The classification "Asset Management Functional Analyst" is added to Range 49 of the 2017 Salary Table.

Section 3. Corrections by City Clerk or Code Reviser. Upon approval of the City Attorney, the City Clerk and/or the Code Reviser are authorized to make necessary corrections to this ordinance, including the corrections of scrivener or clerical errors; references to other local, state, or federal laws, codes, rules, or regulations; or ordinance numbering and section/subsection numbering and references.

Section 3. 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 4. 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 JUNE 19, 2017

Mayor Christopher Roberts

ATTEST:

APPROVED AS TO FORM:

Jessica Simulcik Smith
City Clerk

Margaret King
City Attorney

Publication Date: , 2017
Effective Date: , 2017