

CITY COUNCIL AGENDA ITEM
CITY OF SHORELINE, WASHINGTON

| | |
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| AGENDA TITLE: | Action on Ordinance No. 973 – adopting the 2023-2024 Biennial Budget, the 2023 Salary Schedules, and the 2023-2028 Capital Improvement Plan |
| DEPARTMENT: | Administrative Services |
| PRESENTED BY: | Sara Lane, Administrative Services Director |
| 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 must adopt its budget for 2023-2024 by December 31, 2022. Proposed Ordinance No. 973 (Attachment A) adopts the 2023-2024 Biennial Budget including the City’s appropriations for the 2023-2024 Capital Improvement Program; the 2023-2028 Capital Improvement Plan (Attachment A, Exhibit A); and the 2023 salary schedules (Attachment B). The 2023-2024 Proposed Biennial Budget and 2023-2028 CIP book is available online at the following link: [Budget and Capital Improvement Plan](#).

The City Manager presented the 2023-2024 Proposed Biennial Budget and the 2023-2028 Capital Improvement Plan (CIP) to the City Council on October 10, 2022. Department budget presentations were provided on October 17 and October 24. A presentation of the proposed 2023-2028 CIP was also made to Council on October 24. Three public hearings were held on the 2023-2024 Proposed Biennial Budget, two of which are required by statute. The November 7 public hearing addressed revenue sources including the 2023 regular and excess property tax levies. A second and third public hearing were held on the 2023-2024 Proposed Biennial Budget and 2023-2028 CIP on November 7 and November 14.

Tonight, the City Council is scheduled to act on several pieces of legislation related to the 2023-2024 Biennial Budget Adoption, including Ordinance No. 972 setting the 2023 regular and excess property tax levies, Ordinance No 973 setting the 2023-2024 Biennial budget and 2023-2028 Capital Improvement Program, and Resolution No. 496 setting the fee schedules for 2023. This staff report focuses on Ordinance No. 973 (Attachment A) and the 2023 salary schedules (Attachment B) which are incorporated into the Budget .

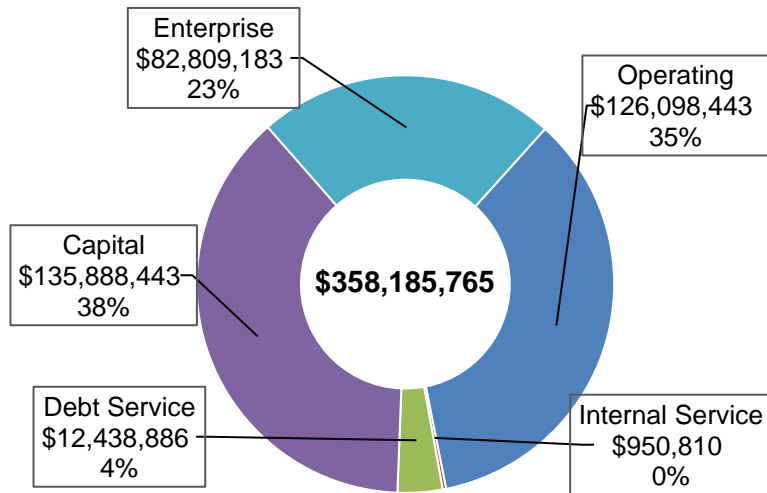
RESOURCE/FINANCIAL IMPACT:

The City’s 2023-2024 Proposed Biennial Budget is balanced

in all funds and totals \$358.186 million. The budget can be divided into five types of funds as shown in the chart to the right. The Operating Funds represent the cost of providing services to the Shoreline community on a day-to-day basis and includes such items as public safety (police, court, jail), park maintenance, recreation programming, grounds maintenance, street maintenance, street

lighting, land use planning, permitting, communications, emergency management, and administration. The Operating Funds also includes some special revenue funds that must be used for designated purposes, such as police services. The Debt Service Funds account for the annual repayment of the voter approved park bonds; the councilmanic bonds issued to pay for a portion of City Hall, acquisition of property for a maintenance facility, and construction of new sidewalks; and the bond anticipation notes issued to acquire properties for the Parks, Recreation and Open Space Plan. The Enterprise Funds consist of the operation and capital improvements of the surface water and wastewater utilities. The Capital Funds represent the cost of making improvements to the City’s facilities, parks, and transportation systems. The Internal Service Funds represent transfers between funds (Vehicle Operations, Equipment Replacement, Public Art, and Unemployment funds) to fund maintenance and replacement of City equipment, installation of public art, and unemployment claims.

2023-2024 Proposed Biennial Budget



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The 2023-2024 Proposed Biennial Budget is \$76.521 million, or 27.2%, more than the estimated expenditures for the 2021-2022 biennium (2021 actual plus 2022 year-end estimates). The increase can be linked to the following changes:

- \$15.532 million increase in the City’s Enterprise Funds;
- \$49.405 million increase in the City’s Capital Funds; and,
- \$16.202 million increase in the Operating Funds.

The 2023-2024 Proposed Biennial Budget includes adequate reserve levels to meet all adopted budget policies.

RECOMMENDATION

Staff recommends that the City Council adopt proposed Ordinance No. 973 adopting the 2023-2024 Biennial Budget including the City's appropriations for 2023-2024, 2023 salary schedule, 2023-2028 Capital Improvement Plan, and the 2023-2024 Capital Improvement Program.

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

BACKGROUND

The City must adopt its budget for 2023-2024 by December 31, 2022. The City Manager presented the 2023-2024 Proposed Biennial Budget and the 2023-2028 Capital Improvement Plan (CIP) to the City Council on October 10, 2022. The 2023-2024 Proposed Biennial Budget and 2023-2028 Capital Improvement Plan (CIP) book is available online at the following link: [Budget and Capital Improvement Plan](#).

Department budget presentations were provided on October 17 and October 24. A presentation of the proposed 2023-2028 CIP was also made on October 24. Three public hearings were held on the 2023-2024 Proposed Biennial Budget, two of which are required by statute. The first public hearing on November 7, 2022, addressed revenue sources including the 2023 regular and excess property tax levies. The second (also on November 7) and third (November 14) public hearing were on the 2023-2024 Proposed Biennial Budget and 2023-2028 CIP. Tonight, the City Council is scheduled to take action on Ordinance No. 973 (Attachment A) setting the City's appropriations for 2023-2024 budget, 2023 salary schedule, 2023-2028 Capital Improvement Plan, the 2023-2024 Capital Improvement Program, and the 2023 salary schedules (Attachment B).

DISCUSSION

Proposed Budget Amendments

Staff asked Council to provide individual budget amendment proposals to the City Manager by November 9, 2022. Staff received several proposed budget amendments from Council. Additionally, there is one City Manager recommended amendment to the proposed budget. These proposed amendments are presented in Attachment C for Council consideration. These amendments will also be discussed by Council at their meeting on November 14, 2022. Councilmembers may choose to move an amendment during the action on this Ordinance tonight. Any additional proposed amendments received by staff after November 9 will be presented and considered as part of the budget adoption process on November 21.

Budget Funds

The City's 2023-2024 Proposed Biennial Budget is balanced in all funds and totals \$358.186 million. The budget can be divided into five types of funds: Operating, Internal Service, Debt Service, Capital and Enterprise as shown in the chart presented in the Resource/Financial Impact section of this staff report. The relationship of the departments and funds which they manage is illustrated in the 2023-2024 Proposed Biennial Budget Department/Fund Overview on page 64 of the [2023-2024 Proposed Biennial Budget and 2023-2028 CIP book](#).

Operating Funds

The Operating Funds represent the cost of providing services to the Shoreline community on a day-to-day basis and includes such items as public safety (police, court, jail), park maintenance, recreation programming, grounds maintenance, street maintenance, street lighting, land use planning, permitting, communications, emergency management, and administration. The Operating Funds also include some special revenue funds that must be used for designated purposes, such as police services.

Debt Service Funds

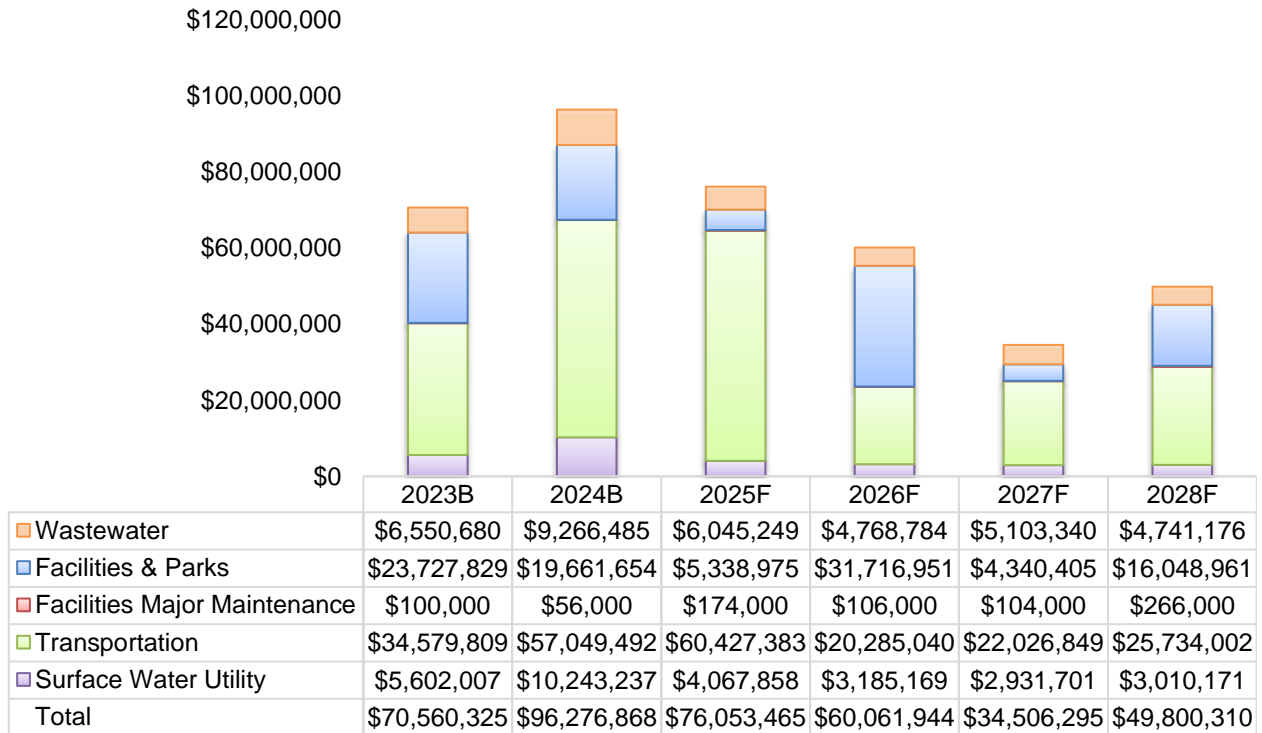
The Debt Service Funds account for the annual repayment of the voter approved park bonds; the councilmanic bonds issued to pay for a portion of City Hall, acquisition of property for a maintenance facility, and construction of new sidewalks; and the bond anticipation notes issued to acquire properties for the Parks, Recreation and Open Space Plan.

Capital Funds

Council discussed the proposed 2023-2028 CIP, which is balanced as required by the Growth Management Act, on October 24. The CIP covers projects over \$10,000 and includes buildings, land acquisition, park facilities, road and transportation projects, and drainage system improvements. Much of the capital improvement activity is funded through contributions from the General Fund, real estate excise tax (REET), grants, and debt issuance, including the 2022 Parks Bond. The 2023-2028 CIP, including surface water and wastewater projects, totals \$387.259 million. The 2023-2024 capital budget reflects the 2023-2024 Capital Improvement Program projects, including surface water and wastewater projects, proposed in the 2023-2028 CIP, which totals \$166.837 million.

The following graph provides a breakdown of the allocation of capital spending throughout the 2023-2028 CIP. The change in spending can vary significantly from year to year based on available resources to complete projects and the impact of previously completed capital projects on the City’s operating budget. Detailed information about projects can be found in pages 299 – 414 of the 2023-2024 Proposed Biennial Budget and 2023-2028 CIP book.

Allocation of CIP Expenses for 2023-2028 CIP



Enterprise Funds

The Enterprise Funds consist of the operation and capital improvements for the surface water and wastewater utilities. The City assumed Ronald Wastewater in 2021 and the full cost of the Wastewater Utility are now incorporated into the City's budget. The City's 2023-2024 Proposed Biennial Budget includes revenues and expenditures necessary to fund operation of the utilities and their long-range master plan for capital improvements.

Internal Service

The Internal Service Funds represent transfers between funds (Vehicle Operations, Equipment Replacement, Public Art, and Unemployment funds) to fund maintenance and replacement of City equipment, installation of public art, and unemployment claims.

Overall Budget Changes

The 2023-2024 Proposed Biennial Budget is \$76.521 million, or 27.2%, more than the 2021-2022 biennial budget (2021 Actual plus 2022 Current Budget as amendments, excluding re-appropriations from 2021-to-2022, which have been adopted by the City Council through September 2022). The increase can be linked to the following changes:

- \$15.532 million increase in the City's Enterprise Funds;
- \$49.405 million increase in the City's Capital Funds; and,
- \$16.202 million increase in the Operating Funds.

The increase in the enterprise funds is the result of a full biennium of wastewater operations, including increased capital project costs in 2023-2024, as well as the implementation of the Proactive Management Strategy for surface water operations and capital. The increase in the Operating Funds is discussed in more detail on page 40 of the proposed Biennial Budget and is largely due to the impact of one-time project costs, operating costs increasing at a rate greater than inflation, as well as the expansion of the RADAR Program and implementation of a parking enforcement program.

The 2023-2024 Proposed Biennial Budget includes adequate reserve levels to meet all adopted budget policies.

Classification and Compensation Program

Staff discussed the proposed 2023 salary schedules for non-represented staff, staff represented by the City's Maintenance Union, and extra help employees in accordance with the City's Compensation Plan and Collective Bargaining Agreement for represented employees, which Council discussed during the November 7th Council Meeting. More information is available in the staff report here: [Public Hearing on Ordinance No. 973 – 2023-2024 Proposed Biennial Budget and the 2023-2028 Capital Improvement Plan](#).

All three tables reflect application of a recommended 7.76% cost of living adjustment (COLA). While the City has traditionally based COLA on 90-100% of the June-to-June percentage change of the CPI-U, given the unprecedented level of that index in 2022, the City Manager recommended using the average of the monthly CPI-U measures for August 2021 through June 2022. The salary table for the City's represented employees also includes a recommended 7.76% COLA increase as discussed previously with Council. If approved by Council, staff would execute a Memorandum of Agreement amending the terms of the City's current agreement with Teamsters Local Union No. 763. The proposed salary table for non-represented employees also represents reclassifications that were

evaluated during the year and the results of the City's 2022 Compensation Study. This attachment will be incorporated into the 2023-2024 Proposed Biennial Budget and 2023-2028 CIP Appendix.

If approved by Council, proposed Ordinance No. 973 (Attachment A) will adopt the 2023-2024 Biennial Budget including the City's appropriations for 2023-2024, as amended; the 2023 salary schedule; the 2023-2028 Capital Improvement Plan; and appropriations for the 2023-2024 Capital Improvement Program.

RESOURCE/FINANCIAL IMPACT

The City's 2023-2024 Proposed Biennial Budget is balanced in all funds and totals \$358.186 million. The budget can be divided into five types of funds as shown in the chart to the right. The Operating Funds represent the cost of providing services to the Shoreline community on a day-to-day basis and includes such items as public safety (police, court, jail), park maintenance, recreation programming, grounds maintenance, street maintenance, street lighting, land use planning, permitting, communications, emergency management, and administration. The Operating Funds also includes some special revenue funds that must be used for designated purposes, such as police services. The Debt Service Funds account for the annual repayment of the voter approved park bonds; the councilmanic bonds issued to pay for a portion of City Hall, acquisition of property for a maintenance facility, and construction of new sidewalks; and, the bond anticipation notes issued to acquire property for a future community and aquatics center. The Enterprise Funds consist of the operation and capital improvements of the surface water and wastewater utilities. The Capital Funds represent the cost of making improvements to the City's facilities, parks, and transportation systems. The Internal Service Funds represent transfers between funds (Vehicle Operations, Equipment Replacement, Public Art, and Unemployment funds) to fund maintenance and replacement of City equipment, installation of public art, and unemployment claims.

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RECOMMENDATION

Staff recommends that the City Council adopt proposed Ordinance No. 973 adopting the 2023-2024 Biennial Budget including the City's appropriations for 2023-2024, 2023 salary schedules, 2023-2028 Capital Improvement Plan, and the 2023-2024 Capital Improvement Program.

ATTACHMENTS

Attachment A: Proposed Ordinance No. 973

Attachment A, Exhibit A – Capital Improvement Plan (2023-2028)

Attachment B: Proposed 2023 Salary Schedules

Attachment C: Proposed Amendments to the 2023-2024 Proposed Budget

ORDINANCE NO. 973

AN ORDINANCE OF THE CITY OF SHORELINE, WASHINGTON, ADOPTING THE BIENNIAL BUDGET OF THE CITY OF SHORELINE FOR THE PERIOD JANUARY 1, 2023 THROUGH DECEMBER 31, 2024, AND ADOPTING THE 2023-2028 SIX YEAR CAPITAL FACILITIES PLAN.

WHEREAS, as authorized by Chapter 35A.34 Revised Code of Washington (RCW), Chapter 3.02 Shoreline Municipal Code (SMC) establishes a two-year fiscal biennium budget system and directs the City to follow the procedures set forth in Chapter 35A.34 RCW in adopting a biennial budget; and

WHEREAS, the Growth Management Act, at RCW 36.70A.070(3) and 36.70A.130(2), requires a six-year plan for financing capital facilities (CIP) and permits amendment of the City's Comprehensive Plan to occur concurrently with the adoption of the city budget; and

WHEREAS, a proposed budget for fiscal biennium 2023-2024 has been prepared, filed, and submitted to the Shoreline City Council in a timely manner for review; and

WHEREAS, the Shoreline City Council conducted duly noticed public hearings on November 7, 2022 and November 14, 2022, for the purposes of fixing the final budget, including a public hearing on revenues held on November 7, 2022, to take public comment from all persons wishing to be heard with respect to the proposed Biennial Budget of the City of Shoreline for 2023-2024 were heard; and

WHEREAS, the Shoreline City Council has deliberated and has made adjustments and changes deemed necessary and proper;

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

Section 1. 2023-2024 Biennial Budget Adopted. The 2023-2024 Final Biennial Budget for the City of Shoreline for the period January 1, 2023 through December 31, 2024 as set forth in the 2023-2024 Proposed Biennial Budget, as amended, is hereby adopted.

Section 2. Summary of Revenues and Expenditures. The budget sets forth totals of estimated revenues and estimated expenditures of each separate fund, and the aggregate totals for all such funds, as summarized as follows:

| Fund | Appropriation |
|--|----------------------|
| General Fund | \$117,898,008 |
| Shoreline Secure Storage Fund | 3,000,000 |
| Street Fund | 4,732,628 |
| Code Abatement Fund | 200,000 |
| State Drug Enforcement Forfeiture Fund | 36,486 |
| Public Arts Fund | 205,321 |
| Federal Drug Enforcement Forfeiture Fund | 26,000 |
| Transportation Impact Fees Fund | 713,659 |
| Park Impact Fees Fund | 0 |
| 2006/2016 Unlimited Tax General Obligation Bond Fund | 0 |
| 2009/2019 Limited Tax General Obligation Bond Fund | 2,195,895 |
| 2020 Limited Tax GO Bond | 830,000 |
| 2013 Limited Tax General Obligation Bond Fund | 515,676 |
| Sidewalk Limited Tax General Obligation Bond Fund | 1,794,875 |
| VLF Revenue Bond | 1,209,936 |
| 2022 Parks UTGO Bond | 5,892,504 |
| General Capital Fund | 43,389,483 |
| City Facility-Major Maintenance Fund | 156,000 |
| Roads Capital Fund | 79,057,710 |
| Sidewalk Expansion Fund | 12,571,591 |
| Surface Water Capital Fund | 28,493,769 |
| Wastewater Utility Fund | 54,315,414 |
| Vehicle Operations/Maintenance Fund | 686,192 |
| Equipment Replacement Fund | 229,618 |
| Unemployment Fund | 35,000 |
| Total Funds | \$358,185,765 |

Section 3. Capital Improvement Plan (CIP) Adoption. The *Capital Improvement Plan (2023-2028)* is adopted as set forth in Exhibit A attached hereto.

Section 4. Copies of Budget to be Filed. The City Clerk is directed to transmit a complete copy of the 2023-2024 Final Biennial Budget as adopted by the City Council to the Division of Municipal Corporations in the Office of the State Auditor and to the Association of Washington Cities as required by RCW 35A.34.120.

Section 5. 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 6. 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 7. 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 at 12:01 am on January 1, 2023.

ADOPTED BY THE CITY COUNCIL ON NOVEMBER 21, 2022.

Mayor Keith Scully

ATTEST:

APPROVED AS TO FORM:

Jessica Simulcik Smith
City Clerk

Margaret King
City Attorney

Date of Publication: _____, 2022
Effective Date: January 1, 2023

City of Shoreline 2021 - 2028 Capital Improvement Plan
PROGRAM SUMMARY

| | Current 2021-2022 | Estimate 2021-2022 | Proposed 2023 | Proposed 2024 | Proposed 2025 | Proposed 2026 | Proposed 2027 | Proposed 2028 | Total 2021-2028 |
|---|----------------------|-----------------------|----------------------|----------------------|---------------------|----------------------|---------------------|----------------------|-----------------------|
| EXPENDITURES | | | | | | | | | |
| Fund | | | | | | | | | |
| <i>Project Category</i> | | | | | | | | | |
| General Capital | | | | | | | | | |
| <i>Parks Maintenance Projects</i> | | | | | | | | | |
| King County, Trails And Open Space Replacement Levy | \$ 225,000 | \$ - | \$ 225,000 | \$ 225,000 | \$ 225,000 | \$ - | \$ - | \$ - | \$ 675,000 |
| Kruckeberg Env Ed Center (Residence Stabilization) | \$ 265,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| Park Ecological Restoration Program (Sai 8) | \$ 565,509 | \$ 182,454 | \$ 245,640 | \$ 262,431 | \$ 273,320 | \$ 365,428 | \$ 296,109 | \$ 327,319 | \$ 1,952,701 |
| Parks Repair And Replacement | \$ 650,000 | \$ 650,000 | \$ 291,100 | \$ 317,320 | \$ 345,560 | \$ 376,830 | \$ 412,130 | \$ 450,460 | \$ 2,843,400 |
| Playground Replacement | \$ 656,173 | \$ - | \$ - | \$ - | \$ 600,450 | \$ 600,450 | \$ - | \$ - | \$ 1,200,900 |
| Turf & Lighting Repair And Replacement | \$ 50,000 | \$ 50,000 | \$ 1,176,650 | \$ - | \$ - | \$ - | \$ 1,010,000 | \$ - | \$ 2,236,650 |
| <i>Facilities Projects</i> | | | | | | | | | |
| City Maintenance Facility | \$ 5,454,272 | \$ 4,437,664 | \$ 3,728,416 | \$ 1,288,640 | \$ 3,064,440 | \$ 29,505,480 | \$ 1,719,180 | \$ 14,358,260 | \$ 58,102,080 |
| Civic Center/City Hall | \$ 1,037,313 | \$ 1,047,668 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,047,668 |
| Parks Restroom Renovation | \$ 442,000 | \$ 446,371 | \$ 404,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 850,371 |
| Shoreline Park Public Pavilion | \$ 353,780 | \$ 357,318 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 357,318 |
| Pool Repair/Replace/Demo | \$ 620,000 | \$ 646,904 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 646,904 |
| <i>Parks Development Projects</i> | | | | | | | | | |
| Parks Facilities Recreation Amenities (SAI3) | \$ 487,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| Pros Plan Acquisitions (SAI7) | \$ 8,842,019 | \$ 10,764,675 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 10,764,675 |
| Gen Cap-Parks Bnd Project Mgmt | \$ 300,000 | \$ 390,400 | \$ 407,487 | \$ 407,487 | \$ - | \$ - | \$ - | \$ - | \$ 1,205,374 |
| Pk Bnd:Richmond Highlands Park | \$ 479,212 | \$ 479,267 | \$ 2,891,172 | \$ 2,891,172 | \$ - | \$ - | \$ - | \$ - | \$ 6,261,611 |
| Pk Bnd:James Keough Park | \$ 213,803 | \$ 213,827 | \$ 1,289,908 | \$ 1,289,908 | \$ - | \$ - | \$ - | \$ - | \$ 2,793,643 |
| Pk Bnd Bruggers Bog Park | \$ 280,155 | \$ 280,187 | \$ 1,690,224 | \$ 1,690,224 | \$ - | \$ - | \$ - | \$ - | \$ 3,660,635 |
| Pk Bnd Hillwood Park | \$ 331,762 | \$ 331,800 | \$ 2,001,580 | \$ 2,001,580 | \$ - | \$ - | \$ - | \$ - | \$ 4,334,960 |
| Pk Bnd Briarcrest Park | \$ 405,575 | \$ 405,622 | \$ 2,446,334 | \$ 2,446,334 | \$ - | \$ - | \$ - | \$ - | \$ 5,298,290 |
| Pk Bnd Shoreview Park | \$ 154,822 | \$ 154,840 | \$ 934,072 | \$ 934,072 | \$ - | \$ - | \$ - | \$ - | \$ 2,022,984 |
| Pk Bnd Ridgecrest Park | \$ 110,587 | \$ 110,600 | \$ 667,193 | \$ 667,193 | \$ - | \$ - | \$ - | \$ - | \$ 1,444,986 |
| Pk Bnd Kruckeberg Park | \$ 44,973 | \$ 44,977 | \$ 266,276 | \$ 266,276 | \$ - | \$ - | \$ - | \$ - | \$ 577,529 |
| Pk Bnd Parks Public Art | \$ 11,263 | \$ 11,263 | \$ 494,369 | \$ 494,368 | \$ - | \$ - | \$ - | \$ - | \$ 1,000,000 |
| Pk Bnd: Pros Pln 2021 Parks Ac | \$ - | \$ - | \$ 1,694,209 | \$ 1,694,208 | \$ - | \$ - | \$ - | \$ - | \$ 3,388,417 |
| Pk Bnd: Park Improvements | \$ - | \$ - | \$ 2,000,000 | \$ 2,000,000 | \$ - | \$ - | \$ - | \$ - | \$ 4,000,000 |
| <i>Projects To Be Completed In Current Biennium (2021-2022)</i> | | | | | | | | | |
| Outdoor Multi-Use Sports Court | \$ - | \$ 25,133 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 25,133 |
| Police Station At City Hall | \$ 48,000 | \$ 24,538 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 24,538 |
| <i>Not Project Specific</i> | | | | | | | | | |
| General Capital Engineering | \$ 120,000 | \$ 93,012 | \$ 126,950 | \$ 102,492 | \$ 110,435 | \$ 118,993 | \$ 128,215 | \$ 138,152 | \$ 818,249 |
| Parks, Recreation And Open Space Update | \$ 250,000 | \$ 250,000 | \$ 50,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 300,000 |
| Ban Repayment | \$ 7,916,242 | \$ 7,916,242 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 7,916,242 |
| Cost Allocation Charges | \$ 70,271 | \$ 30,536 | \$ 6,259 | \$ 6,605 | \$ 30,000 | \$ 30,000 | \$ 30,000 | \$ 30,000 | \$ 163,400 |
| City Hall Debt Service Payment | \$ 1,347,032 | \$ 1,347,032 | \$ 683,782 | \$ 664,770 | \$ 689,770 | \$ 719,770 | \$ 744,770 | \$ 744,770 | \$ 5,594,664 |
| General Capital Fund Total | \$ 31,731,763 | \$ 30,692,329 | \$ 23,720,621 | \$ 19,650,080 | \$ 5,338,975 | \$ 31,716,951 | \$ 4,340,405 | \$ 16,048,961 | \$ 131,508,321 |
| City Facilities - Major Maintenance | | | | | | | | | |
| <i>General Facilities Projects</i> | | | | | | | | | |
| City Hall Long-Term Maintenance | \$ 148,400 | \$ 148,400 | \$ 45,000 | \$ 20,000 | \$ 30,000 | \$ 100,000 | \$ 60,000 | \$ 260,000 | \$ 663,400 |
| City Hall Garage Long-Term Maintenance | \$ 24,192 | \$ 24,192 | \$ 25,000 | \$ 30,000 | \$ 125,000 | \$ - | \$ 25,000 | \$ - | \$ 229,192 |
| Duct Cleaning | \$ 23,350 | \$ 23,350 | \$ 15,000 | \$ - | \$ 15,000 | \$ - | \$ 15,000 | \$ - | \$ 68,350 |
| <i>Parks Facilities Projects</i> | | | | | | | | | |
| Shoreline Pool Long-Term Maintenance | \$ - | \$ 6,446 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 6,446 |
| Richmond Highlands Community Center Long-Term Maintenance | \$ 1,359,983 | \$ 1,359,983 | \$ 15,000 | \$ - | \$ 4,000 | \$ - | \$ 4,000 | \$ - | \$ 1,382,983 |
| Spartan Recreation Center | \$ - | \$ - | \$ - | \$ 6,000 | \$ - | \$ 6,000 | \$ - | \$ 6,000 | \$ 18,000 |
| City Facilities - Major Maintenance Fund Total | \$ 1,555,925 | \$ 1,562,371 | \$ 100,000 | \$ 56,000 | \$ 174,000 | \$ 106,000 | \$ 104,000 | \$ 266,000 | \$ 2,368,371 |

| | Current 2021-2022 | Estimate 2021-2022 | Proposed 2023 | Proposed 2024 | Proposed 2025 | Proposed 2026 | Proposed 2027 | Proposed 2028 | Total 2021-2028 |
|---|----------------------|-----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------------------|
| EXPENDITURES | | | | | | | | | |
| Fund | | | | | | | | | |
| Project Category | | | | | | | | | |
| Roads Capital Fund | | | | | | | | | |
| Pedestrian / Non-Motorized Projects | | | | | | | | | |
| Sidewalk Rehabilitation Program | \$ 2,300,400 | \$ 1,609,082 | \$ 2,537,980 | \$ 1,104,450 | \$ 1,007,500 | \$ 1,007,500 | \$ 765,700 | \$ 534,000 | \$ 8,566,212 |
| New Sidewalks Program | \$ 4,879,009 | \$ 207,307 | \$ 25,302 | \$ 22,789 | \$ 24,556 | \$ 26,459 | \$ 28,509 | \$ 30,719 | \$ 365,641 |
| 147Th/148Th Non-Motorized Bridge | \$ 7,976,082 | \$ 2,688,902 | \$ 7,763,505 | \$ 16,610,386 | \$ 11,772,540 | \$ - | \$ - | \$ - | \$ 38,835,333 |
| 1St Ave Ne (N 145Th To N 155Th) | \$ 699,964 | \$ 544,028 | \$ 1,630,852 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 2,174,880 |
| NSP 5Th Ave NE (N 175Th to N 182Nd) | \$ 4,308,432 | \$ 3,645,714 | \$ 326,155 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 3,971,869 |
| NSP 20Th Ave NW New Sidewalks | \$ 1,335,000 | \$ 281,277 | \$ 1,868,000 | \$ 4,500 | \$ - | \$ - | \$ - | \$ - | \$ 2,153,777 |
| NSP Westminster Way N (N 145th St – N 153rd St) | \$ - | \$ 50,000 | \$ 1,115,000 | \$ 3,470,000 | \$ - | \$ - | \$ - | \$ - | \$ 4,635,000 |
| NSP 19th Avenue NE (NE 196th St – 244th St SW) | \$ - | \$ - | \$ 280,000 | \$ 2,116,000 | \$ - | \$ - | \$ - | \$ - | \$ 2,396,000 |
| NSP Ballinger Way NE (19th Ave NE – 25th Ave NE) | \$ - | \$ - | \$ 740,000 | \$ 1,975,000 | \$ 2,020,000 | \$ - | \$ - | \$ - | \$ 4,735,000 |
| NSP Dayton Avenue (N 178th Ln – N Richmond Beach Road) | \$ - | \$ - | \$ - | \$ 650,000 | \$ 5,094,000 | \$ - | \$ - | \$ - | \$ 5,744,000 |
| NSP Linden Avenue (N 175th St – N 185th St) | \$ - | \$ - | \$ - | \$ - | \$ 280,000 | \$ 2,874,000 | \$ - | \$ - | \$ 3,154,000 |
| NSP Meridian Avenue N (N 194th St – N 205th St) | \$ - | \$ - | \$ - | \$ - | \$ 1,000,000 | \$ 3,324,000 | \$ - | \$ - | \$ 4,324,000 |
| NSP 8th Avenue NW (Sunset Park – Richmond Beach Road) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 275,000 | \$ 2,295,000 | \$ - | \$ 2,570,000 |
| NSP Dayton Avenue (N 155th – N 160th St) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 190,000 | \$ 1,614,000 | \$ - | \$ 1,804,000 |
| NSP 15th Avenue NE (NE 150th – NE 160th St) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 600,000 | \$ 6,256,000 | \$ 6,856,000 |
| TIB:NE 180Th ST Shared-Usepath | \$ - | \$ 100,000 | \$ 499,950 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 599,950 |
| System Preservation Projects | | | | | | | | | |
| Annual Road Surface Maintenance Program | \$ 2,715,964 | \$ 2,827,341 | \$ 1,360,000 | \$ 1,360,047 | \$ 1,057,500 | \$ 1,662,542 | \$ 1,057,500 | \$ 1,662,542 | \$ 10,987,472 |
| Traffic Signal Rehabilitation Program | \$ 288,458 | \$ 266,028 | \$ 141,568 | \$ 148,647 | \$ 153,107 | \$ 157,700 | \$ 157,700 | \$ 157,700 | \$ 1,182,450 |
| Safety / Operations Projects | | | | | | | | | |
| 145Th Corridor - 99Th To I5 | \$ 20,438,374 | \$ 2,895,495 | \$ 1,414,326 | \$ 1,718,266 | \$ - | \$ 1,174,000 | \$ - | \$ - | \$ 7,202,087 |
| 145Th And I5 Interchange | \$ 5,294,990 | \$ 4,200,000 | \$ 5,617,000 | \$ 14,101,000 | \$ 10,000 | \$ - | \$ - | \$ - | \$ 23,928,000 |
| 145Th Corridor - Ph.1 Row/Cons | \$ 3,882,894 | \$ 12,886,075 | \$ 4,031,428 | \$ 8,075,841 | \$ - | \$ - | \$ - | \$ - | \$ 24,993,344 |
| 145Th Corridor - Ph.2/3 | \$ - | \$ - | \$ - | \$ - | \$ 3,792,743 | \$ 7,832,743 | \$ 12,688,763 | \$ 3,708,207 | \$ 28,022,454 |
| 160Th And Greenwood/Innis Arden Intersection | \$ 100,000 | \$ 100,123 | \$ 257,000 | \$ 1,854,380 | \$ - | \$ - | \$ - | \$ - | \$ 2,211,503 |
| N 175Th St - Stone Ave N To I5 | \$ 7,174,602 | \$ 6,462,155 | \$ 1,150,000 | \$ 951,000 | \$ 32,562,000 | \$ 40,000 | \$ 1,032,000 | \$ 11,525,720 | \$ 53,722,875 |
| Meridian Ave Safe Impr | \$ 1,233,400 | \$ 435,075 | \$ 847,233 | \$ 10,000 | \$ - | \$ - | \$ - | \$ - | \$ 1,292,308 |
| Traffic Safety Improvements | \$ 452,518 | \$ 263,920 | \$ 176,509 | \$ 185,334 | \$ 194,601 | \$ 200,439 | \$ 200,439 | \$ 200,439 | \$ 1,421,681 |
| Richmond Beach Mdblk Xing/Rect | \$ 1,360,464 | \$ 564,417 | \$ 854,920 | \$ 2,361 | \$ - | \$ - | \$ - | \$ - | \$ 1,421,698 |
| Driveway Relocation Richmond Beach Rd | \$ 81,439 | \$ - | \$ 85,700 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 85,700 |
| Projects To Be Completed In Current Biennium (2021-2022) | | | | | | | | | |
| NSP 1St Ave Ne (N 192Nd To N 195Th) | \$ 1,435,554 | \$ 706,260 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 706,260 |
| Ridgecrest Safe Routes To School | \$ 369,949 | \$ 499,963 | \$ 4,804 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 504,767 |
| N 195Th St Bridge Connector | \$ 479,332 | \$ 567,103 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 567,103 |
| Trail Along The Rail | \$ 756,744 | \$ 793,603 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 793,603 |
| Westminster And 155Th Improvements | \$ 63,010 | \$ 256,452 | \$ 5,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 261,452 |
| Not Project Specific | | | | | | | | | |
| Roads Capital Engineering | \$ 1,181,654 | \$ 954,387 | \$ 779,059 | \$ 734,315 | \$ 791,225 | \$ 852,545 | \$ 918,617 | \$ 989,810 | \$ 6,019,957 |
| Transportation Master Plan Update | \$ 660,833 | \$ 765,007 | \$ 176,055 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 941,062 |
| Debt Service For VLF Bonds | \$ 552,573 | \$ 1,124,198 | \$ 593,197 | \$ 616,739 | \$ 617,612 | \$ 618,113 | \$ 618,621 | \$ 618,866 | \$ 4,807,346 |
| General Fund Cost Allocation Overhead Charge | \$ 200,451 | \$ 200,451 | \$ 123,979 | \$ 130,823 | \$ 50,000 | \$ 50,000 | \$ 50,000 | \$ 50,000 | \$ 655,253 |
| Roads Capital Fund Total | \$ 70,222,090 | \$ 45,894,363 | \$ 34,404,521 | \$ 55,841,879 | \$ 60,427,383 | \$ 20,285,040 | \$ 22,026,849 | \$ 25,734,002 | \$ 264,614,037 |

Attachment A Exhibit A

| | Current 2021-2022 | Estimate 2021-2022 | Proposed 2023 | Proposed 2024 | Proposed 2025 | Proposed 2026 | Proposed 2027 | Proposed 2028 | Total 2021-2028 |
|---|----------------------|-----------------------|---------------------|----------------------|---------------------|---------------------|---------------------|---------------------|----------------------|
| EXPENDITURES | | | | | | | | | |
| Fund | | | | | | | | | |
| Project Category | | | | | | | | | |
| Surface Water Capital | | | | | | | | | |
| Capacity | | | | | | | | | |
| 10Th Ave NE Drainage Improvements | \$ 356,294 | \$ 360,308 | \$ 47,000 | \$ 521,700 | \$ - | \$ - | \$ - | \$ - | \$ 929,008 |
| 25Th Ave NE Ditch Improv Between Ne 177Th And 178Th Street | \$ 158,697 | \$ 367,730 | \$ 1,174,750 | \$ 4,200 | \$ - | \$ - | \$ - | \$ - | \$ 1,546,680 |
| 25Th Ave. NE Flood Reduction Improvements | \$ 56,275 | \$ 85,243 | \$ 50,000 | \$ 50,000 | \$ - | \$ - | \$ - | \$ - | \$ 185,243 |
| Heron Creek Culvert Crossing At Springdale Ct Nw | \$ 446,900 | \$ - | \$ 446,900 | \$ 460,307 | \$ 1,718,782 | \$ 966,630 | \$ - | \$ - | \$ 3,592,619 |
| NE 148Th Infiltration Facilities | \$ 496,090 | \$ 630,840 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 630,840 |
| NW 195Th Place And Richmond Beach Drive Flooding | \$ - | \$ - | \$ - | \$ 225,000 | \$ 665,700 | \$ - | \$ - | \$ - | \$ 890,700 |
| Linden Neighborhood Flood Reduction | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 325,000 | \$ 782,250 | \$ 1,107,250 |
| Repair and Replacement | | | | | | | | | |
| Hidden Lake Dam Removal | \$ 2,544,268 | \$ 2,706,956 | \$ 52,989 | \$ 4,438,500 | \$ - | \$ - | \$ - | \$ - | \$ 7,198,445 |
| Pump Station 26 Improvements | \$ 3,586,009 | \$ 3,937,019 | \$ 417,968 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 4,354,987 |
| Pump Station 30 Upgrades | \$ 292,000 | \$ 1,991 | \$ 353,685 | \$ 2,054,500 | \$ - | \$ - | \$ - | \$ - | \$ 2,410,176 |
| Pump Station Miscellaneous Improvements | \$ 76,000 | \$ 725,000 | \$ 67,840 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 792,840 |
| Stormwater Pipe Replacement Program | \$ 2,198,443 | \$ 1,517,735 | \$ 200,000 | \$ 1,008,000 | \$ 1,090,240 | \$ 1,123,230 | \$ 1,157,462 | \$ 1,192,944 | \$ 7,289,611 |
| Barnacle Creek | \$ 250,000 | \$ 250,000 | \$ 250,000 | \$ 1,514,000 | \$ - | \$ - | \$ - | \$ - | \$ 2,014,000 |
| Storm Creek Erosion Repair | \$ 320,000 | \$ 320,000 | \$ 680,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,000,000 |
| Surface Water Small Projects | \$ 1,699,883 | \$ 1,269,105 | \$ 150,000 | \$ 756,500 | \$ 882,700 | \$ 910,910 | \$ 939,120 | \$ 968,340 | \$ 5,876,675 |
| 16Th Ave Nw Storm Drain Stabilization | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 220,000 | \$ 454,200 | \$ - | \$ 674,200 |
| Projects To Be Completed In Current Biennium (2021-2022) | | | | | | | | | |
| Boeing Creek Regional Stormwater Facility Study | \$ - | \$ 26 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 26 |
| Storm Creek Erosion Management Study | \$ - | \$ 5,735 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 5,735 |
| Climate Impacts And Resiliency Study | \$ - | \$ 16 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 16 |
| Not Project Specific | | | | | | | | | |
| Surface Water Master Plan | \$ 289,819 | \$ 90,000 | \$ 300,000 | \$ 200,000 | \$ - | \$ - | \$ - | \$ - | \$ 590,000 |
| System Capacity Modeling Study | \$ 132,946 | \$ 149,532 | \$ 100,000 | \$ 100,000 | \$ - | \$ - | \$ - | \$ - | \$ 349,532 |
| Surface Water Capital Engineering | \$ 472,040 | \$ 330,266 | \$ 306,053 | \$ 312,889 | \$ 337,138 | \$ 363,266 | \$ 391,420 | \$ 421,755 | \$ 2,462,787 |
| Strategic Opportunity Projects | \$ - | \$ - | \$ 151,500 | \$ 151,500 | \$ 151,500 | \$ 151,500 | \$ 151,500 | \$ 151,500 | \$ 909,000 |
| Cost Allocation Charges | \$ 413,064 | \$ 418,714 | \$ 260,847 | \$ 275,246 | \$ 238,762 | \$ 245,925 | \$ 245,925 | \$ 245,925 | \$ 1,931,344 |
| Transfers Out | \$ 1,252,651 | \$ 1,179,123 | \$ 1,268,817 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 2,447,940 |
| Surface Water Capital Fund Total | \$ 15,041,379 | \$ 14,345,339 | \$ 6,278,349 | \$ 12,072,342 | \$ 5,084,822 | \$ 3,981,461 | \$ 3,664,627 | \$ 3,762,713 | \$ 49,189,654 |

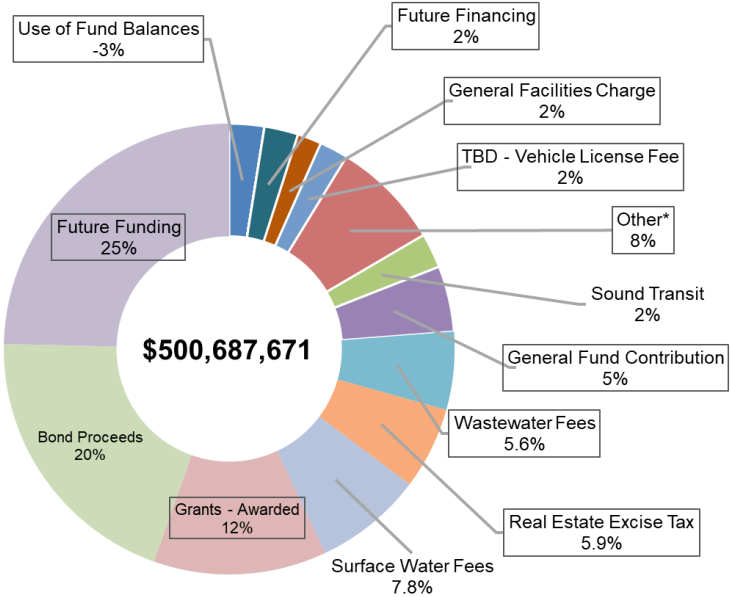
Attachment A Exhibit A

| | Current 2021-2022 | Estimate 2021-2022 | Proposed 2023 | Proposed 2024 | Proposed 2025 | Proposed 2026 | Proposed 2027 | Proposed 2028 | Total 2021-2028 |
|---|----------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|
| EXPENDITURES | | | | | | | | | |
| Fund | | | | | | | | | |
| Project Category | | | | | | | | | |
| Wastewater Capital | | | | | | | | | |
| Capacity | | | | | | | | | |
| Lift Station 12 | \$ 50,000 | \$ 52,000 | \$ - | \$ 143,438 | \$ 818,072 | \$ - | \$ - | \$ - | \$ 1,013,509 |
| Lift Station 15 | \$ - | \$ - | \$ 195,500 | \$ 3,266,176 | \$ - | \$ - | \$ - | \$ - | \$ 3,461,676 |
| Lift Station 5 Rehabilitation | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 65,800 | \$ 65,800 |
| Lift Station 14 Rehabilitation | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 329,855 | \$ 407,189 | \$ 737,044 |
| Lift Station 3 Backup Power | \$ - | \$ - | \$ - | \$ 220,219 | \$ 271,848 | \$ - | \$ - | \$ - | \$ 492,067 |
| Lift Station 11 Backup Power | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 285,873 | \$ 352,895 | \$ - | \$ 638,768 |
| Pipe Repair and Replacement | | | | | | | | | |
| WW Repair And Pipe Replacement | \$ - | \$ - | \$ 2,719,878 | \$ 2,827,969 | \$ 2,941,088 | \$ 3,059,234 | \$ 3,179,894 | \$ 3,308,095 | \$ 18,036,158 |
| Hydraulic Model | \$ 20,000 | \$ 56,400 | \$ 37,870 | \$ 39,375 | \$ 40,950 | \$ 42,595 | \$ 44,275 | \$ 46,060 | \$ 307,525 |
| WW Small Projects | \$ - | \$ 418,288 | \$ 440,645 | \$ 458,156 | \$ 476,483 | \$ 495,623 | \$ 515,171 | \$ 535,941 | \$ 3,340,307 |
| Ne 200Th St Pipe Replacement | \$ - | \$ 647,304 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 647,304 |
| 25Th Ave Ne Pipe Replacement | \$ - | \$ 1,359,390 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,359,390 |
| N 185Th St Pipe Replacement | \$ - | \$ - | \$ 350,264 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 350,264 |
| 1St Ave Ne Pipe Replacement | \$ - | \$ 50,000 | \$ 472,273 | \$ 582,994 | \$ - | \$ - | \$ - | \$ - | \$ 1,105,267 |
| N 155Th St Pipe Replacement | \$ - | \$ - | \$ - | \$ 627,653 | \$ - | \$ - | \$ - | \$ - | \$ 627,653 |
| Interurban Trail Pipe Replacement | \$ - | \$ - | \$ - | \$ - | \$ 563,132 | \$ 695,156 | \$ - | \$ - | \$ 1,258,288 |
| Ne 185Th St Pipe Replacement | \$ - | \$ - | \$ - | \$ - | \$ 1,994,265 | \$ 337,692 | \$ - | \$ - | \$ 2,331,957 |
| Westminster Way Pipe Replacement | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 185,575 | \$ 229,082 | \$ - | \$ 414,657 |
| N 160Th St Pipe Replacement | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 344,235 | \$ 424,939 | \$ - | \$ 769,174 |
| N 175Th St Pipe Replacement | \$ - | \$ - | \$ 499,219 | \$ 616,258 | \$ - | \$ - | \$ - | \$ - | \$ 1,115,477 |
| Carlyle Hall Rd Pipe Replacement | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,053,344 | \$ 1,300,295 | \$ 2,353,639 |
| Other Maintenance | | | | | | | | | |
| O&M Ridgecrest 5 | \$ 2,500,000 | \$ 2,320,000 | \$ 1,387,200 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 3,707,200 |
| Linden Maintenance Facility It Upgrades | \$ - | \$ - | \$ 270,000 | \$ 333,300 | \$ - | \$ - | \$ - | \$ - | \$ 603,300 |
| Linden Maintenance Facility Emergency Generator | \$ - | \$ - | \$ - | \$ - | \$ 225,000 | \$ 277,750 | \$ - | \$ - | \$ 502,750 |
| Projects To Be Completed In Current Biennium (2021-2022) | | | | | | | | | |
| LS 4 Forcemain Improvements | \$ 1,300,000 | \$ 1,307,150 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,307,150 |
| Storm Creek Repairs | \$ 200,000 | \$ 201,100 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 201,100 |
| Atl Grinder System | \$ 700,000 | \$ 700,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 700,000 |
| Corridor 145Th, 175Th, 185Th | \$ 500,000 | \$ 502,750 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 502,750 |
| Seismic Work | \$ 175,000 | \$ 175,963 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 175,963 |
| Admin Building Ramp | \$ - | \$ 100,550 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 100,550 |
| Edmonds Treatment Plant | \$ 1,500,000 | \$ 1,508,250 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,508,250 |
| 145Th St Sewer/St | \$ 480,000 | \$ 482,640 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 482,640 |
| Cathodic Protection LS's | \$ 250,000 | \$ 251,375 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 251,375 |
| Not Project Specific | | | | | | | | | |
| Wastewater Capital Engineering | \$ - | \$ - | \$ 147,181 | \$ 138,157 | \$ 148,864 | \$ 160,401 | \$ 172,832 | \$ 186,226 | \$ 953,661 |
| Cost Allocation Charges | \$ 602,308 | \$ 602,308 | \$ 18,316 | \$ 76,859 | \$ 76,859 | \$ 76,846 | \$ 76,888 | \$ 76,864 | \$ 1,004,940 |
| Transfers Out | \$ - | \$ 316,422 | \$ 263,313 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 579,735 |
| Wastewater Capital Fund Total | \$ 8,277,308 | \$ 11,051,890 | \$ 6,801,659 | \$ 9,330,553 | \$ 7,556,561 | \$ 5,960,980 | \$ 6,379,175 | \$ 5,926,470 | \$ 53,007,289 |
| TOTAL EXPENDITURES | \$126,828,465 | \$103,546,291 | \$71,305,150 | \$96,950,854 | \$78,581,741 | \$62,050,433 | \$36,515,055 | \$51,738,146 | \$500,687,671 |

Attachment A Exhibit A

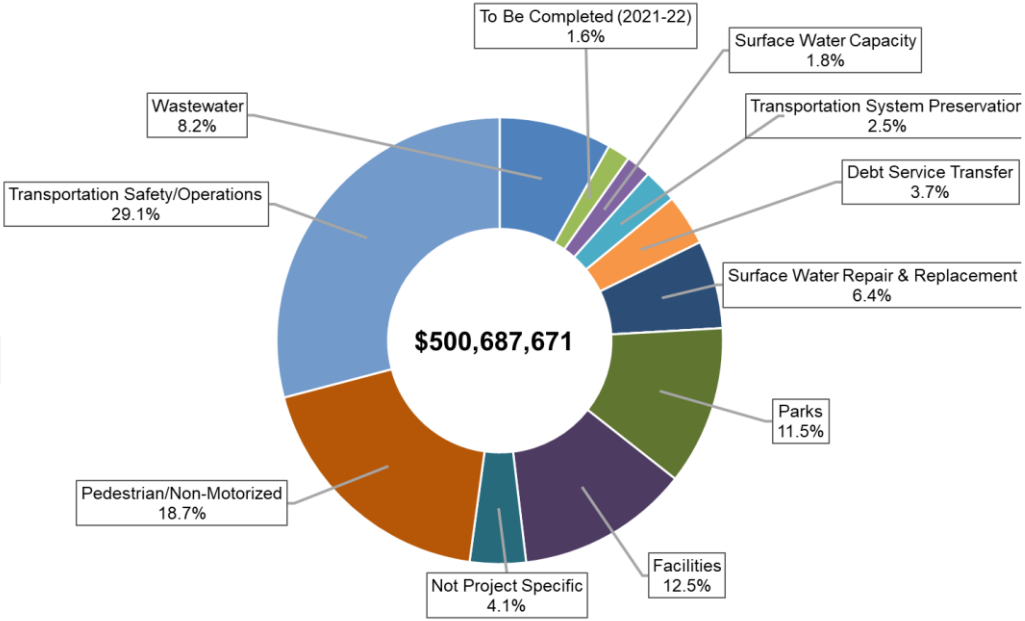
| | 2021-2022 | 2021-2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2021-2028 |
|--|-----------------------|-----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------------------|
| RESOURCES | | | | | | | | | |
| Bond Proceeds | \$ - | \$ - | \$ - | \$ 6,800,000 | \$ - | \$ 8,200,000 | \$ - | \$ 3,500,000 | \$ 18,500,000 |
| Bond Proceeds For New Sidewalks | \$ 4,346,803 | \$ 2,842,054 | \$ 3,993,634 | \$ 8,215,789 | \$ 8,374,556 | \$ 6,689,459 | \$ 4,537,509 | \$ 6,286,719 | \$ 40,939,720 |
| Bond Proceeds For Vlf | \$ 3,497,882 | \$ 4,228,582 | \$ 3,780,918 | \$ 50,500 | \$ - | \$ - | \$ - | \$ - | \$ 8,060,000 |
| Cable - Education/ Govt. Grant | \$ - | \$ 35,366 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 35,366 |
| CMAQ | \$ - | \$ - | \$ - | \$ 650,000 | \$ - | \$ - | \$ - | \$ - | \$ 650,000 |
| Connecting Washington | \$ 19,004,578 | \$ 13,417,421 | \$ 1,953,453 | \$ 7,386,064 | \$ 909,399 | \$ 1,174,000 | \$ - | \$ - | \$ 24,840,337 |
| Conservation Futures Tax Grant | \$ - | \$ - | \$ 2,020,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 2,020,000 |
| Department Of Commerce | \$ 1,247,540 | \$ 1,247,540 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,247,540 |
| DOE Stormwater Pre-Construction Grant | \$ 184,807 | \$ 182,982 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 182,982 |
| Federal - STP | \$ 7,954,456 | \$ 7,556,196 | \$ 5,190,746 | \$ 10,690,395 | \$ - | \$ - | \$ - | \$ - | \$ 23,437,337 |
| Federal - TAP | \$ - | \$ - | \$ 2,500,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 2,500,000 |
| Future Funding | \$ 7,236,975 | \$ - | \$ 561,770 | \$ 5,241,549 | \$ 45,138,894 | \$ 35,232,888 | \$ 15,351,027 | \$ 29,478,467 | \$ 131,004,593 |
| Future Funding - Bonds | \$ 15,750,000 | \$ 3,900,000 | \$ 2,000,000 | \$ 7,000,000 | \$ - | \$ - | \$ - | \$ - | \$ 12,900,000 |
| General Facilities Charge | \$ - | \$ 5,149,760 | \$ 1,000,000 | \$ 1,000,000 | \$ 505,349 | \$ 508,887 | \$ 512,449 | \$ 516,036 | \$ 9,192,482 |
| General Fund Contribution | \$ 11,559,794 | \$ 10,016,382 | \$ 4,939,579 | \$ 3,134,433 | \$ 3,212,091 | \$ 2,252,986 | \$ 147,651 | \$ 147,651 | \$ 23,850,773 |
| General Fund Operating Transfer | \$ 259,339 | \$ 259,339 | \$ 144,929 | \$ 149,277 | \$ 153,755 | \$ 158,368 | \$ 163,119 | \$ 168,013 | \$ 1,196,800 |
| Highway Safety Improvement Program (HSIP) | \$ 2,481,467 | \$ 941,201 | \$ 1,591,916 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 2,533,118 |
| Insurance Restitution | \$ - | \$ 18,453 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 18,453 |
| Investment Interest | \$ 150,355 | \$ 220,006 | \$ 813,850 | \$ 623,056 | \$ 398,718 | \$ 387,601 | \$ 394,075 | \$ 408,141 | \$ 3,245,448 |
| KC Trail Levy Funding Renewal | \$ 450,000 | \$ 455,130 | \$ 225,000 | \$ 225,000 | \$ 225,000 | \$ - | \$ - | \$ - | \$ 1,130,130 |
| KC Trails Levy Funding | \$ 2,626,656 | \$ - | \$ 2,500,624 | \$ 2,249,376 | \$ - | \$ - | \$ - | \$ - | \$ 4,750,000 |
| King Conservation District Grant | \$ 100,000 | \$ 58,100 | \$ 50,000 | \$ 50,000 | \$ 30,000 | \$ 30,000 | \$ 30,000 | \$ 30,000 | \$ 278,100 |
| King County Flood Reduction Grant | \$ 578,468 | \$ 899,983 | \$ 252,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,151,983 |
| King County Flood Zone District Opportunity | \$ 221,796 | \$ 221,796 | \$ - | \$ 110,898 | \$ 110,898 | \$ 110,898 | \$ 110,898 | \$ 110,898 | \$ 776,286 |
| King County Waterworks Grant | \$ 83,213 | \$ 77,270 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 77,270 |
| Light Rail Access Mitigation | \$ 2,618,978 | \$ 542,395 | \$ 1,457,605 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 2,000,000 |
| Operating Grants & Other Revenue | \$ 245,064 | \$ 245,064 | \$ 443,000 | \$ 443,000 | \$ 443,000 | \$ 443,000 | \$ 280,000 | \$ 280,000 | \$ 2,577,064 |
| Park Impact Fees | \$ 1,282,809 | \$ 1,032,809 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,032,809 |
| Parks Bond Proceeds 2022 | \$ 38,499,999 | \$ 38,503,718 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 38,503,718 |
| Private Donations | \$ 1,474,000 | \$ 3,776,193 | \$ 163,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 3,939,193 |
| Proceeds Sale Capital Asset | \$ - | \$ 14,725 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 14,725 |
| Real Estate Excise Tax - 1st Quarter Percent | \$ 2,189,373 | \$ 5,227,621 | \$ 1,821,468 | \$ 1,758,419 | \$ 1,745,745 | \$ 1,721,853 | \$ 1,709,582 | \$ 1,668,103 | \$ 15,652,789 |
| Real Estate Excise Tax - 2nd Quarter Percent | \$ 2,189,373 | \$ 5,227,621 | \$ 1,821,468 | \$ 1,758,419 | \$ 1,745,745 | \$ 1,721,853 | \$ 1,709,582 | \$ 1,668,103 | \$ 15,652,789 |
| Recreation & Conservation Office | \$ 360,248 | \$ 392,524 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 392,524 |
| Safe Routes To School | \$ 363,639 | \$ 375,115 | \$ 4,804 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 379,919 |
| Soccer Field Rental Contribution | \$ 260,000 | \$ 260,000 | \$ 130,000 | \$ 130,000 | \$ 130,000 | \$ 130,000 | \$ 130,000 | \$ 130,000 | \$ 1,040,000 |
| Sound Transit | \$ 6,700,000 | \$ 6,541,455 | \$ 4,029,881 | \$ 2,666,200 | \$ 10,000 | \$ - | \$ - | \$ - | \$ 13,247,536 |
| State Direct Grant | \$ - | \$ 490,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 490,000 |
| State Legislature | \$ - | \$ - | \$ - | \$ 4,921,010 | \$ 2,078,990 | \$ - | \$ - | \$ - | \$ 7,000,000 |
| Surface Water Fees | \$ 6,315,659 | \$ 6,898,624 | \$ 3,831,029 | \$ 3,965,077 | \$ 5,890,554 | \$ 6,375,026 | \$ 6,883,722 | \$ 7,417,851 | \$ 41,261,884 |
| Surface Water Utility Fund Contribution | \$ 1,252,651 | \$ 1,179,123 | \$ 1,268,817 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 2,447,940 |
| TBD Vehicle Fees | \$ 3,320,000 | \$ - | \$ 593,197 | \$ 616,739 | \$ 617,612 | \$ 618,113 | \$ 618,621 | \$ 618,866 | \$ 3,683,149 |
| Transportation Benefit District | \$ 561,482 | \$ - | \$ - | \$ - | \$ - | \$ 1,087,430 | \$ 527,500 | \$ 1,132,545 | \$ 2,747,475 |
| Transportation Benefit District (*) | \$ 860,571 | \$ - | \$ 117,062 | \$ 1,105,000 | \$ 1,000,000 | \$ 1,000,000 | \$ 760,000 | \$ 530,000 | \$ 4,512,062 |
| Transportation Impact Fees | \$ 4,861,071 | \$ 4,767,703 | \$ 263,659 | \$ 450,000 | \$ - | \$ - | \$ - | \$ - | \$ 5,481,362 |
| Transportation Improvement Board | \$ 479,332 | \$ 779,332 | \$ 1,800,000 | \$ 3,500,000 | \$ - | \$ - | \$ - | \$ - | \$ 6,079,332 |
| WA State Stormwater Financial Assistance Program | \$ 266,480 | \$ 277,670 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 277,670 |
| Wastewater Fees | \$ 6,311,286 | \$ 15,924,851 | \$ (128,370) | \$ 971,256 | \$ 1,657,192 | \$ 3,300,127 | \$ 3,821,325 | \$ 4,189,996 | \$ 29,736,376 |
| Wastewater Utility Fund Contribution | \$ - | \$ 316,422 | \$ 263,313 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 579,735 |
| WSDOT Regional Mobility | \$ - | \$ - | \$ 1,500,000 | \$ 3,500,000 | \$ - | \$ - | \$ - | \$ - | \$ 5,000,000 |
| Youth & Amateur Sports Grant | \$ 25,000 | \$ 24,884 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 24,884 |
| Use / (Gain) of Accumulated Fund Balance | \$ (31,342,679) | \$ (37,079,119) | \$ 18,406,800 | \$ 17,589,398 | \$ 4,286,145 | \$ (9,008,436) | \$ (1,086,628) | \$ (6,456,074) | \$ (13,347,913) |
| TOTAL RESOURCES | \$ 126,828,465 | \$ 103,546,291 | \$ 71,305,150 | \$ 96,950,854 | \$ 78,581,741 | \$ 62,050,433 | \$ 36,515,055 | \$ 51,738,146 | \$ 500,687,671 |

Capital Resources by Category



*Other includes Non-Project Specific, the General Fund Overhead Charge, levy funds, impact fees, state funding, and other small sources.

Capital Projects by Category



Attachment B

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 cpi-U 284.055
 June '21 cpi-U 296.573
 Estimated % Change 5.52%
 100% of % Change: 5.52%

Estimated Mkt Adj: **7.76%**
 Effective: January 1, 2023

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 calculation.

| Range | Title | FLSA Status | Training Step 0 | Min | Step 2 | Step 3 | Step 4 | Step 5 | Max |
|-------|-------|-------------|-----------------|--------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | | | | Step 1 | | | | | Step 6 |
| 1 | | | | | | | | | |
| 2 | | | | | | | | | |
| 3 | | | | | | | | | 15.82 32,913 |
| 4 | | | | | | | | | 16.22 33,736 |
| 5 | | | | | | | | 15.99 33,250 | 16.62 34,580 |
| 6 | | | | | | | 15.75 32,770 | 16.39 34,081 | 17.04 35,444 |
| 7 | | | | | | | 16.15 33,589 | 16.79 34,933 | 17.47 36,330 |
| 8 | | | | | | 15.92 33,105 | 16.55 34,429 | 17.21 35,806 | 17.90 37,239 |
| 9 | | | | | 15.69 32,627 | 16.31 33,933 | 16.97 35,290 | 17.64 36,701 | 18.35 38,169 |
| 10 | | | | | 16.08 33,443 | 16.72 34,781 | 17.39 36,172 | 18.09 37,619 | 18.81 39,124 |

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City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 epi-U 284.055
 June '21 epi-U 296.573
 Estimated % Change 5.52%
 100% of % Change: 5.52%

Estimated Mkt Adj: 7.76%
 Effective: January 1, 2023

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 calculation.

| Range | Title | FLSA Status | Training Step 0 | Min | | | | | Max |
|-------|-------|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| 11 | | | | 15.85 32,961 | 16.48 34,279 | 17.14 35,650 | 17.83 37,076 | 18.54 38,559 | 19.28 40,102 |
| 12 | | | | 16.24 33,785 | 16.89 35,136 | 17.57 36,542 | 18.27 38,003 | 19.00 39,523 | 19.76 41,104 |
| 13 | | | 15.98 33,244 | 16.65 34,629 | 17.31 36,015 | 18.01 37,455 | 18.73 38,953 | 19.48 40,512 | 20.26 42,132 |
| 14 | | | 16.38 34,075 | 17.06 35,495 | 17.75 36,915 | 18.46 38,392 | 19.20 39,927 | 19.96 41,524 | 20.76 43,185 |
| 15 | | | 16.79 34,927 | 17.49 36,383 | 18.19 37,838 | 18.92 39,351 | 19.68 40,925 | 20.46 42,562 | 21.28 44,265 |
| 16 | | | 17.21 35,800 | 17.93 37,292 | 18.65 38,784 | 19.39 40,335 | 20.17 41,949 | 20.97 43,626 | 21.81 45,372 |
| 17 | | | 17.64 36,695 | 18.38 38,224 | 19.11 39,753 | 19.88 41,344 | 20.67 42,997 | 21.50 44,717 | 22.36 46,506 |
| 18 | | | 18.08 37,613 | 18.84 39,180 | 19.59 40,747 | 20.37 42,377 | 21.19 44,072 | 22.04 45,835 | 22.92 47,668 |
| 19 | | | 18.54 38,553 | 19.31 40,159 | 20.08 41,766 | 20.88 43,437 | 21.72 45,174 | 22.59 46,981 | 23.49 48,860 |
| 20 | | | 19.00 39,517 | 19.79 41,163 | 20.58 42,810 | 21.41 44,522 | 22.26 46,303 | 23.15 48,155 | 24.08 50,082 |
| 21 | | | 19.47 | 20.28 | 21.10 | 21.94 | 22.82 | 23.73 | 24.68 |

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City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 epi-U 284.055
 June '21 epi-U 296.573
 Estimated % Change 5.52%
 100% of % Change: 5.52%

Estimated Mkt Adj: 7.76%
 Effective: January 1, 2023

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 calculation.

| Range | Title | FLSA Status | Training Step 0 | Min | Step 2 | Step 3 | Step 4 | Step 5 | Max |
|-------|-------|-------------|-----------------|--------|--------|--------|--------|--------|--------|
| | | | | Step 1 | | | | | Step 6 |
| | | | 40,505 | 42,193 | 43,880 | 45,636 | 47,461 | 49,359 | 51,334 |
| 22 | | | 19.96 | 20.79 | 21.62 | 22.49 | 23.39 | 24.32 | 25.30 |
| | | | 41,518 | 43,247 | 44,977 | 46,776 | 48,647 | 50,593 | 52,617 |
| 23 | | | 20.46 | 21.31 | 22.16 | 23.05 | 23.97 | 24.93 | 25.93 |
| | | | 42,555 | 44,329 | 46,102 | 47,946 | 49,864 | 51,858 | 53,933 |
| 24 | | | 20.97 | 21.84 | 22.72 | 23.63 | 24.57 | 25.56 | 26.58 |
| | | | 43,619 | 45,437 | 47,254 | 49,144 | 51,110 | 53,155 | 55,281 |
| 25 | | | 21.50 | 22.39 | 23.29 | 24.22 | 25.19 | 26.19 | 27.24 |
| | | | 44,710 | 46,573 | 48,436 | 50,373 | 52,388 | 54,484 | 56,663 |
| 26 | | | 22.03 | 22.95 | 23.87 | 24.82 | 25.82 | 26.85 | 27.92 |
| | | | 45,828 | 47,737 | 49,647 | 51,632 | 53,698 | 55,846 | 58,079 |
| 27 | | | 22.58 | 23.52 | 24.47 | 25.44 | 26.46 | 27.52 | 28.62 |
| | | | 46,973 | 48,930 | 50,888 | 52,923 | 55,040 | 57,242 | 59,531 |
| 28 | | | 23.15 | 24.11 | 25.08 | 26.08 | 27.12 | 28.21 | 29.34 |
| | | | 48,148 | 50,154 | 52,160 | 54,246 | 56,416 | 58,673 | 61,020 |
| 29 | | | 23.73 | 24.72 | 25.70 | 26.73 | 27.80 | 28.91 | 30.07 |
| | | | 49,351 | 51,408 | 53,464 | 55,602 | 57,827 | 60,140 | 62,545 |
| 30 | | | 24.32 | 25.33 | 26.35 | 27.40 | 28.50 | 29.64 | 30.82 |
| | | | 50,585 | 52,693 | 54,800 | 56,992 | 59,272 | 61,643 | 64,109 |
| 31 | | | 24.93 | 25.97 | 27.01 | 28.09 | 29.21 | 30.38 | 31.59 |
| | | | 51,850 | 54,010 | 56,170 | 58,417 | 60,754 | 63,184 | 65,712 |

Attachment B

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 cpi-U 284.055
 June '21 cpi-U 296.573
 Estimated % Change 5.52%
 100% of % Change: 5.52%

Estimated Mkt Adj: **7.76%**
 Effective: January 1, 2023

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 calculation.

| Range | Title | FLSA Status | Training Step 0 | Min | Step 2 | Step 3 | Step 4 | Step 5 | Max |
|-------|---|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | | | | Step 1 | | | | | Step 6 |
| 32 | | | 25.55 53,146 | 26.62 55,360 | 27.68 57,575 | 28.79 59,878 | 29.94 62,273 | 31.14 64,764 | 32.38 67,354 |
| 33 | | | 26.19 54,475 | 27.28 56,744 | 28.37 59,014 | 29.51 61,375 | 30.69 63,830 | 31.91 66,383 | 33.19 69,038 |
| 34 | Administrative Assistant I WW Utility Customer Service Rep | Non-Exempt, Hourly Non-Exempt, Hourly | 26.84 55,836 | 27.96 58,163 | 29.08 60,489 | 30.24 62,909 | 31.45 65,425 | 32.71 68,042 | 34.02 70,764 |
| 35 | | | 27.52 57,232 | 28.66 59,617 | 29.81 62,002 | 31.00 64,482 | 32.24 67,061 | 33.53 69,743 | 34.87 72,533 |
| 36 | Administrative Assistant I WW Utility Customer Service Rep | Non-Exempt, Hourly Non-Exempt, Hourly | 28.20 58,663 | 29.38 61,107 | 30.55 63,552 | 31.78 66,094 | 33.05 68,738 | 34.37 71,487 | 35.74 74,347 |
| 37 | Finance Technician Recreation Specialist I WW Utility Accounting Technician | Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly | 28.91 60,130 | 30.11 62,635 | 31.32 65,141 | 32.57 67,746 | 33.87 70,456 | 35.23 73,274 | 36.64 76,205 |
| 38 | Administrative Assistant II Finance Technician WW Utility Accounting Technician | Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly | 29.63 61,633 | 30.87 64,201 | 32.10 66,769 | 33.38 69,440 | 34.72 72,217 | 36.11 75,106 | 37.55 78,110 |
| 39 | | | 30.37 63,174 | 31.64 65,806 | 32.90 68,438 | 34.22 71,176 | 35.59 74,023 | 37.01 76,984 | 38.49 80,063 |
| 40 | Administrative Assistant II Permit Technician Public Disclosure Specialist Recreation Specialist I | Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly | 31.13 64,753 | 32.43 67,451 | 33.73 70,149 | 35.07 72,955 | 36.48 75,873 | 37.94 78,908 | 39.45 82,065 |

Attachment B

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 cpi-U 284.055
 June '21 cpi-U 296.573
 Estimated % Change 5.52%
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 Effective: January 1, 2023

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| Range | Title | FLSA Status | Training Step 0 | Min | Step 2 | Step 3 | Step 4 | Step 5 | Max |
|----------------------------------|--------------------------------------|--------------------|-----------------|--------|--------|--------|--------|--------|--------|
| | | | | Step 1 | | | | | Step 6 |
| 41 | Permit Technician | Non-Exempt, Hourly | 31.91 | 33.24 | 34.57 | 35.95 | 37.39 | 38.89 | 40.44 |
| | Public Art Coordinator | Non-Exempt, Hourly | 66,372 | 69,137 | 71,903 | 74,779 | 77,770 | 80,881 | 84,116 |
| | Recreation Specialist II | Non-Exempt, Hourly | | | | | | | |
| | Senior Finance Technician | Non-Exempt, Hourly | | | | | | | |
| | Special Events Coordinator | Non-Exempt, Hourly | | | | | | | |
| 42 | Administrative Assistant III | Non-Exempt, Hourly | 32.71 | 34.07 | 35.43 | 36.85 | 38.32 | 39.86 | 41.45 |
| | Communication Specialist | Non-Exempt, Hourly | 68,031 | 70,866 | 73,701 | 76,649 | 79,715 | 82,903 | 86,219 |
| | Human Resources Technician | Non-Exempt, Hourly | | | | | | | |
| | Legal Assistant | Non-Exempt, Hourly | | | | | | | |
| | Public Disclosure Specialist | Non-Exempt, Hourly | | | | | | | |
| | Records Coordinator | Non-Exempt, Hourly | | | | | | | |
| | Senior Finance Technician | Non-Exempt, Hourly | | | | | | | |
| | Transportation Specialist | Non-Exempt, Hourly | | | | | | | |
| Surface Water Program Specialist | Non-Exempt, Hourly | | | | | | | | |
| 43 | IT Specialist I | Non-Exempt, Hourly | 33.53 | 34.92 | 36.32 | 37.77 | 39.28 | 40.85 | 42.49 |
| | Environmental Program Specialist | Non-Exempt, Hourly | 69,732 | 72,638 | 75,543 | 78,565 | 81,707 | 84,976 | 88,375 |
| | Legal Assistant | Non-Exempt, Hourly | | | | | | | |
| | Web/Video Support Specialist | Non-Exempt, Hourly | | | | | | | |
| | Payroll Officer | Non-Exempt, Hourly | | | | | | | |
| | Purchasing Coordinator | Non-Exempt, Hourly | | | | | | | |
| 44 | Administrative Assistant III | Non-Exempt, Hourly | 34.36 | 35.79 | 37.23 | 38.72 | 40.26 | 41.88 | 43.55 |
| | Engineering Technician | Non-Exempt, Hourly | 71,475 | 74,454 | 77,432 | 80,529 | 83,750 | 87,100 | 90,584 |
| | Environmental Program Specialist | Non-Exempt, Hourly | | | | | | | |
| | Public Art Coordinator | Non-Exempt, Hourly | | | | | | | |
| | Records Coordinator | Non-Exempt, Hourly | | | | | | | |
| | Recreation Specialist II | Non-Exempt, Hourly | | | | | | | |
| | Special Events Coordinator | Non-Exempt, Hourly | | | | | | | |
| | Transportation and Grants Specialist | Non-Exempt, Hourly | | | | | | | |

Attachment B

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 epi-U 284.055
 June '21 epi-U 296.573
 Estimated % Change 5.52%
 100% of % Change: 5.52%

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| Range | Title | FLSA Status | Training Step 0 | Min | | | | | Max |
|----------------------------------|---|-------------------------------|-----------------|--------|--------|--------|--------|--------|--------|
| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| 45 | PRCS Rental & System Coordinator | Non-Exempt, Hourly | 35.22 | 36.69 | 38.16 | 39.68 | 41.27 | 42.92 | 44.64 |
| | Assistant Planner | EXEMPT, Annual | 73,262 | 76,315 | 79,367 | 82,542 | 85,844 | 89,278 | 92,849 |
| | CRT Representative | Non-Exempt, Hourly | | | | | | | |
| 46 | Assistant Planner | Non-Exempt, Hourly | 36.10 | 37.61 | 39.11 | 40.68 | 42.30 | 43.99 | 45.75 |
| | Communication Specialist | Non-Exempt, Hourly | 75,094 | 78,223 | 81,352 | 84,606 | 87,990 | 91,510 | 95,170 |
| | Deputy City Clerk | Non-Exempt, Hourly | | | | | | | |
| | GIS Technician | Non-Exempt, Hourly | | | | | | | |
| | IT Specialist | Non-Exempt, Hourly | | | | | | | |
| | Payroll Coordinator | Non-Exempt, Hourly | | | | | | | |
| | Procurement Coordinator | Non-Exempt, Hourly | | | | | | | |
| | Senior Surface Water Program Specialist | Non-Exempt, Hourly | | | | | | | |
| | Staff Accountant | EXEMPT, Annual | | | | | | | |
| Traffic Operations Specialist | Non-Exempt, Hourly | | | | | | | | |
| 47 | Code Enforcement Officer | Non-Exempt, Hourly | 37.01 | 38.55 | 40.09 | 41.69 | 43.36 | 45.09 | 46.90 |
| | Construction Inspector | Non-Exempt, Hourly | 76,971 | 80,178 | 83,385 | 86,721 | 90,190 | 93,797 | 97,549 |
| | CRT Representative | Non-Exempt, Hourly | | | | | | | |
| | Executive Assistant to City Manager | EXEMPT, Annual | | | | | | | |
| | GIS Technician | Non-Exempt, Hourly | | | | | | | |
| | IT Specialist II | Non-Exempt, Hourly | | | | | | | |
| | Plans Examiner I | Non-Exempt, Hourly | | | | | | | |
| 48 | Accountant | EXEMPT, Annual | 37.93 | 39.51 | 41.09 | 42.74 | 44.44 | 46.22 | 48.07 |
| | Construction Inspector | Non-Exempt, Hourly | 78,895 | 82,183 | 85,470 | 88,889 | 92,444 | 96,142 | 99,988 |
| | Executive Assistant to City Manager | EXEMPT, Annual | | | | | | | |
| | Plans Examiner I | Non-Exempt, Hourly | | | | | | | |
| | PRCS Rental & System Coordinator | Non-Exempt, Hourly | | | | | | | |
| Surface Water Program Specialist | Non-Exempt, Hourly | | | | | | | | |
| 49 | Associate Planner | EXEMPT, Annual | 38.88 | 40.50 | 42.12 | 43.80 | 45.56 | 47.38 | 49.27 |

Attachment B

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 epi-U 284.055
 June '21 epi-U 296.573
 Estimated % Change 5.52%
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| Range | Title | FLSA Status | Training Step 0 | Min | Step 2 | Step 3 | Step 4 | Step 5 | Max |
|-------|---|--|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|
| | | | | Step 1 | | | | | Step 6 |
| | Code Enforcement Officer Deputy City Clerk GIS Analyst IT Functional Analyst PRCS Supervisor I - Recreation | Non-Exempt, Hourly Non-Exempt, Hourly EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 80,868 | 84,237 | 87,607 | 91,111 | 94,756 | 98,546 | 102,488 |
| 50 | Associate Planner Combination Inspector Diversity and Inclusion Coordinator Housing & Human Services Coordinator IT Functional Analyst Limited Term Community Support Specialist Limited Term Light Rail Project Coordinator Neighborhoods Coordinator Utility Operations Specialist WW Utility Specialist | EXEMPT, Annual Non-Exempt, Hourly EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual Non-Exempt, Hourly Non-Exempt, Hourly | 39.85 82,890 | 41.51 86,343 | 43.17 89,797 | 44.90 93,389 | 46.69 97,124 | 48.56 101,009 | 50.50 105,050 |
| 51 | B&O Tax Analyst Budget Analyst Emergency Management Coordinator GIS Analyst Grounds Maintenance Supervisor Housing & Human Services Coordinator IT Specialist III Management Analyst Plans Examiner II Neighborhoods Coordinator PRCS Supervisor I - Recreation Senior Accounting Analyst | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual Non-Exempt, Hourly EXEMPT, Annual Non-Exempt, Hourly EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 40.85 84,962 | 42.55 88,502 | 44.25 92,042 | 46.02 95,724 | 47.86 99,553 | 49.78 103,535 | 51.77 107,676 |
| 52 | Grounds Maintenance Supervisor | EXEMPT, Annual | 41.87 | 43.61 | 45.36 | 47.17 | 49.06 | 51.02 | 53.06 |

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City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
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 June '21 epi-U 296.573
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 100% of % Change: 5.52%

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| Range | Title | FLSA Status | Training Step 0 | Min | Step 2 | Step 3 | Step 4 | Step 5 | Max |
|-------|---|--|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|
| | | | | Step 1 | | | | | Step 6 |
| | IT Systems Analyst I Plans Examiner II Senior Surface Water Program Specialist | EXEMPT, Annual Non-Exempt, Hourly Non-Exempt, Hourly | 87,086 | 90,714 | 94,343 | 98,117 | 102,041 | 106,123 | 110,368 |
| 53 | B&O Tax Analyst Budget Analyst Communications Program Manager Environmental Services Program Manager Management Analyst PRCS Supervisor II - Recreation Senior Human Resources Analyst Web Systems Analyst | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 42.91 89,263 | 44.70 92,982 | 46.49 96,702 | 48.35 100,570 | 50.28 104,592 | 52.30 108,776 | 54.39 113,127 |
| 54 | Code Enforcement and CRT Supervisor PW Maintenance Superintendent Senior Planner | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 43.99 91,495 | 45.82 95,307 | 47.65 99,119 | 49.56 103,084 | 51.54 107,207 | 53.60 111,496 | 55.75 115,955 |
| 55 | CMO Management Analyst Code Enforcement and CRT Supervisor Engineer I - Capital Projects Engineer I - Development Review Engineer I - Surface Water Engineer I - Traffic Grants Administrator Plans Examiner III PRCS Supervisor II - Recreation Senior Human Resources Analyst Senior Management Analyst | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual Non-Exempt, Hourly EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 45.09 93,782 | 46.97 97,690 | 48.84 101,597 | 50.80 105,661 | 52.83 109,887 | 54.94 114,283 | 57.14 118,854 |
| 56 | Diversity and Inclusion Coordinator IT Systems Analyst II Parks Superintendent Plans Examiner III | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual Non-Exempt, Hourly | 46.21 96,126 | 48.14 100,132 | 50.07 104,137 | 52.07 108,302 | 54.15 112,635 | 56.32 117,140 | 58.57 121,826 |

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2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

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| Range | Title | FLSA Status | Training Step 0 | Min | Step 2 | Step 3 | Step 4 | Step 5 | Max |
|--------------------|--|----------------|-----------------|---------|---------|---------|---------|---------|---------|
| | | | | Step 1 | | | | | Step 6 |
| | Senior Planner | EXEMPT, Annual | | | | | | | |
| 57 | Engineer I - Capital Projects | EXEMPT, Annual | 47.37 | 49.34 | 51.32 | 53.37 | 55.51 | 57.73 | 60.03 |
| | Engineer I - Development Review | EXEMPT, Annual | 98,530 | 102,635 | 106,740 | 111,010 | 115,450 | 120,068 | 124,871 |
| | Engineer I - Surface Water | EXEMPT, Annual | | | | | | | |
| | Engineer I - Traffic | EXEMPT, Annual | | | | | | | |
| | Engineer I - Wastewater | EXEMPT, Annual | | | | | | | |
| | Grants Administrator | EXEMPT, Annual | | | | | | | |
| | CMO Management Analyst | EXEMPT, Annual | | | | | | | |
| | Communications Program Manager | EXEMPT, Annual | | | | | | | |
| | Senior Accounting Analyst | EXEMPT, Annual | | | | | | | |
| | Senior Budget Analyst | EXEMPT, Annual | | | | | | | |
| | Senior Management Analyst | EXEMPT, Annual | | | | | | | |
| 58 | City Clerk | EXEMPT, Annual | 48.55 | 50.58 | 52.60 | 54.70 | 56.89 | 59.17 | 61.54 |
| | Environmental Services Program Manager | EXEMPT, Annual | 100,993 | 105,201 | 109,409 | 113,785 | 118,337 | 123,070 | 127,993 |
| | IT Projects Manager | EXEMPT, Annual | | | | | | | |
| | Network Administrator | EXEMPT, Annual | | | | | | | |
| 59 | Budget and Tax Manager | EXEMPT, Annual | 49.77 | 51.84 | 53.92 | 56.07 | 58.31 | 60.65 | 63.07 |
| | Engineer II - Capital Projects | EXEMPT, Annual | 103,518 | 107,831 | 112,144 | 116,630 | 121,295 | 126,147 | 131,193 |
| | Engineer II - Development Review | EXEMPT, Annual | | | | | | | |
| | Engineer II - Surface Water | EXEMPT, Annual | | | | | | | |
| | Engineer II - Traffic | EXEMPT, Annual | | | | | | | |
| | Engineer II - Wastewater | EXEMPT, Annual | | | | | | | |
| | Lynnwood Link Extension Light Rail Project Manager | EXEMPT, Annual | | | | | | | |
| | Parks Bond Project Manager | EXEMPT, Annual | | | | | | | |
| | Structural Plans Examiner | EXEMPT, Annual | | | | | | | |
| Wastewater Manager | EXEMPT, Annual | | | | | | | | |
| 60 | City Clerk | EXEMPT, Annual | 51.01 | 53.14 | 55.26 | 57.47 | 59.77 | 62.16 | 64.65 |
| | Community Services Manager | EXEMPT, Annual | 106,106 | 110,527 | 114,948 | 119,546 | 124,328 | 129,301 | 134,473 |

Attachment B

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 epi-U 284.055
 June '21 epi-U 296.573
 Estimated % Change 5.52%
 100% of % Change: 5.52%

Estimated Mkt Adj: **7.76%**
 Effective: January 1, 2023

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 calculation.

| Range | Title | FLSA Status | Training Step 0 | Min | Step 2 | Step 3 | Step 4 | Step 5 | Max |
|-------|--|--|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| | | | | Step 1 | | | | | Step 6 |
| | IT Projects Manager IT Systems Analyst III Network Administrator Permit Services Manager Recreation Superintendent Parks Superintendent | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | | | | | | | |
| 61 | Engineer II - Capital Projects Engineer II - Development Review Engineer II - Surface Water Engineer II - Traffic Engineer II - Wastewater Parks Superintendent Structural Plans Examiner | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 52.29 108,758 | 54.47 113,290 | 56.64 117,821 | 58.91 122,534 | 61.27 127,436 | 63.72 132,533 | 66.27 137,834 |
| 62 | Engineer III - Lead Project Manager IT Supervisor Wastewater Manager | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 53.59 111,477 | 55.83 116,122 | 58.06 120,767 | 60.38 125,598 | 62.80 130,622 | 65.31 135,846 | 67.92 141,280 |
| 63 | Building Official Economic Development Program Manager Engineer III - Lead Project Manager Intergovernmental / CMO Program Manager Permit Services Manager Planning Manager SW Utility Manager | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 54.93 114,264 | 57.22 119,025 | 59.51 123,786 | 61.89 128,738 | 64.37 133,887 | 66.94 139,243 | 69.62 144,812 |
| 64 | Community Services Manager Finance Manager - Budget and Tax IT Supervisor Recreation and Cultural Services Superintendent | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 56.31 117,121 | 58.65 122,001 | 61.00 126,881 | 63.44 131,956 | 65.98 137,234 | 68.62 142,724 | 71.36 148,433 |
| 65 | Assistant City Attorney | EXEMPT, Annual | 57.72 | 60.12 | 62.53 | 65.03 | 67.63 | 70.33 | 73.15 |

Attachment B

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 epi-U 284.055
 June '21 epi-U 296.573
 Estimated % Change 5.52%
 100% of % Change: 5.52%

Estimated Mkt Adj: **7.76%**
 Effective: January 1, 2023

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 calculation.

| Range | Title | FLSA Status | Training Step 0 | Min | | | | | Max |
|-------|---|--|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| | City Traffic Engineer Development Review and Construction Manager Economic Development Program Manager Engineering Manager Intergovernmental / CMO Program Manager Planning Manager SW Utility Manager Transportation Services Manager | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 120,049 | 125,051 | 130,053 | 135,255 | 140,665 | 146,292 | 152,143 |
| 66 | Assistant City Attorney Building Official Finance Manager - Operations and Accounting | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 59.16 123,050 | 61.62 128,177 | 64.09 133,304 | 66.65 138,636 | 69.32 144,182 | 72.09 149,949 | 74.97 155,947 |
| 67 | Information Technology Manager Engineering Manager Parks, Fleet and Facilities Manager Utility & Operations Manager | EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual EXEMPT, Annual | 60.64 126,126 | 63.16 131,382 | 65.69 136,637 | 68.32 142,102 | 71.05 147,786 | 73.89 153,698 | 76.85 159,846 |
| 68 | | | 62.15 129,279 | 64.74 134,666 | 67.33 140,053 | 70.03 145,655 | 72.83 151,481 | 75.74 157,540 | 78.77 163,842 |

Attachment B

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 cpi-U 284.055
 June '21 cpi-U 296.573
 Estimated % Change 5.52%
 100% of % Change: 5.52%

Estimated Mkt Adj: 7.76%
 Effective: January 1, 2023

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 calculation.

| Range | Title | FLSA Status | Training Step 0 | Min | Step 2 | Step 3 | Step 4 | Step 5 | Max |
|-------|--|----------------|-----------------|---------|---------|---------|---------|---------|---------|
| | | | | Step 1 | | | | | Step 6 |
| 69 | City Engineer | EXEMPT, Annual | 63.71 | 66.36 | 69.02 | 71.78 | 74.65 | 77.63 | 80.74 |
| | Information Technology Manager | EXEMPT, Annual | 132,511 | 138,033 | 143,554 | 149,296 | 155,268 | 161,479 | 167,938 |
| | Utility & Operations Manager | EXEMPT, Annual | | | | | | | |
| 70 | | | 65.30 | 68.02 | 70.74 | 73.57 | 76.51 | 79.57 | 82.76 |
| | | | 135,824 | 141,484 | 147,143 | 153,029 | 159,150 | 165,516 | 172,136 |
| 71 | City Engineer | EXEMPT, Annual | 66.93 | 69.72 | 72.51 | 75.41 | 78.43 | 81.56 | 84.83 |
| | | | 139,220 | 145,021 | 150,821 | 156,854 | 163,129 | 169,654 | 176,440 |
| 72 | | | 68.61 | 71.46 | 74.32 | 77.30 | 80.39 | 83.60 | 86.95 |
| | | | 142,700 | 148,646 | 154,592 | 160,776 | 167,207 | 173,895 | 180,851 |
| 73 | Human Resource and Org. Development Director | EXEMPT, Annual | 70.32 | 73.25 | 76.18 | 79.23 | 82.40 | 85.69 | 89.12 |
| | | | 146,268 | 152,362 | 158,457 | 164,795 | 171,387 | 178,242 | 185,372 |
| 74 | | | 72.08 | 75.08 | 78.09 | 81.21 | 84.46 | 87.84 | 91.35 |
| | | | 149,925 | 156,171 | 162,418 | 168,915 | 175,672 | 182,698 | 190,006 |
| 75 | Administrative Services Director | EXEMPT, Annual | 73.88 | 76.96 | 80.04 | 83.24 | 86.57 | 90.03 | 93.63 |
| | Human Resource and Org. Development Director | EXEMPT, Annual | 153,673 | 160,076 | 166,479 | 173,138 | 180,063 | 187,266 | 194,757 |
| | Planning & Community Development Director | EXEMPT, Annual | | | | | | | |
| | Recreation, Cultural & Community Services Director | EXEMPT, Annual | | | | | | | |
| 76 | City Attorney | EXEMPT, Annual | 75.73 | 78.88 | 82.04 | 85.32 | 88.73 | 92.28 | 95.97 |
| | Public Works Director | EXEMPT, Annual | 157,514 | 164,078 | 170,641 | 177,466 | 184,565 | 191,948 | 199,626 |
| 77 | Administrative Services Director | EXEMPT, Annual | 77.62 | 80.86 | 84.09 | 87.45 | 90.95 | 94.59 | 98.37 |
| | Assistant City Manager | EXEMPT, Annual | 161,452 | 168,180 | 174,907 | 181,903 | 189,179 | 196,746 | 204,616 |
| | Planning & Community Development Director | EXEMPT, Annual | | | | | | | |
| | Recreation, Cultural & Community Services Director | EXEMPT, Annual | | | | | | | |

Attachment B

City of Shoreline
Range Placement Table
2.5% Between Ranges; 4% Between Steps
2023 Min wage: \$15.74

June '20 epi-U 284.055
 June '21 epi-U 296.573
 Estimated % Change 5.52%
 100% of % Change: 5.52%

Estimated Mkt Adj: **7.76%**
 Effective: January 1, 2023

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 calculation.

| Range | Title | FLSA Status | Training Step 0 | Min | | | | | Max |
|-------|------------------------|----------------|-----------------|---------|---------|---------|---------|---------|---------|
| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| 78 | Public Works Director | EXEMPT, Annual | 79.56 | 82.88 | 86.19 | 89.64 | 93.23 | 96.95 | 100.83 |
| | | | 165,489 | 172,384 | 179,279 | 186,451 | 193,909 | 201,665 | 209,732 |
| 79 | City Attorney | EXEMPT, Annual | 79.56 | 84.95 | 88.35 | 91.88 | 95.56 | 99.38 | 103.35 |
| | | | 169,626 | 176,694 | 183,761 | 191,112 | 198,756 | 206,707 | 214,975 |
| 80 | | | 79.56 | 87.07 | 90.56 | 94.18 | 97.94 | 101.86 | 105.94 |
| | | | 173,867 | 181,111 | 188,355 | 195,890 | 203,725 | 211,874 | 220,349 |
| 81 | Assistant City Manager | EXEMPT, Annual | 79.56 | 89.25 | 92.82 | 96.53 | 100.39 | 104.41 | 108.59 |
| | | | 178,213 | 185,639 | 193,064 | 200,787 | 208,818 | 217,171 | 225,858 |

City of Shoreline
Extra Help Range Placement Table
2023 Min wage: \$15.74

Estimated COLA: 7.76%
 Effective: January 1, 2023

| Range | Title | FLSA Status | Pay Band | |
|-------|---|--|----------|---------|
| | | | Minimum | Maximum |
| 1 | Special Events Attendant Youth Outreach Leader | Non-Exempt, Hourly Non-Exempt, Hourly | \$15.74 | \$16.94 |
| 2 | Building Monitor | Non-Exempt, Hourly | \$15.95 | \$17.30 |
| 3 | Special Events Assistant Special Events Monitor Teen Program Leader Assistant | Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly | \$16.22 | \$17.66 |
| 4 | Records Clerk | Non-Exempt, Hourly | \$16.50 | \$18.05 |
| 5 | Undergraduate Intern | Non-Exempt, Hourly | \$16.77 | \$18.43 |
| 6 | | | \$17.07 | \$18.81 |
| 7 | Day Camp Leader | Non-Exempt, Hourly | \$17.35 | \$19.22 |
| 8 | | | \$17.64 | \$19.62 |
| 9 | CIT Camp Director Specialized Recreation Specialist | Non-Exempt, Hourly Non-Exempt, Hourly | \$17.95 | \$20.04 |
| 10 | Teen Program Leader Indoor Playground Attendant | Non-Exempt, Hourly | \$18.25 | \$20.46 |
| 11 | | | \$18.56 | \$20.89 |
| 12 | | | \$18.87 | \$21.34 |
| 13 | Front Desk Attendant | | \$19.20 | \$21.80 |
| 14 | Camp Excel Specialist Assistant Camp Director | Non-Exempt, Hourly Non-Exempt, Hourly | \$19.54 | \$22.25 |
| 15 | | | \$19.86 | \$22.74 |
| 16 | | | \$20.19 | \$23.22 |
| 17 | Camp Director Out of School Time Program Director | Non-Exempt, Hourly Non-Exempt, Hourly | \$20.55 | \$23.69 |
| 18 | | | \$20.88 | \$24.18 |
| 19 | | | \$21.24 | \$24.70 |

City of Shoreline
Extra Help Range Placement Table
2023 Min wage: \$15.74

Estimated COLA: 7.76%
 Effective: January 1, 2023

| Range | Title | FLSA Status | Pay Band | |
|-------|---|--|----------|---------|
| | | | Minimum | Maximum |
| 20 | | | \$21.61 | \$25.22 |
| 21 | Engineering Support | Non-Exempt, Hourly Non-Exempt, Hourly | \$21.97 | \$25.74 |
| 22 | | | \$22.34 | \$26.28 |
| 23 | | | \$22.72 | \$26.82 |
| 24 | | | \$23.09 | \$27.39 |
| 25 | | | \$23.49 | \$27.96 |
| 26 | | | \$23.89 | \$28.57 |
| 27 | | | \$24.30 | \$29.16 |
| 28 | Finance Assistant Permitting Assistant | Non-Exempt, Hourly | \$24.71 | \$29.77 |
| 29 | | | \$25.13 | \$30.38 |
| 30 | Grounds Maintenance Laborer Administrative Assistant Parks Maintenance Seasonal Laborer | | \$25.55 | \$31.02 |
| 31 | Computer Support GIS Support | Non-Exempt, Hourly Non-Exempt, Hourly | \$25.97 | \$31.58 |
| 32 | PW Seasonal Laborer | Non-Exempt, Hourly | \$26.61 | \$32.38 |
| 33 | | Non-Exempt, Hourly | \$27.28 | \$33.18 |
| 34 | | Non-Exempt, Hourly | \$27.95 | \$34.02 |
| 35 | CMO Fellowship | Non-Exempt, Hourly | \$28.66 | \$34.86 |
| 36 | Facilities Maintenance | Non-Exempt, Hourly | \$29.38 | \$35.73 |
| 37 | | | \$30.12 | \$36.65 |
| 38 | | | \$30.86 | \$37.54 |

City of Shoreline
Extra Help Range Placement Table
2023 Min wage: \$15.74

Estimated COLA: 7.76%
 Effective: January 1, 2023

| Range | Title | FLSA Status | Pay Band | |
|-------|---------------------|--------------------|----------|---------|
| | | | Minimum | Maximum |
| 39 | | | \$31.64 | \$38.49 |
| 40 | | | \$32.42 | \$39.44 |
| 41 | | | \$33.22 | \$40.44 |
| 42 | | | \$34.06 | \$41.44 |
| 43 | | | \$34.93 | \$42.49 |
| 44 | | | \$35.79 | \$43.55 |
| 45 | | | \$36.69 | \$44.64 |
| 46 | Videographer | Non-Exempt, Hourly | \$37.62 | \$45.75 |
| | Expert Professional | Non-Exempt, Hourly | \$15.74 | \$45.75 |
| | Inspector | Non-Exempt, Hourly | | |
| | Instructor | Non-Exempt, Hourly | | |

Table Maintenance: The 2023 Extra Help table has been structured to blend in substantial change in WA State minimum wage occurring in 2023. In 2023, the minimum wage will be \$15.47. In 2023, apply a COLA to the extra help rates on the same basis as the regular rates. Then, in 2023, if any rates fall below \$15.47 adjust them to \$15.47. From then on, apply a COLA as usual and if any rates fall below WA State Minimum Wage, adjust them to the WA State Minimum Wage.

Approval of Position Placement within the Table: Human Resources recommends and the City Manager approves placement of a position within the pay table.

Approval of the Table Rates: The City Manager recommends and the City Council approves the table rates when adopting the budget.

Attachment B

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

June '20 cpi-U 284.055 CPI-U % Chg.
 June '21 cpi-U 296.573 **5.52%**
 CPI-U 1%min - 4%max: 4.00%

Adjustment: **7.76%**
 Effective: January 1, 2023

2023 Min wage: \$15.74

2022: 4.00%

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 calculation.

| Range | Title | FLSA Status | | | | | | | |
|-------|-------|-------------|---------------|--------|--------|--------|--------|---------------|-------|
| | | | Min Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Max Step 6 | |
| 1 | | | | | | | | | |
| 2 | | | | | | | | | |
| 3 | | | | | | | | | |
| 4 | | | | | | | | 15.99 | |
| 5 | | | | | | | | 16.39 | |
| 6 | | | | | | | 16.15 | 16.79 | |
| 7 | | | | | | | 16.55 | 17.21 | |
| 8 | | | | | | | 16.31 | 16.97 | 17.65 |
| 9 | | | | | | 16.08 | 16.72 | 17.39 | 18.09 |
| 10 | | | | | | 16.48 | 17.14 | 17.83 | 18.54 |
| 11 | | | | | 16.24 | 16.89 | 17.57 | 18.27 | 19.00 |
| 12 | | | | 16.01 | 16.65 | 17.32 | 18.01 | 18.73 | 19.48 |
| 13 | | | | 16.41 | 17.07 | 17.75 | 18.46 | 19.20 | 19.96 |
| 14 | | | | 16.82 | 17.49 | 18.19 | 18.92 | 19.68 | 20.46 |
| 15 | | | | 17.24 | 17.93 | 18.65 | 19.39 | 20.17 | 20.97 |

Attachment B

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

June '20 cpi-U 284.055 CPI-U % Chg.
 June '21 cpi-U 296.573 **5.52%**
 CPI-U 1%min - 4%max: 4.00%

Adjustment: **7.76%**
 Effective: January 1, 2023

2023 Min wage: \$15.74

2022: 4.00%

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 calculation.

| Range | Title | FLSA Status | | Min | | | | | Max |
|-------|-------|-------------|--|--------|--------|--------|--------|--------|--------|
| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| 16 | | | | 17.67 | 18.38 | 19.11 | 19.88 | 20.67 | 21.50 |
| 17 | | | | 18.11 | 18.84 | 19.59 | 20.37 | 21.19 | 22.04 |
| 18 | | | | 18.57 | 19.31 | 20.08 | 20.88 | 21.72 | 22.59 |
| 19 | | | | 19.03 | 19.79 | 20.58 | 21.41 | 22.26 | 23.15 |
| 20 | | | | 19.51 | 20.29 | 21.10 | 21.94 | 22.82 | 23.73 |
| 21 | | | | 19.99 | 20.79 | 21.62 | 22.49 | 23.39 | 24.32 |
| 22 | | | | 20.49 | 21.31 | 22.16 | 23.05 | 23.97 | 24.93 |
| 23 | | | | 21.00 | 21.85 | 22.72 | 23.63 | 24.57 | 25.56 |
| 24 | | | | 21.53 | 22.39 | 23.29 | 24.22 | 25.19 | 26.19 |
| 25 | | | | 22.07 | 22.95 | 23.87 | 24.82 | 25.82 | 26.85 |
| 26 | | | | 22.62 | 23.52 | 24.47 | 25.44 | 26.46 | 27.52 |
| 27 | | | | 23.19 | 24.11 | 25.08 | 26.08 | 27.12 | 28.21 |
| 28 | | | | 23.77 | 24.72 | 25.70 | 26.73 | 27.80 | 28.91 |
| 29 | | | | 24.36 | 25.33 | 26.35 | 27.40 | 28.50 | 29.64 |
| 30 | | | | 24.97 | 25.97 | 27.01 | 28.09 | 29.21 | 30.38 |

Attachment B

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

June '20 cpi-U
 June '21 cpi-U
 CPI-U 1%min - 4%max:

284.055 CPI-U % Chg.
 296.573 **5.52%**
 4.00%

Adjustment:
 Effective:

7.76%
 January 1, 2023

2023 Min wage: \$15.74

2022: 4.00%

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 calculation.

| Range | Title | FLSA Status | Min | | | | | Max |
|-------|--|--|--------|--------|--------|--------|--------|--------|
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| 31 | | | 25.59 | 26.62 | 27.68 | 28.79 | 29.94 | 31.14 |
| 32 | | | 26.23 | 27.28 | 28.37 | 29.51 | 30.69 | 31.92 |
| 33 | | | 26.89 | 27.96 | 29.08 | 30.25 | 31.46 | 32.71 |
| 34 | | | 27.56 | 28.66 | 29.81 | 31.00 | 32.24 | 33.53 |
| 35 | | | 28.25 | 29.38 | 30.55 | 31.78 | 33.05 | 34.37 |
| 36 | Grounds Maintenance Worker I Parks Maintenance Worker I PW Maintenance Worker I | Non-Exempt, Hourly Non-Exempt, Hourly | 28.96 | 30.11 | 31.32 | 32.57 | 33.87 | 35.23 |
| 37 | WW Utility Maintenance Worker I | Non-Exempt, Hourly | 29.68 | 30.87 | 32.10 | 33.39 | 34.72 | 36.11 |
| 38 | Facilities Maintenance Worker I | Non-Exempt, Hourly | 30.42 | 31.64 | 32.90 | 34.22 | 35.59 | 37.01 |
| 39 | | | 31.18 | 32.43 | 33.73 | 35.08 | 36.48 | 37.94 |
| 40 | Grounds Maintenance Worker II Parks Maintenance Worker II PW Maintenance Worker II | Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly | 31.96 | 33.24 | 34.57 | 35.95 | 37.39 | 38.89 |
| 41 | WW Utility Maintenance Worker II | Non-Exempt, Hourly | 32.76 | 34.07 | 35.43 | 36.85 | 38.33 | 39.86 |
| 42 | Facilities Maintenance Worker II | Non-Exempt, Hourly | 33.58 | 34.92 | 36.32 | 37.77 | 39.28 | 40.85 |
| 43 | | | 34.42 | 35.80 | 37.23 | 38.72 | 40.27 | 41.88 |
| 44 | | | 35.28 | 36.69 | 38.16 | 39.68 | 41.27 | 42.92 |

Attachment B

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

June '20 cpi-U
 June '21 cpi-U
 CPI-U 1%min - 4%max:

284.055 CPI-U % Chg.
 296.573 **5.52%**
 4.00%

Adjustment:
 Effective:

7.76%
 January 1, 2023

2023 Min wage: \$15.74

2022: 4.00%

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 calculation.

| Range | Title | FLSA Status | Min | | | | | Max |
|-------|---|--|--------|--------|--------|--------|--------|--------|
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| 45 | | | 36.16 | 37.61 | 39.11 | 40.68 | 42.30 | 44.00 |
| 46 | Senior Grounds Maintenance Worker Senior Facilities Maintenance Worker Senior Parks Maintenance Worker-General Maintenance Senior PW Maintenance Worker | Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly Non-Exempt, Hourly | 37.07 | 38.55 | 40.09 | 41.69 | 43.36 | 45.10 |
| 47 | Senior WW Utility Maintenance Worker | Non-Exempt, Hourly | 37.99 | 39.51 | 41.09 | 42.74 | 44.45 | 46.22 |
| 48 | Senior Parks Maintenance Worker-Urban Forestry | Non-Exempt, Hourly | 38.94 | 40.50 | 42.12 | 43.80 | 45.56 | 47.38 |
| 49 | | | 39.92 | 41.51 | 43.17 | 44.90 | 46.70 | 48.56 |
| 50 | | | 40.91 | 42.55 | 44.25 | 46.02 | 47.86 | 49.78 |
| 51 | | | 41.94 | 43.61 | 45.36 | 47.17 | 49.06 | 51.02 |
| 52 | | | 42.98 | 44.70 | 46.49 | 48.35 | 50.29 | 52.30 |
| 53 | | | 44.06 | 45.82 | 47.65 | 49.56 | 51.54 | 53.60 |
| 54 | | | 45.16 | 46.97 | 48.85 | 50.80 | 52.83 | 54.94 |
| 55 | | | 46.29 | 48.14 | 50.07 | 52.07 | 54.15 | 56.32 |
| 56 | | | 47.45 | 49.34 | 51.32 | 53.37 | 55.51 | 57.73 |
| 57 | | | 48.63 | 50.58 | 52.60 | 54.71 | 56.89 | 59.17 |
| 58 | | | 49.85 | 51.84 | 53.92 | 56.07 | 58.32 | 60.65 |

Attachment B

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

June '20 cpi-U 284.055 CPI-U % Chg.
 June '21 cpi-U 296.573 **5.52%**
 CPI-U 1%min - 4%max: 4.00%

Adjustment: 7.76%
 Effective: January 1, 2023

2023 Min wage: \$15.74

2022: 4.00%

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 calculation.

| Range | Title | FLSA Status | | Min | | | | | Max |
|-------|-------|-------------|--|--------|--------|--------|--------|--------|--------|
| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| 59 | | | | 51.09 | 53.14 | 55.26 | 57.47 | 59.77 | 62.16 |

Attachment B

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

June '20 cpi-U
 June '21 cpi-U
 CPI-U 1%min - 4%max:

284.055 CPI-U % Chg.
 296.573 **5.52%**
 4.00%

Adjustment:
 Effective:

7.76%
 January 1, 2023

2023 Min wage: \$15.74

2022: 4.00%

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 calculation.

| Range | Title | FLSA Status | | Min | | | | | Max |
|-------|-------|-------------|--|--------|--------|--------|--------|--------|--------|
| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| 60 | | | | 52.37 | 54.47 | 56.65 | 58.91 | 61.27 | 63.72 |
| 61 | | | | 53.68 | 55.83 | 58.06 | 60.38 | 62.80 | 65.31 |
| 62 | | | | 55.02 | 57.22 | 59.51 | 61.89 | 64.37 | 66.94 |
| 63 | | | | 56.40 | 58.66 | 61.00 | 63.44 | 65.98 | 68.62 |
| 64 | | | | 57.81 | 60.12 | 62.53 | 65.03 | 67.63 | 70.33 |
| 65 | | | | 59.25 | 61.62 | 64.09 | 66.65 | 69.32 | 72.09 |
| 66 | | | | 60.74 | 63.17 | 65.69 | 68.32 | 71.05 | 73.89 |
| 67 | | | | 62.25 | 64.74 | 67.33 | 70.03 | 72.83 | 75.74 |
| 68 | | | | 63.81 | 66.36 | 69.02 | 71.78 | 74.65 | 77.64 |
| 69 | | | | 65.41 | 68.02 | 70.74 | 73.57 | 76.52 | 79.58 |
| 70 | | | | 67.04 | 69.72 | 72.51 | 75.41 | 78.43 | 81.57 |
| 71 | | | | 68.72 | 71.47 | 74.32 | 77.30 | 80.39 | 83.60 |
| 72 | | | | 70.44 | 73.25 | 76.18 | 79.23 | 82.40 | 85.70 |
| 73 | | | | 72.20 | 75.08 | 78.09 | 81.21 | 84.46 | 87.84 |
| 74 | | | | 74.00 | 76.96 | 80.04 | 83.24 | 86.57 | 90.03 |

Attachment B

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

June '20 cpi-U 284.055 CPI-U % Chg.
 June '21 cpi-U 296.573 **5.52%**
 CPI-U 1%min - 4%max: 4.00%

Adjustment: 7.76%
Effective: January 1, 2023

2023 Min wage: \$15.74

2022: 4.00%

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 calculation.

| Range | Title | FLSA Status | | Min | | | | | Max |
|-------|-------|-------------|--|--------|--------|--------|--------|--------|--------|
| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| 75 | | | | 75.85 | 78.88 | 82.04 | 85.32 | 88.73 | 92.28 |
| 76 | | | | 77.75 | 80.86 | 84.09 | 87.45 | 90.95 | 94.59 |
| 77 | | | | 79.69 | 82.88 | 86.19 | 89.64 | 93.23 | 96.96 |

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| Reference Number | Who Asked for Assessment | Proposed Amendment to: |
|-----------------------|--|--|
| AM-1 | City Manager/Interim City Manager (If Prop 1 Passes) | <p>Increase General Fund appropriations by \$791,289 and increase FTE count by 2.90 FTE to address critical operational needs by adding the following:</p> <ul style="list-style-type: none"> • Information Technology Specialist (1.0 FTE) • Video/Web Specialist (0.5 FTE; Extra Help Conversion) • Recreation Specialist from 0.6 FTE to 1.0 FTE • Human Resources Specialist (1.0 FTE) |
| AM-2 | CMs Mork, Pobee, & Roberts | Increase General Fund appropriations by \$50,000 funded by one-time general fund reserve to fund an update to the City's Urban Tree Canopy Assessment in 2023. |
| AM-3 | CMs Mork & Pobee | Increase General Fund appropriations by \$200,000 funded by one-time general fund reserve to fund completion of the City's street tree inventory in 2023/2024. |
| AM-4 | CM Mork | Increase General Capital funding by \$362,000 to fund small road safety projects funded by a one-time contribution from the General Fund. |
| AM-5 | CM Roberts | Increase the Roads Capital Fund budget by \$1,850,000\$890,000 and add a 0.5 3-year limited term FTE engineer to complete the sidewalk along NE 200th Street from 30th to 25th Avenue NE funded by a one-time contribution from the General Fund. |
| AM-6 | CM Roberts | Increase the Roads Capital Fund budget by \$990,000 and add a 0.5 3-year limited term FTE engineer to complete the sidewalk along Wallingford from N 195 th Street to N 192 nd Street funded by a one-time contribution from the General Fund. |
| AM-7 | CM Roberts | <p>Increase the Roads Capital Fund budget by \$960,000 and add a 0.5 3-year limited term FTE engineer to complete the sidewalk along Wallingford from N 155th Street to N 150th Street funded by a one-time contribution from the General Fund.</p> <p>Clarification has been added regarding using REET as a potential funding source for sidewalk amendments.</p> |
| AM-8 | CM Roberts | Increase the General Fund budget by \$75,000 ongoing and add a 0.5 FTE to support social media and digital communications supported by additional property tax revenue from Proposition 1. |
| AM-9 | CM Roberts | Increase the General Capital Budget by \$700,000 supported by a one-time contribution from the General Fund to install a synthetic turf field instead of the currently planned grass field at Shoreview Park. |
| AM-10 | CM Roberts | Increase the General Fund Budget by \$75,000 ongoing to supplement contracted direct mental health support, which would be supported by additional property tax revenue from Proposition 1. |

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Item/Issue: AM-1. Submitted by City Manager Debby Terry (Retired) and Interim City Manager John Norris If Levy Lid Lift Is Approved

Proposed Amendment:

Increase General Fund appropriations by \$791,289 and increase FTE count by 2.90 FTE to address critical operational needs by adding the following:

- *Information Technology Specialist (1.0 FTE)*
- *Video/Web Specialist (0.5 FTE; Extra Help Conversion)*
- *Recreation Specialist from 0.6 FTE to 1.0 FTE*
- *Human Resources Specialist (1.0 FTE)*

Staff Response:

Beginning on September 19th and throughout the budget deliberations, staff have acknowledged that there are many critical needs that have been identified that are not being included in the proposed budget. Many of these items were discussed with Council as part of the Council's 2022 Annual Strategic Planning Workshop and as part of the levy lid lift discussions. These items were identified in the proposed budget and in Department presentations. As part of the proposed budget, City Manager recommended that Council include these items as amendments to the proposed budget at the time of adoption if the Levy Lid Lift was approved by voters:

- *IT Support – addition of a 1.0 FTE IT Specialist:*
Centralized IT staffing has not grown commensurate with the increase in technology demands and other City staffing. An IT Workload Analysis, completed this year by Rick Berman Consulting, recommended the addition of 2.75 FTEs to support existing applications and infrastructure. This position is deemed the most critical of those recommended additions
- *IT Support – extra help conversion to 0.5 FTE Audio Visual/Web Technician:*
To address increased needs of Hybrid Conferencing for public and internal meetings. This addition is partially supported by the conversion of extra help budget.
- *Human Resources (HR) - addition of a 1.0 FTE Human Resource Analyst:*
Staffing levels in HR have remained flat at 3.0 FTEs for several years. Since 2017 the City has absorbed the former Ronald Wastewater District employees, created an in-house Grounds Maintenance Program, had the formation of its first labor union with the City's maintenance workers, and has added other staff in several departments. The City Manager is recommending the addition of a 1.0 Human Resource Analyst to support the increased workload related to the increased staffing levels and the addition of a bargaining unit.
- *Recreation Support – Increase of Existing 0.60 Recreation Specialist II to 1.0 FTE:*
Increase 0.60 FTE General Programs Recreation Specialist II to 1.0 FTE to sustain program levels for youth camps and increase capacity to meet some of the increased demand for adult programs.

It is important to note that even with these additions there are important needs that will not be addressed with this budget that are not being proposed due to funding constraints identified in the 10YFSM. These include additional IT staffing, additional housing and human services staffing, asset management support and additional recreation staffing.

Item/Issue: AM-2. Submitted by CM's Mork, Pabee, & Roberts

Proposed Amendment:

Increase General Fund appropriations by \$50,000 funded by one-time general fund reserve to fund an update to the City's Urban Tree Canopy Assessment

Staff Response:

The last two tree canopy studies occurred in 2011 and 2018 which would put an update schedule on a 7-year cycle. The next update is tentatively planned for 2025 but we may want to accelerate this schedule.

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The Sound Transit Light Rail project has had significant impacts on tree canopy in the City and is a major driver behind the update schedule. There are two options to consider (1) Do the study in 2025 which was our original plan to capture the significant replanting that ST is undertaking. This timing may or may not capture many of these changes due to maturity of newly planted trees. (2) Accelerate the schedule and do the assessment in 2023 and then again in 2027. The former saves funding for other priorities but may be less informative. The latter would cost more over time, with the hope that the comparison between the two studies would provide better and more valuable data as well as establish a tighter, 5-year update schedule. Staff are supportive of the accelerated timeline.

Item/Issue: AM-3. Submitted by CM's Mork & Pobee

Proposed Amendment:

Increase General Fund appropriations by \$200,000 funded by one-time general fund reserve to fund completion of the City's Street tree inventory

Staff Response:

Staff have been working on the completion of the Street Tree Inventory over time using savings from the Parks Operating budget. This work was started as a pilot project. After successful completion of one neighborhood, staff have been continuing work as funding and vendor capacity allows. To date, the inventory has been completed for four (4) neighborhoods. Staff estimates that using our current vendor it would take approximately four years and cost \$120,000 to complete the inventory. If additional dedicated funding were available, staff would engage a larger vendor (at a higher cost) that could complete the inventory in a shorter period. Staff are supportive of this amendment.

Item/Issue: AM-4. Submitted by CM Mork

Proposed Amendment:

Increase General Capital Funding by \$362,000 to fund small road safety projects funded by a one-time contribution from the General Fund

Staff Response:

The City Traffic Engineer believes the most beneficial safety improvements include:

- Pedestrian crossing improvements (i.e., curb extensions, pedestrian activated flashing beacons, leading pedestrian intervals, median refuges)
- Automated speed enforcement (arterial street school zones)
- Road diets (4 to 3 lane conversions)
- Street lighting – in some cases new poles/fixtures are needed to light priority locations (intersections/crossings) where existing utility poles are not present. Lighting efforts that require new pole/fixture installation cannot be accommodated within current safety or operational program resources.

One primary challenge with delivering traffic safety projects through the Traffic Safety CIP is staff resource. The Traffic Services group has remained at 3 FTE for at least 10 years, while workload has increased considerably. While an additional FTE was added in 2022, this position is intended to address workload associated with the increase in development activity and will not have capacity to address additional projects. Currently, the Traffic Safety project budget can only accommodate about 1-2 small projects per year and the cost of many of the treatments listed above exceed current staffing and budget resources.

To deliver meaningful traffic safety projects on a regular basis would require about \$425,000 per year ongoing (to cover 1 dedicated FTE -Engineer and \$250,000 annual project budget).

Staff have indicated that with current staffing levels they would not be able to deliver any additional projects. Therefore, without the inclusion of ongoing funding for an FTE, staff recommend a more holistic discussion on options for improving traffic safety.

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11/14/2022- Clarifying Question

Councilmember Ramsdell wanted to know what the cost would be of adding an FTE to Public Works (PW) to conduct more speed studies to inform the traffic safety projects prioritized by PW. What would the pros/cons be of funding such an FTE?

11/18/2022- Staff Response:

Current speed studies are conducted by a combination of consultant and FTEs. An additional FTE that just conducts speed studies is estimated at \$165,000 per year. Based on classifications this would result in additional speed information, but an Engineer II would be needed to develop new traffic safety improvement projects. An Engineer II is estimated at \$207,000 per year. There is little benefit to conducting more speed studies if there is not adequate staffing resources to develop additional traffic safety improvements projects.

Speed is a significant contributor to the severity of injuries and fatalities and therefore we see the most severe injuries and fatalities on roadways with higher speeds and speed limits. In December 2021, Council adopted an ordinance to reduce speeds on 6 corridors in Shoreline based on the latest research and associated speed limit setting tools. Implementation of these changes occurred in June 2022. A recommendation of the 2020 annual traffic report was to study the remaining corridors with speed limits of 35 MPH and 40 MPH that were not a part of the 2021 effort. This work is recommended to evaluate speed limits rather than conducting speed studies on additional roadways. The cost of an engineer plus funding to support additional projects is estimated at \$425,000 per year ongoing.

Item/Issue: AM-5 Submitted by CM Roberts

Proposed Amendment:

*Increase the Roads Capital Fund budget by ~~\$1,850,000~~ \$890,000 and add a *.50 3-year limited term engineer to complete the sidewalk along 200th St NE from 30th NE to 25th Ave NE funded by a one-time contribution from the General Fund*

Staff Response:

Pros:

- Provides sidewalk serving Cascade K-8 school
- Fills gaps in sidewalks and connects to existing sidewalk in front of school
- New sidewalk is a high priority for the community

Cons

- This is a medium priority in the pedestrian priority plan. This would place this project ahead of other high priority projects.
- No existing staff capacity to take on this new project. Would jeopardize implementation of New Sidewalk Program or other capital projects. Cost includes the addition of a .5 limited term position.

11/14/2022- Clarifying Question:

Councilmember Roberts wanted to understand why there are large differences in the projected costs for the completion of sidewalk projects on 200th compared to the other two proposed sidewalk project amendments, and from the estimates provided in 2020 and 2021 for a similar request?

11/18/2022- Staff Response

Staff has reviewed the estimate for sidewalk along 200th Ave NE and has found a considerable error in the estimate. The revised estimate for 200th to complete the segments of sidewalk between 25th Ave NE and 30th Ave NE is \$890,000. This is considerably lower than the \$1,850,000 presented previously.

The changes from 2020 (\$100,000) to 2021 (\$200,000) to an updated \$890,000 in 2022 can be attributed to a couple of key items:

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- In previous years the estimate was only for the segment between 25th Ave NE and the sidewalk recently constructed by the school district. This year, the estimate has included the segment connecting to 30th Ave NE.
- Previous years' estimates were not based on detailed estimates but rather rough estimations. In 2022, a detailed estimate was prepared as part of a Safe Routes to School grant that also included sidewalk on 25th Ave NE. This detailed estimate was scaled back to the smaller size of these proposed improvements.
- We have seen costs go up significantly in the past few years and the cost estimate reflects the pricing we have seen on other sidewalk projects such as 1st Ave NE.

Item/Issue: AM-6 Submitted by CM Roberts

Proposed Amendment:

*Increase the Roads Capital Fund budget by \$990,000 and add a *0.50 3-year limited term engineer to complete the sidewalk along Wallingford from N 195th to N 192nd funded by a one-time contribution from the General Fund.*

Staff Response:

Pros

- Provides sidewalk serving Echo Lake Elementary
- New sidewalk is a high priority for the community

Cons

- This is a medium priority in the pedestrian priority plan. This would place this project ahead of other high priority projects.
- No existing staff capacity to take on this new project. Could jeopardize implementation of New Sidewalk Program or other capital projects. Cost includes the addition of a .5 limited term position.

Item/Issue: AM-7 Submitted by CM Roberts

Proposed Amendment:

*Increase the Roads Capital Fund budget by \$960,000 and add a *0.50 3- year limited term engineer to complete the sidewalk along Wallingford from N 155th to N 150th funded by a one-time contribution from the General Fund.*

Staff Response:

Pros

- Provides sidewalk serving Echo Lake Elementary
- New sidewalk is a high priority for the community

Cons

- This is a medium priority in the pedestrian priority plan. This would place this project ahead of other high priority projects.
- No existing staff capacity to take on this new project. Could jeopardize implementation of New Sidewalk Program or other capital projects. Cost includes the addition of a .5 limited term position.

*Note: Regarding FTE's included for proposed amendment 5-7, staff anticipate that we would need one 1.0 FTE Limited Term 3-year employee to manage all three projects. However, because we can't hire less than a 0.50 FTE we included one 0.50 FTE with each project in case just one or two are approved. If all three projects were approved, then we would only need a 1.0 FTE and the cost of each project would be a little less.

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Clarifying question on funding source:

Councilmember Roberts asked if we could use excess REET collections to fund part of the proposed sidewalk projects, and if so how much are we anticipating for REET collections and how much could be available.

Staff Response:

The updated projection for REET exceeds the 21-22 budget by approximately \$3M. Of that projection, approximately \$2M was anticipated in the budget process and has been programmed into other projects. Currently, the Roads Capital Fund has a \$3M fund balance at the end of 2028 that has not been programmed. Staff did not program the fund balance during the development of the 2023-2028 CIP because of expected cost escalation because of the current bid climate and because of existing funding gaps on projects such as the 148th bridge. Given these funding challenges, staff would not recommend using unprogrammed REET collections to fund these projects.

Item/Issue: AM-8 Submitted by CM Roberts

Proposed Amendment:

*Increase the General Fund budget by \$75,000 ongoing and add a *0.50 FTE to support social media and digital communications supported by additional property tax revenue from Proposition 1.*

Staff Response:

Our current communications specialist spends about 10-15% of her time on social media. A social media coordinator focused on social media would be able to spend more time on producing and responding to social media and work more closely in coordinating with all the City's different social media accounts, but probably not quite enough for a .5 FTE position. However, if we were to expand the position to also include other digital communication, such as taking photos and producing videos (tasks that we usually contract out for) for social media, the website, and other print collateral, a .5 FTE position would make more sense. Such a position would free the communications specialist up to assist with more of the writing tasks currently performed by the communications program manager, such as Currents articles, talking points, press releases. That would in turn free up the communications program manager to engage in more strategic communications work.

One of the unknowns is what will happen with social media moving forward. We aren't gaining a lot of new followers and are beginning to see some drop Twitter. With Twitter's uncertainty, we may no longer use it in the future. There are other options and a person dedicated to social media would have more bandwidth to investigate and explore them.

The city could also save approximately \$10,000 in contract dollars for photography and videography services if an FTE is hired with the right media skillset.

While this position would add value, the need for this position has not been fully evaluated or prioritized against other FTE needs throughout the organization. Additionally, the use of property tax revenues to support this position would result in a budget shortfall earlier in the forecast period.

Item/Issue: AM-9 Submitted by CM Roberts

Proposed Amendment:

Increase the General Capital Budget by \$700,000 supported by a one-time contribution from the General Fund to install a synthetic turf field instead of the currently planned grass field at Shoreview Park.

Staff Response:

Replacing the existing planned grass turf with synthetic turf is anticipated to cost an additional \$700,000. This provides additional playability in the winter and reduced maintenance. However, because this field will not be lit and is planned to be a non-scheduled playfield (pick-up games), the benefit is minimized. With maintenance savings over an 8-10 year life is anticipated to "break even". Because this project is

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already scheduled, we do not anticipate any FTE impact. The con to this proposal is that the designs for the parks in the early stages and there are already significant inflationary pressures that will need to be addressed. Additionally, there is some controversy regarding synthetic turf. Following are some additional pros and cons for Council consideration.

Pros

- Extended playability, simply more available use time which is improved when field is lighted
- Better wear tolerance
- Consistent “well maintained” appearance
- Eco friendly, doesn’t require water, fertilizer, pesticides
- Potentially fewer injuries due to the cushioned subsurface support structure

Cons

- Heat island type of affect, synthetic turf fields tend to get significantly hotter than natural turf fields in mid-summer heat
- Concerns about potentially harmful chemicals from materials (crumb rubber, petroleum products)
- Concerns about the ability to sanitize - bacteria, pathogens, bodily fluids, etc
- Potentially more injuries due to better traction and less give in the surface
- Vandalism can be harder to mitigate

11/14/2022- Clarifying Question

During the Council discussion on this topic, both the potential for rental revenue and concerns about safety were raised.

11/18/2022- Staff Response:

In researching safety of synthetic fields, the data is mixed and frequently questionable. The most credible, non-biased source found was the National Football League (NFL). The NFL reported that during early experience with artificial turf, they were noticing more lower body injuries. Over time, they have noted that overall, the number of injuries has stabilized and appears to be similar to the rate for natural surfaces (https://www.espn.com/nfl/story/_/id/34982032/nfl-data-shows-recent-injury-rates-same-grass-artificial-turf).

Regarding the potential for increased revenue from this field from year-round use it is not likely that will be the case. This field was intended for youth and adult “pick-up” games and use. Staff are evaluating the feasibility of scheduled use.

Item/Issue: AM-10 Submitted by CM Roberts

Proposed Amendment:

Increase the General Fund Budget by \$75,000 ongoing to supplement contracted direct mental health support. The addition would be supported by additional property tax revenue from Proposition 1.

Staff Response:

The Youth and Teen Development Program currently offers about 20 hours/week of direct mental health support through a contract with the Center for Human Services using funds provided by a Best Starts for Kids grant from King County and supplemented by City Covid Recovery (ARPA) funding. Those hours are split between the Teen Center and Ballinger Homes. We anticipate that the cost of adding an additional 20 hours/week of direct mental health support would cost another \$75,000/year.

Access to mental health services--especially on demand and without a fee--provides a tremendous benefit to young people. The City currently contracts with the Center for Human Services who provides a mental health counselor for 20 hours per week. The Counselor is located at the Teen Center during after school hours every Monday through Thursday and is at Ballinger Homes after school on Fridays. She provides one-on-one counseling and support as requested by the teens; she proactively reaches out to those she sees might need some support; and she offers group activities (art therapy, music, games) a

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few times each month. Increasing that access by adding direct service hours would help to meet more of that need.

There are two cons to providing these funds as ongoing funding now. First is that this was not anticipated in the forecast and would create a shortfall in the final year of the forecast period. If this service is added as one-time funding, we will need to reduce level of service when that funding is no longer available. Additionally, the need for this service has not been evaluated or prioritized against other human service or operational needs. The proposed budget includes \$50,000 for a Human Services Strategic Plan which we expect will explore priorities related to the types of investments that will be most beneficial to the City's youth. We anticipate that plan will be completed by the end of 2023 and would be used to guide the City's Human Services funding decisions.