

ORDINANCE NO. 1639

AN ORDINANCE FOR THE CITY OF LYNDEN
ADOPTING THE 2022 BUDGET
FOR THE CITY OF LYNDEN, WASHINGTON

WHEREAS, the preliminary budget of the City of Lynden for the year 2022 has been heretofore filed in the office of the City Clerk of the City of Lynden; and

WHEREAS, a notice of such filing and that the City Council would, on the 6th of December, 2021 meet for the purpose of adopting the final budget, and has been duly published by law; and

WHEREAS, the City Council of the City of Lynden has considered said budget and has resolved and determined the separate items thereof,

NOW, THEREFORE, THE CITY OF LYNDEN, WASHINGTON, DOES ORDAIN AS FOLLOWS:

Section A. That the final budget including addendums A through J be and the same is hereby adopted and that the appropriation totals be allowed as follows:

GENERAL FUND

CURRENT EXPENSE \$ 18,154,712

SPECIAL REVENUE FUNDS

BERTHUSEN PARK \$ 165,850
HOTEL/MOTEL TAX 216,000
DRUG BUY IMPREST 15,800
PUBLIC FACILITIES PROTECTIVE INSPECTIONS 160,000
TRANSPORTATION BENEFIT DISTRICT 1,411,000

CAPITAL FACILITIES/IMPROVEMENT FUNDS

IMPACT FEES – TRANSPORTATION \$ 1,122,200
IMPACT FEES – FIRE 266,816
IMPACT FEE – PARK 685,500
STREETS CAPITAL CONSTRUCTION 8,899,668
CITY TRAIL 2,048,500
BENSON ROAD/PEPIN CREEK 5,750,825

RESERVE FUNDS

GENERAL GOV. CAPITAL RESERVE \$ 190,150
POLICE CAPITAL RESERVE 630
POLICE (STATE) SEIZURES/FORFEITURES 5,574
PARKS CAPITAL RESERVE 819,955
PUBLIC SAFETY RESERVE (1/10th) of 1% 783,000
FIRE/EMS CAPITAL RESERVE 179,850

DEBT FUNDS

CITY OF LYNDEN NOTE REDEMPTION, A	\$ 2,146,324
CITY OF LYNDEN NOTE REDEMPTION, B	6,210,396
PUBLIC WORK TRUST LOAN – STREETS	129,439
LTGO BOND REDEMPTION 2017 (2005)	366,830
UTGO BOND REDEMPTION 2017 (2007)	445,514
WHATCOM COUNTY EDI LOAN	145,536
PUBLIC WORKS TRUST LOAN - 17TH ST	31,843
2012 LTGO BOND REDEMPTION	820,125
COMMUNITY ECONOMIC REVITALIZATION BOARD	69,909

UTILITY FUNDS

WATER	\$ 10,543,302
SEWER	14,693,300
STORMWATER	4,444,821
AIRPORT	166,900
USDA RURAL DEV. WATER REV BOND GUARANTY	415,700
WA/SE REV REFUNDING BOND, 2017B (2008-1)	220,168
WA/SE REV REFUNDING GUARANTY, 2017B (2008-1)	73,570
2017-A GUARANTY (2003 W/S REV BOND)	145,640
WATER SOURCE	4,051,623

TOTAL 2022 BUDGET

Less anticipated cash on hand	\$ 23,657,899	
Anticipated receipts to be raised by taxes, service fees and bond issues	<u>62,339,071</u>	\$ 85,996,970

Section B. If any section, subsection, sentence, clause or phrase of this ordinance is for any reason held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portions of this ordinance. The council hereby declares that it would have passed this code and each section, subsection, sentence, clause and phrase thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases has been declared invalid or unconstitutional.

Section C. This ordinance shall take effect and be in force from and after its passage by the Council and after its approval by the Mayor, if approved, otherwise, as provided by law and five (5) days after the date of its publication.

PASSED BY THE CITY COUNCIL BY AN AFFIRMATIVE VOTE, _____ IN FAVOR _____ AGAINST,
AND SIGNED BY THE MAYOR THIS 6 DAY OF DECEMBER, 2021.

ATTEST:

MAYOR

CITY CLERK

APPROVED AS TO FORM:

CITY ATTORNEY

CITY OF LYNDEN 2022 BUDGET

ADDENDUM A

WATER RATES

The following rates are adopted with the budget with an effective date of June 1, 2022. Rates remain unchanged from 2021 except for multiplier for volume Outside City Limits.

CUSTOMER CATEGORY	MONTHLY BASE CHARGE (Per Unit)	VOLUME CHARGE <5ccf	VOLUME CHARGE 5-18 ccf	VOLUME CHARGE >18ccf
Single Family & Duplex (w/ Separate Meters)				
¾"	\$ 31.85	\$ 1.57	\$ 2.07	\$ 3.15
1"	48.36	1.57	2.07	3.15
1.5"	94.64	1.57	2.07	3.15
2"	150.68	1.57	2.07	3.15
Low Income Senior Discount	7.35			

CUSTOMER CATEGORY	MONTHLY BASE CHARGE² (per Unit)	VOLUME CHARGE (per ccf¹)
Multi-Family, including Duplex (w/ Single, Shared Meter)		
Business/Commercial/Industrial		
¾"	\$ 31.85	\$ 1.95
1"	52.56	1.95
1.5"	102.67	1.95
2"	163.07	1.95
3"	325.09	1.95
4"	505.97	1.95
6"	1,009.31	1.95
8"	1,613.60	1.95
Grounds (Irrigation) Meter		
¾"	\$ 31.85	\$ 2.62
1"	52.56	2.62
1.5"	102.67	2.62
2"	163.07	2.62
3"	325.09	2.62
4"	505.97	2.62
Hydrant Meters	\$163.07	\$ 3.15
Outside City Limits Multipliers	1.5 x base charge	1.05 x base volume
Associations (Wholesale) (multiplier already included in rate)		
1½" (Twin Ditch/Meadowbrook)	\$ 154.00	\$ 2.35
2"	244.60	2.35
4" (Berthusen)	758.96	2.35

NOTES:

- The volume charge is for each hundred cubic feet (ccf) - approximately 748 gallons.
- In addition to charges levied herein, an additional charge of 6.5% shall be assessed, which shall be paid into the Water Debt Reduction Fund to be used exclusively for debt reduction for construction debt.
- In addition to charges levied herein, an additional 2% Utility Tax shall be assessed per City Ordinance.

CLASSIFICATION INFORMATION:

- Single Family shall include Mobile Homes.
- Business/Commercial/Industrial (Non-Permit) covers all non-residential uses, including: Offices and Retail Stores, Churches, Recreation Centers, Service/Gas Stations, Fairgrounds, Hotels/Motels, Nursing Homes, Assisted Living Facilities (without full kitchens, including oven and cooktop), Food and Beverage Establishments, Laundromats, Car Washes, Schools, and Industries which the City has determined do not require a NPDES Permit.
- Grounds services shall be for all non-potable uses, including irrigation.

CITY OF LYNDEN 2022 BUDGET

ADDENDUM B

Water General Facility Capital Improvement (FCI) Charges

The following rates are adopted with the budget and become effective January 1, 2021. The rate table below increases the charges by 2% to reflect increases in the cost of construction.

Residential:

	<u>FCI Charge</u>	<u>Meter Installation Fee</u>
Single Family (1 ERU)	\$ 5,197	\$347
Duplex (per unit) ¹	\$ 5,197	\$347
Detached Accessory Dwelling Unit (ADU)	\$ 4,015	\$347
Multi-family (3+ units, per unit) ²	\$ 4,015	Same as Commercial below

Commercial (Non-Residential) and Industrial:

<u>Meter Size</u>	<u>FCI Charge</u>	<u>Meter Installation Fee</u>
3/4-inch	\$5,197	\$347
1-inch	\$8,673	\$485
1-1/2-inch	\$17,324	\$1,878
2-inch	\$27,762	\$2,133
3-inch	\$55,525	\$2,646
4-inch	\$86,727	time & material ³
6-inch	\$173,235	time & material ³
8-inch	\$277,175	time & material ³

Additional Information:

- A. When a service is changed from a smaller meter to a larger meter, the fee calculation shall be the difference between the two.
- B. When a service is changed from a larger meter to a smaller meter, there will be no fee credit adjustment.
- C. Water Associations identified by the Washington State Department of Health (WSDOH) as having a contaminated groundwater source and which agree to connect to the City of Lynden for wholesale water supply will not be charged a General Facilities Capital Improvement (FCI) Charge per the terms of WSDOH loans provided to the City in 2013 for the treatment facility.
- D. Water connections **outside the City Limits** will have a **1.5 multiplier** applied to the above connection charges. New connections outside the City Limits are only allowed with City Council approval.

¹ Both units must be metered unless authorized by Public Works Director

² Multifamily charges are based on 75% of Single Family ERU

³ Actual Cost. Estimate to be provide by City, upon request, prior to installation

CITY OF LYNDEN 2022 BUDGET

ADDENDUM C

SEWER RATES

The following rates are adopted with the budget with an effective date of June 1, 2022
Rates remain unchanged from 2021 except for an increase in water testing fees.

CONSUMER CATEGORY	MONTHLY BASE CHARGE	CHARGE PER UNIT
Single Family, Duplex, and/or a Multi-Family Dwelling Unit with a Separate Individual Meter	\$ 49.85	N/A
Multi-Family (Including Duplex) with a Connected Single Meter Serving All Units		
First dwelling unit	\$ 49.85	N/A
Each additional dwelling unit	\$ 37.38	N/A
Mobile Home additional unit and Accessory Dwelling Unit (ADU)	\$ 28.03	N/A
Business/Commercial/Industrial – NPDES ⁴ Not Required		
Basic Charge	\$ 49.85	
Volume Charge: per 100 cubic feet (ccf)		\$ 2.77
Industrial Users – NPDES ¹ Permitted		
Basic Charge	\$ 99.70	
Volume Charge: per 100 cubic feet (ccf)		\$ 2.16
BOD Charge: per pound (lb)		\$ 0.73
TSS Charge: per pound (lb)		\$ 0.72
BOD Testing Fee (per sample) ⁵	\$ 55.00 ea.	
TSS Testing Fee (per sample) ²	\$ 20.00 ea.	
Outside City Limits Multiplier ⁶	1.5 X	

Additional Information:

- A. Business/Commercial/Industrial (Non-NPDES Permit) covers all non-residential uses, including: Offices and Retail Stores, Churches, Recreation Centers, Service/Gas Stations, Fairgrounds, Hotels/Motels, Nursing Homes, Assisted Living Facilities (without full kitchens, including oven and cooktop), Food and Beverage Establishments, Laundromats, Car Washes, Schools, and Industries which the City has determined do not require an NPDES Permit.
- B. Multi-Family shall include apartments, duplexes, Independent Living Facilities, and multiple condominium units served by a single meter.
- C. Mixed Use (with a single meter). Consumer Category to be determined by Public Works.
- D. A non-representative sample will be billed as if 100% of the Daily Maximum Demand was delivered.
- E. If an Industrial User exceeds the permit limit for Flow, BOD or TSS; it will result in a rate 3-times the established per unit rate, for each violation over the permit or contract limit.
- F. A pH reading outside the permit limit will result in a rate 3-times the established rate for flow for the period of violation.
- G. A concentration level in mg/l over the permit or contract level will result in a rate three (3) times the established per unit rate for the permit or contract charge.

⁴ National Pollution Discharge Elimination System (NPDES)

⁵ A late payment charge 5% will be added to payments not made within 30 days of invoice

⁶ Residential Outside City Limits Multiplier applied to Base Rate; Commercial Outside City Limits Multiplier applied to Base Rate and Unit Volume; and installation of flow meter(s) will be required.

CITY OF LYNDEN 2022 BUDGET

ADDENDUM D

Sewer General Facility Capital Improvement Charges (FCI)

The following rates are adopted with the budget and become effective January 1, 2022. Rates remain unchanged from 2021.

The general FCI charges applicable to all areas served by the City are shown in the table below in the “All Areas” column and those additional FCI charges only applicable to the East Lynden/ Line Road Sub-Basin, per Ordinance No. 1447, are shown in the “East Lynden” column:

Consumer Category	Unit	All Areas	East Lynden
Single Family Residential		\$ 7,126	\$ 5,300
Accessory Dwelling Unit		4,465	3,200
Duplex	Per unit	7,126	5,300
Multi-Family			
3- or 4-unit building	Per unit	5,279	3,805
5 or more-unit building	Per unit	4,465	3,200
Mobile Home Parks			
First 4 pads	Per pad	5,279	3,805
5 or more pads	Per pad	4,465	3,200
Business, Commercial and Industrial Users	Meter Size	All Areas	East Lynden
Business, Commercial and Industrial Users	¾-inch	\$ 5,279	\$ 3,805
	1-inch	\$ 8,798	\$ 6,335
	1½-inch	\$ 17,585	\$ 12,657
	2-inch	\$ 27,929	\$ 20,256
	3-inch	\$ 56,250	\$ 40,502
	4-inch	\$ 87,876	\$ 63,275
	6-inch	\$ 175,742	\$ 126,531
	8-inch	\$ 281,180	\$ 181,115

Classification Information:

1. Single Family shall include Mobile Homes.
2. Business and Commercial covers all non-residential uses, including: Offices and Retail Stores (with or without public restrooms), Industrial Users (not requiring an NPDES Permit), Churches, Recreation Centers, Service/Gas Stations, Fairgrounds, Nursing Homes, Assisted Living Facilities, without full kitchen (including oven and cooktop) Food and Beverage Establishments, Laundromats, Car Washes, and Schools.
3. Where a property owner is eliminating a septic system and connecting to the City’s sanitary sewer system, the “All Areas” FCI charges shown above may be waived, Per LMC 13.12.55.

CITY OF LYNDEN 2022 BUDGET

ADDENDUM E

STORMWATER RATES

The following stormwater rates reflect a 5% adjustment effective June 1, 2022.

<u>Customer Category</u>	<u>Monthly Base Rate Per Residential Unit</u>	<u>Monthly Increment Rate</u>
Single Family, Duplex and/or Multi-Family Dwelling Unit with Individual Meter	\$ 10.16	N/A
	<u>Monthly Base Rate</u> (up to 10,000 sf Impervious Surface Area)	<u>Monthly Increment Rate</u> (over 10,000 sf Impervious Surface Area)
Non-Single Family	\$ 15.82	\$ 7.75 per each 5,000 sf
NSF w/ Provision of Water Quality	\$ 15.82	\$ 6.35 per each 5,000 sf
NSF w/ Provision of Water Quality & Detention	\$ 15.82	\$ 3.94 per each 5,000 sf
NSF w/ Provision of Water Quality & Retention	\$ 15.82	\$ 2.07 per each 5,000 sf

CITY OF LYNDEN 2022 BUDGET

ADDENDUM F

**STORMWATER MANAGEMENT GENERAL FACILITY CAPITAL
IMPROVEMENT (FCI) CHARGES**

Rates reflect a 3% increase from 2021 and a minimum charge for platted subdivisions with of the previous exception for platted subdivisions with stormwater facilities.

Customer Category	Base Fee	Increment over 10,000 SF
Single Family, Duplex and/or Multi-Family Dwelling Unit with Individual Meter in a Platted Subdivision with approved Stormwater Facilities	\$ 187.00/unit	Not Applicable
Single Family, Duplex and/or Multi-Family Dwelling Unit with Individual Meter	\$ 374.00/unit	Not Applicable
Non-Single Family (up to 10,000 sf)	\$ 745.00	Additional \$ 312.00 for each 5,000 sf over 10,000 sf
Non-Single-Family w/ Water Quality Treatment	\$ 745.00	Additional \$ 233.00 for each 5,000 sf over 10,000 sf
Non-Single-Family w/ Detention and Water Quality Treatment (up to 10,000 sf)	\$ 745.00	Additional \$ 142.00 for each 5,000 sf over 10,000 sf
Non-Single-Family w/ Retention and Water Quality Treatment (up to 10,000 sf)	\$ 745.00	Additional \$ 71.00 for each 5,000 sf over 10,000 sf

CITY OF LYNDEN 2022 BUDGET

ADDENDUM G

COMPOST FEES

The following rates reflect a \$1.00 per yard increase effective January 1, 2022.

Category	Amount	Fee
Any customer	up to 50 cubic yards per year	\$ 14.00/cubic yard + tax
Any customer	50 to 100 cubic yards per year	\$ 11.00/cubic yard + tax
Any customer	100 to 299 cubic yards per year	\$ 8.00/cubic yard + tax
Double Screened	N/A	20% additional cost per cubic yard
Fall Clearance October 1 – December 31	N/A	20% discount per cubic yard

Notes:

1. Citizens who are utility customers may self-load one-half yard per visit at no charge, depending on availability.
2. Please call ahead for large orders.

CITY OF LYNDEN 2022 BUDGET

ADDENDUM H

CITY EQUIPMENT RATES

The following rates will be effective January 1, 2022:

1. The hourly rate for City equipment will be charged at 0.05% of the equipment's original purchase price.
2. The hourly labor rate for a City Equipment Operator will be \$50.00 (including wages, benefits, and overhead).

CITY OF LYNDEN 2022 BUDGET

ADDENDUM I

PUBLIC WORKS DEVELOPMENT REVIEW FEES

**Updated with the 2021 Engineering Design and
Development Standards Project Manual**

Review Deposits

Development Type	Amount of Deposit
Residential	\$400.00 per lot, \$4,000.00 minimum
Non-Residential	2% of Civil Construction Costs \$6,000.00 Minimum

Inspection Deposits

Development Type	Amount of Deposit
Residential	\$500.00 per lot, \$10,000.00 minimum
Non-Residential	2% of Civil Construction Costs \$10,000.00 Minimum

CITY OF LYNDEN 2022 BUDGET
ADDENDUM J
LYNDEN MUNICIPAL AIRPORT FEES

The following fees reflect a 5% increase and are effective January 1, 2022:

Fuel

Current fuel price for Lynden Municipal Airport (38W) listed at www.airnav.com.

Access Fees

Residential Access from Adjacent Parcels\$ 45.00/month or \$450.00/year if paid prior to January 15th of current year

Off Premises Access Fees

Commercial (Jansen Hangers)\$ 294.00/month if 8 or more planes are stored (less than 8 planes - price will be negotiated with Public Works Director).
 \$2,940.00/year if paid prior to January 15th of current year

362 Piper Street.....\$ 45.00/month or \$450.00/year if paid prior January 15th of current year
 Lot is adjacent to the airport and is grandfathered into the airport overlay zone.

366 Piper Street.....\$ 97.00/month or \$970.00/year if paid prior to January 15th of current year
 Lot is adjacent to the airport and is grandfathered into the airport overlay zone.

Vehicle Parking Fees

Daily\$ 6.50*
 Monthly\$ 33.50*
 Yearly\$ 330.75*

**Plus effective leasehold excise tax rate*

Note: If Tie-Down Agreement executed, one vehicle may be parked at no charge.

Tie-down Fees

First night\$ 12.00*
 Each additional night\$ 7.00*
 Per Month\$ 50.00*

**Plus effective leasehold excise tax rate*

Note: First night at no charge with fuel purchase

Late Payment Penalty

Assessed Per Month on Past-Due Balance

Less than \$200.00\$ 11.00
 \$200 or greater5% of the outstanding balance

**ADDENDUM K
2022 Salary Schedule
Non-Represented Positions**

3% Between Steps and Ranges	Base Annual
3.5% COLA	Base Monthly
Increase effective 1-1-2022	Base Hourly Rate
	3.50%

1.03	Position (+Step Placement)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Range 1	Parks & Public Works Seasonal (Step Varies) *This includes PW Intern	\$39,958.12	\$41,156.86	\$42,391.57	\$43,663.32	\$44,973.22	\$46,322.41	\$47,712.09	\$49,143.45	\$50,617.75	\$52,136.28
		\$3,329.84	\$3,429.74	\$3,532.63	\$3,638.61	\$3,747.77	\$3,860.20	\$3,976.01	\$4,095.29	\$4,218.15	\$4,344.69
		\$19.21	\$19.79	\$20.38	\$20.99	\$21.62	\$22.27	\$22.94	\$23.63	\$24.34	\$25.07
Range 2		\$41,156.86	\$42,391.57	\$43,663.32	\$44,973.22	\$46,322.41	\$47,712.09	\$49,143.45	\$50,617.75	\$52,136.28	\$53,700.37
		\$3,429.74	\$3,532.63	\$3,638.61	\$3,747.77	\$3,860.20	\$3,976.01	\$4,095.29	\$4,218.15	\$4,344.69	\$4,475.03
		\$19.79	\$20.38	\$20.99	\$21.62	\$22.27	\$22.94	\$23.63	\$24.34	\$25.07	\$25.82
Range 3		\$42,391.57	\$43,663.32	\$44,973.22	\$46,322.41	\$47,712.09	\$49,143.45	\$50,617.75	\$52,136.28	\$53,700.37	\$55,311.38
		\$3,532.63	\$3,638.61	\$3,747.77	\$3,860.20	\$3,976.01	\$4,095.29	\$4,218.15	\$4,344.69	\$4,475.03	\$4,609.28
		\$20.38	\$20.99	\$21.62	\$22.27	\$22.94	\$23.63	\$24.34	\$25.07	\$25.82	\$26.59
Range 4		\$43,663.32	\$44,973.22	\$46,322.41	\$47,712.09	\$49,143.45	\$50,617.75	\$52,136.28	\$53,700.37	\$55,311.38	\$56,970.73
		\$3,638.61	\$3,747.77	\$3,860.20	\$3,976.01	\$4,095.29	\$4,218.15	\$4,344.69	\$4,475.03	\$4,609.28	\$4,747.56
		\$20.99	\$21.62	\$22.27	\$22.94	\$23.63	\$24.34	\$25.07	\$25.82	\$26.59	\$27.39
Range 5		\$44,973.22	\$46,322.41	\$47,712.09	\$49,143.45	\$50,617.75	\$52,136.28	\$53,700.37	\$55,311.38	\$56,970.73	\$58,679.85
		\$3,747.77	\$3,860.20	\$3,976.01	\$4,095.29	\$4,218.15	\$4,344.69	\$4,475.03	\$4,609.28	\$4,747.56	\$4,889.99
		\$21.62	\$22.27	\$22.94	\$23.63	\$24.34	\$25.07	\$25.82	\$26.59	\$27.39	\$28.21
Range 6		\$46,322.41	\$47,712.09	\$49,143.45	\$50,617.75	\$52,136.28	\$53,700.37	\$55,311.38	\$56,970.73	\$58,679.85	\$60,440.24
		\$3,860.20	\$3,976.01	\$4,095.29	\$4,218.15	\$4,344.69	\$4,475.03	\$4,609.28	\$4,747.56	\$4,889.99	\$5,036.69
		\$22.27	\$22.94	\$23.63	\$24.34	\$25.07	\$25.82	\$26.59	\$27.39	\$28.21	\$29.06
Range 7		\$47,712.09	\$49,143.45	\$50,617.75	\$52,136.28	\$53,700.37	\$55,311.38	\$56,970.73	\$58,679.85	\$60,440.24	\$62,253.45
		\$3,976.01	\$4,095.29	\$4,218.15	\$4,344.69	\$4,475.03	\$4,609.28	\$4,747.56	\$4,889.99	\$5,036.69	\$5,187.79
		\$22.94	\$23.63	\$24.34	\$25.07	\$25.82	\$26.59	\$27.39	\$28.21	\$29.06	\$29.93
Range 8		\$49,143.45	\$50,617.75	\$52,136.28	\$53,700.37	\$55,311.38	\$56,970.73	\$58,679.85	\$60,440.24	\$62,253.45	\$64,121.05
		\$4,095.29	\$4,218.15	\$4,344.69	\$4,475.03	\$4,609.28	\$4,747.56	\$4,889.99	\$5,036.69	\$5,187.79	\$5,343.42
		\$23.63	\$24.34	\$25.07	\$25.82	\$26.59	\$27.39	\$28.21	\$29.06	\$29.93	\$30.83
Range 9	Parks Admin. Assistant (S-10)	\$50,617.75	\$52,136.28	\$53,700.37	\$55,311.38	\$56,970.73	\$58,679.85	\$60,440.24	\$62,253.45	\$64,121.05	\$66,044.69
		\$4,218.15	\$4,344.69	\$4,475.03	\$4,609.28	\$4,747.56	\$4,889.99	\$5,036.69	\$5,187.79	\$5,343.42	\$5,503.72
		\$24.34	\$25.07	\$25.82	\$26.59	\$27.39	\$28.21	\$29.06	\$29.93	\$30.83	\$31.75
Range 10	Computer Support Tech. (S-4)	\$52,136.28	\$53,700.37	\$55,311.38	\$56,970.73	\$58,679.85	\$60,440.24	\$62,253.45	\$64,121.05	\$66,044.69	\$68,026.03
		\$4,344.69	\$4,475.03	\$4,609.28	\$4,747.56	\$4,889.99	\$5,036.69	\$5,187.79	\$5,343.42	\$5,503.72	\$5,668.84
		\$25.07	\$25.82	\$26.59	\$27.39	\$28.21	\$29.06	\$29.93	\$30.83	\$31.75	\$32.70
Range 11	Prior 2022 Parks Maintenance Worker (*See chart) **See below	\$53,700.37	\$55,311.38	\$56,970.73	\$58,679.85	\$60,440.24	\$62,253.45	\$64,121.05	\$66,044.69	\$68,026.03	\$70,066.81
		\$4,475.03	\$4,609.28	\$4,747.56	\$4,889.99	\$5,036.69	\$5,187.79	\$5,343.42	\$5,503.72	\$5,668.84	\$5,838.90
		\$25.82	\$26.59	\$27.39	\$28.21	\$29.06	\$29.93	\$30.83	\$31.75	\$32.70	\$33.69
Range 12	GIS Analyst (S-10)	\$55,311.38	\$56,970.73	\$58,679.85	\$60,440.24	\$62,253.45	\$64,121.05	\$66,044.69	\$68,026.03	\$70,066.81	\$72,168.81
		\$4,609.28	\$4,747.56	\$4,889.99	\$5,036.69	\$5,187.79	\$5,343.42	\$5,503.72	\$5,668.84	\$5,838.90	\$6,014.07
		\$26.59	\$27.39	\$28.21	\$29.06	\$29.93	\$30.83	\$31.75	\$32.70	\$33.69	\$34.70
Range 13		\$56,970.73	\$58,679.85	\$60,440.24	\$62,253.45	\$64,121.05	\$66,044.69	\$68,026.03	\$70,066.81	\$72,168.81	\$74,333.88
		\$4,747.56	\$4,889.99	\$5,036.69	\$5,187.79	\$5,343.42	\$5,503.72	\$5,668.84	\$5,838.90	\$6,014.07	\$6,194.49
		\$27.39	\$28.21	\$29.06	\$29.93	\$30.83	\$31.75	\$32.70	\$33.69	\$34.70	\$35.74
Range 14	Fire Support Services Manager	\$58,679.85	\$60,440.24	\$62,253.45	\$64,121.05	\$66,044.69	\$68,026.03	\$70,066.81	\$72,168.81	\$74,333.88	\$76,563.89
		\$4,889.99	\$5,036.69	\$5,187.79	\$5,343.42	\$5,503.72	\$5,668.84	\$5,838.90	\$6,014.07	\$6,194.49	\$6,380.32
		\$28.21	\$29.06	\$29.93	\$30.83	\$31.75	\$32.70	\$33.69	\$34.70	\$35.74	\$36.81
Range 15	Street/Utility Technician (S-10)	\$60,440.24	\$62,253.45	\$64,121.05	\$66,044.69	\$68,026.03	\$70,066.81	\$72,168.81	\$74,333.88	\$76,563.89	\$78,860.81
		\$5,036.69	\$5,187.79	\$5,343.42	\$5,503.72	\$5,668.84	\$5,838.90	\$6,014.07	\$6,194.49	\$6,380.32	\$6,571.73
		\$29.06	\$29.93	\$30.83	\$31.75	\$32.70	\$33.69	\$34.70	\$35.74	\$36.81	\$37.91
Range 16		\$62,253.45	\$64,121.05	\$66,044.69	\$68,026.03	\$70,066.81	\$72,168.81	\$74,333.88	\$76,563.89	\$78,860.81	\$81,226.63
		\$5,187.79	\$5,343.42	\$5,503.72	\$5,668.84	\$5,838.90	\$6,014.07	\$6,194.49	\$6,380.32	\$6,571.73	\$6,768.89
		\$29.93	\$30.83	\$31.75	\$32.70	\$33.69	\$34.70	\$35.74	\$36.81	\$37.91	\$39.05
Range 17		\$64,121.05	\$66,044.69	\$68,026.03	\$70,066.81	\$72,168.81	\$74,333.88	\$76,563.89	\$78,860.81	\$81,226.63	\$83,663.43
		\$5,343.42	\$5,503.72	\$5,668.84	\$5,838.90	\$6,014.07	\$6,194.49	\$6,380.32	\$6,571.73	\$6,768.89	\$6,971.95
		\$30.83	\$31.75	\$32.70	\$33.69	\$34.70	\$35.74	\$36.81	\$37.91	\$39.05	\$40.22
Range 18		\$66,044.69	\$68,026.03	\$70,066.81	\$72,168.81	\$74,333.88	\$76,563.89	\$78,860.81	\$81,226.63	\$83,663.43	\$86,173.33
		\$5,503.72	\$5,668.84	\$5,838.90	\$6,014.07	\$6,194.49	\$6,380.32	\$6,571.73	\$6,768.89	\$6,971.95	\$7,181.11
		\$31.75	\$32.70	\$33.69	\$34.70	\$35.74	\$36.81	\$37.91	\$39.05	\$40.22	\$41.43
Range 19	Maintenance Supervisor - Parks	\$68,026.03	\$70,066.81	\$72,168.81	\$74,333.88	\$76,563.89	\$78,860.81	\$81,226.63	\$83,663.43	\$86,173.33	\$88,758.53
		\$5,668.84	\$5,838.90	\$6,014.07	\$6,194.49	\$6,380.32	\$6,571.73	\$6,768.89	\$6,971.95	\$7,181.11	\$7,396.54
		\$32.70	\$33.69	\$34.70	\$35.74	\$36.81	\$37.91	\$39.05	\$40.22	\$41.43	\$42.67
Range 20	Building Official (S-8)	\$70,066.81	\$72,168.81	\$74,333.88	\$76,563.89	\$78,860.81	\$81,226.63	\$83,663.43	\$86,173.33	\$88,758.53	\$91,421.29
		\$5,838.90	\$6,014.07	\$6,194.49	\$6,380.32	\$6,571.73	\$6,768.89	\$6,971.95	\$7,181.11	\$7,396.54	\$7,618.44
		\$33.69	\$34.70	\$35.74	\$36.81	\$37.91	\$39.05	\$40.22	\$41.43	\$42.67	\$43.95
Range 21	City Clerk (S-6)	\$72,168.81	\$74,333.88	\$76,563.89	\$78,860.81	\$81,226.63	\$83,663.43	\$86,173.33	\$88,758.53	\$91,421.29	\$94,163.93
		\$6,014.07	\$6,194.49	\$6,380.32	\$6,571.73	\$6,768.89	\$6,971.95	\$7,181.11	\$7,396.54	\$7,618.44	\$7,846.99
		\$34.70	\$35.74	\$36.81	\$37.91	\$39.05	\$40.22	\$41.43	\$42.67	\$43.95	\$45.27

**ADDENDUM K
2022 Salary Schedule
Non-Represented Positions**

											3% Between Steps and Ranges	Base Annual	
											3.50% COLA	Base Monthly	
											Increase effective 1-1-2022		Base Hourly Rate
Position (+Step Placement)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10		
Range 22		\$74,333.88	\$76,563.89	\$78,860.81	\$81,226.63	\$83,663.43	\$86,173.33	\$88,758.53	\$91,421.29	\$94,163.93	\$96,988.85		
		\$6,194.49	\$6,380.32	\$6,571.73	\$6,768.89	\$6,971.95	\$7,181.11	\$7,396.54	\$7,618.44	\$7,846.99	\$8,082.40		
		\$35.74	\$36.81	\$37.91	\$39.05	\$40.22	\$41.43	\$42.67	\$43.95	\$45.27	\$46.63		
Range 23		\$76,563.89	\$78,860.81	\$81,226.63	\$83,663.43	\$86,173.33	\$88,758.53	\$91,421.29	\$94,163.93	\$96,988.85	\$99,898.51		
		\$6,380.32	\$6,571.73	\$6,768.89	\$6,971.95	\$7,181.11	\$7,396.54	\$7,618.44	\$7,846.99	\$8,082.40	\$8,324.88		
		\$36.81	\$37.91	\$39.05	\$40.22	\$41.43	\$42.67	\$43.95	\$45.27	\$46.63	\$48.03		
Range 24	Network Administrator (S-10), Human Resources Manager (S-10)	\$78,860.81	\$81,226.63	\$83,663.43	\$86,173.33	\$88,758.53	\$91,421.29	\$94,163.93	\$96,988.85	\$99,898.51	\$102,895.47		
		\$6,571.73	\$6,768.89	\$6,971.95	\$7,181.11	\$7,396.54	\$7,618.44	\$7,846.99	\$8,082.40	\$8,324.88	\$8,574.62		
		\$37.91	\$39.05	\$40.22	\$41.43	\$42.67	\$43.95	\$45.27	\$46.63	\$48.03	\$49.47		
Range 25	PW Program Manager (S-10)	\$81,226.63	\$83,663.43	\$86,173.33	\$88,758.53	\$91,421.29	\$94,163.93	\$96,988.85	\$99,898.51	\$102,895.47	\$105,982.33		
		\$6,768.89	\$6,971.95	\$7,181.11	\$7,396.54	\$7,618.44	\$7,846.99	\$8,082.40	\$8,324.88	\$8,574.62	\$8,831.86		
		\$39.05	\$40.22	\$41.43	\$42.67	\$43.95	\$45.27	\$46.63	\$48.03	\$49.47	\$50.95		
Range 26		\$83,663.43	\$86,173.33	\$88,758.53	\$91,421.29	\$94,163.93	\$96,988.85	\$99,898.51	\$102,895.47	\$105,982.33	\$109,161.80		
		\$6,971.95	\$7,181.11	\$7,396.54	\$7,618.44	\$7,846.99	\$8,082.40	\$8,324.88	\$8,574.62	\$8,831.86	\$9,096.82		
		\$40.22	\$41.43	\$42.67	\$43.95	\$45.27	\$46.63	\$48.03	\$49.47	\$50.95	\$52.48		
Range 27	Parks & Rec. Director (S-10)	\$86,173.33	\$88,758.53	\$91,421.29	\$94,163.93	\$96,988.85	\$99,898.51	\$102,895.47	\$105,982.33	\$109,161.80	\$112,436.66		
		\$7,181.11	\$7,396.54	\$7,618.44	\$7,846.99	\$8,082.40	\$8,324.88	\$8,574.62	\$8,831.86	\$9,096.82	\$9,369.72		
		\$41.43	\$42.67	\$43.95	\$45.27	\$46.63	\$48.03	\$49.47	\$50.95	\$52.48	\$54.06		
Range 28	Planning & Community Dev. Dir. (S-10)	\$88,758.53	\$91,421.29	\$94,163.93	\$96,988.85	\$99,898.51	\$102,895.47	\$105,982.33	\$109,161.80	\$112,436.66	\$115,809.76		
		\$7,396.54	\$7,618.44	\$7,846.99	\$8,082.40	\$8,324.88	\$8,574.62	\$8,831.86	\$9,096.82	\$9,369.72	\$9,650.81		
		\$42.67	\$43.95	\$45.27	\$46.63	\$48.03	\$49.47	\$50.95	\$52.48	\$54.06	\$55.68		
Range 29		\$91,421.29	\$94,163.93	\$96,988.85	\$99,898.51	\$102,895.47	\$105,982.33	\$109,161.80	\$112,436.66	\$115,809.76	\$119,284.05		
		\$7,618.44	\$7,846.99	\$8,082.40	\$8,324.88	\$8,574.62	\$8,831.86	\$9,096.82	\$9,369.72	\$9,650.81	\$9,940.34		
		\$43.95	\$45.27	\$46.63	\$48.03	\$49.47	\$50.95	\$52.48	\$54.06	\$55.68	\$57.35		
Range 30		\$94,163.93	\$96,988.85	\$99,898.51	\$102,895.47	\$105,982.33	\$109,161.80	\$112,436.66	\$115,809.76	\$119,284.05	\$122,862.57		
		\$7,846.99	\$8,082.40	\$8,324.88	\$8,574.62	\$8,831.86	\$9,096.82	\$9,369.72	\$9,650.81	\$9,940.34	\$10,238.55		
		\$45.27	\$46.63	\$48.03	\$49.47	\$50.95	\$52.48	\$54.06	\$55.68	\$57.35	\$59.07		
Range 31		\$96,988.85	\$99,898.51	\$102,895.47	\$105,982.33	\$109,161.80	\$112,436.66	\$115,809.76	\$119,284.05	\$122,862.57	\$126,548.45		
		\$8,082.40	\$8,324.88	\$8,574.62	\$8,831.86	\$9,096.82	\$9,369.72	\$9,650.81	\$9,940.34	\$10,238.55	\$10,545.70		
		\$46.63	\$48.03	\$49.47	\$50.95	\$52.48	\$54.06	\$55.68	\$57.35	\$59.07	\$60.84		
Range 32	Public Works Director (S-10) Finance Director(S-10)	\$99,898.51	\$102,895.47	\$105,982.33	\$109,161.80	\$112,436.66	\$115,809.76	\$119,284.05	\$122,862.57	\$126,548.45	\$130,344.90		
		\$8,324.88	\$8,574.62	\$8,831.86	\$9,096.82	\$9,369.72	\$9,650.81	\$9,940.34	\$10,238.55	\$10,545.70	\$10,862.08		
		\$48.03	\$49.47	\$50.95	\$52.48	\$54.06	\$55.68	\$57.35	\$59.07	\$60.84	\$62.67		
Range 33		\$102,895.47	\$105,982.33	\$109,161.80	\$112,436.66	\$115,809.76	\$119,284.05	\$122,862.57	\$126,548.45	\$130,344.90	\$134,255.25		
		\$8,574.62	\$8,831.86	\$9,096.82	\$9,369.72	\$9,650.81	\$9,940.34	\$10,238.55	\$10,545.70	\$10,862.08	\$11,187.94		
		\$49.47	\$50.95	\$52.48	\$54.06	\$55.68	\$57.35	\$59.07	\$60.84	\$62.67	\$64.55		
Range 34		\$105,982.33	\$109,161.80	\$112,436.66	\$115,809.76	\$119,284.05	\$122,862.57	\$126,548.45	\$130,344.90	\$134,255.25	\$138,282.90		
		\$8,831.86	\$9,096.82	\$9,369.72	\$9,650.81	\$9,940.34	\$10,238.55	\$10,545.70	\$10,862.08	\$11,187.94	\$11,523.58		
		\$50.95	\$52.48	\$54.06	\$55.68	\$57.35	\$59.07	\$60.84	\$62.67	\$64.55	\$66.48		
Range 35		\$109,161.80	\$112,436.66	\$115,809.76	\$119,284.05	\$122,862.57	\$126,548.45	\$130,344.90	\$134,255.25	\$138,282.90	\$142,431.39		
		\$9,096.82	\$9,369.72	\$9,650.81	\$9,940.34	\$10,238.55	\$10,545.70	\$10,862.08	\$11,187.94	\$11,523.58	\$11,869.28		
		\$52.48	\$54.06	\$55.68	\$57.35	\$59.07	\$60.84	\$62.67	\$64.55	\$66.48	\$68.48		
Range 36		\$112,436.66	\$115,809.76	\$119,284.05	\$122,862.57	\$126,548.45	\$130,344.90	\$134,255.25	\$138,282.90	\$142,431.39	\$146,704.33		
		\$9,369.72	\$9,650.81	\$9,940.34	\$10,238.55	\$10,545.70	\$10,862.08	\$11,187.94	\$11,523.58	\$11,869.28	\$12,225.36		
		\$54.06	\$55.68	\$57.35	\$59.07	\$60.84	\$62.67	\$64.55	\$66.48	\$68.48	\$70.53		
Range 37		\$115,809.76	\$119,284.05	\$122,862.57	\$126,548.45	\$130,344.90	\$134,255.25	\$138,282.90	\$142,431.39	\$146,704.33	\$151,105.46		
		\$9,650.81	\$9,940.34	\$10,238.55	\$10,545.70	\$10,862.08	\$11,187.94	\$11,523.58	\$11,869.28	\$12,225.36	\$12,592.12		
		\$55.68	\$57.35	\$59.07	\$60.84	\$62.67	\$64.55	\$66.48	\$68.48	\$70.53	\$72.65		
Range 38	City Administrator (S-10)	\$119,284.05	\$122,862.57	\$126,548.45	\$130,344.90	\$134,255.25	\$138,282.90	\$142,431.39	\$146,704.33	\$151,105.46	\$155,638.63		
		\$9,940.34	\$10,238.55	\$10,545.70	\$10,862.08	\$11,187.94	\$11,523.58	\$11,869.28	\$12,225.36	\$12,592.12	\$12,969.89		
		\$57.35	\$59.07	\$60.84	\$62.67	\$64.55	\$66.48	\$68.48	\$70.53	\$72.65	\$74.83		
Range 39		\$122,862.57	\$126,548.45	\$130,344.90	\$134,255.25	\$138,282.90	\$142,431.39	\$146,704.33	\$151,105.46	\$155,638.63	\$160,307.79		
		\$10,238.55	\$10,545.70	\$10,862.08	\$11,187.94	\$11,523.58	\$11,869.28	\$12,225.36	\$12,592.12	\$12,969.89	\$13,358.98		
		\$59.07	\$60.84	\$62.67	\$64.55	\$66.48	\$68.48	\$70.53	\$72.65	\$74.83	\$77.07		
Range 40		\$126,548.45	\$130,344.90	\$134,255.25	\$138,282.90	\$142,431.39	\$146,704.33	\$151,105.46	\$155,638.63	\$160,307.79	\$165,117.02		
		\$10,545.70	\$10,862.08	\$11,187.94	\$11,523.58	\$11,869.28	\$12,225.36	\$12,592.12	\$12,969.89	\$13,358.98	\$13,759.75		
		\$60.84	\$62.67	\$64.55	\$66.48	\$68.48	\$70.53	\$72.65	\$74.83	\$77.07	\$79.38		
Range 41		\$130,344.90	\$134,255.25	\$138,282.90	\$142,431.39	\$146,704.33	\$151,105.46	\$155,638.63	\$160,307.79	\$165,117.02	\$170,070.53		
		\$10,862.08	\$11,187.94	\$11,523.58	\$11,869.28	\$12,225.36	\$12,592.12	\$12,969.89	\$13,358.98	\$13,759.75	\$14,172.54		
		\$62.67	\$64.55	\$66.48	\$68.48	\$70.53	\$72.65	\$74.83	\$77.07	\$79.38	\$81.76		

**ADDENDUM K
2022 Salary Schedule
Non-Represented Positions**

Non-Represented Positions with 3.5% COLA

3% Between Steps and Ranges	Base Annual
3.5% COLA	Base Monthly
Increase effective 1-1-2022	Base Hourly Rate

4%	Position (+Step Placement)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Range	Assistant Fire Chief (S-10)	\$97,693.36	\$100,624.16	\$103,642.89	\$106,752.17	\$109,954.74	\$113,253.38	\$116,650.98	\$120,150.51	\$123,755.03	\$127,467.68
31	*this was changed per Mike to 33	\$8,141.11	\$8,385.35	\$8,636.91	\$8,896.01	\$9,162.89	\$9,437.78	\$9,720.92	\$10,012.54	\$10,312.92	\$10,622.31
		\$46.97	\$48.38	\$49.83	\$51.32	\$52.86	\$54.45	\$56.08	\$57.76	\$59.50	\$61.28
Range	Fire Chief (S-10), Police Chief (S-8)	\$113,253.38	\$116,650.99	\$120,150.52	\$123,755.03	\$127,467.68	\$131,291.71	\$135,230.46	\$139,287.38	\$143,466.00	\$147,769.98
36		\$9,437.78	\$9,720.92	\$10,012.54	\$10,312.92	\$10,622.31	\$10,940.98	\$11,269.21	\$11,607.28	\$11,955.50	\$12,314.16
		\$54.45	\$56.08	\$57.76	\$59.50	\$61.28	\$63.12	\$65.01	\$66.97	\$68.97	\$71.04

Non-Represented Positions with 7% COLA

3% Between Steps and Ranges	Base Annual
7% COLA	Base Monthly
Increase effective 1-1-2022	Base Hourly Rate

Range	Parks Maintenance Worker (S-10)	\$55,516.31	\$57,181.78	\$58,897.21	\$60,664.12	\$62,484.06	\$64,358.57	\$66,289.32	\$68,278.11	\$70,326.35	\$72,436.22
11	*(See chart)	\$4,626.36	\$4,765.15	\$4,908.10	\$5,055.34	\$5,207.01	\$5,363.21	\$5,524.11	\$5,689.84	\$5,860.53	\$6,036.35
		\$26.69	\$27.49	\$28.32	\$29.17	\$30.04	\$30.94	\$31.87	\$32.83	\$33.81	\$34.83

Non-Represented Longevity Pay Policy AD-24, approved Aug. 20, 2018	
\$40.00/mo. beginning 6th year.	
Additional \$6.00/ mo. for each year after six. *	
Amount / mo.	Beginning "n" th year of employment...
\$40.00	6th year
\$46.00	7th year
\$52.00	8th year
\$58.00	9th year
\$64.00	10th year
\$70.00	11th year
\$76.00	12th year
\$82.00	13th year
\$88.00	14th year
\$94.00	15th year
\$100.00	16th year
\$106.00	17th year
\$112.00	18th year
\$118.00	19th year
\$124.00	20th year
\$130.00	21st year
\$136.00	22nd year
\$142.00	23rd year
\$148.00	24th year
\$154.00	25th year
\$160.00	26th year
\$166.00	27th year
\$172.00	28th year
\$178.00	29th year
\$184.00	30th year
\$190.00	31st year
\$196.00	32nd year
\$202.00	33rd year
\$208.00	34th year
\$214.00	35th year**

*Until end of continuous of employment with the City.
**No current employee exceeds 35 yrs.

Non-Represented Employees Longevity Compensation as of 11/30/2021*		
Range	Position	Amount / mo.
9	Parks Administrative Assistant	\$136.00
10	Computer Support Technician	\$0.00
11	Parks Maint. Worker [A]	\$136.00
11	Parks Maint. Worker [B]	\$100.00
11	Parks Maint. Worker [C]	\$94.00
11	Parks Maint. Worker [D]	\$70.00
12	GIS Analyst	\$40.00
15	Street/Utility Technician	\$106.00
20	Building Official	\$0.00
21	City Clerk	\$58.00
24	Network Administrator	\$82.00
24	Human Resources Manager	\$0.00
25	PW Program Manager	\$136.00
27	Parks & Recreation Director	\$0.00
28	Planning & Community Dev. Dir.	\$0.00
31	Asst Fire Chief	\$0.00
31	Finance Director	\$0.00
32	Public Works Director	\$67.00
36	Fire Chief	\$0.00
36	Police Chief**	\$0.00
38	City Administrator	\$0.00

*Longevity increases in month of employee anniversary date.

Non-Represented Employees Other Compensation as of 1/1/2022			
Range	Position	Type	Amount / mo.
36	Fire Chief**	Deferred Comp.	\$741.24
38	City Administrator	Car Allowance	\$300.00
	Mayor	Car Allowance	\$300.00

**Fire Chief Deferred Comp. is social security replacement (6.2%).

Non-Represented Positions Annual Clothing Allowance as of 1/1/2022		
Range	Position	Amount / year
11	Parks Maintenance Worker	\$450
15	Street Utility Technician	\$450
20	Building Official	\$450
25	PW Program Manager	\$450
32	Assistant Fire Chief	Per Quartermaster
36	Fire Chief	Per Quartermaster
36	Police Chief	\$1,200

Range	Park Employees - 2020 Steps	STEP
11	Parks Maint. Worker [A]	10
11	Parks Maint. Worker [B]	10
11	Parks Maint. Worker [C]	10
11	Parks Maint. Worker [D]	10