

1ST AMENDMENT TO THE AGREEMENT
by and between
CITY OF SEDRO-WOOLLEY, WASHINGTON
and
LOCAL 176-SW, WASHINGTON STATE COUNCIL OF
COUNTY AND CITY EMPLOYEES, AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO
(Representing the Non-Uniformed Employees)
RESOLVING THE WAGES OPENER IN THE AGREEMENT EFFECTIVE
January 1, 2022 through December 31, 2023

WHEREAS, the Collective Bargaining Agreement (CBA) effective January 1, 2022 – December 31, 2023 required the City to conduct a compensation survey and bargain the impacts of said survey with the Union prior to October 31, 2022; and

WHEREAS, the City hired consultant JB Rewards Systems, which conducted a survey and created a new compensation matrix; and

WHEREAS, the Parties met and bargained the effects on multiple occasions and on December 14, 2022, the Parties reached a tentative agreement.

The Parties now agree that the CBA in effect until December 31, 2023 is hereby amended as follows:

The one-time retro payment for 2022 will be 2.5% of the employee's 2022 wages for all hours worked.

On January 1, 2023, incumbents will receive a salary increase of ninety percent (90%) of the All-Urban Consumer Price Index (CPI-U) for the Seattle Tacoma Bremerton area, limited to 2% to 4%, as previously agreed upon.

The City will also provide a one-time \$3,500 inflation bonus, pro-rated for part-time employees, at the first pay period of 2023. This shall also be provided to Jeff Moody and Carole Knipper in recognition of their service to the City.

On April 1, 2023, the City will implement Appendix C of the July 2022 Classification and Compensation Study for each AFSCME position. Each employee will be placed at the next highest step above their current salary. Per the union's request, upon the anniversary date of the promotion date (or hire date in the absence of a promotion date), employees shall be moved to the next step plus an additional one-time step for every five years of service beyond the fifth anniversary date the employee reached the top step of the previous range as shown in Exhibit A, if any.

It is agreed by the parties that the City can utilize steps 1-4 in hiring new employees, in recognition of experience, without seeking union consent. Step increases prior to April 1, 2023 will occur on the schedule defined by the current contract.

The City and Union agree to permanently incorporate the stipend MOU into the base salary for Maintenance Operations Supervisor and Solid Waste Supervisor positions through appropriate placement in the wage schedule.

Bobby Castilleja and Kelsey Tyra were each under an MOA from October 2021 where they were paid at the Operator II level for work done out of class. Each will be moved from Step C to Step D of the Operator II job classification effective on January 1, 2023.


2022 Summary	2023 Summary
<ul style="list-style-type: none">• 2.5% retro pay for employee's 2022 wages for all hours worked, paid out in the first pay period of 2023.• Classification and Compensation Study data collected in July 2022	<ul style="list-style-type: none">• 2-4% COLA applied on 1/1/23 per the current contract• \$3,500 inflationary bonus applied in first paycheck of 2023• Classification and Compensation Study implemented on 4/1/23, employees rounded up from current salaries to the next step in the ranges• Additional one-time step increase for every five years beyond fifth year in current position top step

All other provisions of the existing CBA remain in full force and effect.

Dated this 11th day of January, 2023.

SIGNED:

SIGNED:

DocuSigned by:

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Julia Johnson, Mayor

Calendar Year	CITY OF SEDRO-WOOLLEY
2022/2023	FY 2023
Master Schedule for All Staff	

Vacant or Career Ladder Placeholder

Grade/Step	Start	1	2	3	4	5	6	7	8	9	10	11	12
104 INTERN - ADMIN SUPPORT	\$ 16.40	\$ 17.22	\$ 18.08	\$ 18.98	\$ 19.55	\$ 20.14	\$ 20.74	\$ 21.36	\$ 21.79	\$ 22.23	\$ 22.56	\$ 22.90	\$ 23.24
	\$ 2,842	\$ 2,984	\$ 3,133	\$ 3,290	\$ 3,389	\$ 3,490	\$ 3,595	\$ 3,703	\$ 3,777	\$ 3,852	\$ 3,910	\$ 3,969	\$ 4,028
	\$ 34,103	\$ 35,808	\$ 37,599	\$ 39,478	\$ 40,663	\$ 41,883	\$ 43,139	\$ 44,433	\$ 45,322	\$ 46,228	\$ 46,922	\$ 47,626	\$ 48,340
105 PARK CARETAKER	\$ 16.93	\$ 17.78	\$ 18.66	\$ 19.60	\$ 20.19	\$ 20.79	\$ 21.42	\$ 22.06	\$ 22.50	\$ 22.95	\$ 23.29	\$ 23.64	\$ 24.00
	\$ 2,934	\$ 3,081	\$ 3,235	\$ 3,397	\$ 3,499	\$ 3,604	\$ 3,712	\$ 3,823	\$ 3,900	\$ 3,978	\$ 4,037	\$ 4,098	\$ 4,159
	\$ 35,213	\$ 36,974	\$ 38,822	\$ 40,763	\$ 41,986	\$ 43,246	\$ 44,543	\$ 45,879	\$ 46,797	\$ 47,733	\$ 48,449	\$ 49,176	\$ 49,913
106 INTERN - TECHNICAL SUPPORT	\$ 17.50	\$ 18.37	\$ 19.29	\$ 20.26	\$ 20.86	\$ 21.49	\$ 22.14	\$ 22.80	\$ 23.26	\$ 23.72	\$ 24.08	\$ 24.44	\$ 24.80
	\$ 3,033	\$ 3,185	\$ 3,344	\$ 3,511	\$ 3,616	\$ 3,725	\$ 3,837	\$ 3,952	\$ 4,031	\$ 4,111	\$ 4,173	\$ 4,236	\$ 4,299
	\$ 36,397	\$ 38,217	\$ 40,127	\$ 42,134	\$ 43,398	\$ 44,700	\$ 46,041	\$ 47,422	\$ 48,370	\$ 49,338	\$ 50,078	\$ 50,829	\$ 51,592
107 RECEPTIONIST	\$ 18.09	\$ 19.00	\$ 19.95	\$ 20.94	\$ 21.57	\$ 22.22	\$ 22.89	\$ 23.57	\$ 24.04	\$ 24.52	\$ 24.89	\$ 25.27	\$ 25.64
	\$ 3,136	\$ 3,293	\$ 3,457	\$ 3,630	\$ 3,739	\$ 3,851	\$ 3,967	\$ 4,086	\$ 4,167	\$ 4,251	\$ 4,315	\$ 4,379	\$ 4,445
	\$ 37,630	\$ 39,512	\$ 41,487	\$ 43,561	\$ 44,868	\$ 46,214	\$ 47,601	\$ 49,029	\$ 50,009	\$ 51,010	\$ 51,775	\$ 52,551	\$ 53,340
108	\$ 18.72	\$ 19.66	\$ 20.64	\$ 21.67	\$ 22.32	\$ 22.99	\$ 23.68	\$ 24.39	\$ 24.88	\$ 25.38	\$ 25.76	\$ 26.14	\$ 26.53
	\$ 3,245	\$ 3,407	\$ 3,577	\$ 3,756	\$ 3,869	\$ 3,985	\$ 4,105	\$ 4,228	\$ 4,312	\$ 4,398	\$ 4,464	\$ 4,531	\$ 4,599
	\$ 38,937	\$ 40,884	\$ 42,928	\$ 45,075	\$ 46,427	\$ 47,820	\$ 49,254	\$ 50,732	\$ 51,747	\$ 52,782	\$ 53,573	\$ 54,377	\$ 55,193
109	\$ 19.38	\$ 20.35	\$ 21.37	\$ 22.44	\$ 23.11	\$ 23.81	\$ 24.52	\$ 25.26	\$ 25.76	\$ 26.28	\$ 26.67	\$ 27.07	\$ 27.48
	\$ 3,360	\$ 3,528	\$ 3,704	\$ 3,889	\$ 4,006	\$ 4,126	\$ 4,250	\$ 4,378	\$ 4,465	\$ 4,554	\$ 4,623	\$ 4,692	\$ 4,763
	\$ 40,318	\$ 42,334	\$ 44,451	\$ 46,674	\$ 48,074	\$ 49,516	\$ 51,002	\$ 52,532	\$ 53,582	\$ 54,654	\$ 55,474	\$ 56,306	\$ 57,150
110 CUSTODIAN	\$ 20.08	\$ 21.09	\$ 22.14	\$ 23.25	\$ 23.95	\$ 24.67	\$ 25.41	\$ 26.17	\$ 26.69	\$ 27.22	\$ 27.63	\$ 28.05	\$ 28.47
	\$ 3,481	\$ 3,655	\$ 3,838	\$ 4,030	\$ 4,151	\$ 4,275	\$ 4,404	\$ 4,536	\$ 4,626	\$ 4,719	\$ 4,790	\$ 4,862	\$ 4,934
	\$ 41,774	\$ 43,862	\$ 46,056	\$ 48,358	\$ 49,809	\$ 51,303	\$ 52,842	\$ 54,428	\$ 55,516	\$ 56,627	\$ 57,476	\$ 58,338	\$ 59,213
111 ADMINISTRATIVE CLERK I GRAD INTERN	\$ 20.82	\$ 21.86	\$ 22.95	\$ 24.10	\$ 24.82	\$ 25.57	\$ 26.34	\$ 27.13	\$ 27.67	\$ 28.22	\$ 28.64	\$ 29.07	\$ 29.51
	\$ 3,609	\$ 3,789	\$ 3,978	\$ 4,177	\$ 4,303	\$ 4,432	\$ 4,565	\$ 4,702	\$ 4,796	\$ 4,892	\$ 4,965	\$ 5,039	\$ 5,115
	\$ 43,303	\$ 45,468	\$ 47,741	\$ 50,129	\$ 51,632	\$ 53,181	\$ 54,777	\$ 56,420	\$ 57,549	\$ 58,699	\$ 59,580	\$ 60,474	\$ 61,381
112 MAINTENANCE CUSTODIAN	\$ 21.60	\$ 22.68	\$ 23.82	\$ 25.01	\$ 25.76	\$ 26.53	\$ 27.33	\$ 28.14	\$ 28.71	\$ 29.28	\$ 29.72	\$ 30.17	\$ 30.62
	\$ 3,744	\$ 3,931	\$ 4,128	\$ 4,334	\$ 4,464	\$ 4,598	\$ 4,736	\$ 4,878	\$ 4,976	\$ 5,076	\$ 5,152	\$ 5,229	\$ 5,307
	\$ 44,931	\$ 47,177	\$ 49,536	\$ 52,013	\$ 53,573	\$ 55,181	\$ 56,836	\$ 58,541	\$ 59,712	\$ 60,906	\$ 61,820	\$ 62,747	\$ 63,688
113 ACCOUNTING CLERK ADMINISTRATIVE CLERK II PERMIT TECHNICIAN	\$ 22.42	\$ 23.54	\$ 24.72	\$ 25.95	\$ 26.73	\$ 27.53	\$ 28.36	\$ 29.21	\$ 29.80	\$ 30.39	\$ 30.85	\$ 31.31	\$ 31.78
	\$ 3,886	\$ 4,080	\$ 4,284	\$ 4,499	\$ 4,634	\$ 4,773	\$ 4,916	\$ 5,063	\$ 5,164	\$ 5,268	\$ 5,347	\$ 5,427	\$ 5,508
	\$ 46,633	\$ 48,964	\$ 51,412	\$ 53,983	\$ 55,603	\$ 57,271	\$ 58,989	\$ 60,758	\$ 61,974	\$ 63,213	\$ 64,161	\$ 65,124	\$ 66,101

Calendar Year	CITY OF SEDRO-WOOLLEY
2022/2023	FY 2023
Master Schedule for All Staff	

Vacant or Career Ladder Placeholder

Grade/Step	Start	1	2	3	4	5	6	7	8	9	10	11	12
114 IT WORKSTATION SUPPORT SPEC MAINTENANCE OPERATOR I WW TRMT OPERATOR-IN-TRAINING	\$ 23.29	\$ 24.45	\$ 25.67	\$ 26.96	\$ 27.76	\$ 28.60	\$ 29.46	\$ 30.34	\$ 30.95	\$ 31.56	\$ 32.04	\$ 32.52	\$ 33.01
	\$ 4,036	\$ 4,238	\$ 4,450	\$ 4,672	\$ 4,812	\$ 4,957	\$ 5,106	\$ 5,259	\$ 5,364	\$ 5,471	\$ 5,553	\$ 5,637	\$ 5,721
	\$ 48,433	\$ 50,855	\$ 53,398	\$ 56,067	\$ 57,749	\$ 59,482	\$ 61,266	\$ 63,104	\$ 64,366	\$ 65,654	\$ 66,639	\$ 67,638	\$ 68,653
115 VEHICLE SERVICING MECHANIC PLANNING TECHNICIAN	\$ 24.20	\$ 25.41	\$ 26.68	\$ 28.01	\$ 28.85	\$ 29.72	\$ 30.61	\$ 31.53	\$ 32.16	\$ 32.80	\$ 33.29	\$ 33.79	\$ 34.30
	\$ 4,194	\$ 4,404	\$ 4,624	\$ 4,855	\$ 5,001	\$ 5,151	\$ 5,306	\$ 5,465	\$ 5,574	\$ 5,686	\$ 5,771	\$ 5,858	\$ 5,945
	\$ 50,332	\$ 52,849	\$ 55,491	\$ 58,266	\$ 60,014	\$ 61,814	\$ 63,669	\$ 65,579	\$ 66,890	\$ 68,228	\$ 69,252	\$ 70,290	\$ 71,345
116 ACCOUNTING TECHNICIAN ENGINEERING TECHNICIAN I PERMIT TECHNICIAN - SENIOR WW TREATMENT OPERATOR I	\$ 25.17	\$ 26.43	\$ 27.75	\$ 29.14	\$ 30.01	\$ 30.91	\$ 31.84	\$ 32.80	\$ 33.45	\$ 34.12	\$ 34.63	\$ 35.15	\$ 35.68
	\$ 4,363	\$ 4,581	\$ 4,810	\$ 5,051	\$ 5,202	\$ 5,358	\$ 5,519	\$ 5,685	\$ 5,798	\$ 5,914	\$ 6,003	\$ 6,093	\$ 6,184
	\$ 52,355	\$ 54,973	\$ 57,721	\$ 60,607	\$ 62,425	\$ 64,298	\$ 66,227	\$ 68,214	\$ 69,578	\$ 70,970	\$ 72,034	\$ 73,115	\$ 74,212
117 MAINTENANCE OPERATOR II PAYROLL/HR TECHNICIAN IT USER SUPPORT TECHNICIAN	\$ 26.19	\$ 27.50	\$ 28.87	\$ 30.32	\$ 31.23	\$ 32.17	\$ 33.13	\$ 34.12	\$ 34.81	\$ 35.50	\$ 36.04	\$ 36.58	\$ 37.12
	\$ 4,540	\$ 4,767	\$ 5,005	\$ 5,255	\$ 5,413	\$ 5,575	\$ 5,743	\$ 5,915	\$ 6,033	\$ 6,154	\$ 6,246	\$ 6,340	\$ 6,435
	\$ 54,476	\$ 57,200	\$ 60,060	\$ 63,063	\$ 64,955	\$ 66,903	\$ 68,910	\$ 70,978	\$ 72,397	\$ 73,845	\$ 74,953	\$ 76,077	\$ 77,218
118 DEPUTY CITY CLERK ENGINEERING TECHNICIAN II VEHICLE TECHNICAL MECHANIC INFRASTRUCTURE & MAPPING SPEC	\$ 27.27	\$ 28.63	\$ 30.06	\$ 31.57	\$ 32.51	\$ 33.49	\$ 34.50	\$ 35.53	\$ 36.24	\$ 36.97	\$ 37.52	\$ 38.08	\$ 38.65
	\$ 4,727	\$ 4,963	\$ 5,211	\$ 5,472	\$ 5,636	\$ 5,805	\$ 5,979	\$ 6,159	\$ 6,282	\$ 6,407	\$ 6,503	\$ 6,601	\$ 6,700
	\$ 56,720	\$ 59,557	\$ 62,534	\$ 65,661	\$ 67,631	\$ 69,660	\$ 71,750	\$ 73,902	\$ 75,380	\$ 76,888	\$ 78,041	\$ 79,212	\$ 80,400
119 DEPUTY CITY CLERK MAINTENANCE OPERATOR III WW TREATMENT OPERATOR II	\$ 28.41	\$ 29.83	\$ 31.32	\$ 32.89	\$ 33.87	\$ 34.89	\$ 35.94	\$ 37.01	\$ 37.75	\$ 38.51	\$ 39.09	\$ 39.67	\$ 40.27
	\$ 4,924	\$ 5,170	\$ 5,429	\$ 5,700	\$ 5,871	\$ 6,047	\$ 6,229	\$ 6,416	\$ 6,544	\$ 6,675	\$ 6,775	\$ 6,877	\$ 6,980
	\$ 59,088	\$ 62,043	\$ 65,145	\$ 68,402	\$ 70,454	\$ 72,568	\$ 74,745	\$ 76,987	\$ 78,527	\$ 80,097	\$ 81,299	\$ 82,518	\$ 83,756
120 MAINTENANCE OPERATOR LEAD ADMINISTRATIVE ANALYST	\$ 29.61	\$ 31.09	\$ 32.64	\$ 34.27	\$ 35.30	\$ 36.36	\$ 37.45	\$ 38.57	\$ 39.34	\$ 40.13	\$ 40.73	\$ 41.34	\$ 41.97
	\$ 5,132	\$ 5,388	\$ 5,658	\$ 5,940	\$ 6,119	\$ 6,302	\$ 6,491	\$ 6,686	\$ 6,820	\$ 6,956	\$ 7,061	\$ 7,166	\$ 7,274
	\$ 61,579	\$ 64,658	\$ 67,891	\$ 71,286	\$ 73,424	\$ 75,627	\$ 77,896	\$ 80,233	\$ 81,838	\$ 83,474	\$ 84,726	\$ 85,997	\$ 87,287
121 BUILDING INSPECTOR I DATA SYSTEMS SPECIALIST ENGINEER I (GRADUATE) WW TREATMENT OPERATOR III	\$ 30.87	\$ 32.42	\$ 34.04	\$ 35.74	\$ 36.81	\$ 37.92	\$ 39.06	\$ 40.23	\$ 41.03	\$ 41.85	\$ 42.48	\$ 43.12	\$ 43.76
	\$ 5,352	\$ 5,619	\$ 5,900	\$ 6,195	\$ 6,381	\$ 6,572	\$ 6,770	\$ 6,973	\$ 7,112	\$ 7,254	\$ 7,363	\$ 7,474	\$ 7,586
	\$ 64,219	\$ 67,429	\$ 70,801	\$ 74,341	\$ 76,571	\$ 78,868	\$ 81,234	\$ 83,671	\$ 85,345	\$ 87,052	\$ 88,358	\$ 89,683	\$ 91,028
122 ASSISTANT PLANNER WW TREATMENT OPERATOR LEAD	\$ 23.00	\$ 24.15	\$ 25.36	\$ 26.63	\$ 27.43	\$ 28.25	\$ 29.10	\$ 29.97	\$ 30.57	\$ 31.18	\$ 31.65	\$ 32.12	\$ 32.60
	\$ 32.20	\$ 33.81	\$ 35.50	\$ 37.28	\$ 38.40	\$ 39.55	\$ 40.74	\$ 41.96	\$ 42.80	\$ 43.65	\$ 44.31	\$ 44.97	\$ 45.65
	\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,462	\$ 6,655	\$ 6,855	\$ 7,061	\$ 7,273	\$ 7,418	\$ 7,566	\$ 7,680	\$ 7,795	\$ 7,912
\$ 66,981	\$ 70,330	\$ 73,847	\$ 77,539	\$ 79,865	\$ 82,261	\$ 84,729	\$ 87,271	\$ 89,016	\$ 90,796	\$ 92,158	\$ 93,541	\$ 94,944	
123 BUILDING INSPECTOR II MAINTENANCE OPNS SUPERVISOR SOLID WASTE SUPERVISOR	\$ 33.61	\$ 35.29	\$ 37.06	\$ 38.91	\$ 40.08	\$ 41.28	\$ 42.52	\$ 43.80	\$ 44.67	\$ 45.56	\$ 46.25	\$ 46.94	\$ 47.65
	\$ 5,826	\$ 6,118	\$ 6,424	\$ 6,745	\$ 6,947	\$ 7,155	\$ 7,370	\$ 7,591	\$ 7,743	\$ 7,898	\$ 8,016	\$ 8,137	\$ 8,259
	\$ 69,916	\$ 73,412	\$ 77,082	\$ 80,937	\$ 83,365	\$ 85,866	\$ 88,442	\$ 91,095	\$ 92,917	\$ 94,775	\$ 96,197	\$ 97,640	\$ 99,104
124 WW TREATMENT SUPERVISOR ENGINEER (EIT) IT SYSTEM INTEGRATION ANALYST	\$ 35.31	\$ 37.08	\$ 38.93	\$ 40.88	\$ 42.10	\$ 43.37	\$ 44.67	\$ 46.01	\$ 46.93	\$ 47.86	\$ 48.58	\$ 49.31	\$ 50.05
	\$ 6,120	\$ 6,426	\$ 6,748	\$ 7,085	\$ 7,298	\$ 7,517	\$ 7,742	\$ 7,974	\$ 8,134	\$ 8,297	\$ 8,421	\$ 8,547	\$ 8,676
	\$ 73,445	\$ 77,117	\$ 80,973	\$ 85,021	\$ 87,572	\$ 90,199	\$ 92,905	\$ 95,692	\$ 97,606	\$ 99,558	\$ 101,052	\$ 102,568	\$ 104,106

Calendar Year	CITY OF SEDRO-WOOLLEY
2022/2023	FY 2023
	Master Schedule for All Staff

Vacant or Career Ladder Placeholder

Grade/Step	Start	1	2	3	4	5	6	7	8	9	10	11	12
125 PLANNER	\$ 36.98	\$ 38.83	\$ 40.77	\$ 42.81	\$ 44.09	\$ 45.42	\$ 46.78	\$ 48.18	\$ 49.14	\$ 50.13	\$ 50.88	\$ 51.64	\$ 52.42
	\$ 6,410	\$ 6,730	\$ 7,067	\$ 7,420	\$ 7,643	\$ 7,872	\$ 8,108	\$ 8,351	\$ 8,518	\$ 8,689	\$ 8,819	\$ 8,951	\$ 9,086
	\$ 76,918	\$ 80,763	\$ 84,802	\$ 89,042	\$ 91,713	\$ 94,464	\$ 97,298	\$ 100,217	\$ 102,222	\$ 104,266	\$ 105,830	\$ 107,417	\$ 109,029
126 BUILDING OFFICIAL (CMML INSP)	\$ 38.74	\$ 40.67	\$ 42.71	\$ 44.84	\$ 46.19	\$ 47.57	\$ 49.00	\$ 50.47	\$ 51.48	\$ 52.51	\$ 53.30	\$ 54.10	\$ 54.91
	\$ 6,715	\$ 7,050	\$ 7,403	\$ 7,773	\$ 8,006	\$ 8,246	\$ 8,494	\$ 8,748	\$ 8,923	\$ 9,102	\$ 9,238	\$ 9,377	\$ 9,518
	\$ 80,574	\$ 84,603	\$ 88,833	\$ 93,275	\$ 96,073	\$ 98,955	\$ 101,924	\$ 104,982	\$ 107,082	\$ 109,223	\$ 110,862	\$ 112,524	\$ 114,212
127	\$ 40.60	\$ 42.63	\$ 44.76	\$ 47.00	\$ 48.41	\$ 49.86	\$ 51.35	\$ 52.89	\$ 53.95	\$ 55.03	\$ 55.86	\$ 56.69	\$ 57.55
	\$ 7,037	\$ 7,389	\$ 7,758	\$ 8,146	\$ 8,390	\$ 8,642	\$ 8,901	\$ 9,168	\$ 9,352	\$ 9,539	\$ 9,682	\$ 9,827	\$ 9,975
	\$ 84,442	\$ 88,664	\$ 93,097	\$ 97,752	\$ 100,685	\$ 103,705	\$ 106,816	\$ 110,021	\$ 112,221	\$ 114,466	\$ 116,183	\$ 117,925	\$ 119,694
128 ASSISTANT FIRE CHIEF	\$ 42.56	\$ 44.69	\$ 46.92	\$ 49.27	\$ 50.74	\$ 52.27	\$ 53.83	\$ 55.45	\$ 56.56	\$ 57.69	\$ 58.55	\$ 59.43	\$ 60.32
	\$ 7,377	\$ 7,745	\$ 8,133	\$ 8,539	\$ 8,796	\$ 9,059	\$ 9,331	\$ 9,611	\$ 9,803	\$ 9,999	\$ 10,149	\$ 10,302	\$ 10,456
	\$ 88,520	\$ 92,946	\$ 97,593	\$ 102,473	\$ 105,547	\$ 108,713	\$ 111,975	\$ 115,334	\$ 117,641	\$ 119,993	\$ 121,793	\$ 123,620	\$ 125,475
129 POLICE LIEUTENANT CITY ENGINEER	\$ 44.63	\$ 46.86	\$ 49.21	\$ 51.67	\$ 53.22	\$ 54.81	\$ 56.46	\$ 58.15	\$ 59.31	\$ 60.50	\$ 61.41	\$ 62.33	\$ 63.26
	\$ 7,736	\$ 8,123	\$ 8,529	\$ 8,956	\$ 9,224	\$ 9,501	\$ 9,786	\$ 10,080	\$ 10,281	\$ 10,487	\$ 10,644	\$ 10,804	\$ 10,966
	\$ 92,834	\$ 97,476	\$ 102,350	\$ 107,468	\$ 110,692	\$ 114,012	\$ 117,433	\$ 120,956	\$ 123,375	\$ 125,842	\$ 127,730	\$ 129,646	\$ 131,590
130 DIRECTOR, INFO TECHNOLOGIES	\$ 46.82	\$ 49.16	\$ 51.62	\$ 54.20	\$ 55.83	\$ 57.50	\$ 59.23	\$ 61.00	\$ 62.22	\$ 63.47	\$ 64.42	\$ 65.39	\$ 66.37
	\$ 8,115	\$ 8,521	\$ 8,947	\$ 9,395	\$ 9,677	\$ 9,967	\$ 10,266	\$ 10,574	\$ 10,785	\$ 11,001	\$ 11,166	\$ 11,334	\$ 11,504
	\$ 97,386	\$ 102,255	\$ 107,368	\$ 112,736	\$ 116,118	\$ 119,602	\$ 123,190	\$ 126,886	\$ 129,423	\$ 132,012	\$ 133,992	\$ 136,002	\$ 138,042
131 DIRECTOR, FINANCE DIRECTOR, COMMUNITY DEVEL	\$ 49.12	\$ 51.58	\$ 54.16	\$ 56.87	\$ 58.57	\$ 60.33	\$ 62.14	\$ 64.00	\$ 65.28	\$ 66.59	\$ 67.59	\$ 68.60	\$ 69.63
	\$ 8,515	\$ 8,940	\$ 9,387	\$ 9,857	\$ 10,152	\$ 10,457	\$ 10,771	\$ 11,094	\$ 11,316	\$ 11,542	\$ 11,715	\$ 11,891	\$ 12,069
	\$ 102,174	\$ 107,283	\$ 112,647	\$ 118,279	\$ 121,828	\$ 125,483	\$ 129,247	\$ 133,124	\$ 135,787	\$ 138,503	\$ 140,580	\$ 142,689	\$ 144,829
132	\$ 51.55	\$ 54.13	\$ 56.83	\$ 59.68	\$ 61.47	\$ 63.31	\$ 65.21	\$ 67.17	\$ 68.51	\$ 69.88	\$ 70.93	\$ 71.99	\$ 73.07
	\$ 8,935	\$ 9,382	\$ 9,851	\$ 10,344	\$ 10,654	\$ 10,974	\$ 11,303	\$ 11,642	\$ 11,875	\$ 12,113	\$ 12,294	\$ 12,479	\$ 12,666
	\$ 107,225	\$ 112,587	\$ 118,216	\$ 124,127	\$ 127,851	\$ 131,686	\$ 135,637	\$ 139,706	\$ 142,500	\$ 145,350	\$ 147,530	\$ 149,743	\$ 151,989
133 DIRECTOR, PUBLIC WORKS POLICE CHIEF FIRE CHIEF	\$ 54.12	\$ 56.82	\$ 59.67	\$ 62.65	\$ 64.53	\$ 66.46	\$ 68.46	\$ 70.51	\$ 71.92	\$ 73.36	\$ 74.46	\$ 75.58	\$ 76.71
	\$ 9,381	\$ 9,850	\$ 10,342	\$ 10,859	\$ 11,185	\$ 11,520	\$ 11,866	\$ 12,222	\$ 12,466	\$ 12,716	\$ 12,907	\$ 13,100	\$ 13,297
	\$ 112,566	\$ 118,195	\$ 124,104	\$ 130,309	\$ 134,219	\$ 138,245	\$ 142,393	\$ 146,664	\$ 149,598	\$ 152,590	\$ 154,879	\$ 157,202	\$ 159,560
134	\$ 56.83	\$ 59.67	\$ 62.65	\$ 65.78	\$ 67.76	\$ 69.79	\$ 71.88	\$ 74.04	\$ 75.52	\$ 77.03	\$ 78.19	\$ 79.36	\$ 80.55
	\$ 9,850	\$ 10,342	\$ 10,859	\$ 11,402	\$ 11,744	\$ 12,097	\$ 12,460	\$ 12,833	\$ 13,090	\$ 13,352	\$ 13,552	\$ 13,755	\$ 13,962
	\$ 118,196	\$ 124,106	\$ 130,311	\$ 136,827	\$ 140,932	\$ 145,160	\$ 149,515	\$ 154,000	\$ 157,080	\$ 160,222	\$ 162,625	\$ 165,064	\$ 167,540
135	\$ 59.68	\$ 62.67	\$ 65.80	\$ 69.09	\$ 71.16	\$ 73.30	\$ 75.50	\$ 77.76	\$ 79.32	\$ 80.90	\$ 82.12	\$ 83.35	\$ 84.60
	\$ 10,345	\$ 10,862	\$ 11,406	\$ 11,976	\$ 12,335	\$ 12,705	\$ 13,086	\$ 13,479	\$ 13,748	\$ 14,023	\$ 14,234	\$ 14,447	\$ 14,664
	\$ 124,142	\$ 130,349	\$ 136,867	\$ 143,710	\$ 148,021	\$ 152,462	\$ 157,036	\$ 161,747	\$ 164,982	\$ 168,281	\$ 170,806	\$ 173,368	\$ 175,968
137 CITY ADMINISTRATOR	\$ 65.87	\$ 69.16	\$ 72.62	\$ 76.25	\$ 78.54	\$ 80.90	\$ 83.32	\$ 85.82	\$ 87.54	\$ 89.29	\$ 90.63	\$ 91.99	\$ 93.37
	\$ 11,417	\$ 11,988	\$ 12,588	\$ 13,217	\$ 13,613	\$ 14,022	\$ 14,442	\$ 14,876	\$ 15,173	\$ 15,477	\$ 15,709	\$ 15,945	\$ 16,184
	\$ 137,007	\$ 143,858	\$ 151,050	\$ 158,603	\$ 163,361	\$ 168,262	\$ 173,310	\$ 178,509	\$ 182,079	\$ 185,721	\$ 188,507	\$ 191,334	\$ 194,204

Calendar Year	CITY OF SEDRO-WOOLLEY
2022/2023	FY 2023
	Master Schedule for All Staff

Vacant or Career Ladder Placeholder



	<u>POSITION CROSSWALK - AFSCME</u>		<u>POSITION CROSSWALK - ADMIN</u>	
<u>CURRENT</u>	<u>RECOMMENDED</u>	<u>CURRENT</u>	<u>RECOMMENDED</u>	
Wastewater Treatment Supervisor	WW Treatment Supervisor	City Supervisor	City Administrator	
Supervisor	Maintenance & Opns Supervisor	Public Works Director	Public Works Director	
Supervisor	Supervisor, Solid Waste Operations	Fire Chief	Fire Chief	
Lead Plant Operator Class 3	WW Treatment Operator - Lead	Fire Chief	Police Chief	
Building Inspector	Building Inspector I	Planning Director	Community Development Director	
Plant Operator Class 3	WW Treatment Operator III	Finance Director	Finance Director	
Public Works Assistant	Administrative Analyst	IT Director	IT Director	
Lead Equipment Operator	Maintenance Operator Lead	Lieutenant	Police Lieutenant	
Collection Specialist	Infrastructure & Mapping Specialist	City Engineer	City Engineer (Sr. Engineer)	
Eng Tech/Project Inspector	Engineering Technician Inspector II	Assistant Fire Chief	Assistant Fire Chief	
Deputy Clerk	Deputy City Clerk	Assistant Fire Chief	Assistant Fire Chief	
Plant Operator Class 2	WW Treatment Operator II	IT Specialist	IT System Integration Analyst	
Equipment Operator 2	Maintenance Operator II	Assistant Planner	Assistant Planner	
Accounting Clerk/HR Assistant	Payroll/HR Technician	Court Clerk	Court Services Administrator	
Permitting Technician	Permit Technician - Senior			
Accounting Clerk	Accounting Technician			
Collection Specialist	WW Trmt Operator in training			
Plant Operator Class 1	WW Treatment Operator I			
Equipment Operator I	Maintenance Operator I			
Custodian	Custodian			
Park Caretaker	Park Caretaker			