

# APPENDIX

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Included in this section is information regarding the following:

- Island History
- Mercer Island Community
- City Operations
- Demographics
- Economic Information
- Property Tax Information
- Glossary of Budget Terms
- Staffing Classifications



## Island History

Just over five miles long and two miles wide, Mercer Island is an island community situated in Lake Washington, east of the City of Seattle and west of the City of Bellevue. Early settlement on Mercer Island began in the late 1870's. The Island was named after one of the three pioneering Mercer brothers from Illinois, all of whom had great influence in the Seattle area. Although none of the brothers lived on Mercer Island, they would often hunt and explore throughout the island's secluded forests. In these early days island settlers would travel by rowboat to the neighboring community of Seattle in order to pick up any necessities. An occasional tramp steamer would drop off items that were too large to transport by rowboat.

Because of the inconveniences of island living, settlement was slow until C.C. Calkins platted the town of East Seattle and built a luxurious resort on the western side of the island in 1891. A ferry dock was built and small steamers began to make regular trips. With transportation available, the area began to attract more residents. Public water travel continued until July 2, 1940 when the floating bridge from Mercer Island to Seattle was opened.

Today Interstate 90 connects Mercer Island with Seattle and Bellevue. It is an eight-lane freeway system, which includes two separate side-by-side floating bridges across Lake Washington.

## The Community

Mercer Island is primarily a single-family, high-quality residential community with a commercial business district and multi-family dwellings concentrated at the northern end of the Island. Its close proximity to both Seattle and Bellevue makes island living convenient. The City owns approximately 475 acres of parkland and open space, which helps maintain the island's natural beauty. The result is quiet, forested neighborhoods, complemented by stunning views of Seattle, the Cascade Mountains, Mount Rainier and Lake Washington. It is an active community where volunteer boards and commissions work closely with the City Council and city staff. The City of Mercer Island is known for providing quality customer service to its approximately 22,000 residents.

The Mercer Island School District has an outstanding reputation and is a source of community pride. The District serves approximately 3,000 students on the island with three elementary schools, one middle school, one high school, and an alternative high school. In addition to the public schools, the island is home to St. Monica's Catholic School for grades K-8, Yeshiva Jewish High School, and the French American School for grades K – 5. Per capita spending for education in the all-island district also ranks at the highest levels in the state. On statewide exams Mercer Island students consistently rank among the highest. Approximately 90 percent of the island's high school graduates continue on to post-secondary education.

The City's Parks and Recreation Department operates a number of programs geared to residents of all ages at its community center, including youth, senior citizen, and art programs. The City Council's commitment to open spaces and parks is reflected in the three large city parks on the island, one public boat launch, and more than ten public waterfront parks which provide open access to a significant portion of the island's shoreline. There are also numerous ball fields, bike trails and picnic areas, as well as over 50 miles of marked trails. In a landmark action the City Council voted to create what may be the first municipal Open Space Conservancy Trust in the United States to protect a twenty acre parcel on the south side of the island. Effective January 1, 2003 the City Council accepted ownership of Luther Burbank Park from King County. This jewel of a park is 77 acres and lies along the shores of Lake

# Appendix

Washington, see the Luther Burbank Park maintenance policy, in section C, for a more detailed look at the operations of the park.

## City Operations

Mercer Island was incorporated on July 18, 1960 and operates with a Council/Manager form of government. Seven City Councilmembers are chosen during at-large, non-partisan elections to serve four-year terms. From among their seven-member body, the City Council members elect a Mayor to serve a two-year term. The Mayor and City Council appoint a City Manager who is responsible for the administration of City policies. There are a variety of boards and commissions including the Disability Board, Arts Council, Building Board of Appeals, Civil Service Commission, Planning Commission, Design Commission, Open Space Conservancy Trust, Utilities Board, and the Youth and Family Services Board. All the boards assist in the formulation of policy and direction for the City.

The City employs 178.7 full-time equivalent employees. Approximately one-half of the City's permanent employees are represented by bargaining units as follows:

<b>Bargaining Unit</b>	<b># of Full Time Equivalents</b>	<b>Current Contract Expires</b>
International Association of Firefighters	30	December 2008
Mercer Island Police Association	28	December 2010
Records & Marine Patrol Tech	4	December 2009
American Federation of State, County, and Municipal Employees	41	December 2008

### **The City of Mercer Island provides the following services:**

- Public Safety (police, fire and emergency medical services)
- Street Maintenance
- Utilities Maintenance (water, sewer and storm drainage)
- Park Maintenance and Recreation Activities
- Planning and Zoning
- Youth and Family Support Services

## Mercer Island at a Glance

<b>Land Area</b>	6.2 Square miles	
<b>Land Use</b>	Developed residential	3309 Acres
	Undeveloped residential	478 Acres
	Multi-Family	113 Acres
	Commercial/Business	92 Acres
	Public Institutions	35 Acres
	<b>Total</b>	<b>4034 Acres</b>
<b>Public Schools</b>	Mercer Island School District #400	3 Elementary Schools 1 Middle School 1 High School
<b>Parks/Open Space</b>	Developed Parks	23 Parks
	Sites Maintained	45 Sites
	<b>Total Inventory</b>	<b>475 Acres</b>
<b>Climate<sup>1</sup></b>	Variant Summer Temperatures	50 – 70 Degrees Fahrenheit
	Variant Winter Temperatures	20 – 40 Degrees Fahrenheit
	Annual Precipitation <sup>2</sup>	32 – 35 Inches
<b>Population<sup>3</sup></b>	2008	22,650
	2007	22,380
	2006	21,860
	2005	21,710
	2004	21,830
	2003	21,840
	2002	21,955
	2001	21,970
	2000	22,036
	1999	21,570
	1998	21,690
	1997	21,550
	1996	21,490
	1995	21,290
	1994	21,270
	1993	21,260
	1992	21,210

<sup>1</sup> Source: National Weather Service.

<sup>2</sup> Approximately half falls between October and January.

<sup>3</sup> Sources: 1990 and 2000 United States Census Report and Washington State Office of Financial Management.

# Appendix

## Mercer Island at a Glance

<b>Gender Composition<sup>4</sup></b>	Male	48.1%
	Female	51.9%
<b>Median Age</b>		44.3 years
<b>Age Composition</b>	Under 5 years	4.5%
	5-9 years	7.5%
	10-14 years	8.8%
	15-19 years	6.9
	20-24 years	2.5%
	25-34 years	6.2%
	35-44 years	15%
	45-54 years	18.2%
	55-59 years	6.6%
	60-64 years	5.1%
	65-74 years	8.9%
	75-84 years	7.2%
85+ years	2.6%	
<b>Racial composition</b>	Caucasian	84.1%
	Asian or Pacific Island	11.9%
	African American	1.1%
	Hispanic or Latino	1.9%
	American Indian, Eskimo or Aleut	.2%
	<b>Family Size</b>	2000
1990		2.59/unit
1980		2.85/unit
<b>Number of Dwelling Units</b>	Single-family	7,102
	Multi-family	<u>2954</u>
	Total	10,056

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<sup>4</sup> Source: 2000 United States Census Report. This source has been used for other demographic statistics in this section including median age, age composition, racial composition, family size, housing values, housing income, and educational attainment.

## Mercer Island at a Glance

<b>Housing Values<sup>5</sup></b>	\$500 - \$100,000	227
	\$100,000 - \$500,000	2,400
	\$500,000 - \$1,000,000	4,245
	\$1,000,000 - \$10,000,000	1,641
	\$10,000,001 or more	25
	Mean Housing Value	\$1.0 mill
<b>Household Income<sup>6</sup></b>	Less than \$10,000	2.4%
	\$10,000 - \$24,999	7.3%
	\$25,000 - \$49,999	16.1%
	\$50,000 - \$74,999	14.1%
	\$75,000 - \$99,999	13.5%
	\$100,000 - \$149,000	19.9%
	\$150,000 - \$199,999	8.3%
	\$200,000 or more	18.4%
	Male full-time, year-round	\$82,855
	Female full-time, year-round	\$46,734
	<i>Mercer Island</i>	<u>2000</u>
	Median Household Income	\$91,904
	<i>King County</i>	<u>2000</u>
	Median Household Income	\$53,157
<b>Educational Attainment</b>	<i>Persons 25 years and over:</i>	
	Less than 9 <sup>th</sup> grade	.9%
	9 <sup>th</sup> – 12 <sup>th</sup> grade, no diploma	1.3%
	High school graduate	8.5%
	Some college, no degree	16.1%
	Associate degree	4.1%
	Bachelor's degree	37.5%
	Graduate or professional degree	31.6%
	Number of high school graduate or higher	97.7
	Number of bachelor's or higher	69.1

<sup>5</sup> Source: 2004 Assessors Information

<sup>6</sup> Source: 2000 United States Census Report.

## Mercer Island at a Glance

### Police and Fire Protection

The City provides police and fire protection. Some emergency medical services are contracted with outside agencies. The City also operates a marine patrol on Lake Washington throughout the year.

# of Commissioned Police Officers	30
# of Calls for Police Service	17,000
Response Time for Police Emergency Calls	3.7 minutes
# of Firefighters	28
# of Fire Stations	2
# of Emergency Calls	1,492
Response Time for Urgent Fire Calls	6.3 minutes

### Utility Services

Residential Units Served	7,102
Multi-Family Units Served	2,619
Commercial Units Served	175
Government Institution Units	125

<b><u>Water Utility</u></b>	<b><u>Gallons</u></b>
Storage Capacity	8,000,000

#### *Annual:*

Average Daily Demand	2,160,000
Average Monthly Use	65,570,000

#### *Winter:*

Avg. Daily Demand	1,470,000
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#### *Summer:*

Avg. Daily Demand	3,680,000
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Miles of Lines	122
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### **Sewer Utility**

Miles of Mains	111
Number of Pump Lift Stations	18
Sewage Treatment is provided by King County/ Metro	

### **Storm Drainage**

	<b>Feet</b>
Pipes	695,195
Water Courses	69,733
Ditches	148,596

Catch Basins/Manholes (#)	7496
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## Mercer Island at a Glance

# Appendix

<b>Transportation</b>	<b><u>Paved Streets</u></b>	<b><u>Miles</u></b>
	Residential	54.2
	Minor Arterial	4.2
	Collector Arterial	18.4
	Major Arterial	.9
	<b>Total</b>	<b>77.7</b>
<b>Legal Status</b>	Non-Charter Code City	
<b>Congressional District</b>	Washington's Eighth	
<b>Legislative District</b>	4 <sup>th</sup>	
<b>Voting Information</b>	Registered Voters:	14,907

# Appendix

## Economic Information

The Town Center business core is the larger of the two commercial areas on Mercer Island. A smaller commercial district, the QFC Village, is located on the south end of Mercer Island and includes a large supermarket and other retail and service businesses.

The Town Center is a 76-acre bowl-shaped area located at the north end of Mercer Island just south of Interstate 90. The Town Center has been in a redevelopment process and as of 2008, several new mixed-use residential/commercial structures that contain underground parking have been completed or are under construction. When the projects are completed, they will add about 850 new apartments, condos, and senior housing to the Town Center, provide new office space for existing and relocated businesses, and provide about 15% more retail rental space than the buildings being replaced. Parking supply will be increased to meet needs and provide available space for all Island residents to park and shop at the new retail facilities in the Town Center.

Revitalization efforts were initiated in 1993 to create a new urban design vision with both residences and businesses along with adequate parking for Mercer Island citizens, business owners, and visitors. Beginning with the adoption of the *Comprehensive Plan* and subsequent adoptions of the *Town Center Plan* and *Town Center Development and Design Standards*, Mercer Island citizens have created a “new urbanism” vision for downtown. Primary goals of the process:

- To provide a mixed-use commercial core with residences, retail shops and professional offices linked by a pedestrian-oriented circulation system;
- To create a mid-rise office district with ground level retail and below grade or rear lot parking;
- To build low rise, high density housing that encircles the retail core;
- To improve transportation linkages with increased transit service, and;
- To create memorable plazas, courtyards and open spaces suitable for public gathering, community celebrations and public art.

The Mercer Island City Council reaffirmed its commitment to downtown revitalization at its 1996 retreat, establishing an ad hoc committee of Councilmembers and staff to develop long and near term strategies for the Town Center improvements, and to initiate a number of planning efforts which have been accomplished. These include:

- Partnership with the Chamber of Commerce to provide a downtown business/community liaison;
- Design of downtown gateway markers and a monument honoring the contributions of service clubs;
- A downtown parking study with revisions to the parking requirements.

In the mid 1990's, public efforts were focused on new light standards, street and sidewalk improvements and enhancements, landscaping and the installation of street furniture. Private investment in downtown is now becoming visible, with new commercial and residential buildings being built and more proposed. In 2001, parking requirements were increased in the Town Center and revised design standards were adopted to govern all new development.

For current information about the projects that are underway or under review, see the City website at [www.mercergov.org/towncenter](http://www.mercergov.org/towncenter).

## Employment Information

With 575 employees, Farmers New World Life Insurance Company is the largest employer on Mercer Island. The firm established its offices on the Island in 1958 and relocated its facilities to its current location in the Central Business District in 1982. The Mercer Island office serves as the firm's national headquarters.

## Economic Statistics

### Business Provides:

4,200 Jobs

### Major Employers:

Farmers New World Life Insurance Company - 575 employees  
 Mercer Island School District #400 - 377 employees  
 PacifiCare of Washington - 120 employees  
 City of Mercer Island - 178 employees

### Local Sales Tax Rates:

Effective 04/08

State Sales Tax Rate	6.5%
RTA	0.4%
Local:	2.1%
Criminal Justice	.1%
Transit	.8%
City	1.2%
<b>Total Sales Tax Rate</b>	<b>9.0%</b>

### Building Construction:

Year	# of Building Permits Issued (Residential and Commercial)	Valuation
2008	375	\$40,109,907
2007	476	\$86,257,137
2006	413	\$95,911,246
2005	416	\$80,127,790
2004	428	\$93,529,380
2003	385	\$26,827,671
2002	427	\$47,678,701
2001	362	\$47,408,279
2000	379	\$52,576,037
1999	330	\$39,786,827
1998	273	\$45,244,342
1997	264	\$29,280,362
1996	268	\$27,553,464
1995	248	\$31,293,498
1994	255	\$42,039,108

# Appendix

## City of Mercer Island Major Taxpayers<sup>6</sup>

Taxpayer	Business	Assessed Valuation
Paul G. Allen <sup>7</sup>	Residences	\$120,040,000
Shorewood Apartments	Apartments	\$59,212,000
Farmers New World Life Insurance Co.	Insurance	\$19,001,123
Covenant Shores	Apartments/retirement	\$18,712,500
Qwest Communications	Telecommunications	\$12,075,799
Gencor S-Mercers Island Association	Island House - Retirement Home	\$ 8,884,016
Mercer Island Beach Club	Private Recreation Club	\$ 7,383,765
Puget Sound Energy	Gas/electric utility	\$ 7,277,144
O'Keefe Development Corp	Condominiums	\$6,280,700

## Property Tax Collection Information<sup>8</sup>

Taxes are due and payable on April 30 of each year succeeding the levy. The entire tax or first half must be paid on or before April 30, the total amount becoming delinquent on May 1. The second half of the tax is payable on or before October 31, becoming delinquent November 1. For more information on property taxes see budget policy in section D.

Collection Year	Assessed Valuation	Levy Rate	Tax Levy	Tax Collection Year of Levy	Tax Collection As of 07/31/08
2008	\$8,878,236,032	1.137	\$10,095,031	In process	49.00%
2007	\$7,840,048,891	1.253	\$9,822,808	99%	99.75%
2006	\$7,059,706,779	1.353	\$9,551,783	98%	99.93%
2005	\$6,425,909,873	1.449	\$9,311,143	99%	100.0%
2004	\$ 6,346,989,537	1.452	\$ 9,310,399	99%	100.0%
2003	\$ 6,277,164,020	1.369	\$ 8,596,370	98.0%	100.0%
2002	\$ 5,704,064,921	1.419	\$ 8,093,924	98.3%	100.0%
2001	\$ 5,014,883,644	1.636	\$ 8,199,928	98.2%	100.0%
2000	\$ 4,230,232,677	1.888	\$ 7,987,889	98.3%	100.0%
1999	\$ 3,828,866,473	2.017	\$ 7,724,477	98.0%	100.0%
1998	\$ 3,294,183,967	2.256	\$ 7,428,576	98.2%	100.0%
1997	\$ 2,952,878,554	2.367	\$ 7,072,108	98.4%	100.0%
1996	\$ 2,918,884,544	2.338	\$ 6,817,739	98.4%	100.0%
1995	\$ 2,883,007,844	2.220	\$ 6,394,824	98.3%	100.0%
1994	\$ 2,719,252,413	2.335	\$ 6,339,547	98.4%	100.0%
1993	\$ 2,710,268,409	2.284	\$ 6,182,396	98.3%	100.0%

<sup>7</sup> Paul G. Allen is an individual property owner and was a founding member of the Microsoft Corporation.

<sup>8</sup> Source: King County Finance Division

## Glossary of Budget-Related Terms

**ACCRUAL BASIS:** The method of accounting under which revenues are recorded when they are earned, regardless of the timing of related cash flows. Expenses are recorded at the time liabilities are incurred.

**APPROPRIATIONS:** A legal authorization granted by the City Council to make expenditures and to incur obligations for specific purposes. An appropriation is limited in the amount and time when it may be used unless it is for a capital project such as constructing a building or developing a park.

**ASSESSED VALUATION:** The fair market value of both real (land and building) and personal property as determined by the King County Assessors Office for the purpose of fixing taxes.

**ASSET:** Any owned physical object (tangible) or right (intangible) having a monetary value or an item or source of wealth, expressed in terms of any cost benefiting a future period.

**BENEFITS:** City paid benefits provided for employees in the areas of social security, retirement, worker's compensation, life insurance, medical insurance and management benefits.

**BOND:** A written promise to pay a specified sum of money (called the face value or principal amount) at a specified date in the future (called the maturity date) together with period interest at a specified rate.

**BOND ANTICIPATION NOTES:** Short-term interest bearing notes issued in anticipation of bonds to be issued at a later date. The notes are retired from proceeds of the bond issue to which they are related.

**BUDGET:** A government's plan of financial operations for a given period including proposed expenditures, and a proposed means of financing them. Legal authority and requirements are found in the Revised Code of Washington (RCW 35A.33).

**CAPITAL ASSETS:** Assets of significant value and having a useful life of several years. Capital assets may also be fixed assets.

**CAPITAL IMPROVEMENT PROGRAM (CIP):** The plan or schedule of project expenditures for public facilities and infrastructure (buildings, roads, etc.) with estimated project costs, sources of funding and timing of work over a five-year period. For financial planning and general management, the capital program is presented as a plan of work and proposed expenditures, and is the basis for annual appropriation requests and bond issues.

**CAPITAL OUTLAY:** Fixed assets which have a value of \$1,000 or more and have a useful economic lifetime of more than three years or assets of any value, if the nature of the item under consideration is such that it must be controlled for custody purposes as a fixed asset.

**CAPITAL PROJECT:** The largely one-time cost for acquisition, construction, improvement, replacement, or renovation of land, structures and improvements thereon. The cost must usually be \$25,000 or more in order to be considered a capital project; amounts under \$25,000 are considered in the operating budget. In addition, equipment is considered a capital project if it is \$25,000 or more in cost.

# Appendix

**CASH FLOW BUDGET:** A projection of the cash receipts and disbursements anticipated during a given time period.

**CERTIFICATE OF DEPOSIT:** A negotiable or nonnegotiable receipt for moneys deposited in a bank or other financial institution for a specified period for a specified rate of interest.

**CHARGES FOR SERVICES:** A revenue category, which includes a charge for a specific service. These primarily include park recreation fees, plan check fees and other miscellaneous fees.

**COMPREHENSIVE BUDGET:** Combines both the annual financial plan for operations and the annual portion of the Capital Improvement Program Budget. Excluded from the operating budget are carry-over capital projects, which have been previously approved.

**CONSTANT OR REAL DOLLARS:** The presentation of dollar amounts adjusted for inflation to reflect the real purchasing power of money as compared to a certain point of time in the past.

**COST ALLOCATION:** Assignment of cost charges from one department that reimburse another for services received. Some examples are attorney services, finance services and personnel services.

**COUNCILMANIC BONDS:** Councilmanic bonds refer to bonds issued with the approval of the Council, as opposed to voted bonds which must be approved by the public. Councilmanic bonds must not exceed .7 percent of the assessed valuation and voted bonds 1.75 percent per State R.C.W.

**DEBT SERVICE:** The annual payment of principal and interest on the City's bonded indebtedness. Bonds are issued to finance the construction of capital projects such as public buildings, parks, roads, storm sewers and water system improvements.

**DEFICIT:** 1) The excess liabilities over assets (see Fund Balance). 2) The excess expenditures or expenses over revenues during a single accounting period.

**ENCUMBRANCES:** Commitments for unperformed contracts for goods or services. A purchase order is the most common encumbrance.

**ENTERPRISE FUND:** A fund used to account for operations that are financed and operated in a manner similar to private business enterprise where the cost of providing services, such as water, on a continual basis. Costs are recovered through user charges.

**EXPENDITURES:** A net decrease in financial resources. Expenditures include operating expenses, which require the use of current assets. This term designates the cost of goods delivered or services rendered, whether paid or unpaid, including expenses, provision for debt retirement not reported as a liability of the fund from which retired and capital outlays.

**FEES:** A general term used for any charge for services. Major types of fees include business and non-business licenses, fines and use charges.

**FINES AND FORFEITURES:** Revenue category, which primarily includes court, police, traffic and parking fines and forfeitures.

**FUND:** An independent fiscal and accounting entity with a self-balancing set of accounts recording cash and other financial resources, together with all related liabilities and changes in these assets and liabilities.

**FUND BALANCE:** The fund equity of governmental funds and trust funds.

**GASB:** Governmental Accounting Standards Board.

**GENERAL OBLIGATION BONDS:** Bonds for the payment of which the full faith and credit of the issuing government are pledged.

**INTERGOVERNMENTAL REVENUE:** Earnings from other governments, primarily shared State revenue from the auto excise tax, and liquor profits and tax. Shared revenue from fire districts, the Emergency Medical Service levy, library and the U.S. Marshals Federal grants are also included in this category.

**LEOFF:** Law Enforcement Officers and Firefighters Retirement System provided in the State of Washington.

**LEVY:** The total amount to be raised by general property taxes for purposes specified in the Tax Levy Ordinance.

**LEVY RATE:** The amount of tax levied for each \$1,000 of assessed valuation.

**LIABILITY:** Indebtedness of a government entity. Common examples are amounts owed to vendors for services rendered or goods received, and principal and interest owed to holders of County bonds. These are debts or legal obligations arising out of transactions in the past which must be liquidated, renewed or reduced at some future.

**LICENSES AND PERMITS:** Revenue category that includes building permits, business and amusement licenses and any other miscellaneous license or permit.

**LID:** Local Improvement District or Special Assessments made against certain properties to defray part or all of the cost of a specific improvement or service deemed to primarily benefit those properties.

**MATURITIES:** The dates on which the principal or stated values of investments or debt obligations mature and may be reclaimed.

**MONEY:** Any of various objects, especially coins and bank notes, issued by a federal government and accepted as a medium of exchange and measure of value. Green stuff. That which makes us get up in the morning and go to work.

**NET BUDGET:** Eliminates double-counting the budget by eliminating fund transfers and internal service charges such as interfund equipment rental and insurance charges. The net budget represents the true level of spending in the budget.

**NOMINAL DOLLARS:** The presentation of dollar amounts not adjusted for inflation. Adjusting for inflation would be done to reflect the real purchasing power of money today.

# Appendix

**OPERATING BUDGET:** Plans of current expenditures and the proposed means of financing them. The annual operating budget is the primary means by which most of the financing of acquisitions, spending, and service delivery activities of a government are controlled.

**OPERATING EXPENSE:** Those costs, including expenditures for salaries and wages, benefits, supplies, services and charges, which are necessary to support primary services. For example, telephone charges, printing and office supplies are operating expenses.

**ORDINANCE:** A formal legislative enactment by the Council.

**PERS:** Public Employees Retirement System provided for other than Police and Fire by the State of Washington.

**RESERVE:** The unencumbered year-end balance of revenue less expenditures in governmental funds.

**REVENUE:** Income received through such sources as taxes, fines, fees, grants or service charges which can be used to finance operations or capital assets. These amounts increase the net assets.

**REVENUE BONDS:** Pledge future revenues, usually water, sewer or drainage charges covering debt payments in addition to operating costs.

**R.C.W - REVISED CODE OF WASHINGTON:** The legal authority under which the governmental units of the State are ruled.

**SUPPLEMENTAL APPROPRIATION:** Approved by Council after the initial budget appropriation. Supplemental appropriations are approved during the year, and an annual budget amendment ordinance is approved each December.

**WARRANT:** An order directing the treasurer of the City to pay a specified amount to the bearer, either after the current or some future date.

**WORKING CAPITAL:** The year-end balance of current assets less current liabilities in the Enterprise and Internal Service Funds. The unencumbered balance at year-end is available for appropriation in the next year's budget.

**YIELD:** The rate earned on an investment based on the price paid for the investment; the interest earned during the period held, and the selling price or redemption value of the investment.

## Staffing Classifications

JOB	2008 SALARY RANGE	TITLE
<b>General Employees—Non-Union</b>		
Directors	\$110,000 - \$140,000	City Attorney Deputy City Manager Development Services Director Finance Director Fire Chief Human Resources Director Maintenance Director Parks & Recreation Director Police Chief Youth & Family Services Director
Division Commanders	\$100,000 - \$115,000	Deputy Fire Chief Police Commander
Individual Contributors	\$90,000 - \$110,000	Assistant City Attorney Building Official City Engineer Deputy Finance Director
Managers (B)	\$70,000 - \$95,000	Accounting Manager Assistant City Engineer DSG Department Ombudsman IGS Manager Parks Operations Superintendent Parks Recreation Superintendent Principal Planner Transportation Manager
Managers (A)	\$60,000 - \$85,000	Clinical Supervisor CCMV Manager Park Maintenance Manager Right of Way Maintenance Manager Utilities Operations Manager YFS Administrative Manager
Technician (B)	\$65,000 - \$85,000	Arborist (Emp Agr) Fire Marshal (Emp Agr) GIS Coordinator Project Manager (Emp Agr) Senior Building Plans Examiner Senior Development Engineer Senior Planner

# Appendix

<b>JOB</b>	<b>2008 SALARY RANGE</b>	<b>TITLE</b>
<b>General Employees—Non Union (continued)</b>		
Professional (B)	\$60,000 - \$80,000	City Clerk Communications Coordinator Permit Center Supervisor Utility Billing Supervisor
Technician (A)	\$60,000 - \$80,000	Building Plans Examiner CIP Project Engineer (Emp Agr) Development Engineer (Emp Agr) Network Administrator Planner Street Engineer
Counselors	\$52,000 - \$61,000	Elementary School Counselor Geriatric Specialist HS Drug & Alcohol Intervention Specialist Individual & Family Counselor Middle School Counselor MS Drug & Alcohol Intervention Specialist R&R Placement Coordinator
Professional (A)	\$50,000 - \$70,000	CCMV Operations Supervisor Court Administrator Family Asst & Emerg Prgm Coordinator Human Resources Specialist Paralegal Thrift Shop Coordinator VOICE Volunteer Coordinator YFS fundraising Developer Youth Employment Coordinator
Administrative Specialty	\$40,000 - \$60,000	Junior Planner (Emp Agr) Payroll Specialist Recreation Coordinator Recreation Program Scheduler Recreation Specialist P&R Customer Service Coordinator
Administrative Assistant	\$38,000 - \$53,000	Assistant Thrift Shop Coordinator (Emp Agr) Court Clerk P&R Admin Assistant Senior Fire Administrative Assistant Senior P&R Administrative Assistant Thrift Shop Merchandising Coordinator YFS Admin Assistant
Temporary/Seasonal/Custodial	\$18,000 - \$36,000	All Temp/Seas Positions (Maint, P & R, YFS) P&R Custodian

<b>JOB</b>	<b>2008 SALARY RANGE</b>	<b>TITLE</b>
<b>Police and Police Records</b>		
Records	\$39,244 - \$55,080	Records Clerk
Records Lead	\$40,814 - \$57,283	Lead Records Clerk
Evidence Technician	\$43,087 - \$57,875	Evidence Technician
Police Lieutenant	\$92,414 - \$103,501	Police Lieutenant
Police Sergeant	\$80,350 - \$ 89,981	Police Sergeant
Police Corporal	\$65,874 - \$ 84,115	Police Corporal
Police Officer	\$52,250 - \$ 78,250	Police Officer
Police Support Officer	\$43,778 - \$57,883	Police Support Officer
Marine Patrol Technician	\$44,872 - \$59,330	Marine Patrol Technician
<b>Fire</b>		
Battalion Chief	\$84,317 - \$97,989	Battalion Chief
Fire Lieutenant	\$75,377 - \$87,617	Fire Lieutenant
Firefighter	\$52,641 - \$78,679	Firefighter
<b>Maintenance<sup>1</sup></b>		
Team Generalist (4-3)	\$26.76 - \$31.61/hour \$55,875 - \$66,002/year	Facilities Project Coordinator Team Generalist
Fleet Mechanic (4-2)	\$25.50 - \$30.11/hour \$53,244 - \$62,870/year	Fleet Mechanic
CRT Technician (3-3)	\$24.28 - \$28.68/hour \$50,697 - \$59,884/year	Customer Response Technician
Team Member (3-2)	\$23.12 - \$27.31/hour \$48,275 - \$57,023/year	Park Maintenance Team Member Right-of-Way Team Member Support Services Team Member Utilities Team Member
<b>City Hall – AFCSME<sup>1</sup></b>		
Clerical and Technical Workers	\$18.88 - \$21.25/hour	Permit Technician
	\$20.41 - \$22.96/hour	Customer Service Representative Accounts Payable Clerk
	\$20.44 - \$22.99/hour	DSG Administrative Assistant
	\$21.75 - \$24.48/hour	Permit Coordinator

# Appendix

<b>JOB</b>	<b>2008 SALARY RANGE</b>	<b>TITLE</b>
<b>City Hall – AFCSME<sup>1</sup> (Continued)</b>		
Clerical and Technical Workers	\$23.12 - \$27.31/hour	Water Services Specialist
	\$24.29 - \$30.51/hour	Code Enforcement Officer
	\$26.67 - \$30.02/hour	Utilities Inspector
	\$27.61 - \$31.07/hour	Building Inspector
	\$30.31 – \$31.57/hour	Senior Building Inspector

<sup>1</sup> The pay plans for Maintenance and the City Hall AFSCME group show hourly rates for all positions. For comparison purposes, an average of 2088 work hours per year was used to obtain the annual figures where shown.