

City of Lynnwood Full Time 2025 Salary Schedule

	AFSCME												
		Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
4908	Engineer	222	2025	52.98	55.10	57.33	59.61	61.99	64.46	67.05	N	5305	2
4219	Principal Planner	222	2025	52.98	55.10	57.33	59.61	61.99	64.46	67.05	N	5305	2
4042	Senior Applications Support Analyst	222	2025	52.98	55.10	57.33	59.61	61.99	64.46	67.05	N	5305	3
4212	Combination Electrical Inspector/Plan Reviewer	221	2025	49.06	51.03	53.09	55.20	57.40	59.68	62.10	N	803	2
4041	Database Administrator	221	2025	49.06	51.03	53.09	55.20	57.40	59.68	62.10	N	5305	2
4218	Lead Combo Plan Reviewer/Building Inspector	221	2025	49.06	51.03	53.09	55.20	57.40	59.68	62.10	N	803	3
4001	Network Engineer	221	2025	49.06	51.03	53.09	55.20	57.40	59.68	62.10	N	803	2
4907	Project Manager	221	2025	49.06	51.03	53.09	55.20	57.40	59.68	62.10	N	803	2
4211	Senior Planner	221	2025	49.06	51.03	53.09	55.20	57.40	59.68	62.10	N	5305	2
4015	Systems Engineer	221	2025	49.06	51.03	53.09	55.20	57.40	59.68	62.10	N	5305	2
4030	Application Support Analyst	220	2025	45.42	47.24	49.12	51.11	53.14	55.29	57.48	N	5305	3
4213	Business Support Analyst	220	2025	45.42	47.24	49.12	51.11	53.14	55.29	57.48	N	5305	2
4214/4900	Civil Engineer	220	2025	45.42	47.24	49.12	51.11	53.14	55.29	57.48	N	803	3
4217	Code Enforcement Lead	220	2025	45.42	47.24	49.12	51.11	53.14	55.29	57.48	N	803	3
4206	Combination Plan Reviewer/Building Inspector	220	2025	45.42	47.24	49.12	51.11	53.14	55.29	57.48	N	803	3
4207	Electrical Inspector	220	2025	45.42	47.24	49.12	51.11	53.14	55.29	57.48	N	803	3
4916	Fleet Lead Technician	220	2025	45.42	47.24	49.12	51.11	53.14	55.29	57.48	N	803	3
4024	GIS Administrator	220	2025	45.42	47.24	49.12	51.11	53.14	55.29	57.48	N	803	2
4909	Lead Traffic Signal Technician	220	2025	45.42	47.24	49.12	51.11	53.14	55.29	57.48	N	803	3
4000	Accountant	219	2025	42.09	43.73	45.50	47.33	49.19	51.18	53.23	N	803	3
4912	Asset Management Administrator	219	2025	42.09	43.73	45.50	47.33	49.19	51.18	53.23	N	803	3
4205	Code Enforcement Officer	219	2025	42.09	43.73	45.50	47.33	49.19	51.18	53.23	N	803	3
4905	Mechanic - Heavy Equipment	219	2025	42.09	43.73	45.50	47.33	49.19	51.18	53.23	N	803	3
4202	Planner	219	2025	42.09	43.73	45.50	47.33	49.19	51.18	53.23	N	803	3
4215	Senior Construction Inspector	219	2025	42.09	43.73	45.50	47.33	49.19	51.18	53.23	N	803	3
4902	Senior Engineering Technician	219	2025	42.09	43.73	45.50	47.33	49.19	51.18	53.23	N	803	3
4204	Building Inspector	218	2025	38.95	40.52	42.13	43.80	45.56	47.39	49.28	N	5305	2
4043	Deputy City Clerk	218	2025	38.95	40.52	42.13	43.80	45.56	47.39	49.28	N	5305	2
4904	Lab Technician	218	2025	38.95	40.52	42.13	43.80	45.56	47.39	49.28	N	5305	6
4220	Lead Permit Technician	218	2025	38.95	40.52	42.13	43.80	45.56	47.39	49.28	N	5305	3
4303	Probation Officer	218	2025	38.95	40.52	42.13	43.80	45.56	47.39	49.28	N	5305	2
4112	Senior Administrative Assistant	218	2025	38.95	40.52	42.13	43.80	45.56	47.39	49.28	N	5305	2

City of Lynnwood Full Time 2025 Salary Schedule

	AFSCME												
		Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
4007	Senior Computer Support Specialist	218	2025	38.95	40.52	42.13	43.80	45.56	47.39	49.28	N	5305	3
4910	Traffic Signal Technician	218	2025	38.95	40.52	42.13	43.80	45.56	47.39	49.28	N	5305	2
4016	Business License Specialist	217	2025	36.08	37.50	39.00	40.57	42.18	43.90	45.64	N	5305	5
4013	Buyer	217	2025	36.08	37.50	39.00	40.57	42.18	43.90	45.64	N	5305	5
4014	Computer Support Specialist	217	2025	36.08	37.50	39.00	40.57	42.18	43.90	45.64	N	5305	3
4216	Construction Inspector	217	2025	36.08	37.50	39.00	40.57	42.18	43.90	45.64	N	803	3
4911	Emergency Vehicle Equipment Service Technician	217	2025	36.08	37.50	39.00	40.57	42.18	43.90	45.64	N	803	3
4901	Engineering Technician	217	2025	36.08	37.50	39.00	40.57	42.18	43.90	45.64	N	803	3
4034	Senior Finance Specialist	217	2025	36.08	37.50	39.00	40.57	42.18	43.90	45.64	N	5305	5
4210	Senior Permit Technician	217	2025	36.08	37.50	39.00	40.57	42.18	43.90	45.64	N	5305	3
4040	Senior Records Specialist	217	2025	36.08	37.50	39.00	40.57	42.18	43.90	45.64	N	5305	5
4100/4105 4106/4107													
4108	Administrative Assistant	216	2025	33.39	34.72	36.12	37.58	39.06	40.61	42.24	N	5305	6
4201	Assistant Planner	216	2025	33.39	34.72	36.12	37.58	39.06	40.61	42.24	N	5305	3
4033	Finance Specialist	216	2025	33.39	34.72	36.12	37.58	39.06	40.61	42.24	N	5305	6
4304	Legal Specialist III	216	2025	33.39	34.72	36.12	37.58	39.06	40.61	42.24	N	5305	3
4209	Permit Technician	216	2025	33.39	34.72	36.12	37.58	39.06	40.61	42.24	N	5305	3
4035	Procurement Specialist	216	2025	33.39	34.72	36.12	37.58	39.06	40.61	42.24	N	5305	6
4038/4039	Senior Finance Technician	216	2025	33.39	34.72	36.12	37.58	39.06	40.61	42.24	N	5305	3
4031	Finance Technician	215	2025	30.92	32.16	33.43	34.78	36.18	37.63	39.12	N	5305	3
4301	Legal Specialist II	215	2025	30.92	32.16	33.43	34.78	36.18	37.63	39.12	N	5305	6
4302	Legal Specialist I	214	2025	28.63	29.78	30.96	32.20	33.49	34.83	36.23	N	803	6
4103/4111	Senior Support Services Technician	214	2025	28.63	29.78	30.96	32.20	33.49	34.83	36.23	N	803	6
4109	Support Services Technician	213	2025	26.64	27.72	28.81	29.94	31.15	32.40	33.70	N	5305	6

City of Lynnwood Full Time 2025 Salary Schedule

	NON-REPRESENTED												
	Finance	Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5005	Finance Director	627	2025	83.80	87.41	91.16	95.08	99.16	103.44	107.88	E	5305	1
5003	Assistant Finance Director	625	2025	70.63	73.68	76.85	80.15	83.60	87.20	90.93	E	5305	1
5000	Manager - Accounting	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	5305	1
5008	Manager - Finance	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	5305	1
5006	Finance Supervisor	622	2025	53.10	55.34	57.73	60.22	62.82	65.52	68.33	E	5305	2
5004	Budget Coordinator	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	E	5305	2
	Development & Business Services	Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5201	DBS Director	627	2025	83.80	87.41	91.16	95.08	99.16	103.44	107.88	E	5305	1
5200	DBS Deputy Director	625	2025	70.63	73.68	76.85	80.15	83.60	87.20	90.93	E	5305	1
5207	DBS Manager	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	5305	1
5208	Economic Development Manager	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	5305	1
5203	Community Planning Manager	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	5305	1
5212	Development Engineering Services Manager	623	2025	58.37	60.88	63.50	66.23	69.09	72.06	75.15	E	5305	1
5206	Building Services Manager	623	2025	58.37	60.88	63.50	66.23	69.09	72.06	75.15	E	5305	2
5210	City Center Program Manager	622	2025	53.10	55.34	57.73	60.22	62.82	65.52	68.33	E	5305	2
5211	Tourism/Project Manager	622	2025	53.10	55.34	57.73	60.22	62.82	65.52	68.33	E	5305	2
5213	Business Development Program Manager	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	5305	2
5204	Permit Supervisor	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	5305	1
	Court	Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5305	Court Commissioner	CC	2025	99.26							E	5305	1
5300	Court Administrator	627	2025	83.80	87.41	91.16	95.08	99.16	103.44	107.88	E	5305	1
5304	Assistant Court Administrator	623	2025	58.37	60.88	63.50	66.23	69.09	72.06	75.15	E	5305	2
5301	Operations Supervisor	620	2025	43.86	45.77	47.73	49.76	51.92	54.15	56.47	E	5305	3
5302	Probation Supervisor	619	2025	39.89	41.61	43.40	45.26	47.18	49.22	51.35	N	5305	3
	Executive	Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5403	Assistant City Administrator	627	2025	83.80	87.41	91.16	95.08	99.16	103.44	107.88	E	5305	1
5405	Communication and Community Engagement Manager	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	5305	2
5408	City Clerk	622	2025	53.10	55.34	57.73	60.22	62.82	65.52	68.33	E	5305	1
5406	Intergovernmental Relations Liaison	622	2025	53.10	55.34	57.73	60.22	62.82	65.52	68.33	N	5305	2
5407	Equity and Social Justice Advisor	619	2025	39.89	41.61	43.40	45.26	47.18	49.22	51.35	N	5305	5
5404	Executive Assistant to the Mayor	619	2025	39.89	41.61	43.40	45.26	47.18	49.22	51.35	E	5305	5

City of Lynnwood Full Time 2025 Salary Schedule

	NON-REPRESENTED												
	Human Resources	Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5602	Human Resources Director	627	2025	83.80	87.41	91.16	95.08	99.16	103.44	107.88	E	5305	1
5603	Human Resources Manager	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	5305	2
5604	Human Resources Analyst, Senior	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	5305	3
5601	Human Resources Analyst	620	2025	43.86	45.77	47.73	49.76	51.92	54.15	56.47	N	5305	2
5101	Administrative Assistant	617	2025	32.94	34.37	35.84	37.37	38.98	40.68	42.42	N	5305	5
	Information Technology	Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5002	Information Technology Director	627	2025	83.80	87.41	91.16	95.08	99.16	103.44	107.88	E	5305	1
5014	Application Support Manager	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	5305	2
5013	IT Systems Manager	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	5305	2
	Legislative	Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
6102	Executive Assistant to the City Council	619	2025	39.89	41.61	43.40	45.26	47.18	49.22	51.35	N	5305	6
	Parks, Recreation and Cultural Arts	Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5812	Parks, Recreation and Cultural Arts Director	627	2025	83.80	87.41	91.16	95.08	99.16	103.44	107.88	E	5305	1
5802	Parks, Recreation and Cultural Arts Deputy Director	625	2025	70.63	73.68	76.85	80.15	83.60	87.20	90.93	E	5305	1
5821	Recreation Superintendent	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	803	1
5811	Parks Maintenance Superintendent	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	803	1
5814	Recreation Manager (R)	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	5305	1
5813	Recreation Supervisor (R)	620	2025	43.86	45.77	47.73	49.76	51.92	54.15	56.47	N	5305	2
5800/5815	Assistant Recreation Supervisor (R)	619	2025	39.89	41.61	43.40	45.26	47.18	49.22	51.35	N	5305	2
5816/5817 5818/5819 5823/5824													
5827	Recreation Coordinator	619	2025	39.89	41.61	43.40	45.26	47.18	49.22	51.35	N	5305	5
5806	Customer Service Specialist (Lead)	617	2025	32.94	34.37	35.84	37.37	38.98	40.68	42.42	N	5305	5
5801	Customer Service Specialist	616	2025	29.95	31.24	32.58	34.00	35.45	36.98	38.56	N	5305	6
5822	Senior Guard	615	2025	27.50	28.68	29.91	31.20	32.53	33.96	35.39	N	803	5
5820/5825	Recreation Specialist	614	2025	24.96	26.06	27.18	28.37	29.58	30.83	32.16	N	5305	5
-	Recreation Clerk	613	2025	22.93	23.91	24.93	26.01	27.14	28.31	29.51	N	5305	5
5810	Lifeguard/WSI II	613	2025	22.93	23.91	24.93	26.01	27.14	28.31	29.51	N	803	5
5809	Lifeguard/WSI I	611	2025	19.30	20.14	21.00	21.91	22.84	23.81	24.83	N	803	3
5808	Lifeguard	610	2025	17.72	18.45	19.25	20.08	20.95	21.87	22.81	N	803	3

City of Lynnwood Full Time 2025 Salary Schedule

	NON-REPRESENTED												
	Police	Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5700	Police Chief	PS3	2025	88.25	92.05	96.01	100.13	104.44	108.94	113.62	E	6905	1
1710	Deputy Chief	DCN	2025	98.25	101.29	104.42	-	-	-	-	E	6905	1
5708	Jail Manager	JLM	2025	80.27	82.68	85.16					E	6905	1
5702	Police Support Services Manager	622	2025	53.10	55.34	57.73	60.22	62.82	65.52	68.33	E	5305	1
5706	Public Affairs and Communication Manager-Police	622	2025	53.10	55.34	57.73	60.22	62.82	65.52	68.33	E	5305	1
-	Jail Nurse	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	6905	2
5705	Police Management Analyst, Senior	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	5305	2
5704	Community Support Specialist/Social Worker	620	2025	43.86	45.77	47.73	49.76	51.92	54.15	56.47	N	5305	2
5104	Executive Assistant	619	2025	39.89	41.61	43.40	45.26	47.18	49.22	51.35	E	5305	5
6702	Reserve Police Officer (Step C of Police Officers Contract)	SPEC 6	2025			55.5384					N	6905	4
5701	Police Officer Trainee (Step A of Police Officers Contract)	SPEC 88	2025	49.1765	-	-	-	-	-	-	N	6905	4
	Public Works	Grade	Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
5906	Public Works Director	627	2025	83.80	87.41	91.16	95.08	99.16	103.44	107.88	E	5305	1
5904	Deputy Public Works Director	626	2025	75.50	78.75	82.14	85.67	89.34	93.21	97.20	E	5305	1
5914	Public Works Manager	624	2025	64.22	66.99	69.84	72.88	76.01	79.25	82.66	E	5305	1
5908	Traffic Engineer (R)	623	2025	58.37	60.88	63.50	66.23	69.09	72.06	75.15	N	803	2
5918	Development Engineering Services Manager	623	2025	58.37	60.88	63.50	66.23	69.09	72.06	75.15	E	5305	2
5909	Treatment Plant Supervisor (R)	622	2025	53.10	55.34	57.73	60.22	62.82	65.52	68.33	N	803	2
5905	Development Services Supervisor	622	2025	53.10	55.34	57.73	60.22	62.82	65.52	68.33	N	803	2
5917	Engineering Services Supervisor	622	2025	53.10	55.34	57.73	60.22	62.82	65.52	68.33	N	803	2
5901	Assistant Treatment Plant Supervisor	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	803	2
5911	Building Operations & Maintenance Supervisor (R)	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	803	2
5907	Streets Maintenance Supervisor (R)	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	803	2
5910	Utilities Maintenance Supervisor (R)	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	803	2
5102	Administrative Supervisor	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	5305	2
5902	Automotive Shop Supervisor (R)	621	2025	48.23	50.32	52.48	54.75	57.11	59.54	62.11	N	803	2
5605	Safety Officer	620	2025	43.86	45.77	47.73	49.76	51.92	54.15	56.47	N	5305	3
5912	Lead Facilities Worker	619	2025	39.89	41.61	43.40	45.26	47.18	49.22	51.35	N	803	7
5916	Facilities Worker II	617	2025	32.94	34.37	35.84	37.37	38.98	40.68	42.42	N	803	8
5915	Lead Janitor	616	2025	29.95	31.24	32.58	34.00	35.45	36.98	38.56	N	803	8
5913	Facilities Worker I	616	2025	29.95	31.24	32.58	34.00	35.45	36.98	38.56	N	803	8
5903	Janitor	614	2025	24.96	26.06	27.18	28.37	29.58	30.83	32.16	N	803	8

City of Lynnwood Full Time 2025 Salary Schedule

	TEAMSTERS												
		Grade	Year	Step A	Step B	Step C	Step D	Step E					
3909	Lead Treatment Plant Operator	LTO	2025	44.86	47.09	49.28	51.52	54.27			N	803	7
3910	Electrician - WWTP and Utilities	ELT	2025	43.78	45.97	48.11	50.29	52.99			N	803	7
3116	SCADA Administrator	SCA	2025	43.78	45.97	48.11	50.29	52.99			N	803	7
3905	Treatment Plant Operator IV	O4	2025	42.73	44.85	46.94	49.06	51.69			N	803	7
3107	Foreman	F1	2025	42.61	44.59	46.61	48.56	51.05			N	803	7
3908	SCADA Technician	SCT	2025	41.47	43.36	45.22	47.15	49.52			N	803	7
3904	Treatment Plant Operator III	O3	2025	41.47	43.36	45.22	47.15	49.52			N	803	7
3101	Maintenance Technician	MT	2025	39.88	41.79	43.71	45.62	48.05			N	803	7
3104/3112 3113	Lead Worker	L1	2025	39.62	41.32	42.99	44.73	46.87			N	803	7
3903	Treatment Plant Operator II	O2	2025	39.36	41.32	43.25	45.26	47.67			N	803	7
3901	Pump Station Operator	P1	2025	39.02	40.88	42.77	44.75	47.33			N	803	7
3902	Treatment Plant Operator I	O1	2025	38.62	40.01	41.40	42.75	44.56			N	803	7
3103/3110 3111/3114/ 3115	Maintenance Worker II	M2	2025	35.52	37.14	38.89	40.66	42.99			N	803	7
3900	Operator in Training	OT	2025	29.66	31.09	32.49	33.96	35.73			N	803	7
3102/3108 3109	Maintenance Worker I	M1	2025	28.65	30.20	31.69	33.20	35.07			N	803	7
3907	Teamsters Vegetation Supervisor	VS	2025	20.50	21.53	22.60	23.73	24.92	26.17		N	803	8
3105	Teamsters General Laborer	GL	2025	17.55	18.43	19.35	20.32	21.33	22.40		N	803	8
3911	Teamsters Intern	IN	2025	17.55	18.43	19.35	20.32	21.33	22.40		N	803	8

City of Lynnwood Full Time 2025 Salary Schedule

	POLICE												
	Lynnwood Police Management Guild	Grade	Year	Step A	Step B	Step C							
1711	Commander	CMN	2025	86.35	88.94	91.60					E	6905	1
	Lynnwood Police Sergeants	Grade	Year	Step A	Step B	Step C							
1707	Police Sergeant	SG	2025	69.08	71.15	73.28					N	6905	3
	Lynnwood Police Officers	Grade	Year	Step A	Step B	Step C	Step D	Step E					
1706	Police Officers	PO	2025	49.18	53.37	55.54	57.79	59.58			N	6905	4
	Lynnwood Police Support	Grade	Year	Step I	Step II	Step III	Step IV	Step V	Step VI				
5707	Jail Lieutenant	JL	2025	64.73	66.67	68.67					E	6905	1
1705	Custody Sergeant	CSG	2025	52.20	53.78	55.38					N	6905	3
1717	Community Engagement & Crime Prevent. Supervisor	CES	2025	51.33	52.87	54.46					E	5305	3
1715	Crime Analyst	CA	2025	49.43	51.55	53.74	56.07	58.48			N	5305	3
1714	Master Custody Officer	MCO	2025	47.90	49.23	50.76					N	6905	4
1716	Police Records Supervisor	RS	2025	45.75	47.17	48.62					N	5305	3
5703	Victim Services Coordinator	VSC	2025	45.07	46.46	47.90	49.23	50.76			N	5305	1
1700	Animal Control	AC	2025	40.92	42.08	43.54	44.76	46.15			N	803	4
1713	Court Marshal	CM	2025	40.92	42.08	43.54	44.76	46.15			N	6905	4
1701	Crime Prevention Specialist	CS	2025	40.92	42.08	43.54	44.76	46.15			N	5305	3
1704	Custody Officer	CW	2025	40.92	42.08	43.54	44.76	46.15			N	6905	4
1702	Evidence Technician	ET	2025	40.92	42.08	43.54	44.76	46.15			N	803	3
1712	Police Records Program Technician	RPT	2025	40.92	42.08	43.54	44.76	46.15			N	5305	3
1703	Police Clerk	PC	2025	35.38	36.47	37.61	38.77	39.97	41.20		N	5305	6

Posted 1/13/2025