

| City of Lynnwood Full Time 2026 Salary Schedule | | | | | | | | | | | | |
|---|--|-------|------|--------|--------|--------|--------|--------|--------|--------|---|--------|
| | AFSCME | Grade | Year | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | |
| 4908 | Engineer | 223 | 2026 | 58.76 | 61.1 | 63.58 | 66.11 | 68.75 | 71.50 | 74.35 | N | 5305 2 |
| 4219 | Principal Planner | 222 | 2026 | 54.41 | 56.59 | 58.88 | 61.22 | 63.66 | 66.20 | 68.86 | N | 5305 2 |
| 4042 | Senior Applications Support Analyst | 222 | 2026 | 54.41 | 56.59 | 58.88 | 61.22 | 63.66 | 66.20 | 68.86 | N | 5305 3 |
| 4001/4015 | Network Systems Engineer | 222 | 2026 | 54.41 | 56.59 | 58.88 | 61.22 | 63.66 | 66.20 | 68.86 | N | 803 2 |
| 4907 | Project Manager | 222 | 2026 | 54.41 | 56.59 | 58.88 | 61.22 | 63.66 | 66.20 | 68.86 | N | 803 2 |
| 4214/4900 | Civil Engineer | 221 | 2026 | 50.38 | 52.41 | 54.52 | 56.69 | 58.95 | 61.29 | 63.78 | N | 803 3 |
| 4212 | Combination Electrical Inspector/Plan Reviewer | 221 | 2026 | 50.38 | 52.41 | 54.52 | 56.69 | 58.95 | 61.29 | 63.78 | N | 803 2 |
| 4041 | Database Administrator | 221 | 2026 | 50.38 | 52.41 | 54.52 | 56.69 | 58.95 | 61.29 | 63.78 | N | 5305 2 |
| 4218 | Lead Combo Plan Reviewer/Building Inspector | 221 | 2026 | 50.38 | 52.41 | 54.52 | 56.69 | 58.95 | 61.29 | 63.78 | N | 803 3 |
| 4211 | Senior Planner | 221 | 2026 | 50.38 | 52.41 | 54.52 | 56.69 | 58.95 | 61.29 | 63.78 | N | 5305 2 |
| 4030 | Application Support Analyst | 220 | 2026 | 46.65 | 48.52 | 50.45 | 52.49 | 54.57 | 56.78 | 59.03 | N | 5305 3 |
| 4213 | Business Support Analyst | 220 | 2026 | 46.65 | 48.52 | 50.45 | 52.49 | 54.57 | 56.78 | 59.03 | N | 5305 2 |
| 4217 | Code Enforcement Lead | 220 | 2026 | 46.65 | 48.52 | 50.45 | 52.49 | 54.57 | 56.78 | 59.03 | N | 803 3 |
| 4206 | Combination Plan Reviewer/Building Inspector | 220 | 2026 | 46.65 | 48.52 | 50.45 | 52.49 | 54.57 | 56.78 | 59.03 | N | 803 3 |
| 4207 | Electrical Inspector | 220 | 2026 | 46.65 | 48.52 | 50.45 | 52.49 | 54.57 | 56.78 | 59.03 | N | 803 3 |
| 4916 | Fleet Lead Technician | 220 | 2026 | 46.65 | 48.52 | 50.45 | 52.49 | 54.57 | 56.78 | 59.03 | N | 803 3 |
| 4024 | GIS Administrator | 220 | 2026 | 46.65 | 48.52 | 50.45 | 52.49 | 54.57 | 56.78 | 59.03 | N | 803 2 |
| 4909 | Lead Traffic Signal Technician | 220 | 2026 | 46.65 | 48.52 | 50.45 | 52.49 | 54.57 | 56.78 | 59.03 | N | 803 3 |
| 4000 | Accountant | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 803 3 |
| 4912 | Asset Management Administrator | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 803 3 |
| 4204 | Building Inspector | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 5305 2 |
| 4205 | Code Enforcement Officer | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 803 3 |
| 4043 | Deputy City Clerk | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 5305 2 |
| 4905 | Mechanic - Heavy Equipment | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 803 3 |
| 4202 | Planner | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 803 3 |
| 4303 | Probation Officer | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 5305 2 |
| 4007 | Senior Computer Support Specialist | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 5305 3 |
| 4215 | Senior Construction Inspector | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 803 3 |
| 4902 | Senior Engineering Technician | 219 | 2026 | 43.23 | 44.91 | 46.73 | 48.61 | 50.52 | 52.56 | 54.67 | N | 803 3 |
| 4013 | Buyer | 218 | 2026 | 40.00 | 41.61 | 43.27 | 44.98 | 46.79 | 48.67 | 50.61 | N | 5305 5 |
| 4014 | Computer Support Specialist | 218 | 2026 | 40.00 | 41.61 | 43.27 | 44.98 | 46.79 | 48.67 | 50.61 | N | 5305 3 |
| 4904 | Lab Technician | 218 | 2026 | 40.00 | 41.61 | 43.27 | 44.98 | 46.79 | 48.67 | 50.61 | N | 5305 6 |

| | AFSCME | Grade | Year | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | |
|------------------------|--|--------------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---|------|---|
| 4220 | Lead Permit Technician | 218 | 2026 | 40.00 | 41.61 | 43.27 | 44.98 | 46.79 | 48.67 | 50.61 | N | 5305 | 3 |
| 4034/4141/4040 | Senior Finance Specialist | 218 | 2026 | 40.00 | 41.61 | 43.27 | 44.98 | 46.79 | 48.67 | 50.61 | N | 5305 | 5 |
| 4104/4110 4112 | Senior Administrative Assistant | 218 | 2026 | 40.00 | 41.61 | 43.27 | 44.98 | 46.79 | 48.67 | 50.61 | N | 5305 | 2 |
| 4910 | Traffic Signal Technician | 218 | 2026 | 40.00 | 41.61 | 43.27 | 44.98 | 46.79 | 48.67 | 50.61 | N | 5305 | 2 |
| 4016 | Business License Specialist | 217 | 2026 | 37.05 | 38.51 | 40.05 | 41.67 | 43.32 | 45.09 | 46.87 | N | 5305 | 5 |
| 4216 | Construction Inspector | 217 | 2026 | 37.05 | 38.51 | 40.05 | 41.67 | 43.32 | 45.09 | 46.87 | N | 803 | 3 |
| 4911 | Emergency Vehicle Equipment Service Technician | 217 | 2026 | 37.05 | 38.51 | 40.05 | 41.67 | 43.32 | 45.09 | 46.87 | N | 803 | 3 |
| 4901 | Engineering Technician | 217 | 2026 | 37.05 | 38.51 | 40.05 | 41.67 | 43.32 | 45.09 | 46.87 | N | 803 | 3 |
| 4210 | Senior Permit Technician | 217 | 2026 | 37.05 | 38.51 | 40.05 | 41.67 | 43.32 | 45.09 | 46.87 | N | 5305 | 3 |
| 4304 | Legal Specialist III | 217 | 2026 | 37.05 | 38.51 | 40.05 | 41.67 | 43.32 | 45.09 | 46.87 | N | 5305 | 3 |
| 4100/4105 4106/4107 | | | | | | | | | | | | | |
| 4108 | Administrative Assistant | 216 | 2026 | 34.29 | 35.66 | 37.10 | 38.59 | 40.11 | 41.71 | 43.38 | N | 5305 | 6 |
| 4201 | Assistant Planner | 216 | 2026 | 34.29 | 35.66 | 37.10 | 38.59 | 40.11 | 41.71 | 43.38 | N | 5305 | 3 |
| 4033 | Finance Specialist | 216 | 2026 | 34.29 | 35.66 | 37.10 | 38.59 | 40.11 | 41.71 | 43.38 | N | 5305 | 6 |
| 4209 | Permit Technician | 216 | 2026 | 34.29 | 35.66 | 37.10 | 38.59 | 40.11 | 41.71 | 43.38 | N | 5305 | 3 |
| 4035 | Procurement Specialist | 216 | 2026 | 34.29 | 35.66 | 37.10 | 38.59 | 40.11 | 41.71 | 43.38 | N | 5305 | 6 |
| 4038/4039 | Senior Finance Technician | 216 | 2026 | 34.29 | 35.66 | 37.10 | 38.59 | 40.11 | 41.71 | 43.38 | N | 5305 | 3 |
| 4301 | Legal Specialist II | 216 | 2026 | 34.29 | 35.66 | 37.10 | 38.59 | 40.11 | 41.71 | 43.38 | N | 5305 | 6 |
| 4031 | Finance Technician | 215 | 2026 | 31.75 | 33.03 | 34.33 | 35.72 | 37.16 | 38.65 | 40.18 | N | 5305 | 3 |
| 4302 | Legal Specialist I | 214 | 2026 | 29.40 | 30.58 | 31.80 | 33.07 | 34.39 | 35.77 | 37.21 | N | 803 | 6 |
| 4103/4111 | Senior Support Services Technician | 214 | 2026 | 29.40 | 30.58 | 31.80 | 33.07 | 34.39 | 35.77 | 37.21 | N | 803 | 6 |
| 4109 | Support Services Technician | 213 | 2026 | 27.36 | 28.47 | 29.59 | 30.75 | 31.99 | 33.27 | 34.61 | N | 5305 | 6 |
| | NON-REPRESENTED | | | | | | | | | | | | |
| | Finance | Grade | Year | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | |
| 5005 | Finance Director | 627 | 2026 | 86.06 | 89.77 | 93.62 | 97.65 | 101.84 | 106.23 | 110.79 | E | 5305 | 1 |
| 5003 | Assistant Finance Director | 625 | 2026 | 72.54 | 75.67 | 78.92 | 82.31 | 85.86 | 89.55 | 93.39 | E | 5305 | 1 |
| 5000 | Manager - Accounting | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 5305 | 1 |
| 5008 | Manager - Finance | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 5305 | 1 |
| 5006 | Finance Supervisor | 622 | 2026 | 54.53 | 56.83 | 59.29 | 61.85 | 64.52 | 67.29 | 70.17 | E | 5305 | 2 |
| 5004 | Budget Coordinator | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | 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 | 2026 | 86.06 | 89.77 | 93.62 | 97.65 | 101.84 | 106.23 | 110.79 | E | 5305 | 1 |
| 5200 | DBS Deputy Director | 625 | 2026 | 72.54 | 75.67 | 78.92 | 82.31 | 85.86 | 89.55 | 93.39 | E | 5305 | 1 |
| 5207 | DBS Manager | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 5305 | 1 |
| 5208 | Economic Development Manager | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 5305 | 1 |
| 5203 | Community Planning Manager | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 5305 | 1 |
| 5214 | Building Division Manager | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 5305 | 1 |
| 5212 | Development Engineering Services Manager | 623 | 2026 | 59.95 | 62.52 | 65.21 | 68.02 | 70.96 | 74.01 | 77.18 | E | 5305 | 1 |
| 5206 | Building Services Manager | 623 | 2026 | 59.95 | 62.52 | 65.21 | 68.02 | 70.96 | 74.01 | 77.18 | E | 5305 | 2 |

| NON-REPRESENTED | | | | | | | | | | | | | |
|------------------------|---|--------------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---|------|---|
| 5210 | City Center Program Manager | 622 | 2026 | 54.53 | 56.83 | 59.29 | 61.85 | 64.52 | 67.29 | 70.17 | E | 5305 | 2 |
| 5211 | Tourism/Project Manager | 622 | 2026 | 54.53 | 56.83 | 59.29 | 61.85 | 64.52 | 67.29 | 70.17 | E | 5305 | 2 |
| 5213 | Business Development Program Manager | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 5305 | 2 |
| 5204 | Permit Supervisor | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 5305 | 1 |
| | Court | Grade | Year | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | |
| 5305 | Court Commissioner | CC | 2026 | 101.94 | | | | | | | E | 5305 | 1 |
| 5300 | Court Administrator | 627 | 2026 | 86.06 | 89.77 | 93.62 | 97.65 | 101.84 | 106.23 | 110.79 | E | 5305 | 1 |
| 5304 | Assistant Court Administrator | 623 | 2026 | 59.95 | 62.52 | 65.21 | 68.02 | 70.96 | 74.01 | 77.18 | E | 5305 | 2 |
| 5301 | Operations Supervisor | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | E | 5305 | 3 |
| 5302 | Probation Supervisor | 620 | 2026 | 45.04 | 47.01 | 49.02 | 51.10 | 53.32 | 55.61 | 57.99 | 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 | 2026 | 86.06 | 89.77 | 93.62 | 97.65 | 101.84 | 106.23 | 110.79 | E | 5305 | 1 |
| 5405 | Manager of Communications and Public Affairs | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 5305 | 2 |
| 5408 | City Clerk | 622 | 2026 | 54.53 | 56.83 | 59.29 | 61.85 | 64.52 | 67.29 | 70.17 | E | 5305 | 1 |
| 5406 | Intergovernmental Relations Liaison | 622 | 2026 | 54.53 | 56.83 | 59.29 | 61.85 | 64.52 | 67.29 | 70.17 | N | 5305 | 2 |
| 5407 | Equity and Social Justice Advisor | 619 | 2026 | 40.97 | 42.73 | 44.57 | 46.48 | 48.45 | 50.55 | 52.74 | N | 5305 | 5 |
| 5404 | Executive Assistant to the Mayor | 619 | 2026 | 40.97 | 42.73 | 44.57 | 46.48 | 48.45 | 50.55 | 52.74 | E | 5305 | 5 |
| | Human Resources | Grade | Year | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | |
| 5602 | Human Resources Director | 627 | 2026 | 86.06 | 89.77 | 93.62 | 97.65 | 101.84 | 106.23 | 110.79 | E | 5305 | 1 |
| 5603 | Human Resources Manager | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 5305 | 2 |
| 5604 | Human Resources Analyst, Senior | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 5305 | 3 |
| 5601 | Human Resources Analyst | 620 | 2026 | 45.04 | 47.01 | 49.02 | 51.10 | 53.32 | 55.61 | 57.99 | N | 5305 | 2 |
| 5101 | Administrative Assistant | 617 | 2026 | 33.83 | 35.30 | 36.81 | 38.38 | 40.03 | 41.78 | 43.57 | 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 | 2026 | 86.06 | 89.77 | 93.62 | 97.65 | 101.84 | 106.23 | 110.79 | E | 5305 | 1 |
| 5014 | Application Support Manager | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 5305 | 2 |
| 5013 | IT Systems Manager | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | 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 | 2026 | 40.97 | 42.73 | 44.57 | 46.48 | 48.45 | 50.55 | 52.74 | 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 | 2026 | 86.06 | 89.77 | 93.62 | 97.65 | 101.84 | 106.23 | 110.79 | E | 5305 | 1 |
| 5802 | Parks, Recreation and Cultural Arts Deputy Director | 625 | 2026 | 72.54 | 75.67 | 78.92 | 82.31 | 85.86 | 89.55 | 93.39 | E | 5305 | 1 |
| 5821 | Recreation Superintendent | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 803 | 1 |
| 5811 | Parks Maintenance Superintendent | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 803 | 1 |

| NON-REPRESENTED | | | | | | | | | | | | | |
|-------------------------------------|---|--------------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---|------|---|
| 5814 | Recreation Manager (R) | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 5305 | 1 |
| 5813 | Recreation Supervisor (R) | 620 | 2026 | 45.04 | 47.01 | 49.02 | 51.10 | 53.32 | 55.61 | 57.99 | N | 5305 | 2 |
| 5800/5815 | Assistant Recreation Supervisor (R) | 619 | 2026 | 40.97 | 42.73 | 44.57 | 46.48 | 48.45 | 50.55 | 52.74 | N | 5305 | 2 |
| 5816/5817 5818/5819 5823/5824 | | | | | | | | | | | | | |
| 5827 | Recreation Coordinator | 619 | 2026 | 40.97 | 42.73 | 44.57 | 46.48 | 48.45 | 50.55 | 52.74 | N | 5305 | 5 |
| 5806 | Customer Service Specialist (Lead) | 617 | 2026 | 33.83 | 35.30 | 36.81 | 38.38 | 40.03 | 41.78 | 43.57 | N | 5305 | 5 |
| 5801 | Customer Service Specialist | 616 | 2026 | 30.76 | 32.08 | 33.46 | 34.92 | 36.41 | 37.98 | 39.60 | N | 5305 | 6 |
| 5822 | Senior Guard | 615 | 2026 | 28.24 | 29.45 | 30.72 | 32.04 | 33.41 | 34.88 | 36.35 | N | 803 | 5 |
| 5820/5825 | Recreation Specialist | 614 | 2026 | 25.63 | 26.76 | 27.91 | 29.14 | 30.38 | 31.66 | 33.03 | N | 5305 | 5 |
| - | Recreation Clerk | 613 | 2026 | 23.55 | 24.56 | 25.60 | 26.71 | 27.87 | 29.07 | 30.31 | N | 5305 | 5 |
| 5810 | Lifeguard/WSI II | 613 | 2026 | 23.55 | 24.56 | 25.60 | 26.71 | 27.87 | 29.07 | 30.31 | N | 803 | 5 |
| 5809 | Lifeguard/WSI I | 611 | 2026 | 19.82 | 20.68 | 21.57 | 22.50 | 23.46 | 24.45 | 25.50 | N | 803 | 3 |
| 5808 | Lifeguard | 610 | 2026 | 18.20 | 18.95 | 19.77 | 20.62 | 21.52 | 22.46 | 23.43 | N | 803 | 3 |
| | Police | Grade | Year | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | |
| 5700 | Police Chief | PS3 | 2026 | 90.63 | 94.54 | 98.60 | 102.83 | 107.26 | 111.88 | 116.69 | E | 6905 | 1 |
| 1710 | Deputy Chief | DCN | 2026 | 102.18 | 105.34 | 108.60 | - | - | - | - | E | 6905 | 1 |
| 5708 | Jail Manager | JLM | 2026 | 82.44 | 84.91 | 87.46 | | | | | E | 6905 | 1 |
| 5702 | Police Support Services Manager | 622 | 2026 | 54.53 | 56.83 | 59.29 | 61.85 | 64.52 | 67.29 | 70.17 | E | 5305 | 1 |
| 5706 | Public Affairs and Communication Manager-Police | 622 | 2026 | 54.53 | 56.83 | 59.29 | 61.85 | 64.52 | 67.29 | 70.17 | E | 5305 | 1 |
| - | Jail Nurse | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 6905 | 2 |
| 5705 | Police Management Analyst, Senior | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 5305 | 2 |
| 5704 | Community Support Specialist/Social Worker | 620 | 2026 | 45.04 | 47.01 | 49.02 | 51.10 | 53.32 | 55.61 | 57.99 | N | 5305 | 2 |
| 5104 | Executive Assistant | 619 | 2026 | 40.97 | 42.73 | 44.57 | 46.48 | 48.45 | 50.55 | 52.74 | E | 5305 | 5 |
| 6702 | Reserve Police Officer (Step C of Police Officers Contract) | SPEC 6 | 2026 | | | 57.76 | | | | | N | 6905 | 4 |
| 5701 | Police Officer Trainee (Step A of Police Officers Contract) | SPEC 88 | 2026 | 51.14 | - | - | - | - | - | - | 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 | 2026 | 86.06 | 89.77 | 93.62 | 97.65 | 101.84 | 106.23 | 110.79 | E | 5305 | 1 |
| 5904 | Deputy Public Works Director | 626 | 2026 | 77.54 | 80.88 | 84.36 | 87.98 | 91.75 | 95.73 | 99.82 | E | 5305 | 1 |
| 5914 | Public Works Manager | 624 | 2026 | 65.95 | 68.80 | 71.73 | 74.85 | 78.06 | 81.39 | 84.89 | E | 5305 | 1 |
| 5908 | Traffic Engineer (R) | 623 | 2026 | 59.95 | 62.52 | 65.21 | 68.02 | 70.96 | 74.01 | 77.18 | N | 803 | 2 |
| 5918 | Development Engineering Services Manager | 623 | 2026 | 59.95 | 62.52 | 65.21 | 68.02 | 70.96 | 74.01 | 77.18 | E | 5305 | 2 |
| 5909 | Treatment Plant Supervisor (R) | 622 | 2026 | 54.53 | 56.83 | 59.29 | 61.85 | 64.52 | 67.29 | 70.17 | N | 803 | 2 |
| 5905 | Development Services Supervisor | 622 | 2026 | 54.53 | 56.83 | 59.29 | 61.85 | 64.52 | 67.29 | 70.17 | N | 803 | 2 |
| 5917 | Engineering Services Supervisor | 622 | 2026 | 54.53 | 56.83 | 59.29 | 61.85 | 64.52 | 67.29 | 70.17 | N | 803 | 2 |

| NON-REPRESENTED | | | | | | | | | | | | | |
|------------------------|--|-------|------|--------|--------|--------|--------|--------|-------|-------|---|------|---|
| 5901 | Assistant Treatment Plant Supervisor | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 803 | 2 |
| 5911 | Building Operations & Maintenance Supervisor (R) | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 803 | 2 |
| 5907 | Streets Maintenance Supervisor (R) | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 803 | 2 |
| 5910 | Utilities Maintenance Supervisor (R) | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 803 | 2 |
| 5102 | Administrative Supervisor | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 5305 | 2 |
| 5902 | Automotive Shop Supervisor (R) | 621 | 2026 | 49.53 | 51.68 | 53.90 | 56.23 | 58.65 | 61.15 | 63.79 | N | 803 | 2 |
| 5605 | Safety Officer | 620 | 2026 | 45.04 | 47.01 | 49.02 | 51.10 | 53.32 | 55.61 | 57.99 | N | 5305 | 3 |
| 5912 | Lead Facilities Worker | 619 | 2026 | 40.97 | 42.73 | 44.57 | 46.48 | 48.45 | 50.55 | 52.74 | N | 803 | 7 |
| 5916 | Facilities Worker II | 617 | 2026 | 33.83 | 35.30 | 36.81 | 38.38 | 40.03 | 41.78 | 43.57 | N | 803 | 8 |
| 5915 | Lead Janitor | 616 | 2026 | 30.76 | 32.08 | 33.46 | 34.92 | 36.41 | 37.98 | 39.60 | N | 803 | 8 |
| 5913 | Facilities Worker I | 616 | 2026 | 30.76 | 32.08 | 33.46 | 34.92 | 36.41 | 37.98 | 39.60 | N | 803 | 8 |
| 5903 | Janitor | 614 | 2026 | 25.63 | 26.76 | 27.91 | 29.14 | 30.38 | 31.66 | 33.03 | N | 803 | 8 |
| TEAMSTERS | | | | | | | | | | | | | |
| | | Grade | Year | Step A | Step B | Step C | Step D | Step E | | | | | |
| 3909 | Lead Treatment Plant Operator | LTO | 2026 | 45.95 | 48.23 | 50.48 | 52.77 | 55.59 | | | N | 803 | 7 |
| 3910 | Electrician - WWTP and Utilities | ELT | 2026 | 44.84 | 47.09 | 49.28 | 51.51 | 54.28 | | | N | 803 | 7 |
| 3116 | SCADA Administrator | SCA | 2026 | 44.84 | 47.09 | 49.28 | 51.51 | 54.28 | | | N | 803 | 7 |
| 3905 | Treatment Plant Operator IV | O4 | 2026 | 43.77 | 45.94 | 48.08 | 50.25 | 52.95 | | | N | 803 | 7 |
| 3100/3106 3107 | Foreman | F1 | 2026 | 43.65 | 45.67 | 47.74 | 49.74 | 52.29 | | | N | 803 | 7 |
| 3908 | SCADA Technician | SCT | 2026 | 42.48 | 44.41 | 46.32 | 48.30 | 50.72 | | | N | 803 | 7 |
| 3904 | Treatment Plant Operator III | O3 | 2026 | 42.48 | 44.41 | 46.32 | 48.30 | 50.72 | | | N | 803 | 7 |
| 3101 | Maintenance Technician | MT | 2026 | 40.85 | 42.81 | 44.77 | 46.73 | 49.22 | | | N | 803 | 7 |
| 3104/3112 | | | | | | | | | | | | | |
| 3113 | Lead Worker | L1 | 2026 | 40.58 | 42.32 | 44.03 | 45.82 | 48.01 | | | N | 803 | 7 |
| 3903 | Treatment Plant Operator II | O2 | 2026 | 40.32 | 42.32 | 44.30 | 46.36 | 48.83 | | | N | 803 | 7 |
| 3901 | Pump Station Operator | P1 | 2026 | 39.97 | 41.87 | 43.81 | 45.84 | 48.48 | | | N | 803 | 7 |
| 3902 | Treatment Plant Operator I | O1 | 2026 | 39.56 | 40.98 | 42.41 | 43.79 | 45.64 | | | N | 803 | 7 |
| 3103/3110 | | | | | | | | | | | | | |
| 3111/3114/ 3115 | Maintenance Worker II | M2 | 2026 | 36.38 | 38.04 | 39.84 | 41.65 | 44.03 | | | N | 803 | 7 |
| 3900 | Operator in Training | OT | 2026 | 30.38 | 31.85 | 33.28 | 34.79 | 36.60 | | | N | 803 | 7 |
| 3102/3108 | | | | | | | | | | | | | |
| 3109 | Maintenance Worker I | M1 | 2026 | 29.35 | 30.93 | 32.46 | 34.01 | 35.92 | | | N | 803 | 7 |
| 3907 | Teamsters Vegetation Supervisor | VS | 2026 | 21.00 | 22.05 | 23.15 | 24.31 | 25.53 | 26.81 | | N | 803 | 8 |
| 3105 | Teamsters General Laborer | GL | 2026 | 17.98 | 18.88 | 19.82 | 20.81 | 21.85 | 22.94 | | N | 803 | 8 |
| 3911 | Teamsters Intern | IN | 2026 | 17.98 | 18.88 | 19.82 | 20.81 | 21.85 | 22.94 | | N | 803 | 8 |

| POLICE | | | | | | | | | | | | | | |
|---------------|--|--------------|-------------|---------------|----------------|-----------------|----------------|---------------|----------------|--|--|---|------|---|
| | Lynnwood Police Management Guild | Grade | Year | Step A | Step B | Step C | | | | | | | | |
| 1711 | Commander | CMN | 2026 | 89.80 | 92.50 | 95.26 | | | | | | E | 6905 | 1 |
| | Lynnwood Police Sergeants | Grade | Year | Step A | Step B | Step C | | | | | | | | |
| 1707 | Police Sergeant | SG | 2026 | 71.84 | 73.99 | 76.21 | | | | | | N | 6905 | 3 |
| | Lynnwood Police Officers | Grade | Year | Step A | Step B | Step C | Step D | Step E | | | | | | |
| 1706 | Police Officers | PO | 2026 | 51.14 | 55.51 | 57.76 | 60.11 | 61.96 | | | | N | 6905 | 4 |
| | Lynnwood Police Support | Grade | Year | Step I | Step II | Step III | Step IV | Step V | Step VI | | | | | |
| 5707 | Jail Lieutenant | JL | 2026 | 67.32 | 69.34 | 71.42 | | | | | | N | 6905 | 1 |
| 1705 | Custody Sergeant | CSG | 2026 | 54.29 | 55.93 | 57.60 | | | | | | N | 6905 | 3 |
| 1717 | Community Engagement & Crime Prevent. Supervisor | CES | 2026 | 53.38 | 54.98 | 56.64 | | | | | | E | 5305 | 3 |
| 1715 | Crime Analyst | CA | 2026 | 51.41 | 53.61 | 55.89 | 58.32 | 60.82 | | | | N | 5305 | 3 |
| 1714 | Master Custody Officer | MCO | 2026 | 49.82 | 51.20 | 52.80 | | | | | | N | 6905 | 4 |
| 1716 | Police Records Supervisor | RS | 2026 | 47.58 | 49.05 | 50.56 | | | | | | N | 5305 | 3 |
| 5703 | Victim Services Coordinator | VSC | 2026 | 46.87 | 48.32 | 49.82 | 51.20 | 52.79 | | | | N | 5305 | 1 |
| 1700 | Animal Control | AC | 2026 | 42.56 | 43.76 | 45.28 | 46.55 | 48.00 | | | | N | 803 | 4 |
| 1713 | Court Marshal | CM | 2026 | 42.56 | 43.76 | 45.28 | 46.55 | 48.00 | | | | N | 6905 | 4 |
| 1701 | Crime Prevention Specialist | CS | 2026 | 42.56 | 43.76 | 45.28 | 46.55 | 48.00 | | | | N | 5305 | 3 |
| 1704 | Custody Officer | CW | 2026 | 42.56 | 43.76 | 45.28 | 46.55 | 48.00 | | | | N | 6905 | 4 |
| 1702 | Evidence Technician | ET | 2026 | 42.56 | 43.76 | 45.28 | 46.55 | 48.00 | | | | N | 803 | 3 |
| 1712 | Police Records Program Technician | RPT | 2026 | 42.56 | 43.76 | 45.28 | 46.55 | 48.00 | | | | N | 5305 | 3 |
| 1703 | Police Clerk | PC | 2026 | 36.79 | 37.93 | 39.11 | 40.32 | 41.57 | 42.85 | | | N | 5305 | 6 |

Revised and adopted 5-26-2026