

	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
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	Communication and Community Engagement Manager	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