

SCHEDULE OF APPROPRIATIONS

Fund	Program	Proposed	Budget	Approved	Council	Adopted
			Committee		Changes	
General Fund						
	Policy and Administration	\$805,213	\$0	\$805,213	\$0	\$805,213
	Community Development	5,289,178	30,000	5,319,178	6,600	5,325,778
	Community Services	20,068,571	0	20,068,571	0	20,068,571
	Public Works	4,441,525	0	4,441,525	140,000	4,581,525
	Debt Service	0	0	0	0	0
	Loan to CCDA	150,000	0	150,000	0	150,000
	Transfer	1,121,607	(150,000)	971,607	0	971,607
	Capital Improvements	691,667	77,000	768,667	0	768,667
	Contingency	750,000	0	750,000	0	750,000
	Total Fund	\$33,317,761	(\$43,000)	\$33,274,761	\$146,600	\$33,421,361
Sanitary Sewer Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	710,763	0	710,763	180,000	890,763
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	411,698	0	411,698	0	411,698
	Capital Improvements	1,826,000	(150,000)	1,676,000	0	1,676,000
	Contingency	446,395	(22,500)	423,895	0	423,895
	Total Fund	\$3,394,857	(\$172,500)	\$3,222,357	\$180,000	\$3,402,357
Stormwater Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	1,269,116	0	1,269,116	140,000	1,409,116
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	391,935	0	391,935	0	391,935
	Capital Improvements	310,000	35,000	345,000	0	345,000
	Contingency	50,000	(10,000)	40,000	0	40,000
	Total Fund	\$2,021,051	\$25,000	\$2,046,051	\$140,000	\$2,186,051

SCHEDULE OF APPROPRIATIONS

Fund	Program	Proposed	Budget Committee Changes	Approved	Council Changes	Adopted
Water Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	6,607,336	0	6,607,336	75,000	6,682,336
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	5,585,646	150,000	5,735,646	0	5,735,646
	Capital Improvements	834,578	0	834,578	0	834,578
	Contingency	275,000	(150,000)	125,000	0	125,000
	Total Fund	\$13,302,560	\$0	\$13,302,560	\$75,000	\$13,377,560
Water CIP Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	150,000	150,000	0	150,000
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	7,558,611	0	7,558,611	0	7,558,611
	Contingency	0	0	0	0	0
	Total Fund	\$7,558,611	\$150,000	\$7,708,611	\$0	\$7,708,611
Water Quality/Quantity Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	115,793	0	115,793	0	115,793
	Capital Improvements	330,000	0	330,000	0	330,000
	Contingency	56,683	0	56,683	0	56,683
	Total Fund	\$502,476	\$0	\$502,476	\$0	\$502,476

SCHEDULE OF APPROPRIATIONS

Fund	Program	Proposed	Budget Committee Changes	Approved	Council Changes	Adopted
Water SDC Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	230,749	0	230,749	0	230,749
	Contingency	0	0	0	0	0
	Total Fund	\$230,749	\$0	\$230,749	\$0	\$230,749
Building Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	1,054,695	0	1,054,695	12,000	1,066,695
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	141,405	0	141,405	0	141,405
	Capital Improvements	0	0	0	0	0
	Contingency	120,000	0	120,000	0	120,000
	Total Fund	\$1,316,100	\$0	\$1,316,100	\$12,000	\$1,328,100
City Gas Tax Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	620,000	0	620,000	0	620,000
	Contingency	109,412	0	109,412	0	109,412
	Total Fund	\$729,412	\$0	\$729,412	\$0	\$729,412

SCHEDULE OF APPROPRIATIONS

Fund	Program	Proposed	Budget Committee Changes	Approved	Council Changes	Adopted
Criminal Forfeiture Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	10,000	0	10,000	0	10,000
	Capital Improvements	0	0	0	0	0
	Contingency	0	0	0	0	0
	Total Fund	\$10,000	\$0	\$10,000	\$0	\$10,000
Electrical Inspection Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	122,860	0	122,860	0	122,860
	Capital Improvements	0	0	0	0	0
	Contingency	24,780	0	24,780	0	24,780
	Total Fund	\$147,640	\$0	\$147,640	\$0	\$147,640
Gas Tax Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	592,373	0	592,373	0	592,373
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	1,804,921	0	1,804,921	140,000	1,944,921
	Capital Improvements	4,207,170	0	4,207,170	0	4,207,170
	Contingency	87,750	0	87,750	0	87,750
	Total Fund	\$6,692,213	\$0	\$6,692,213	\$140,000	\$6,832,213

SCHEDULE OF APPROPRIATIONS

Fund	Program	Proposed	Budget Committee Changes	Approved	Council Changes	Adopted
Insurance Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	0	0	0	0	0
	Contingency	0	0	0	0	0
	Total Fund	\$0	\$0	\$0	\$0	\$0
Parks SDC Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	280,253	0	280,253	0	280,253
	Loan to CCDA	0	0	0	0	0
	Transfer	379,812	0	379,812	0	379,812
	Capital Improvements	511,016	53,000	564,016	16,000	580,016
	Contingency	157,593	0	157,593	0	157,593
	Total Fund	\$1,328,674	\$53,000	\$1,381,674	\$16,000	\$1,397,674
Street Maintenance Fee Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	84,000	0	84,000	0	84,000
	Capital Improvements	776,000	0	776,000	0	776,000
	Contingency	151,765	0	151,765	0	151,765
	Total Fund	\$1,011,765	\$0	\$1,011,765	\$0	\$1,011,765

SCHEDULE OF APPROPRIATIONS

Fund	Program	Proposed	Budget Committee Changes	Approved	Council Changes	Adopted
Traffic Impact Fee Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	294,570	0	294,570	0	294,570
	Capital Improvements	1,050,000	(100,000)	950,000	0	950,000
	Contingency	100,000	(39,276)	60,724	0	60,724
	Total Fund	\$1,444,570	(\$139,276)	\$1,305,294	\$0	\$1,305,294
Tree Replacement Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	75,000	0	75,000	0	75,000
	Capital Improvements	150,000	0	150,000	0	150,000
	Contingency	0	0	0	0	0
	Total Fund	\$225,000	\$0	\$225,000	\$0	\$225,000
Underground Utility Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	300,000	0	300,000	0	300,000
	Contingency	52,941	0	52,941	0	52,941
	Total Fund	\$352,941	\$0	\$352,941	\$0	\$352,941

SCHEDULE OF APPROPRIATIONS

Fund	Program	Proposed	Budget Committee Changes	Approved	Council Changes	Adopted
Bancroft Bond Debt Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	193,409	0	193,409	0	193,409
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	0	0	0	0	0
	Contingency	0	0	0	0	0
	Total Fund	\$193,409	\$0	\$193,409	\$0	\$193,409
General Obligation Bond Debt Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	976,563	0	976,563	0	976,563
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	0	0	0	0	0
	Contingency	0	0	0	0	0
	Total Fund	\$976,563	\$0	\$976,563	\$0	\$976,563
Tigard Triangle LID #1 Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	0	0	0	0	0
	Contingency	0	0	0	0	0
	Total Fund	\$0	\$0	\$0	\$0	\$0

SCHEDULE OF APPROPRIATIONS

Fund	Program	Proposed	Budget Committee Changes	Approved	Council Changes	Adopted
Facility Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	155,000	0	155,000	0	155,000
	Contingency	23,250	0	23,250	0	23,250
	Total Fund	\$178,250	\$0	\$178,250	\$0	\$178,250
Parks Capital Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	1,111,316	0	1,111,316	10,000	1,121,316
	Contingency	150,000	0	150,000	0	150,000
	Total Fund	\$1,261,316	\$0	\$1,261,316	\$10,000	\$1,271,316
Central Services Fund						
	Policy and Administration	\$6,517,284	\$100,000	\$6,617,284	\$0	\$6,617,284
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	265,426	0	265,426	0	265,426
	Capital Improvements	0	0	0	0	0
	Contingency	250,000	0	250,000	0	250,000
	Total Fund	\$7,032,710	\$100,000	\$7,132,710	\$0	\$7,132,710

SCHEDULE OF APPROPRIATIONS

Fund	Program	Proposed	Budget Committee Changes	Approved	Council Changes	Adopted
Fleet/Property Management Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	1,658,331	0	1,658,331	0	1,658,331
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	0	0	0	0	0
	Contingency	100,000	0	100,000	0	100,000
	Total Fund	\$1,758,331	\$0	\$1,758,331	\$0	\$1,758,331
Library Trust Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	100,000	0	100,000	0	100,000
	Capital Improvements	0	0	0	0	0
	Contingency	0	0	0	0	0
	Total Fund	\$100,000	\$0	\$100,000	\$0	\$100,000
Transportation Development Tax Fund						
	Policy and Administration	\$0	\$0	\$0	\$0	\$0
	Community Development	0	0	0	0	0
	Community Services	0	0	0	0	0
	Public Works	0	0	0	0	0
	Debt Service	0	0	0	0	0
	Loan to CCDA	0	0	0	0	0
	Transfer	0	0	0	0	0
	Capital Improvements	0	100,000	100,000	0	100,000
	Contingency	0	622	622	0	622
	Total Fund	\$0	\$100,622	\$100,622	\$0	\$100,622

SCHEDULE OF APPROPRIATIONS

Fund	Program	Proposed	Budget Committee Changes	Approved	Council Changes	Adopted
All Funds						
	Policy and Administration	\$7,322,497	\$100,000	\$7,422,497	\$0	\$7,422,497
	Community Development	6,936,246	30,000	6,966,246	18,600	6,984,846
	Community Services	20,068,571	0	20,068,571	0	20,068,571
	Public Works	14,687,072	0	14,687,072	535,000	15,222,070
	Debt Service	1,450,225	150,000	1,600,225	0	1,600,225
	Loan to CCDA	150,000	0	150,000	0	150,000
	Transfer	10,904,674	0	10,904,674	140,000	11,044,674
	Capital Improvements	20,662,107	15,000	20,677,107	26,000	20,703,107
	Contingency	2,905,569	(221,154)	2,684,415	0	2,684,415
	Total Fund	\$85,086,961	\$73,846	\$85,160,807	\$719,600	\$85,880,405
	Total Appropriations	\$85,086,961	\$73,846	\$85,160,807	\$719,600	\$85,880,405

FINANCIAL POLICIES

The City of Tigard has an important responsibility to its citizens to carefully account for public funds, manage municipal finances wisely, and plan adequate funding for services and facilities desired and needed by the public. The City has established a formal set of financial policies to ensure that the public's trust is upheld. With these financial policies, the City has established the framework under which it conducts its financial affairs, ensuring that it is, and will continue to be, capable of funding and providing outstanding local government services to Tigard residents.

The goals of Tigard's financial policies are as follows:

- Enhance City Council's policy-making ability by providing accurate information on program and operating costs.
- Assist sound management of the City government by providing accurate and timely information on current and anticipated financial conditions.
- Provide sound principles to guide important decisions of the Council and management that have significant financial impact.
- Set forth operational principles which minimize the cost and financial risk of local government consistent with services desired by the public.
- Employ revenue policies that prevent undue or unbalanced reliance on any one source, distribute the cost of municipal services fairly, and provide adequate funds to operate desired programs.
- Provide and maintain essential public facilities, utilities, infrastructure, and capital equipment.
- Protect and enhance the City's credit rating.
- Ensure that all surplus cash is prudently invested in accordance with the investment policy adopted by the Council to protect City funds and realize a reasonable rate of return.

The City uses the following financial policies to guide its financial affairs:

Revenue Policy

- Maintain a diversified and stable revenue system to shelter the government from short-term fluctuations in any one-revenue source.
- One-time revenues will be used only for one-time expenditures. The City will avoid using temporary revenues to fund mainstream services.
- All revenue forecasts shall be conservative.
- Regular reports comparing actual to budgeted revenues will be prepared by the Financial and Information Services Department and presented to the City Manager.
- All City funds shall be safely invested to provide a sufficient level of liquidity to meet cash flow needs and to provide the maximum yield possible, in that order. One hundred percent of all idle cash will be continuously invested.

FINANCIAL POLICIES

Reserve Policy

- The City will maintain an unallocated fund balance or retained earnings equal to or greater than two months of general operating expenditures or expenses. This reserve will be calculated based on the adopted annual operating budget of the City. These funds will be used to avoid cash-flow interruptions, generate interest income, reduce need for short-term borrowing, and assist in maintaining an investment grade bond rating capacity.

Operating Budget Policy

- Regular reports comparing actual to budgeted expenditures will be prepared by the Financial and Information Services Department and distributed to the City Manager.
- Departmental objectives will be integrated into the City's annual budget and monthly departmental reports.
- Before the City undertakes any agreements that create fixed costs, both operating and capital, the implications of such agreements will be fully determined for current and future years.
- All non-salary benefits, such as social security, pension, and insurance will be estimated and their impact on future budgets assessed annually.
- Cost analysis of salary increases will include the effect of such increases on the City's share of related fringe benefits.
- The City will annually submit documentation to obtain the Award for Distinguished Budget Presentation from the Government Finance Officers Association (GFOA).

Capital Improvement Policy

- Systems Development Charges (SDCs) will be used for infrastructure capacity expansion and improvements, including in-house engineering and design.
- Future operating costs associated with new capital improvements will be projected and included in the operating budget forecast.
- The City will determine and use the most effective and efficient method for financing all new capital projects.
- Special funds dedicated for capital improvements will be segregated in the accounting system and used only for the intended capital purposes.

Fixed Asset Policy

- The City will control capital assets by assigning accountability and responsibility to specific departments.
- The City will provide documentation of equipment loss to the insurance companies in the event of losses due to fire or theft.
- The City will maintain and provide information such as depreciation and obsolescence needed for City's enterprise funds (Water, Sanitary Sewer, and Stormwater).
- The City will provide budget information for capital replacements and additions.
- The City will maintain inventories of all City equipment to avoid duplication of equipment.
- The City will maintain a list of all assets and their values to ensure the capital assets are properly insured.

FINANCIAL POLICIES

Accounting Policy

- The City will maintain high standards of financial reporting. Generally Accepted Accounting Principles (GAAP) will be used as established by the Governmental Accounting Standards Board and endorsed by the Government Finance Officers' Association (GFOA).
- An independent annual audit will be performed by a qualified public accounting firm, which will issue an official opinion on the annual financial statements and management letter detailing areas that need improvement.
- Full disclosure will be provided in the financial statements and bond representations.
- Financial systems will be maintained to monitor expenditures and revenues on a monthly basis, with thorough analysis.
- The accounting system will provide monthly information about cash position and investment performance.
- The City will annually submit documentation to obtain the Certificate of Achievement for Excellence in Financial Reporting from GFOA.

Debt Policy

- Capital projects financed through bond proceeds shall be financed for a period not to exceed the useful life of the project.
- Long term borrowing will be confined to capital improvements too large to be financed from current revenues.
- Issuance of Assessment Bonds will be pursued to finance local improvement districts approved by City Council.
- Bond Anticipation Notes will be used as needed to finance construction of local improvements.

Single Owner Local Improvement District Policy

Local Improvement Districts (LIDs) are usually initiated either by the City Council or by written request of the property owners owning at least fifty percent of the property benefited by the local improvement. On occasion, the City receives requests to form a LID in which there would be only one property owner involved. City Council has established a formal policy for single owner LIDs. The following are the conditions that must be met before Council will consider allowing the LID to be formed.

- The property is zoned and proposed to be used for industrial, commercial or office development.
- The applicant demonstrates the "Public Purpose" involved, which may include the creation of jobs in the community.
- The applicant demonstrates that the risk to the City government or the general taxpayer is minimized. As a guideline, the City Council will request the following:
 - a. That the applicant provide an appraisal of the property affected, such appraisal being done by an appraiser acceptable to the City Manager.
 - b. That the amount to be assessed against the property not exceed 25% of the appraised value of the land only, excluding any improvements to the property.
 - c. That financial documents be provided as required to the City Manager which can demonstrate that the property owner has the financial ability to pay the assessments levied on the property.

FINANCIAL POLICIES

INVESTMENT POLICY

The following Investment Policies are intended to meet the requirements of ORS 294.035 and to provide the framework within which City of Tigard funds may be invested.

Authority

The Financial and Information Services Director shall serve as the Investment Officer of the City. The Investment Officer is responsible for ensuring that funds are invested so as to make necessary cash available to meet current obligations and to invest excess cash in accordance with ORS 294.035 through ORS 294.047 and these Investment Policies.

The Financial and Information Services Director may assign the delegation of authority to persons responsible for investment transactions. This person would then act as Investment Officer with prior approval of the City Manager.

Scope

These Investment Policies apply to all excess cash related to all activities and funds under the direction of the Tigard City Council. Cash accumulations related to bond proceeds or short-term borrowing is included unless more restrictive state or federal regulations are applicable.

Excess cash shall be defined as all liquid assets not necessary to meet current obligations.

Deferred Compensation

Deferred compensation funds are placed with a third party for investment and are therefore excluded from the restrictions set forth in these guidelines.

Objectives

The objectives of these policies are to provide for the preservation of City assets, the availability of such assets to meet obligations as they come due, and to provide for a reasonable rate of return on those assets, in that order.

Prudent Investor

Investments shall be made under the prudent investors rule, which states, "Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion, and intelligence exercise in the management of their own affairs, not for speculation but for investment, considering the probable safety of their capital as well as the probable income to be derived."

FINANCIAL POLICIES

Internal Controls

The Investment Officer shall maintain a system of written internal controls, which will be reviewed annually by the independent auditor.

Cash Flow Analysis

The Investment Officer shall maintain a historical cash flow record and a cash flow projection, which extends twelve months into the future. The projection shall be reviewed and updated on a regular basis. No fixed maturity securities shall be purchased unless the cash flow projection indicates that the funds invested will not be required until the maturity date of the investment.

Bond Proceeds

Surplus funds resulting from debt issuance shall be considered as a separate portfolio and shall not be restricted by the maturity and instrument diversification section of these policies. Such funds may be invested for periods exceeding 18 months and up to 60 months. Such maturities shall coincide with the projected cash flow needs resulting from the projected construction schedule.

Diversification

The Investment Officer will diversify the general portfolio to avoid unreasonable risks within the following parameters:

- Maturity Diversification

Investment maturities shall be scheduled to coincide with projected cash flow needs. Thirty percent of the portfolio will mature in less than 90 days. No investments will be made for a period to exceed 18 months unless:

This investment policy has been submitted to the Oregon Short Term Fund Board (OSTF) for comment prior to being approved by Council and complies with the requirements of ORS 294.135. In this case, the maximum maturity shall be defined in policy.

The funds are being accumulated for a specific purpose, including future construction projects, and upon approval of the Council, the maximum maturity date matches the anticipated use of the funds (ORS 294.135(1)(b)).

If this investment policy has been submitted for review by the OSTF Board as specified above and in accordance with ORS 294.135(1)(a), debt service reserves may be invested to mature not longer than five years. Otherwise, debt service reserves shall not be invested to a maturity date exceeding one year as specified under ORS 294.135(3).

FINANCIAL POLICIES

The Investment Officer may make investments having maturity longer than 18 months, but not more than 36 months, with the exception of Bond Proceeds. The City's investment portfolio shall not contain more than 20% of the total dollar value of its investments with maturities between 18 months and 36 months.

- Instrument Diversification

Certificates of Deposit	25% maximum
Corporate Indebtedness	35% maximum
Bankers Acceptance	50% maximum
Treasury/Agency Securities	90% maximum
Local Government	
Investment Pool	100% maximum
Demand Deposits	10% maximum
Lawfully issued Debt	
Obligations of the	
States of Oregon,	
Washington, Idaho,	
and California and political	
subdivisions of those states	25% maximum

- Institution Diversification

Bank liabilities with any one qualified financial institution shall not exceed 20 percent of the portfolio. Bank liabilities of any one qualified financial institution shall not exceed one percent of the institution's total assets. Investment in Corporate Indebtedness shall not exceed 5 percent of the portfolio in any one Oregon corporate entity meeting the rating requirements of P-2/A-2 or better, or 5 percent of the portfolio in any one corporate entity outside the State of Oregon (ORS 294.035 section C).

For purposes of these guidelines, the state local government investment pool (LGIP) shall be considered to have a one-day liquidity.

Selection of Investment Instruments

Investments shall be made by the Investment Officer through the exercise of his/her judgment after requesting quotes from financial institutions. Selections will be made so as to provide the highest rate of return within the parameters of these policies.

Qualified Institutions

The Investment Officer shall maintain a list of all authorized institutions which are approved for investment purposes. The Investment Officer will request, analyze, and keep on file, periodic financial statements and related information to satisfy himself/herself as to the creditworthiness of each institution on the approved list.

FINANCIAL POLICIES

Reporting

The Investment Officer shall prepare an investment activity report at the end of each month for review by the City Manager.

Amendments

These investment policies may be amended at the request of the Investment Officer, the City Manager, or members of City Council. Such amendments shall be approved by the City Council in the same manner as the investment policies.

Authorized Investment Instruments

The Investment Officer shall invest the money of the City only in qualifying investments according to guidelines in ORS 294.035. These investments include:

- Demand deposits with approved institutions.
- Deposits in the Oregon Local Government Investment Pool.
- Certificates of Deposit with Oregon banks.
- Banker's acceptances.
- Qualifying corporate indebtedness not to exceed 5% of the portfolio on any one corporation.
- Lawfully issued debt obligations of the United States and obligation guaranteed by the United States, the agencies of the United States or enterprises sponsored by the United States government, not to exceed 40% of the portfolio on any one government sponsored enterprise.
- Lawfully issued debt obligations of the States of Oregon, Washington, Idaho, and California and political subdivisions of those states.

Safekeeping

A third-party custodian, as evidenced by safekeeping receipts, will hold securities (excluding funds invested in the state local government investment pool (LGIP), bank deposits, and Certificates of Deposits).

Other Policy Considerations

Any investment currently held that does not meet the guidelines of this policy shall be exempted from the requirements of this policy. At maturity or liquidation, such monies shall be reinvested only as provided by this policy.

GLOSSARY OF BUDGET RELATED TERMS

Adopted Budget: The budget amended and approved by the Budget Committee becomes the adopted budget after City Council takes action on it. The adopted budget becomes effective July 1.

Ad Valorem Tax: A tax based on value, such as a property tax.

Appropriations: Legal authorization granted by the City Council to spend public funds. Appropriations within each program may not be exceeded.

Approved Budget: The proposed budget as amended and approved by the Budget Committee and recommended to the City Council for adoption is referred to as the Approved Budget.

Assets: Property owned by the City, which has monetary value.

Balanced Budget: A budget is “balanced” when total revenues (beginning fund balance plus current revenues plus transfers-in) equals total requirements (expenditures plus contingency plus transfers-out plus ending fund balance) for each fund.

Bancroft: Section of Oregon Law that allows benefited property owners within an LID to pay their assessments in installments. This is made possible by the sale of long term “Bancroft” bonds, proceeds of which are used to pay LID costs. Principal and interest on Bancroft Bonds are paid by assessments received from property owners within an LID, though these bonds also carry the full faith and credit guarantee of the City.

Bond: A written promise to pay a specified sum of money, called the face value or principal amount, at a specified date or dates in the future, called the maturity date(s), together with periodic interest at a specified rate.

Bond Anticipation Note (BAN): BANs are a form of short term borrowing in anticipation of a future sale of long term bonds. BANs are used frequently to finance construction of local improvement district improvements and are retired by eventual sale of Bancroft bonds or collection of special assessments from benefited property owners.

Budget: A plan of financial operation embodying an estimate of adopted revenue and expenditures for a given year. The budget is the legal spending limit for City activities.

Budget Calendar: Schedule of key dates or milestones followed by City departments in the preparation, review, and administration of the budget.

Budget Message: Opening section of the budget which provides the City Council and public with a general summary of the most important aspects of the budget, changes from current and previous fiscal years, and views and recommendations of the City Manager.

GLOSSARY OF BUDGET RELATED TERMS

Capital Improvement Projects (CIP): Expenditures which result in the acquisition of land, improvements to existing facilities, and construction of streets, sewers, storm drains, park facilities, and other public facilities.

Capital Improvements Program: Long-range plan for City facilities and infrastructure.

Capital Outlays: Expenditures equal to or greater than \$5,000, for equipment, vehicles, or machinery that results in the acquisition or addition to fixed assets.

City Center Development Agency (CCDA): The Urban Renewal Agency approved by the voters in May, 2006. The CCDA is comprised of members of the City Council as it's governing body.

Clean Water Services (CWS): A county-wide agency formerly named the Unified Sewerage Agency (USA). Clean Water Services owns and operates all major sewage treatment plants within Washington County. CWS establishes sewer rates and contracts with most cities to collect monthly charges from residents and perform most sewer maintenance and repair within city limits.

Community Investment Program: Long-range plan for City facilities and infrastructure.

Contingency: Appropriation established in certain funds for the funding of unforeseen events. Contingency may be appropriated for a specific purpose by the City Council by approval of a resolution.

Debt Service: Interest and principal on outstanding bonds due and payable during the fiscal year.

Employee Benefits: Benefits include social security, retirement, group health, dental and life insurance, workers' compensation, and disability insurance.

Enterprise Funds: Governmental activities that can be operated most like a commercial business are referred to as enterprise activities and are accounted for in enterprise funds. Tigard's enterprise activities include sewer, stormwater and water utilities. Expenditures are matched with revenue from service charges to ensure the program is self-supporting.

Expenditure: Actual payment made by City check or wire transfer for services or goods received or obligations extinguished.

Fees: General term used for any charge levied by local government in connection with providing a service, permitting an activity, or imposing a fine or penalty. Major types of fees include building permits, business and non-business taxes, fines, and user charges.

Fiscal Year: Period used for accounting year. The City of Tigard has a fiscal year of July 1 through the following June 30.

GLOSSARY OF BUDGET RELATED TERMS

Franchise: A special privilege granted by a government, permitting the continued use of public property, such as city streets, and usually involving the elements of monopoly and regulation.

FTE: Abbreviation for Full Time Equivalent. Staffing levels are measured in FTE's to give a consistent comparison from year to year. In most cases, an FTE is one full time position filled for the entire year, however, in some instances an FTE may consist of several part time positions.

Fund: A fiscal and accounting unit with a self-balancing set of accounts in which cash and other financial resources, liabilities, equities, and changes therein are recorded to carry on specific activities and/or objectives.

Fund Balance: Amount left over after expenditures are subtracted from resources. Each fund begins and ends each fiscal year with a positive or negative fund balance.

General Fund: The primary discretionary fund of the City, which accounts for general-purpose revenues (such as property tax) and general-purpose operations.

Generally Accepted Accounting Principles (GAAP): Uniform minimum standards and guidelines for financial accounting and reporting. They govern the form and content of the financial statements of an entity.

Intergovernmental Revenues: Revenue from other governments, primarily Federal and State grants and State shared revenues, but also payments from other local governments.

Local Improvement District (LID): An LID is an entity formed by a group of property owners or the City to construct public improvements (such as streets, sewers, storm drains, streetlights, etc.) to benefit properties. Costs of such improvements are then assessed among benefited properties.

Measure 5: A constitutional limit on property tax rates passed by voters in the State of Oregon in November 1990. This provision sets a maximum \$10 tax rate on individual properties for the aggregate of all non-school taxing jurisdictions. School's maximum rate is limited to \$5.

Measure 47: A Constitutional limit on individual property tax collections approved by voters in November 1996. This measure was repealed and replaced by Measure 50 before it took effect.

Measure 50: Passed by voters in May 1997, this legislatively referred measure repealed Measure 47, and significantly reduced future property taxes. The measure rolled back assessed values on individual property to the 1995-96 value, less 10%. It reduced 1997-98 City levy authority by an average of 17% and then converted it to a rate to be applied to assessed value in all future years. Assessed value growth was limited to 3% per year. The measure reinstated Measure 47 limits on fees and charges and on majority turnout election requirements.

GLOSSARY OF BUDGET RELATED TERMS

Metro: The only directly elected regional government in the nation. Metro is responsible for regional transportation and land use planning. It also manages the Oregon Zoo, the Oregon Convention Center, the Portland Center for the Performing Arts, and the Exposition Center. Metro is also responsible for regional solid waste disposal.

Modified Accrual Basis: The accrual basis of accounting adapted to the governmental fund-type measurement focus. Under it, revenues and other financial resource increments (e.g., bond issue proceeds, property taxes, and/or special assessments) are recognized when they become both measurable and available to finance expenditures of the current period.

Object Classification: Indicates type of expenditure being made, i.e., personal services, materials and services, capital outlay, etc.

Operating Budget: The portion of the budget that includes appropriations for direct services to the public including wages and benefits, materials and services, and capital outlay. Excluded from the operating budget are capital improvement projects, debt service requirements, transfers, contingency, and reserves.

ODOT: Oregon Department of Transportation.

Permanent Tax Rate: The dollar-per-thousand figure used to calculate property tax revenues. Under Measure 50, all tax bases in Oregon were converted to a permanent tax rate. This rate, when applied to assessed value of property within a jurisdiction, produces the property tax revenues used to support general city operations. Tigard's Permanent Tax Rate is \$2.5131 per \$1,000.

Personal Services: Compensation to City employees in the form of salaries, wages, and employee benefits.

Program Budget: A budget wherein expenditures are based primarily on programs of work and secondarily on character, classification, and performance. Programs within the City of Tigard's adopted budget include Community Services, Public Works, Community Development, Policy & Administration, and General Government.

Proposed Budget: City budget developed by the City Manager and submitted to the Budget Committee for their deliberation.

Reserved Fund Balance: Those portions of fund balance that are not appropriable for expenditure or that are legally segregated for a specific future use.

SDC: Abbreviation for Systems Development Charges. SDCs are paid by developers and builders to fund expansion of infrastructure necessary due to increased usage. Such charges are collected for sewers, storm drains, streets, and parks.

GLOSSARY OF BUDGET RELATED TERMS

SWM: Abbreviation for Storm & Surface Water Management. The program is closely affiliated with Clean Water Services (formerly USA) and performs the same functions for the stormwater system throughout the county.

Special Assessment: A charge made against certain properties to defray all or part of the cost of a specific capital improvement or service deemed to benefit primarily those properties.

Special Revenue Fund: A fund used to account for the proceeds of specific revenue sources that are legally restricted to expenditure for specified purposes.

Tax Base: Oregon law used to allow cities within the State, with voter approval, to establish a dollar amount of property tax that may be levied on property within the City. Once established, a tax base was allowed to increase by 6% each year without further voter approval. All tax bases in the State were eliminated by Measure 50 and replaced with permanent tax rates.

Tax Increment Financing: Financing secured by the anticipated incremental increase in tax revenues, resulting from the redevelopment of an area.

TIF: Abbreviation for Traffic Impact Fee. These are revenues from a County-instituted fee on development. It was approved by voters in 1989. Funds are used for highway and transit capital improvements, which provide additional capacity to major transportation systems and recovery of costs of administering the program. The City collects this fee inside its boundaries.

Urban Renewal District: In May of 2006, Tigard voters approved the formation of an Urban Renewal District encompassing the downtown and surrounding areas. With the formation of this district, future increases in property tax revenues from property within the district, called tax increment, will provide an important source of funding for a number of needed capital projects.

Urban Service Area: The area of unincorporated Washington County within the City of Tigard's area of interest, but outside Tigard City limits. The City and the County entered into an agreement in which the City provided development services to the area.. Tigard collected all fees and charges from such development and used the funds to pay for the related costs of that service. In FY 2006-07, the City and County terminated the contract and the City no longer provides services to this area.

WCCLS: Abbreviation for Washington County Cooperative Library Services. All libraries within Washington County are partially funded through a county-wide serial levy. Funds are distributed twice each fiscal year in accordance with a formula that takes into account circulation, open hours, and collection development.

ADVISORY COMMITTEES

Budget Committee

The Budget Committee is established by Oregon Local Budget Law. The Committee consists of the four elected Council members, the Mayor, and five members from the community appointed by the City Council for three year terms. The Council also appoints a non-voting, alternate member who will fill any vacancies that may occur during the year. The Committee is responsible for deliberating on the Proposed Budget submitted by the City Manager and for sending the Approved Budget to the City Council for adoption. The Committee must also approve tax levies.

<u>Members</u>		<u>Original Appointment</u>	<u>Term Expires</u>
Bailey, John	Citizen	Jan-08	Dec-11
Buehner, Gretchen	Councilor	Dec-06	Dec-10
Dirksen, Craig	Mayor	Jan-01	Dec-10
Goodrich, Dan	Citizen	Jan-09	Dec-09
James, Cameron	Citizen	Jan-07	Dec-11
Parker, Rick	Citizen	Jul-05	Dec-11
Sherwood, Sydney	Councilor	Feb-01	Dec-10
Snider, Jason	Citizen	May-05	Dec-09
Struck, Dena	Citizen	Jan-07	Dec-09
Wilson, Nick	Councilor	Jan-09	Dec-12

Committee for Citizen Involvement

The Tigard Committee for Citizen Involvement reviews the form and process of two-way communication between the City and its residents to improve those communications and to encourage City residents to be more involved with City affairs.

Members

Adriano, Anastasia	Youth
Anda, Patricia	Citizen
Caffall, Rex	Citizen
Carver, Sue	Citizen
Christopher, Basil	Citizen
Froude, Bev	Citizen
Harris, John	Citizen
Jelinek, Gary	Citizen
Ramaekers, Connie	Citizen

ADVISORY COMMITTEES

Intergovernmental Water Board

The Intergovernmental Water Board consists of five members and was established through an inter-governmental agreement between the cities of Tigard, Durham, and King City, and the Tigard Water District. Each jurisdiction is represented by one member and one member is appointed at large.

The purpose of the Board is to make recommendations to the Tigard City Council on water issues and to carry out other responsibilities set forth in the agreement.

Members	Jurisdiction	Original Appointment	Term Expires
Buehner, Gretchen	Tigard	Jan-07	Dec-10
Carroll, Patrick	Durham	Jan-97	Dec-09
Russell, Julie	Unincorporated Area	Jul-08	Jun-09
Scheiderich, Bill	Member-at-Large	Dec-03	Dec-09
Sherwood, Sydney	Tigard-Alternate	Jul-03	
Winn, Dick	King City	Jun-03	Dec-10

Library Board

The Library Board consists of seven citizen members appointed by the City Council to serve four year

Members	Jurisdiction	Original Appointment	Term Expires
Burke, David	Citizen	May-04	Jun-09
Heath, Richard	Citizen	Jul-07	Jun-11
Levear, Karen	Citizen	Jul-06	Jun-11
Monahan, Linda	Citizen	Jul-08	Jun-10
Nguyen, Cecilia	Citizen	Jul-05	Jun-09
Thenell, Jan	Citizen	Jul-01	Jun-09
Vasicek, Jennifer	Citizen	Jul-07	Jun-12

City Center Advisory Commission

The City Center Advisory Commission's role is to assist the Urban Renewal Commission in developing and carrying out an Urban Renewal Plan.

Members	Original Appointment	Term Expires
Barkely, Carolyn	May-05	Dec-11
Craghead, Alexander	Aug-06	Dec-09
Ellis Gaut, Alice	Aug-05	Dec-11
Hughes, Ralph	Aug-05	Dec-09
Kutcher, Kevin	Jun-08	Dec-10
Lilly, Lily	Aug-05	Dec-09
Louw, Peter	Jun-08	Dec-09
Murphy, Thomas	Dec-07	Dec-11
Pao, Linli	Jun-08	Dec-09
Shearer, Elise	Dec-07	Dec-10
Wong, Martha	Jun-08	Dec-10

ADVISORY COMMITTEES

Park and Recreation Advisory Board

The Park and Recreation Advisory Board consists of seven voting members, two ex-officio members, and one Youth Advisory Council representative. One ex-officio member represents the Tigard Planning Commission and one represents the Tigard-Tualatin School District 23-J. The Board advises Tigard City Council on matters pertaining to the creation, operation, and maintenance of recreation facilities under the jurisdiction of the City.

Members		Original Appointment	Term Expires
Albertson, Barry (ex-officio)	Citizen	Oct-03	Dec-09
Ashley, Jason	Citizen	Sep-03	Dec-10
Bernhard, Scott	Citizen	Jul-03	Jun-10
Davies, Brian	Citizen	Mar-05	Dec-07
Freudenthal, Michael	Citizen	Jul-03	Dec-09
Leinberger, Kim	Citizen	Mar-07	Jun-11
Rogers, Jason	Citizen	Mar-07	Dec-10
Swanson, Trish	Citizen	Mar-05	Dec-09

Planning Commission

The Planning Commission consists of nine citizen members, appointed by the City Council to serve four year terms. The Commission's responsibilities include assisting the City Council to develop, maintain, update, and implement the City Comprehensive Plan; to formulate the City Community Investment Program; and to review and take action on development projects and Development Code provisions delegated to the Commission.

Members		Original Appointment	Term Expires
Anderson, Tom	Citizen	Jan-07	Dec-09
Caffall, Rex	Citizen	Dec-03	Dec-11
Doherty, Margaret	Citizen	Jan-07	Dec-10
Fishel, Karen	Citizen	Apr-07	Dec-12
Gaschke, Timothy-Alt	Citizen	Jan-09	Dec-09
Hasman, Stuart	Citizen	Apr-07	Dec-11
Inman, Jodie	Citizen	Dec-01	Dec-09
Muldoon, Matthew	Citizen	Mar-07	Dec-12
Vermilyea, Jeremy	Citizen	Apr-06	Dec-10
Walsh, David	Citizen	Aug-04	Dec-09

ADVISORY COMMITTEES

Transportation Financial Strategies Task Force

This task force was created by Tigard's City Council to explore feasible funding strategies for implementing transportation improvements, sidewalk improvements and rights of way maintenance on collectors and arterials, and to assist in the development and implementation of those strategies.

Members

Bailey, John	Parker, Rick
Buehner, Gretchen (Council Liaison)	Rivano, Anthony, (Chair)
Caffall, Rex (Planning Commission)	Schweitz, Joe
Froude, Bev	Stanfield, Jennifer
Gilmour, Cam	Warren, Christopher
Mitchell, Dennis, (Vice-Chair)	

Tree Board

The Tree Board was established by City Council resolution. The Board consists of up to seven members, who are appointed by the City Council for two or four year terms. The role of the Board is to act as a voice for Tigard citizens regarding urban forestry issues. The Tree Board is active in participating in numerous aspects of the Urban Forestry program such as reviewing tree planting, maintenance, and removal requirements; assisting in developing and updating a street tree inventory; creating an Urban Forestry Management Plan; and working with the City Forester in selecting tree species for plantings on public property.

<u>Members</u>		<u>Original Appointment</u>
Clemo, Matt	Citizen	Apr-07
Gillis, Janet	Citizen	Apr-07
Richards, Dale	Citizen	Apr-07
Sizemore, Dennis	Citizen	May-06
Tycer, Tony	Citizen	Mar-06

Hwy 99 Citizen Advisory Committee

This committee reviews and comments on draft plans prepared by City staff and project consultant to insure they meet community needs and promote public understanding of the plan.

Members

Barnes, Daniel	McGilvrey, Tim
Black, Jesse	Moss, William
Boughton, Steve	Owen, Paul
Caffall, Rex	Potthoff, Roger
Carver, Sue	Weeks, Cherree
Fergusson, Tom	

STAFFING SUMMARY

		Actuals		Revised	Proposed	Approved	Adopted
		2006-07	2007-08	2008-09	2009-2010	2009-2010	2009-2010
City Administration							
<i>City Management</i>							
	City Management	3.80	4.80	5.30	5.30	5.30	5.30
	Human Resources	4.00	4.00	5.00	5.00	5.00	5.00
	Risk Management	2.00	2.00	2.50	2.50	2.50	2.50
	Office Services	7.30	7.50	4.50	4.60	4.60	4.60
	City Recorder/Records	0.00	0.00	3.00	3.00	3.00	3.00
	Municipal Court	3.00	3.00	3.25	3.25	3.25	3.25
<i>Total City Management</i>		20.10	21.30	23.55	23.65	23.65	23.65
<i>Financial & Information Services</i>							
	FIS Administration	3.00	3.00	3.00	3.00	3.00	3.00
	Financial Operations	10.80	12.00	5.50	5.50	5.50	5.50
	Utility Billing	0.00	0.00	6.50	6.50	6.50	6.50
	Information Technology	8.00	7.00	7.00	7.00	7.00	7.00
<i>Total Financial & Information Services</i>		21.80	22.00	22.00	22.00	22.00	22.00
Total City Administration		41.90	43.30	45.55	45.65	45.65	45.65
Community Development							
<i>Community Development</i>							
	CD Administration	2.00	2.00	3.00	3.00	3.00	3.00
	Building	19.80	18.80	17.80	6.20	6.20	6.20
	Current Planning	8.20	10.20	10.20	10.20	10.20	10.20
	Long Range Planning	7.00	7.00	7.00	7.00	7.00	7.00
	Capital Const & Transportation	10.50	10.50	10.50	10.50	10.50	10.50
	Development Engineering	5.00	5.00	5.00	4.00	4.00	4.00
	Downtown Redevelopment	1.00	1.00	1.00	1.00	1.00	1.00
Total Community Development		53.50	54.50	54.50	41.90	41.90	41.90
Community Services							
<i>Police</i>							
	Police Administration	3.00	3.00	3.50	3.50	3.50	3.50
	Police Operations	50.00	52.00	54.00	55.00	55.00	55.00
	Police Support Services	27.00	34.50	35.50	35.50	35.50	35.50
<i>Total Police</i>		80.00	89.50	93.00	94.00	94.00	94.00
<i>Library</i>							
	Library Administration	3.30	3.30	3.30	3.30	3.30	3.30
	Reader Services	12.20	15.20	15.70	15.70	15.70	15.70
	Technical Services	6.20	7.40	7.40	7.40	7.40	7.40
	Circulation	12.50	15.00	15.50	15.50	15.50	15.50
<i>Total Library</i>		34.20	40.90	41.90	41.90	41.90	41.90
Total Community Services		114.20	130.40	134.90	135.90	135.90	135.90
Public Works							
<i>Public Works</i>							
	Public Works Administration	7.85	8.85	8.85	9.05	9.05	9.05
	Parks & Grounds	10.75	9.75	9.75	9.75	9.75	9.75
	Street Maintenance	7.00	7.00	7.00	7.00	7.00	7.00
	Fleet Maintenance	2.50	2.50	2.50	2.50	2.50	2.50
	Property Management	3.25	3.25	4.25	4.25	4.25	4.25
	Water	17.30	16.30	16.30	16.30	16.30	16.30
	Sanitary Sewer	7.35	7.35	5.35	5.35	5.35	5.35
	Stormwater	6.10	6.10	7.10	7.10	7.10	7.10
Total Public Works		62.10	61.10	61.10	61.30	61.30	61.30
Total All Programs		271.70	289.30	296.05	284.75	284.75	284.75

**MANAGEMENT/PROFESSIONAL
GROUP SALARY SCHEDULE**

Effective July 1, 2008

Range #		Monthly Salary Range	
M18 A	<i>Monthly</i>	\$3,052	\$4,091
Human Resources Assistant	<i>Hourly</i>	\$17.61	\$23.60
	<i>Annually</i>	\$36,630	\$49,090
M19	<i>Monthly</i>	\$3,199	\$4,288
Confidential Executive Assistant	<i>Hourly</i>	\$18.46	\$24.74
	<i>Annually</i>	\$38,388	\$51,456
M20	<i>Monthly</i>	\$3,280	\$4,395
Payroll Specialist	<i>Hourly</i>	\$18.92	\$25.36
	<i>Annually</i>	\$39,360	\$52,740
M20 A	<i>Monthly</i>	\$3,027	\$4,056
Deputy City Recorder	<i>Hourly</i>	\$17.46	\$23.40
	<i>Annually</i>	\$36,322	\$48,670
M21	<i>Monthly</i>	\$3,362	\$4,505
Assistant Planner	<i>Hourly</i>	\$19.40	\$25.99
	<i>Annually</i>	\$40,344	\$54,060
M21 A	<i>Monthly</i>	\$3,292	\$4,411
Acquisitions Coordinator	<i>Hourly</i>	\$18.99	\$25.45
Library Volunteer Coordinator	<i>Annually</i>	\$39,500	\$52,929
M22	<i>Monthly</i>	\$3,446	\$4,618
Human Resources Technician	<i>Hourly</i>	\$19.88	\$26.64
	<i>Annually</i>	\$41,352	\$55,416
M22 A	<i>Monthly</i>	\$3,374	\$4,521
Risk Management Technician	<i>Hourly</i>	\$19.47	\$26.08
	<i>Annually</i>	\$40,486	\$54,256
M23	<i>Monthly</i>	\$3,532	\$4,733
Confidential Office Manager	<i>Hourly</i>	\$20.38	\$27.31
	<i>Annually</i>	\$42,384	\$56,796
M23 A	<i>Monthly</i>	\$3,418	\$4,580
Executive Assistant to the City Manager	<i>Hourly</i>	\$19.72	\$26.42
	<i>Annually</i>	\$41,017	\$54,965

**MANAGEMENT/PROFESSIONAL
GROUP SALARY SCHEDULE**

M29 B	<i>Monthly</i>	\$3,921	\$5,255
Police Records Supervisor	<i>Hourly</i>	\$22.62	\$30.32
Public Information Officer - Police	<i>Annually</i>	\$47,057	\$63,060
M29 C	<i>Monthly</i>	\$4,019	\$5,386
Administrative Support Supervisor	<i>Hourly</i>	\$23.19	\$31.07
Facilities Services Supervisor	<i>Annually</i>	\$48,233	\$64,637
Fleet Services Coordinator			
Project Planner			
M30	<i>Monthly</i>	\$4,198	\$5,626
City Recorder	<i>Hourly</i>	\$24.22	\$32.46
Management Analyst	<i>Annually</i>	\$50,376	\$67,512
Crime Analyst			
M30 A	<i>Monthly</i>	\$4,121	\$5,523
Human Resources Analyst	<i>Hourly</i>	\$23.78	\$31.86
	<i>Annually</i>	\$49,457	\$66,280
M31	<i>Monthly</i>	\$4,303	\$5,766
Senior Planner	<i>Hourly</i>	\$24.83	\$33.27
	<i>Annually</i>	\$51,636	\$69,192
M31 A	<i>Monthly</i>	\$4,284	\$5,741
City Surveyor	<i>Hourly</i>	\$24.72	\$33.12
	<i>Annually</i>	\$51,412	\$68,892
M33	<i>Monthly</i>	\$4,521	\$6,059
Project Engineer	<i>Hourly</i>	\$26.08	\$34.96
	<i>Annually</i>	\$54,252	\$72,708
M33 A	<i>Monthly</i>	\$4,336	\$5,811
GIS Coordinator	<i>Hourly</i>	\$25.02	\$33.53
	<i>Annually</i>	\$52,028	\$69,727
M34	<i>Monthly</i>	\$4,634	\$6,210
Senior Management Analyst	<i>Hourly</i>	\$26.73	\$35.83
	<i>Annually</i>	\$55,608	\$74,520

**MANAGEMENT/PROFESSIONAL
GROUP SALARY SCHEDULE**

M29 B	<i>Monthly</i>	\$3,921	\$5,255
Police Records Supervisor	<i>Hourly</i>	\$22.62	\$30.32
Public Information Officer - Police	<i>Annually</i>	\$47,057	\$63,060
M29 C	<i>Monthly</i>	\$4,019	\$5,386
Administrative Support Supervisor	<i>Hourly</i>	\$23.19	\$31.07
Facilities Services Supervisor	<i>Annually</i>	\$48,233	\$64,637
Fleet Services Coordinator			
Project Planner			
M30	<i>Monthly</i>	\$4,198	\$5,626
City Recorder	<i>Hourly</i>	\$24.22	\$32.46
Management Analyst	<i>Annually</i>	\$50,376	\$67,512
Crime Analyst			
M30 A	<i>Monthly</i>	\$4,121	\$5,523
Human Resources Analyst	<i>Hourly</i>	\$23.78	\$31.86
	<i>Annually</i>	\$49,457	\$66,280
M31	<i>Monthly</i>	\$4,303	\$5,766
Senior Planner	<i>Hourly</i>	\$24.83	\$33.27
	<i>Annually</i>	\$51,636	\$69,192
M31 A	<i>Monthly</i>	\$4,284	\$5,741
City Surveyor	<i>Hourly</i>	\$24.72	\$33.12
	<i>Annually</i>	\$51,412	\$68,892
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Project Engineer	<i>Hourly</i>	\$26.08	\$34.96
	<i>Annually</i>	\$54,252	\$72,708
M33 A	<i>Monthly</i>	\$4,336	\$5,811
GIS Coordinator	<i>Hourly</i>	\$25.02	\$33.53
	<i>Annually</i>	\$52,028	\$69,727
M34	<i>Monthly</i>	\$4,634	\$6,210
Senior Management Analyst	<i>Hourly</i>	\$26.73	\$35.83
	<i>Annually</i>	\$55,608	\$74,520

**MANAGEMENT/PROFESSIONAL
GROUP SALARY SCHEDULE**

M34 A	<i>Monthly</i>	\$4,554	\$6,102
Senior Human Resources Analyst	<i>Hourly</i>	\$26.27	\$35.20
	<i>Annually</i>	\$54,644	\$73,228
M35	<i>Monthly</i>	\$4,750	\$6,365
Library Communications Coordinator Network Administrator Police Technology Specialist	<i>Hourly</i>	\$27.40	\$36.72
	<i>Annually</i>	\$57,000	\$76,380
M35 A	<i>Monthly</i>	\$4,672	\$6,260
Accounting Supervisor	<i>Hourly</i>	\$26.95	\$36.12
	<i>Annually</i>	\$56,063	\$75,125
M35 B	<i>Monthly</i>	\$4,729	\$6,337
Plans Examination Supervisor	<i>Hourly</i>	\$27.28	\$36.56
	<i>Annually</i>	\$56,753	\$76,049
M36 A	<i>Monthly</i>	\$4,847	\$6,496
Inspection Supervisor	<i>Hourly</i>	\$27.96	\$37.48
	<i>Annually</i>	\$58,163	\$77,949
M36 B	<i>Monthly</i>	\$4,822	\$6,462
Principal Human Resources Analyst	<i>Hourly</i>	\$27.82	\$37.28
	<i>Annually</i>	\$57,864	\$77,544
M37	<i>Monthly</i>	\$4,990	\$6,688
Senior Project Engineer	<i>Hourly</i>	\$28.79	\$38.58
	<i>Annually</i>	\$59,880	\$80,256
M37 A	<i>Monthly</i>	\$4,848	\$6,498
Redevelopment Project Manager	<i>Hourly</i>	\$27.97	\$37.49
	<i>Annually</i>	\$58,180	\$77,978
M38 A	<i>Monthly</i>	\$4,972	\$6,663
Police Business Manager	<i>Hourly</i>	\$28.68	\$38.44
	<i>Annually</i>	\$59,664	\$79,960
M38 B	<i>Monthly</i>	\$5,105	\$6,842
Police Sergeant	<i>Hourly</i>	\$29.45	\$39.47
	<i>Annually</i>	\$61,261	\$82,101

**MANAGEMENT/PROFESSIONAL
GROUP SALARY SCHEDULE**

M39 A	<i>Monthly</i>	\$5,034	\$6,747
Assistant to the City Manager	<i>Hourly</i>	\$29.04	\$38.93
	<i>Annually</i>	\$60,414	\$80,959
M39 B	<i>Monthly</i>	\$5,099	\$6,833
Administrative Services Manager	<i>Hourly</i>	\$29.42	\$39.42
	<i>Annually</i>	\$61,184	\$81,991
Financial Operations Manager			
Library Division Manager			
Parks and Facilities Manager			
Utility Division Manager			
M40 A	<i>Monthly</i>	\$5,163	\$6,919
Planning Manager	<i>Hourly</i>	\$29.79	\$39.92
	<i>Annually</i>	\$61,962	\$83,023
M41 A	<i>Monthly</i>	\$5,426	\$7,271
Engineering Manager	<i>Hourly</i>	\$31.30	\$41.95
	<i>Annually</i>	\$65,112	\$87,249
M42 A	<i>Monthly</i>	\$5,635	\$7,552
Building Official	<i>Hourly</i>	\$32.51	\$43.57
	<i>Annually</i>	\$67,621	\$90,628
M44 A	<i>Monthly</i>	\$5,901	\$7,907
Police Lieutenant	<i>Hourly</i>	\$34.04	\$45.62
	<i>Annually</i>	\$70,808	\$94,884
M46 A	<i>Monthly</i>	\$6,071	\$8,137
Assistant Community Development Director	<i>Hourly</i>	\$35.03	\$46.94
	<i>Annually</i>	\$72,856	\$97,640
Assistant Public Works Director			
Capital Construction & Transportation Engineer			
M46 B	<i>Monthly</i>	\$6,226	\$8,344
Information Technology Manager	<i>Hourly</i>	\$35.92	\$48.14
	<i>Annually</i>	\$74,712	\$100,127
M47 A	<i>Monthly</i>	\$6,333	\$8,486
Police Captain	<i>Hourly</i>	\$36.54	\$48.96
	<i>Annually</i>	\$75,998	\$101,838

**MANAGEMENT/PROFESSIONAL
GROUP SALARY SCHEDULE**

M48 A	<i>Monthly</i>	\$6,385	\$8,556
Human Resources Director	<i>Hourly</i>	\$36.84	\$49.36
	<i>Annually</i>	\$76,619	\$102,677
M50 A	<i>Monthly</i>	\$6,712	\$8,993
Community Development Director	<i>Hourly</i>	\$38.72	\$51.88
	<i>Annually</i>	\$80,540	\$107,921
Director of Library Services			
Financial and Information Services Director			
Public Works Director			
M52 A	<i>Monthly</i>	\$6,884	\$9,225
Assistant City Manager	<i>Hourly</i>	\$39.72	\$53.22
	<i>Annually</i>	\$82,609	\$110,705
M52 B	<i>Monthly</i>	\$7,073	\$9,478
Assistant Police Chief	<i>Hourly</i>	\$40.81	\$54.68
	<i>Annually</i>	\$84,870	\$113,736
M54 A	<i>Monthly</i>	\$7,431	\$9,958
Police Chief	<i>Hourly</i>	\$42.87	\$57.45
	<i>Annually</i>	\$89,168	\$119,502

**TIGARD POLICE OFFICERS ASSOC.
SALARY SCHEDULE**

Effective July 1, 2008

P6	Detective Secretary	<i>Monthly</i>	2,897	3,042	3,194	3,353	3,521	3,697
	Police Records Specialist	<i>Hourly</i>	16.71	17.55	18.43	19.34	20.31	21.33
		<i>Annually</i>	34,764	36,504	38,328	40,236	42,252	44,364
P10	Property Evidence Specialist	<i>Monthly</i>	3,198	3,357	3,525	3,702	3,887	4,081
		<i>Hourly</i>	18.45	19.37	20.34	21.36	22.43	23.54
		<i>Annually</i>	38,376	40,284	42,300	44,424	46,644	48,972
P11	Community Service Officer	<i>Monthly</i>	3,277	3,441	3,613	3,794	3,984	4,183
		<i>Hourly</i>	18.91	19.85	20.84	21.89	22.98	24.13
		<i>Annually</i>	39,324	41,292	43,356	45,528	47,808	50,196
P19	Police Officer	<i>Monthly</i>	4,091	4,193	4,403	4,623	4,854	5,097
		<i>Hourly</i>	23.60	24.19	25.40	26.67	28.00	29.41
		<i>Annually</i>	49,092	50,316	52,836	55,476	58,248	61,164

**OREGON PUBLIC EMPLOYEES
UNION SALARY SCHEDULE**

Effective July 1, 2008

Range #		Monthly Salary Range						
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
S9	<i>Monthly</i>	\$1,718	\$1,804	\$1,894	\$1,989	\$2,088	\$2,192	\$2,302
	<i>Hourly</i>	\$9.91	\$10.41	\$10.93	\$11.48	\$12.05	\$12.65	\$13.28
	<i>Annually</i>	\$20,616	\$21,648	\$22,728	\$23,868	\$25,056	\$26,304	\$27,624
S9 A	<i>Monthly</i>	\$1,681	\$1,765	\$1,853	\$1,946	\$2,043	\$2,145	\$2,252
Library Aide	<i>Hourly</i>	\$9.70	\$10.18	\$10.69	\$11.23	\$11.79	\$12.38	\$12.99
	<i>Annually</i>	\$20,172	\$21,180	\$22,236	\$23,352	\$24,516	\$25,740	\$27,024
S22	<i>Monthly</i>	\$2,367	\$2,485	\$2,609	\$2,739	\$2,876	\$3,020	\$3,171
Accounting Assistant I	<i>Hourly</i>	\$13.66	\$14.34	\$15.05	\$15.80	\$16.59	\$17.42	\$18.29
	<i>Annually</i>	\$28,404	\$29,820	\$31,308	\$32,868	\$34,512	\$36,240	\$38,052
S22 A	<i>Monthly</i>	\$2,352	\$2,470	\$2,593	\$2,722	\$2,858	\$3,001	\$3,151
Administrative Specialist I Court Clerk I	<i>Hourly</i>	\$13.57	\$14.25	\$14.96	\$15.70	\$16.49	\$17.31	\$18.18
	<i>Annually</i>	\$28,224	\$29,640	\$31,116	\$32,664	\$34,296	\$36,012	\$37,812
S25	<i>Monthly</i>	\$2,550	\$2,678	\$2,812	\$2,953	\$3,101	\$3,256	\$3,419
Library Assistant	<i>Hourly</i>	\$14.71	\$15.45	\$16.22	\$17.04	\$17.89	\$18.78	\$19.73
	<i>Annually</i>	\$30,600	\$32,136	\$33,744	\$35,436	\$37,212	\$39,072	\$41,028
S25 A	<i>Monthly</i>	\$2,475	\$2,599	\$2,729	\$2,865	\$3,008	\$3,158	\$3,316
Building Maint Tech I	<i>Hourly</i>	\$14.28	\$14.99	\$15.74	\$16.53	\$17.35	\$18.22	\$19.13
	<i>Annually</i>	\$29,700	\$31,188	\$32,748	\$34,380	\$36,096	\$37,896	\$39,792
S25 B	<i>Monthly</i>	\$2,506	\$2,632	\$2,763	\$2,902	\$3,047	\$3,200	\$3,360
Utility Worker I	<i>Hourly</i>	\$14.46	\$15.18	\$15.94	\$16.74	\$17.58	\$18.46	\$19.38
	<i>Annually</i>	\$30,072	\$31,584	\$33,156	\$34,824	\$36,564	\$38,400	\$40,320
S28	<i>Monthly</i>	\$2,746	\$2,883	\$3,027	\$3,178	\$3,337	\$3,504	\$3,679
Accounting Assistant II	<i>Hourly</i>	\$15.84	\$16.63	\$17.46	\$18.33	\$19.25	\$20.22	\$21.23
	<i>Annually</i>	\$32,952	\$34,596	\$36,324	\$38,136	\$40,044	\$42,048	\$44,148
S28 A	<i>Monthly</i>	\$2,734	\$2,871	\$3,015	\$3,166	\$3,324	\$3,490	\$3,665
Administrative Specialist II Court Clerk II Customer Service Specialist	<i>Hourly</i>	\$15.77	\$16.56	\$17.39	\$18.27	\$19.18	\$20.13	\$21.14
	<i>Annually</i>	\$32,808	\$34,452	\$36,180	\$37,992	\$39,888	\$41,880	\$43,980
S29	<i>Monthly</i>	\$2,815	\$2,956	\$3,104	\$3,259	\$3,422	\$3,593	\$3,773
Customer Service Field Worker Senior Library Assistant	<i>Hourly</i>	\$16.24	\$17.05	\$17.91	\$18.80	\$19.74	\$20.73	\$21.77
	<i>Annually</i>	\$33,780	\$35,472	\$37,248	\$39,108	\$41,064	\$43,116	\$45,276
S31	<i>Monthly</i>	\$2,957	\$3,105	\$3,260	\$3,423	\$3,594	\$3,774	\$3,963
Utility Worker II	<i>Hourly</i>	\$17.06	\$17.91	\$18.81	\$19.75	\$20.73	\$21.77	\$22.86
	<i>Annually</i>	\$35,484	\$37,260	\$39,120	\$41,076	\$43,128	\$45,288	\$47,556

**OREGON PUBLIC EMPLOYEES
UNION SALARY SCHEDULE**

S31 A	<i>Monthly</i>	\$2,948	\$3,095	\$3,250	\$3,413	\$3,584	\$3,763	\$3,951
Building Maintenance Tech II Engineering Tech I	<i>Hourly</i>	\$17.01	\$17.86	\$18.75	\$19.69	\$20.68	\$21.71	\$22.79
	<i>Annually</i>	\$35,376	\$37,140	\$39,000	\$40,956	\$43,008	\$45,156	\$47,412
S32	<i>Monthly</i>	\$3,031	\$3,183	\$3,342	\$3,509	\$3,684	\$3,868	\$4,061
Sr Accounting Assistant	<i>Hourly</i>	\$17.49	\$18.36	\$19.28	\$20.24	\$21.25	\$22.32	\$23.43
	<i>Annually</i>	\$36,372	\$38,196	\$40,104	\$42,108	\$44,208	\$46,416	\$48,732
S32 A	<i>Monthly</i>	\$3,024	\$3,175	\$3,334	\$3,501	\$3,675	\$3,859	\$4,051
Records Management Specialist Sr Administrative Specialist	<i>Hourly</i>	\$17.45	\$18.32	\$19.23	\$20.20	\$21.20	\$22.26	\$23.37
	<i>Annually</i>	\$36,288	\$38,100	\$40,008	\$42,012	\$44,100	\$46,308	\$48,612
S34	<i>Monthly</i>	\$3,184	\$3,343	\$3,510	\$3,686	\$3,870	\$4,064	\$4,267
	<i>Hourly</i>	\$18.37	\$19.29	\$20.25	\$21.27	\$22.33	\$23.45	\$24.62
	<i>Annually</i>	\$38,208	\$40,116	\$42,120	\$44,232	\$46,440	\$48,768	\$51,204
S34 A	<i>Monthly</i>	\$3,099	\$3,254	\$3,416	\$3,588	\$3,767	\$3,956	\$4,153
Purchasing Assistant	<i>Hourly</i>	\$17.88	\$18.77	\$19.71	\$20.70	\$21.73	\$22.82	\$23.96
	<i>Annually</i>	\$37,188	\$39,048	\$40,992	\$43,056	\$45,204	\$47,472	\$49,836
S34 B	<i>Monthly</i>	\$3,176	\$3,335	\$3,502	\$3,677	\$3,861	\$4,054	\$4,257
Engineering Assistant Planning Assistant	<i>Hourly</i>	\$18.32	\$19.24	\$20.20	\$21.21	\$22.28	\$23.39	\$24.56
	<i>Annually</i>	\$38,112	\$40,020	\$42,024	\$44,124	\$46,332	\$48,648	\$51,084
S35	<i>Monthly</i>	\$3,264	\$3,427	\$3,598	\$3,778	\$3,967	\$4,165	\$4,373
Backflow-Cross Connection Spe Sr Utility Worker Water Utility Tech	<i>Hourly</i>	\$18.83	\$19.77	\$20.76	\$21.80	\$22.89	\$24.03	\$25.23
	<i>Annually</i>	\$39,168	\$41,124	\$43,176	\$45,336	\$47,604	\$49,980	\$52,476
S35 A	<i>Monthly</i>	\$3,258	\$3,421	\$3,592	\$3,772	\$3,961	\$4,159	\$4,367
CMMS Software Specialist Mechanic Permit Technician Sr Building Maintenance Tech	<i>Hourly</i>	\$18.80	\$19.74	\$20.72	\$21.76	\$22.85	\$23.99	\$25.19
	<i>Annually</i>	\$39,096	\$41,052	\$43,104	\$45,264	\$47,532	\$49,908	\$52,404
S36	<i>Monthly</i>	\$3,346	\$3,513	\$3,689	\$3,873	\$4,067	\$4,270	\$4,484
GIS Technician	<i>Hourly</i>	\$19.30	\$20.27	\$21.28	\$22.34	\$23.46	\$24.63	\$25.87
	<i>Annually</i>	\$40,152	\$42,156	\$44,268	\$46,476	\$48,804	\$51,240	\$53,808
S37	<i>Monthly</i>	\$3,429	\$3,600	\$3,780	\$3,969	\$4,167	\$4,375	\$4,594
	<i>Hourly</i>	\$19.78	\$20.77	\$21.81	\$22.90	\$24.04	\$25.24	\$26.50
	<i>Annually</i>	\$41,148	\$43,200	\$45,360	\$47,628	\$50,004	\$52,500	\$55,128
S37 A	<i>Monthly</i>	\$3,341	\$3,507	\$3,683	\$3,867	\$4,060	\$4,262	\$4,476
Permits Coordinator	<i>Hourly</i>	\$19.28	\$20.23	\$21.25	\$22.31	\$23.42	\$24.59	\$25.82
	<i>Annually</i>	\$40,092	\$42,084	\$44,196	\$46,404	\$48,720	\$51,144	\$53,712
S37 B	<i>Monthly</i>	\$3,426	\$3,597	\$3,776	\$3,965	\$4,163	\$4,371	\$4,590
Building Inspector I Code Compliance Officer Engineering Technician II Librarian	<i>Hourly</i>	\$19.77	\$20.75	\$21.78	\$22.88	\$24.02	\$25.22	\$26.48
	<i>Annually</i>	\$41,112	\$43,164	\$45,312	\$47,580	\$49,956	\$52,452	\$55,080

**OREGON PUBLIC EMPLOYEES
UNION SALARY SCHEDULE**

S39	<i>Monthly</i>	\$3,602	\$3,782	\$3,971	\$4,170	\$4,379	\$4,598	\$4,828
	<i>Hourly</i>	\$20.78	\$21.82	\$22.91	\$24.06	\$25.26	\$26.53	\$27.85
	<i>Annually</i>	\$43,224	\$45,384	\$47,652	\$50,040	\$52,548	\$55,176	\$57,936
S39 A	<i>Monthly</i>	\$3,466	\$3,639	\$3,821	\$4,013	\$4,214	\$4,425	\$4,646
Sr Water Utility Tech	<i>Hourly</i>	\$20.00	\$20.99	\$22.04	\$23.15	\$24.31	\$25.53	\$26.80
	<i>Annually</i>	\$41,592	\$43,668	\$45,852	\$48,156	\$50,568	\$53,100	\$55,752
S39 B	<i>Monthly</i>	\$3,487	\$3,661	\$3,844	\$4,036	\$4,238	\$4,450	\$4,673
Sr Permit Tech	<i>Hourly</i>	\$20.12	\$21.12	\$22.18	\$23.28	\$24.45	\$25.67	\$26.96
	<i>Annually</i>	\$41,844	\$43,932	\$46,128	\$48,432	\$50,856	\$53,400	\$56,076
S40	<i>Monthly</i>	\$3,693	\$3,878	\$4,072	\$4,276	\$4,490	\$4,715	\$4,951
Information Technology Spec	<i>Hourly</i>	\$21.31	\$22.37	\$23.49	\$24.67	\$25.90	\$27.20	\$28.56
	<i>Annually</i>	\$44,316	\$46,536	\$48,864	\$51,312	\$53,880	\$56,580	\$59,412
S41	<i>Monthly</i>	\$3,785	\$3,974	\$4,173	\$4,382	\$4,601	\$4,831	\$5,073
Sr Engineering Tech	<i>Hourly</i>	\$21.84	\$22.93	\$24.08	\$25.28	\$26.54	\$27.87	\$29.27
Sr Librarian	<i>Annually</i>	\$45,420	\$47,688	\$50,076	\$52,584	\$55,212	\$57,972	\$60,876
S42	<i>Monthly</i>	\$3,880	\$4,074	\$4,278	\$4,492	\$4,717	\$4,953	\$5,201
Plans Examiner	<i>Hourly</i>	\$22.38	\$23.50	\$24.68	\$25.92	\$27.21	\$28.58	\$30.01
	<i>Annually</i>	\$46,560	\$48,888	\$51,336	\$53,904	\$56,604	\$59,436	\$62,412
S43	<i>Monthly</i>	\$3,977	\$4,176	\$4,385	\$4,604	\$4,834	\$5,076	\$5,330
Building Inspector II	<i>Hourly</i>	\$22.94	\$24.09	\$25.30	\$26.56	\$27.89	\$29.28	\$30.75
Bldg-Housing Code Comp Offic	<i>Annually</i>	\$47,724	\$50,112	\$52,620	\$55,248	\$58,008	\$60,912	\$63,960
S44	<i>Monthly</i>	\$4,076	\$4,280	\$4,494	\$4,719	\$4,955	\$5,203	\$5,463
GIS Programmer Analyst	<i>Hourly</i>	\$23.52	\$24.69	\$25.93	\$27.23	\$28.59	\$30.02	\$31.52
	<i>Annually</i>	\$48,912	\$51,360	\$53,928	\$56,628	\$59,460	\$62,436	\$65,556
S44 A	<i>Monthly</i>	\$3,704	\$3,889	\$4,083	\$4,287	\$4,501	\$4,726	\$4,962
Environmental Program Coord	<i>Hourly</i>	\$21.37	\$22.44	\$23.56	\$24.73	\$25.97	\$27.27	\$28.63
	<i>Annually</i>	\$44,448	\$46,668	\$48,996	\$51,444	\$54,012	\$56,712	\$59,544
S45	<i>Monthly</i>	\$4,178	\$4,387	\$4,606	\$4,836	\$5,078	\$5,332	\$5,599
Engineering Construction Insp	<i>Hourly</i>	\$24.10	\$25.31	\$26.57	\$27.90	\$29.30	\$30.76	\$32.30
	<i>Annually</i>	\$50,136	\$52,644	\$55,272	\$58,032	\$60,936	\$63,984	\$67,188
S46	<i>Monthly</i>	\$4,283	\$4,497	\$4,722	\$4,958	\$5,206	\$5,466	\$5,739
Senior Plans Examiner	<i>Hourly</i>	\$24.71	\$25.94	\$27.24	\$28.60	\$30.03	\$31.53	\$33.11
	<i>Annually</i>	\$51,396	\$53,964	\$56,664	\$59,496	\$62,472	\$65,592	\$68,868
S47	<i>Monthly</i>	\$4,389	\$4,608	\$4,838	\$5,080	\$5,334	\$5,601	\$5,881
Senior Building Inspector	<i>Hourly</i>	\$25.32	\$26.58	\$27.91	\$29.31	\$30.77	\$32.31	\$33.93
	<i>Annually</i>	\$52,668	\$55,296	\$58,056	\$60,960	\$64,008	\$67,212	\$70,572
S48	<i>Monthly</i>	\$4,499	\$4,724	\$4,960	\$5,208	\$5,468	\$5,741	\$6,028
Sr Environmental Prog Coord	<i>Hourly</i>	\$25.96	\$27.25	\$28.62	\$30.05	\$31.55	\$33.12	\$34.78
	<i>Annually</i>	\$53,988	\$56,688	\$59,520	\$62,496	\$65,616	\$68,892	\$72,336

