

Exhibit 1 GENERAL TAXING AUTHORITY

This section provides information on Redmond's tax base, which makes up 26% of the City's revenue budget. Most of the tax revenue is in the form of property, sales, and utility taxes. The General Fund receives 72% of the taxes levied. The remaining amount is allocated to the following funds: Real Estate Excise Tax, Parks Maintenance and Operations, Operating Grants, Capital Projects, and Debt Service Fund.

Several of the City's tax rates are below the allowable statutory limit; however, sales tax, the largest tax source for the General Fund, is at the maximum local rate of 1%. The following table estimates the revenues which could be generated if tax rates on major sources were raised to the maximum. In addition, the table lists other taxing options that could generate a significant amount of revenue for the City.

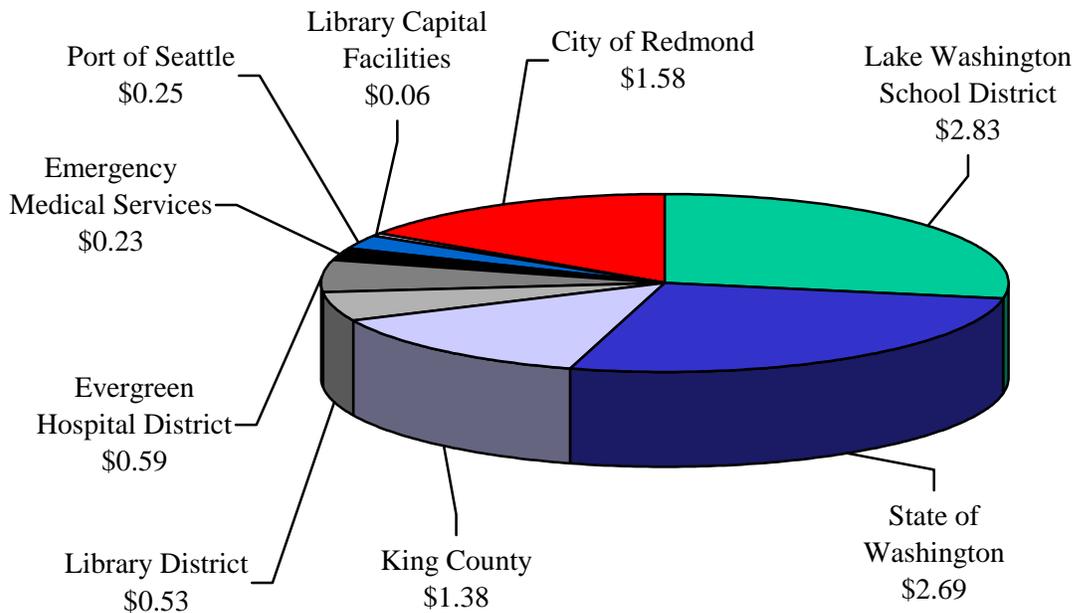
UNUSED TAXING CAPACITY

Major Tax Sources	2005-2006 Budget	2005- 2006 Rate ⁵	Maximum Rate	2005-2006 Estimated Remaining Taxing Capacity
Property Tax – Regular Levy ¹	22,675,882	\$1.32	\$3.12	2,738,754
Property Tax – Excess Levy ¹	3,982,593	\$.26	N/A	[1]
Sales Tax	36,562,000	1.0%	1.0%	0
Electric Utility Tax ²	7,847,841	5.8%	6.0%	270,600
Gas Utility Tax ²	1,540,730	5.8%	6.0%	53,000
Telephone Utility Tax ²	7,381,013	5.8%	6.0%	254,500
Admission Tax	977,505	5.0%	5.0%	0
Cable TV Franchise Fee	1,120,209	5.0%	5.0%	0
Real Estate Excise Tax	2,700,000	0.5%	0.5%	0
Business License Fee and Surcharge ³	10,538,434	per FTE	N/A	N/A
Garbage Tax ⁴	913,545	6.0%	N/A	N/A
Water/Wastewater Utility Tax ⁴	N/A	0.0%	N/A	N/A
Stormwater Utility Tax ⁴	N/A	0.0%	N/A	N/A
Hotel/Motel Tax	395,600	1.0%	1.0%	0

1. Regular property tax levies are limited to the lesser of the statutory rate limit (\$3.12) or 100% of the highest of the three prior years' levies, plus a percentage amount equal to a measure of inflation known as the implicit price deflator and an amount for new construction. A 1% increase in property taxes was authorized in 2005 and 2006. Under state law, property taxes may be increased by up to 1% without voter approval. There is no limit on the excess levy rate. However, the amount of the excess levy cannot exceed debt service requirements for voted bonds plus a reasonable amount for delinquent taxes. Of the \$22.7 million in regular property taxes for the biennium, \$21.3 million is deposited in the General Fund. The remaining \$600,000 is deposited into the Parks Maintenance and Operations Fund. The entire \$3.9 million collected from property tax – excess levy is deposited into the Excess Levy fund.
2. Effective February 1, 2005, the City's utility tax rate for electricity, gas and telephone services increased from 5.5% to 5.8%.
3. In the 2005-2006 budget, the City's business license fee increased from \$67.50 to \$83.25. The increase reflected the effects of inflation; the base fee of \$12.50 had not changed since 2000 and the surcharge of \$55.00 had not been adjusted since its adoption in 1996. Revenue from the increase is dedicated to the General Fund to pay for the ongoing service needs generated by the business community. The surcharge of \$55 continues to be dedicated to address transportation needs, as recommended by the Business Tax and Transportation Improvements Committee and as approved by Council. In 2005-06, \$10.5 million in revenue is expected to be generated by the City's business license fee. The base fee of \$28.25 is expected to generate \$3.5 million during the biennium and is deposited into the General Fund. The surcharge of \$55 is expected to generate \$7.0 million during the biennium and is deposited into the Business Tax fund.
4. There is no limit on the tax rate for water/wastewater, stormwater, or garbage. If the utility tax were extended to city water and sewer services, each 1% could generate about \$603,000 in general tax revenues over the 2005-06 biennium.
5. Except for the property tax, all tax rates are for 2005-06.

**Exhibit 2
DISTRIBUTION OF 2005 PROPERTY TAX DOLLARS
FOR A TYPICAL REDMOND RESIDENT***

For each \$1,000 of assessed valuation, a typical resident pays \$10.14 in property tax. These funds are distributed to a number of governmental agencies and districts as shown below. The City of Redmond receives \$1.58, or 16% of the total.



Redmond's portion is divided into regular and excess levy amounts, allocated as follows:

	2005	
		Rate
Regular Levy		
General Fund	\$11,040,526	1.19
Parks M&O	673,180	.07
Debt Service	543,200	.06
Delinquent Taxes	40,000	< .01
Total Regular Levy	\$12,296,906	1.32
Excess Levy		
Debt Service	\$2,391,688	.26
Delinquent Taxes	29,349	< .01
Total Excess Levy	\$2,421,037	.26
TOTAL LEVY	\$14,717,943	1.58

* In 2005, total property tax rates in Redmond vary from \$8.57 to \$10.16 per \$1,000 of assessed valuation, depending on a property's school district, hospital district, and status with regard to certain fire and library levies. Additionally, exemptions may apply, subject to age, income and property use. This analysis defines a typical property as one that is in the Lake Washington School District, Evergreen Hospital District, and not subject to a fire levy affecting properties in formerly unincorporated sections of Fire District #34. In 2005, the total assessed valuation for the City is \$9.3 billion.

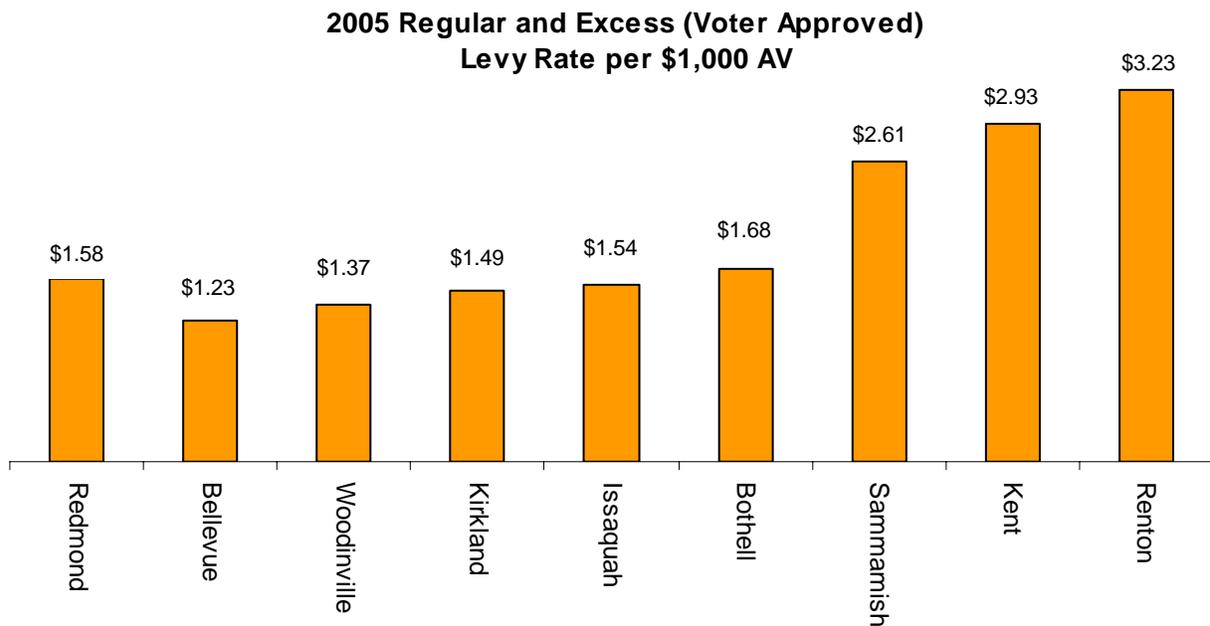
**Exhibit 3
HISTORICAL TAX RATES**

	<u>2003</u>	<u>2004</u>	<u>2005</u>
PROPERTY TAX LEVY:			
Regular	\$ 11,047,715	\$ 11,410,570	\$ 12,296,906
Excess	2,390,755	2,424,975	2,421,037
	<u>\$ 13,438,470</u>	<u>\$ 13,835,545</u>	<u>\$ 14,717,943</u>
PROPERTY TAX RATE PER \$1,000 AV:			
(Levied by the City of Redmond)			
Regular	\$ 1.29	\$ 1.31	\$ 1.32
Excess	0.28	0.28	0.26
TOTAL	<u>\$ 1.57</u>	<u>\$ 1.59</u>	<u>\$ 1.58</u>
TOTAL PROPERTY TAX RATE:			
(For a typical Redmond citizen)			
School District #414 (Lake Washington)	\$ 3.07	\$ 2.96	\$ 2.83
State of Washington	2.90	2.76	2.69
City of Redmond	1.57	1.59	1.58
King County	1.35	1.43	1.38
Library District	0.55	0.54	0.53
Hospital District #2 (Evergreen)	0.34	0.34	0.59
Port of Seattle	0.26	0.25	0.25
Emergency Medical Services	0.24	0.24	0.23
Library Capital Facilities	0.07	0.06	0.06
TOTAL	<u>\$ 10.35</u>	<u>\$ 10.17</u>	<u>\$ 10.14</u>
SALES TAX RATES:			
State	6.5%	6.5%	6.5%
Transit (Metro/King County)	0.8%	0.8%	0.8%
Criminal Justice	0.1%	0.1%	0.1%
Regional Transit Authority	0.4%	0.4%	0.4%
City of Redmond	1.0%	1.0%	1.0%
TOTAL	<u>8.8%</u>	<u>8.8%</u>	<u>8.8%</u>
UTILITY TAX RATES:			
Electric	5.5%	5.5%	5.8% ¹
Gas	5.5%	5.5%	5.8% ¹
Telephone	5.5%	5.5%	5.8% ¹
Garbage	6.0%	6.0%	6.0%
Cable Television (franchise fee)	5.0%	5.0%	5.0%

1. Effective February 1, 2005, the City Council approved an increase in the Utility tax rate for electric, gas and telephone utilities from 5.5% to 5.8%. The impact to the average homeowner with a monthly bill of \$100 for these three services is estimated to be \$0.30/month. These utility tax rates were last increased in 1984.

**Exhibit 4
COMPARATIVE PROPERTY TAX INFORMATION**

Year	Assessed Valuation (\$millions)	Percentage Change in AV	Property Tax Levy (\$millions)
1990	\$2,396	4.9%	\$7.321
1991	\$3,150	31.5%	\$7.729
1992	\$3,342	6.1%	\$8.386
1993	\$3,783	13.2%	\$8.854
1994	\$3,872	2.4%	\$9.425
1995	\$4,062	4.9%	\$9.951
1996	\$4,225	4.0%	\$10.267
1997	\$4,445	5.2%	\$10.592
1998	\$5,006	12.6%	\$11.508
1999	\$5,685	13.6%	\$12.094
2000	\$6,214	9.3%	\$12.197
2001	\$7,160	15.2%	\$12.598
2002	\$8,215	14.7	\$13.088
2003	\$8,576	4.4%	\$13.438
2004	\$8,731	1.8%	\$13.836
2005	\$9,299	6.5%	\$14.718



Source: King County Assessor's Office

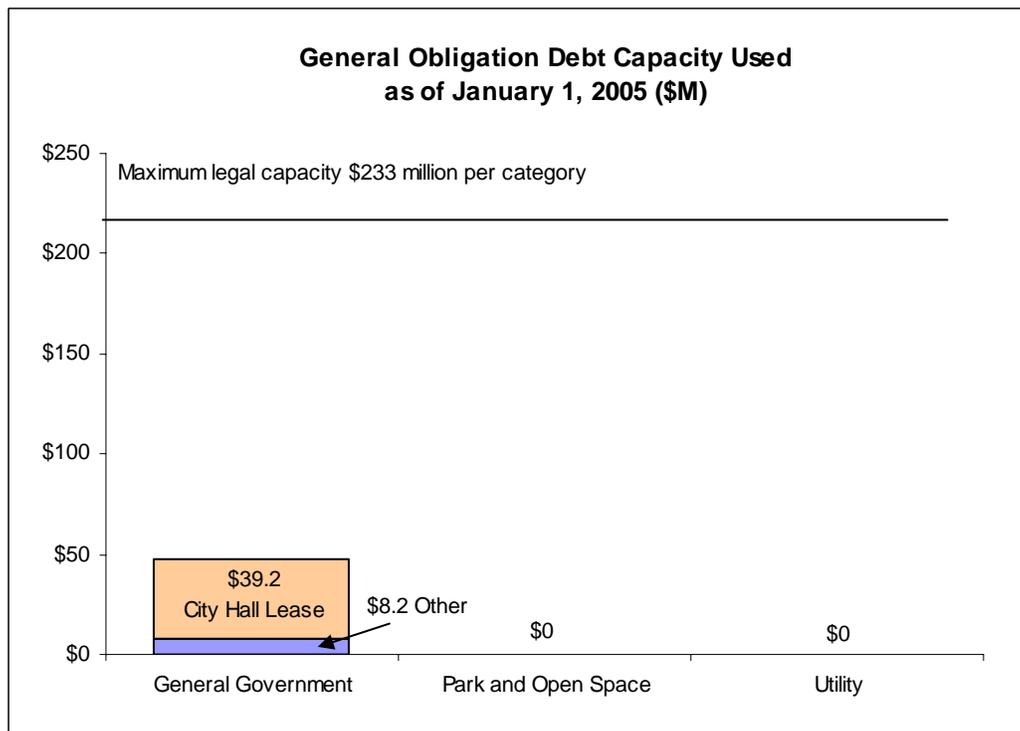
**Exhibit 5
MUNICIPAL DEBT CAPACITY**

Debt Capacity and Outstanding Obligations

According to Washington State law, voters may approve general obligation debt issues of up to 7.5% of the City’s assessed valuation. This 7.5% debt capacity is allocated evenly between general government purposes, parks and open space, and utilities, resulting in a 2.5% or \$233 million limit for each. Within the 2.5% limit, the Council has the authority to issue bonds and/or lease purchase agreements without voter approval for a combined total of up to 1.5% of the City’s assessed valuation. All voted bonds require a 60% majority approval. To validate the election, the total votes cast must equal at least 40% of the total votes cast in the last general election.

As of January 1, 2005, the City has \$47 million of debt outstanding for general government purposes. This is well below the legally allowed general government debt capacity and includes general obligation bonds as well as lease payments for the new City Hall. The full capacity of \$233 million is available for parks and open space as well as utility general obligation debt. The chart below graphically depicts current debt capacity by government purpose, and a detailed listing of voted and non-voted bond issues can be found on the next page.

Although the City can legally issue up to 7.5% of its assessed valuation, bond-rating agencies have a much lower threshold for an acceptable debt load. Bond rating agencies use several criteria for determining the level of debt a city can maintain. The two most important are debt as a percent of assessed valuation and debt per capita. As a general rule, debt in excess of 4.5% of assessed valuation is viewed as a cause for concern. Redmond's current debt is 0.51% of assessed valuation; debt per capita is currently \$1,018, based on a population of 46,604.



The following table provides a detailed summary of the \$47 million in general obligation debt outstanding, which includes two voter approved levies, plus Council-approved general obligation notes as well as other contractual and lease payments.

MUNICIPAL DEBT OUTSTANDING

As of January 1, 2005

	Maturity Year	Interest Rate	Original Amount Issued	Redemptions To Date	Debt Outstanding
Excess Levy (voted)					
1992 Refunding	2005	3.00-5.75%	\$15,100,000	\$13,285,000	\$1,815,000
1994 Refunding/Fire Acquisition	2013	4.00-5.65%	9,310,000	6,455,000	2,855,000
Regularly Levy (non-voted)					
			0	0	0
Perrigo/Grasslawn Park Loans	2008	3.45%	4,476,423	671,040	3,027,432
SE Redmond Contract	2006	4.25%	1,016,417	487,069	529,348
City Hall Lease	2035	n/a	39,230,000	0	39,230,000
TOTAL DEBT OUTSTANDING			\$69,132,840	\$20,898,109	\$47,456,780

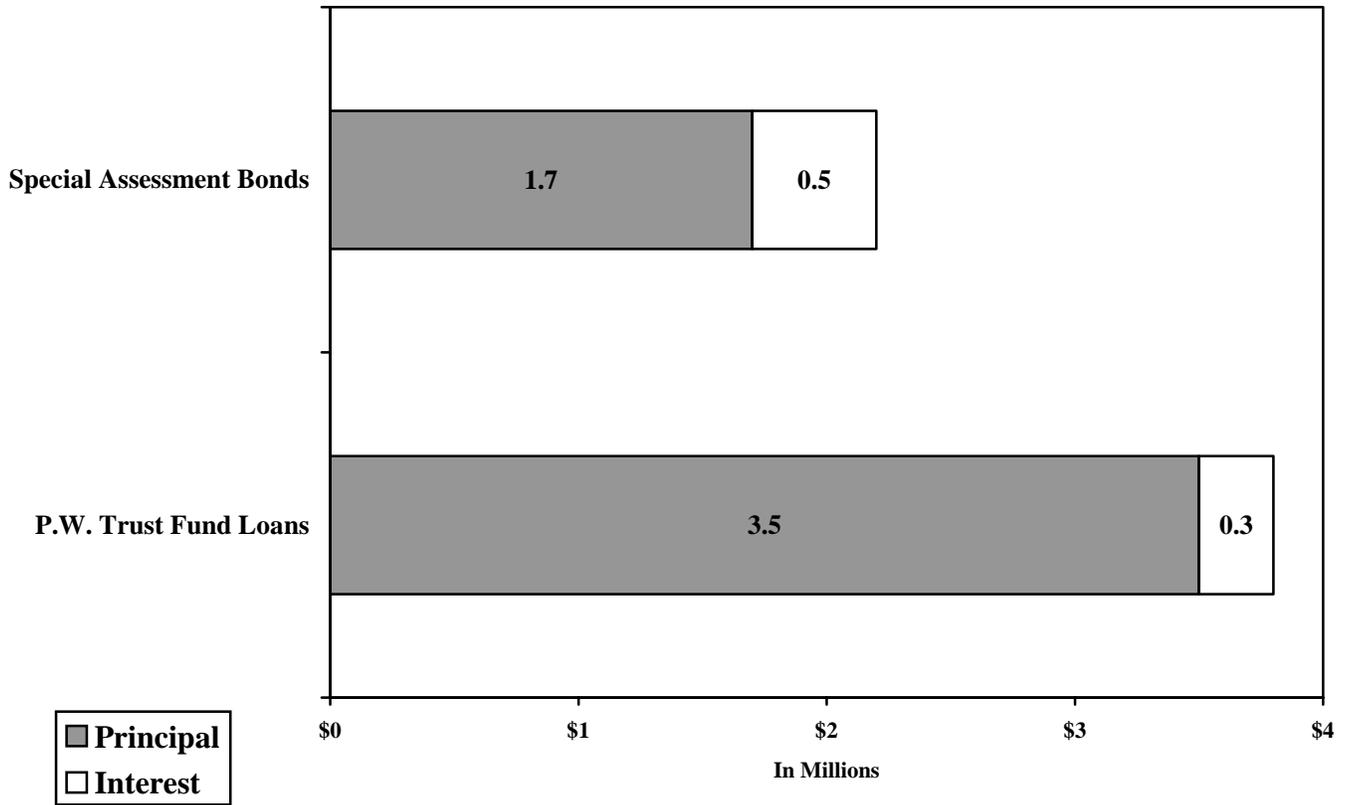
- The 1992 Refunding Bond was issued to refund a 1986 bond that provided funds for the Police Public Safety Building, the Senior Center, and street improvements.
- The 1994 Refunding Bonds were issued to provide funds for a new fire station, plus refund earlier bonds.
- Parks debt includes a contract for land acquisition in SE Redmond as well as general obligation debt to provide funding for development/improvements to Grasslawn and Perrigo Parks.
- Lease payments for the new City Hall are expected to begin in January 2006 once the building is occupied.

Other Long-Term Debt

In addition to general obligation debt, the City utilizes a number of other long-term debt instruments, including special assessment bonds, revenue bonds, and loans from the state’s Public Works Trust Fund. While not a direct responsibility of the City, special assessment bonds are used to finance public improvements that benefit a specified group of property owners, and are funded from the collection of special assessment payments. Revenue bonds are primarily used to finance utility capital improvement projects, and are payable from revenues generated by the water and sewer utility. State of Washington Public Works Trust Fund Loans are a direct responsibility of the City, and Redmond currently has nine such loans. The following page includes a chart that summarizes these additional debt obligations to maturity.

DEBT SERVICE REQUIREMENTS TO MATURITY

As of January 1, 2005



Special assessment bonds for Local Improvement Districts (LIDs) are considered contingent liabilities of the City and are not budgeted. Final payment on these bonds will be in 2011.

Payments for six of the Public Works Trust Fund loans are budgeted in the Capital Investment Program, and payments for the other three loans are budgeted in the Water/Wastewater Operations and Maintenance Fund. Final payments on these loans will be in 2015.

Exhibit 6
MISCELLANEOUS STATISTICS
January 1, 2005

DATE OF INCORPORATION	December 31, 1912
FORM OF GOVERNMENT	Mayor – Council
TYPE OF GOVERNMENT	Non-Charter, Code City
AREA	16.65 square miles
NUMBER OF CITY EMPLOYEES	
Authorized for 2005	582.97 (Full-Time Equivalents)
Authorized for 2006	581.97 (Full-Time Equivalents) ¹
FIRE PROTECTION	
Number of Uniformed Personnel	101
Number of Stations	6
Number of Calls for Service (2004)	11,678
ADVANCED LIFE SUPPORT	
Number of Uniformed Personnel	28
Number of Medic Units	2.5
POLICE PROTECTION	
Number of Police Officers	76
Number of Calls for Service (2004)	22,823
PARKS	
Number of Developed Parks	23
Number of Developed Acres	1,046 (including 800-acre Watershed Park)
Number of Undeveloped Parks	16
Number of Undeveloped Acres	320
TRANSPORTATION	
Miles of Paved Roads	189
Number of Traffic Signals	87
PUBLIC SCHOOLS	
Redmond is served primarily by Lake Washington School District #414. A small percentage of students attend Bellevue School District #405.	
Number of Schools in City Limits:	
Elementary	6
Junior High	2
High School	1

1. Reflects elimination of 1 administrative assistant in 2006 due to move to the new City Hall. Refer to Public Works, General Fund for more information.

POPULATION

Redmond has grown from a population of 1,426 in 1960 to a population of 46,604 in 2004.

EMPLOYMENT IN CITY LIMITS (2004)

78,557



NUMBER OF BUSINESS LICENSES ISSUED (2004)

4,823

2004 TOP TEN EMPLOYERS

<u>Business</u>	<u>Number of Employees on Payroll (in Redmond)</u>
Microsoft Corporation	24,686
Safeco Insurance Company	2,348
AT&T Wireless Services, Inc.	2,216
Volt Technical Services	1,476
Genie Industries	1,272
Group Health Cooperative Hospital	1,247
Medtronic Physio-Control Corporation	984
Honeywell International, Inc.	905
Nintendo of America, Inc.	734
Eddie Bauer, Inc. (including retail at Town Center)	652

2004 TOP SALES TAX PAYERS (listed alphabetically)

AT&T Wireless Services of Washington
 Bon Incorporated
 Cardinal Health 200, Inc.
 Compass One LLC
 Hewlett Packard Company
 Home Depot USA Incorporated
 Microsoft Corporation
 Sears Roebuck and Company
 Sellen Construction Company, Inc.
 Target Corporation

ADDITIONAL INFORMATION SOURCES

To give citizens a better understanding of the financial aspects of the City, the following documents are available at the City Clerk's office upon request:

DOCUMENT	PUBLISHED
Operating Budget	Bi-Annually
Fiscal Policy	As Revised
Comprehensive Annual Financial Report	Annually
Quarterly Financial Report	Quarterly
Year-End Report	Annually

Exhibit 7
2005 HUMAN SERVICES ALLOCATIONS

2005 CITY AND COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG)
RESOURCES FOR HUMAN SERVICES

Community Development Block Grant

Public Services

Hopelink / Redmond Emergency Services	<u>\$35,252</u>
Subtotal	35,252

Planning

Human Services Planner (partial funding for .56 FTE)	<u>\$ 23,244</u>
Subtotal	23,244

Capital Projects¹

Friends of Youth: Repairs to McEachern House	124,181
Family Resource Center—Roof Replacement Project	<u>43,198</u>
Subtotal	167,379

TOTAL 2005 Community Development Block Grant **\$225,875**

2005 General Fund Allocations (Per Capita and Victims' Assistance² Funding)

AtWork!	5,356
Catholic Community Services / Shelter the Homeless	5,331
Catholic Community Services / Volunteer Chore	5,000
Community Health Centers of King County / Adult Dental Care	22,400
Community Health Centers of King County / Primary Care	24,300
Child Care Resources Information and Referral	14,580
Child Care Resources Child Care Scholarships	24,000
Children's Response Center (formerly Eastside Sexual Assault Center for Children)	15,929
Consejo DV Community Advocate	10,000
Crisis Clinic / Community Information Line and 24 Hour Response	15,711
Crisis Clinic / Teen Link	4,000
Elder and Adult Day Services Scholarship Fund	8,600
Eastside Baby Corner	6,000

General Fund Allocations, continued

Eastside Domestic Violence Program / Community Advocacy	45,940
Eastside Domestic Violence Program / Shelter Operation	7,265
Eastside Housing Association (Name changing to Springboard Alliance)	29,000
Eastside Interfaith Social Concerns Council / Congregations for Homeless	5,500
Eastside Legal Assistance Program	16,200
Family Net at Redmond Elementary / YES	22,615
Friends of Youth / Runaway and Homeless Youth	24,930
Friends of Youth Consortium / Eastside Healthy Start	6,271
Hopelink / Eastside Literacy Program	15,700
Hopelink / Family Development	13,000
Hopelink / Housing Support	14,000
Jewish Family Service	5,516
Kindering Center	11,200
King County Sexual Assault Resource Center	5,250
Lake Washington Technical College / The Working Connection	7,000
National Alliance for the Mentally Ill MAMI East	7,500
Seattle Mental Health At Risk Youth	10,000
Seattle Mentor Health Low Income Counseling	10,000
Operation School Bell / Assistance League of the Eastside	9,000
Senior Services / Assisted Transportation for Frail, Elderly	4,277
Senior Services / Meals on Wheels	3,000
Northwest Mentoring	17,624
Youth Eastside Services / Early Intervention Services	63,103
YWCA Family Village	21,408
Ending Fund Balance / Contingency	<u>21,216</u>
TOTAL	\$557,722

Departmental Allocations

Parks and Recreation Department

Special Populations: 57,820

It is difficult to separate which specialized recreation programs are specifically of a “human service” nature and those that are more recreational. This dollar figure reflects the total expenditure for specialized programs, which include leisure program access counseling, socialization, independent living skills, the Special Olympics, and leisure activities.

<p><i>Senior Citizen Program:</i> As with the specialized recreation programs, the costs for the Senior Citizen Program are difficult to separate. The cost listed reflects the total for the Senior Citizen Program, but does not reflect any overhead or building maintenance and operation costs. While all components of the Senior Citizen Program are “human” in nature, those which mostly fit with traditional human services definitions rather than recreation are the nutrition program, transportation services, legal and Senior Rights Assistance Services, Meals on Wheels, and the health clinic.</p> <p><i>Youth Impact Recreation:</i> Provides recreational opportunities and services to alternative youth and teens not served through traditional recreation programs and services.</p> <p><u>Planning Department</u> <i>Human Services Division:</i> Includes monies for a Planning Supervisor, partial funding of a half-time Human Services Planner position, the Eastside Human Services Forum, Redmond Youth programs, and ARCH, A Regional Coalition for Housing, administrative costs.</p> <p><u>Police Department</u> School Resource Officer, Domestic Violence Victims’ Advocacy</p> <p>TOTAL Departmental Allocations</p> <p>Intergovernmental Contracts (Mandated) 2% Alcohol Tax TOTAL Intergovernmental Contracts</p> <p>TOTAL 2005 CITY AND CDBG RESOURCES FOR HUMAN SERVICES:</p>	<p>247,178</p> <p>239,616</p> <p>152,768</p> <p><u>369,829</u></p> <p>\$1,067,211</p> <p><u>9,517</u> <u>\$9,517</u></p> <p><u>\$1,860,325</u></p>
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1. Monies listed under Community Development Block Grant capital projects are allocated to Redmond but are managed by King County, and are not included in Redmond’s budget
2. General Fund “Victims’ Assistance” dollars support programs related to helping victims of domestic violence or sexual assault.

Exhibit 8
PAY PLANS
PAY PLAN “A” – AFSCME

For classifications covered by the Washington State Council of County and City Employees
 Local 21-RD Bargaining Unit

Effective January 1, 2005

Title	Pay Grade	Minimum	Midpoint	Maximum
	0	\$1,892	\$2,081	\$2,272
	1	\$1,992	\$2,193	\$2,392
	2	\$2,097	\$2,306	\$2,516
	3	\$2,209	\$2,431	\$2,653
	4	\$2,338	\$2,571	\$2,806
Maintenance Aide	5	\$2,469	\$2,716	\$2,961
Maintenance Custodian	6	\$2,608	\$2,868	\$3,128
Central Stores Clerk				
Parks Ranger				
	7	\$2,757	\$3,035	\$3,313
	8	\$2,912	\$3,203	\$3,495
	9	\$3,079	\$3,386	\$3,695
	10	\$3,257	\$3,582	\$3,908
Maintenance Technician	8 / 11	\$2,912	\$3,606	\$4,300
Equipment Maintenance Technician	12	\$3,641	\$4,095	\$4,548
Mechanic				
Water Quality Technician	13	\$3,849	\$4,328	\$4,809
Senior Mechanic				
Lead Maintenance Worker				
Traffic Signal Technician	14	\$4,070	\$4,578	\$5,087
Lead Traffic Signal Technician	15	\$4,315	\$4,853	\$5,390
Lead Water Quality Technician				

PAY PLAN “R” – RCHEA

For classifications covered by Redmond City Hall Employees Association

2005

Title	Pay Grade	Minimum	Midpoint	Maximum
Accountant – Associate	RA01	\$2,776	\$3,494	\$4,213
Accountant	RA10	\$3,081	\$3,935	\$4,788
Accountant – Senior	RA20	\$3,663	\$4,671	\$5,679
Administrative Assistant	RA30	\$2,533	\$3,150	\$3,766
Administrative Services Supervisor	RA40	\$4,081	\$4,741	\$5,400
Administrative Specialist	RA50	\$2,644	\$3,325	\$4,005
Audio/Visual Operations Manager	RA60	\$4,078	\$4,959	\$5,839
Audio/Visual Specialist	RA70	\$3,082	\$3,743	\$4,403
Building Inspector I	RB01	\$3,626	\$4,030	\$4,433
Building Inspector II	RB10	\$4,170	\$4,635	\$5,099
Building Inspector III	RB20	\$5,099	\$5,215	\$5,331
Building Inspector IV	RB30	\$4,796	\$5,330	\$5,863
Buyer – Associate	RB40	\$2,631	\$3,290	\$3,949
Buyer	RB50	\$3,112	\$3,923	\$4,735
Buyer – Senior	RB60	\$3,573	\$4,483	\$5,393
Cash Manager	RC01	\$4,012	\$5,186	\$6,360
Claims Administrator – Workers’ Compensation	RC10	\$3,442	\$4,123	\$4,803
Code Enforcement Officer	RC20	\$3,941	\$4,579	\$5,216
Construction Inspector – Entry	RC30	\$3,569	\$4,047	\$4,525
Construction Inspector	RC40	\$4,106	\$4,663	\$5,220
Construction Inspector – Lead	RC50	\$4,721	\$5,362	\$6,003
Database Analyst	RD01	\$4,274	\$4,954	\$5,635
Database/GIS Manager	RD10	\$5,100	\$6,493	\$7,887
Department Administrative Coordinator	RD20	\$3,146	\$3,845	\$4,544
Department Systems Support Coordinator	RD30	\$2,996	\$3,493	\$3,989
Deputy City Clerk	RD40	\$3,623	\$4,065	\$4,506
Engineer – Associate	RE01	\$4,094	\$4,649	\$5,206
Engineer	RE10	\$4,393	\$5,215	\$6,036
Engineer – Senior	RE20	\$5,215	\$6,281	\$7,348
Engineering Technician – Associate	RE30	\$3,268	\$3,677	\$4,087
Engineering Technician	RE40	\$3,632	\$4,077	\$4,522
Engineering Technician – Senior	RE50	\$4,181	\$4,732	\$5,282
Financial Analyst – Associate	RF01	\$3,112	\$3,966	\$4,822
Financial Analyst	RF10	\$3,773	\$4,745	\$5,716
Financial Analyst - Senior	RF20	\$4,196	\$5,416	\$6,635

PAY PLAN “R” – RCHEA

For classifications covered by Redmond City Hall Employees Association (continued)

2005

Title	Pay Grade	Minimum	Midpoint	Maximum
Financial Technician	RF30	\$2,593	\$2,998	\$3,402
Financial Technician – Senior	RF40	\$2,923	\$3,387	\$3,850
Graphics Technician	RG01	\$2,809	\$3,444	\$4,078
Legal Assistant	RL01	\$2,922	\$3,593	\$4,264
Management Analyst – Associate	RM01	\$3,072	\$3,938	\$4,802
Management Analyst	RM10	\$3,531	\$4,526	\$5,522
Management Analyst – Senior	RM20	\$4,062	\$5,206	\$6,350
Network Analyst	RN01	\$4,314	\$5,388	\$6,461
Network Systems Engineer	RN10	\$4,566	\$5,709	\$6,851
Paralegal	RP01	\$3,223	\$3,982	\$4,742
Payroll Analyst	RP10	\$3,004	\$3,646	\$4,289
Permit Technician	RP15	\$3,317	\$3,702	\$4,086
Planner – Assistant	RP20	\$3,901	\$4,230	\$4,559
Planner – Associate	RP25	\$4,557	\$4,935	\$5,313
Planner – Senior	RP30	\$5,126	\$5,588	\$6,051
Planner – Principal	RP35	\$5,905	\$6,538	\$7,171
Plans Examiner – Entry	RP40	\$3,919	\$4,337	\$4,754
Plans Examiner	RP45	\$4,506	\$4,987	\$5,467
Plans Examiner – Senior	RP50	\$5,182	\$5,734	\$6,285
Preschool Teacher	RP55	\$2,445	\$2,838	\$3,232
Print Shop Specialist	RP60	\$2,589	\$3,108	\$3,626
Program Administrator	RP65	\$4,248	\$4,834	\$5,420
Program Coordinator	RP70	\$3,695	\$4,204	\$4,713
Programmer Analyst	RP75	\$3,693	\$4,639	\$5,585
Programmer Analyst – Senior	RP80	\$4,382	\$5,514	\$6,646
Recreation Program Administrator	RR01	\$4,219	\$4,766	\$5,315
Recreation Program Assistant	RR10	\$3,063	\$3,475	\$3,886
Recreation Program Coordinator	RR20	\$3,689	\$4,139	\$4,589
Reprographics Supervisor	RR30	\$3,837	\$4,574	\$5,310
Revenue & Consumer Affairs Technician	RR40	\$2,757	\$3,319	\$3,881
Safety Coordinator	RS01	\$3,749	\$4,587	\$5,424
Senior Systems Analyst	RS10	\$4,798	\$5,989	\$7,179
Systems Support Specialist	RS20	\$3,218	\$3,957	\$4,697
Telecommunications Coordinator	RT01	\$3,717	\$4,731	\$5,746
Van Driver	RV01	\$2,178	\$2,544	\$2,909
Webmaster	RW01	\$3,838	\$4,765	\$5,693

PAY PLAN “C” – RPA (REDMOND POLICE ASSOCIATION)

Police Officer and Lieutenant

Effective January 1, 2004

Title	Pay Grade	Salary Range				
Police Officer	1	Step A 0-12m	Step B 13-24m	Step C 25-36m	Step D 37-48m	Step E 49m+
		\$4,285	\$4,453	\$4,624	\$4,797	\$4,965
Lieutenant	5	Step A 0-12m	Step B 13-24m	Step C 25m+		
		\$5,437	\$5,606	\$5,769		

PAY PLAN “RPS” – POLICE SUPPORT BARGAINING UNIT

Redmond Police Association

Effective January 1, 2003

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Police Records Specialist	\$2,816	\$2,899	\$2,986	\$3,080	\$3,170	\$3,263	\$3,362
Lead Police Records Specialist	\$3,100	\$3,194	\$3,286	\$3,386	\$3,487	\$3,591	\$3,699
Property / Evidence Technician	\$3,234	\$3,330	\$3,429	\$3,532	\$3,640	\$3,748	\$3,861
Records Supervisor	\$3,563	\$3,670	\$3,778	\$3,893	\$4,009	\$4,129	\$4,254
Police Support Officer	\$3,157	\$3,249	\$3,335	\$3,432	\$3,529	\$3,629	\$3,731
Communications Supervisor	\$4,230	\$4,358	\$4,487	\$4,620	\$4,761	\$4,930	
Communications Dispatcher	\$3,168	\$3,278	\$3,391	\$3,509	\$3,636	\$3,764	
Lead Communications Dispatcher	\$3,453	\$3,573	\$3,694	\$3,827	\$3,960	\$4,098	
	<u>Minimum</u>	<u>Maximum</u>					
Crime Analyst ¹	\$3,713	\$4,401					
Technical Systems Coordinator ¹	\$4,471	\$6,439					
Legal Advocate ¹	\$2,988	\$3,550					
Volunteer Program Coordinator	\$3,525	\$4,497					

1. Exempt positions

PAY PLAN “PC” – POLICE COMMANDERS

Redmond Police Commanders

Effective January 1, 2005

Grade	Title	Minimum	Midpoint	Maximum
PC10	Police Commander	\$7,378	\$7,750	\$8,123

PAY PLAN “F” – REDMOND FIREFIGHTERS UNION

Note: Annual hours for 24-hour shift personnel = 2,528

Effective January 1, 2004

Title	Pay Grade	Salary Range				
Firefighter	70	Step A 0-12m	Step B 13-24m	Step C 25-36m	Step D 37-42m	Step E 43m+
		\$3,850	\$4,088	\$4,321	\$4,801	\$5,271
Driver/Operator	71	Step A 0-6m	Step B 7-18m	Step C 19-30m	Step D 31m+	
		\$5,175	\$5,295	\$5,417	\$5,533	
Lieutenant/Fire Inspector	73	Step A 0-12m	Step B 13m+			
		\$5,842	\$6,099			
Captain/ Assistant Fire Marshal	74	Step A 0-12m	Step B 13m+			
		\$6,321	\$6,554			
Battalion Chief/Fire Marshal	76	Step A 0-12m	Step B 13m+			
		\$6,780	\$7,475			

PAY PLAN “FS” – FIRE SUPPORT

Redmond Fire Fighters Union

Representing the Fire Support Bargaining Unit

Effective January 1, 2005

Grade	Title	Minimum	Midpoint	Maximum
FS10	Fire Support Office Technician	\$2,151	\$2,690	\$3,230
FS20	Fire Support Administrative Assistant	\$2,533	\$3,150	\$3,766
FS30	Fire Mechanic	\$3,904	\$4,350	\$4,797
FS40	Fire Apparatus Program Supervisor	\$4,488	\$5,002	\$5,516

NON-UNION EMPLOYEES

2005 Pay Plan

Title	Pay Grade	Minimum	Midpoint	Maximum
Accounting Manager	NA01	\$5,163	\$6,472	\$7,781
Administrative Assistant	NA10	\$2,533	\$3,150	\$3,766
Administrative Specialist	NA20	\$2,644	\$3,325	\$4,005
Administrative Supervisor	NA30	\$4,075	\$4,735	\$5,394
Applications Services Manager	NA40	\$5,678	\$7,215	\$8,752
Assistant Director Public Works	NA50	\$6,186	\$7,673	\$9,161
Assistant Fire Chief	NA60	\$7,296	\$8,014	\$8,732
Assistant Maintenance Manager	NA70	\$5,447	\$6,196	\$6,946
Assistant Police Chief	NA80	\$7,479	\$8,317	\$9,154
Benefits Administrator	NB01	\$3,200	\$4,060	\$4,918
Building Official	NB10	\$5,711	\$6,496	\$7,280
Business Operations Manager	NB20	\$4,686	\$5,444	\$6,201
City Clerk	NC01	\$5,639	\$6,508	\$7,376
Compensation Manager	NC10	\$4,676	\$5,886	\$7,097
Compensation Analyst	NC20	\$3,384	\$4,246	\$5,107
Department Administrative Coordinator	ND01	\$3,146	\$3,845	\$4,544
Deputy Planning Director	ND10	\$6,383	\$7,303	\$8,223
Emergency Preparedness Manager	NE01	\$4,919	\$5,626	\$6,332
Employment and Training Manager	NE10	\$4,708	\$5,618	\$6,527
Engineer – Senior	NE20	\$5,215	\$6,281	\$7,348
Engineering Manager	NE30	\$5,364	\$6,676	\$7,987
Executive Assistant	NE40	\$3,348	\$4,120	\$4,894
Facilities Maintenance Supervisor	NF01	\$4,618	\$5,385	\$6,152
Financial Analyst – Associate	NF10	\$3,112	\$3,966	\$4,822
Financial Analyst	NF20	\$3,773	\$4,745	\$5,716
Financial Analyst – Senior	NF30	\$4,196	\$5,416	\$6,635
Financial Planning Manager	NF40	\$6,153	\$7,585	\$9,016
Fleet Manager	NF50	\$5,205	\$5,839	\$6,474
Human Resources Assistant	NH01	\$2,656	\$3,262	\$3,867
Human Resources Generalist	NH10	\$3,480	\$4,308	\$5,137

NON-UNION EMPLOYEES (continued)

2005 Pay Plan

Title	Pay Grade	Minimum	Midpoint	Maximum
Human Services Manager	NH20	\$5,641	\$6,193	\$6,745
Inspection Supervisor	NI01	\$4,867	\$5,525	\$6,183
IS Manager	NI10	\$6,178	\$7,721	\$9,263
Maintenance Manager	NM01	\$6,114	\$6,930	\$7,746
Maintenance Operations Supervisor – Stormwater	NM10	\$4,821	\$5,489	\$6,157
Maintenance Operations Supervisor – Streets	NM20	\$4,853	\$5,538	\$6,223
Maintenance Operations Supervisor – Wastewater	NM30	\$4,821	\$5,489	\$6,157
Maintenance Operations Supervisor – Water Operations	NM40	\$4,821	\$5,489	\$6,157
Management Analyst – Associate	NM50	\$3,072	\$3,938	\$4,802
Management Analyst	NM60	\$3,531	\$4,526	\$5,522
Management Analyst – Senior	NM70	\$4,062	\$5,206	\$6,350
Network Communications Manager	NN01	\$5,465	\$6,893	\$8,322
Parks Maintenance Manager	NP01	\$5,933	\$6,897	\$7,861
Parks Maintenance Supervisor	NP100	\$4,257	\$4,804	\$5,352
Parks Operations Supervisor	NP10	\$4,620	\$5,285	\$5,950
Parks Planning Manager	NP20	\$5,800	\$6,378	\$6,956
Payroll Supervisor	NP30	\$4,054	\$5,002	\$5,950
Planning Manager – Development Review	NP40	\$5,779	\$6,731	\$7,682
Planning Manager – Marketing and Information	NP50	\$5,803	\$7,041	\$8,280
Planning Manager – Policy and Comp. Planning	NP60	\$6,070	\$7,076	\$8,083
Police Commander – Administration	NP65	\$7,378	\$7,750	\$8,123
Program Manager	NP70	\$4,886	\$5,559	\$6,233
Prosecuting Attorney	NP80	\$4,852	\$5,638	\$6,425
Purchasing/Accounts Payable Manager	NP90	\$5,040	\$6,293	\$7,544
Real Property Manager	NR01	\$4,757	\$5,392	\$6,028
Recreation Division Manager	NR10	\$5,758	\$6,675	\$7,592
Recreation Program Manager	NR20	\$4,852	\$5,480	\$6,110
Risk Manager	NR30	\$5,244	\$6,705	\$8,166
Senior Labor Analyst	NS01	\$4,790	\$5,596	\$6,401
Senior Policy Analyst	NS10	\$5,601	\$6,514	\$7,426
Special Projects Manager	NS20	\$5,364	\$6,676	\$7,987
Supervising Attorney	NS30	\$6,370	\$7,406	\$8,442
Support Services Manager	NS40	\$5,033	\$6,328	\$7,622
Utility Billing Manager	NU01	\$5,144	\$6,147	\$7,150

PAY PLAN “E” – EXECUTIVE

2005

Grade	Title	Minimum	Midpoint	Maximum
1	Human Resources Director	\$6,870	\$8,283	\$9,696
2	Planning Director	\$7,372	\$8,567	\$9,762
3	Parks Director	\$7,580	\$8,806	\$10,031
4	Assistant to the Mayor	\$7,332	\$8,668	\$10,005
5	Fire Chief	\$7,821	\$9,176	\$10,531
5	Police Chief	\$7,821	\$9,176	\$10,531
6	Finance Director	\$7,631	\$9,186	\$10,740
6	Public Works Director	\$7,631	\$9,186	\$10,740

Exhibit 9
STAFFING AUTHORIZATION
Executive Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Administration			
Mayor	1.00	1.00	1.00
Assistant to the Mayor	1.00	1.00	1.00
Senior Policy Analyst	1.00	1.00	1.00
Executive Assistant	1.00	1.00	1.00
Executive Office Coordinator	1.00	1.00	1.00
TOTAL FTEs	5.00	5.00	5.00
SUPPLEMENTAL FTEs	0.06	0.00	0.00 ¹

1. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

NOTE: Although the Prosecutor's Division reports to the Deputy Executive, the FTEs are listed under the Legal Department.

Exhibit 9
STAFFING AUTHORIZATION
Finance and Information Services Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Administration			
Director	1.00	1.00	1.00
Cash Manager	1.00	1.00	1.00
Management Analyst	1.00	1.00	1.00
	<u>3.00</u>	<u>3.00</u>	<u>3.00</u>
Financial Planning			
Financial Planning Manager	1.00	1.00	1.00
Financial Analyst - Senior	3.00	3.00	3.00
Administrative Assistant	1.00	0.00	0.00
	<u>5.00</u>	<u>4.00</u>	<u>4.00</u>
City Clerk			
City Clerk	1.00	1.00	1.00
Deputy City Clerk	1.00	1.00	1.00
Administrative Assistant	1.56	1.56	1.56
	<u>3.56</u>	<u>3.56</u>	<u>3.56</u>
Accounting and Financial Reporting			
Accounting Manager	1.00	1.00	1.00
Payroll Supervisor	1.00	1.00	1.00
Payroll Analysts	3.00	2.00	2.00
Accountant	0.00	1.00	1.00
Financial Analyst - Senior	1.00	1.00	1.00
Accountant - Senior	1.00	1.00	1.00
Administrative Specialist	0.60	0.60	0.60
	<u>7.60</u>	<u>7.60</u>	<u>7.60</u>
Customer Service			
Customer Service Manager	1.00	1.00	1.00
Accountant	1.00	0.00	0.00
Revenue and Consumer Affairs Technicians	5.56	5.31	5.31
	<u>7.56</u>	<u>6.31</u>	<u>6.31</u>

Exhibit 9
STAFFING AUTHORIZATION
Finance and Information Services Department, continued

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Purchasing/Accounts Payable/Fixed Assets			
Purchasing Manager	1.00	1.00	1.00
Buyer - Associate	1.00	1.00	1.00
Buyer	1.00	1.00	1.00
Buyer - Senior	1.00	1.00	1.00
Financial Technicians - Senior	2.00	2.00	2.00
Financial Technician	0.50	0.50	0.50
Financial Analyst - Senior	1.00	0.63	0.83 ¹
	<u>7.50</u>	<u>7.13</u>	<u>7.33</u>
Reprographics			
Reprographics Supervisor	1.00	1.00	1.00
Print Shop Specialist	1.00	1.00	1.00
Graphics Technician	1.00	1.00	1.00
	<u>3.00</u>	<u>3.00</u>	<u>3.00</u>
TOTAL FTEs	37.22	34.60	34.80
SUPPLEMENTAL FTEs	1.93	1.48	1.48 ²

1. Position created/reduced through reorganization

2. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Fire Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Administration			
Fire Chief	1.00	1.00	1.00
Emergency Preparedness Manager	1.00	1.00	1.00
	<u>2.00</u>	<u>2.00</u>	<u>2.00</u>
Operations			
Deputy Chief	1.00	1.00	1.00
Battalion Chiefs - Suppression, EMS, & Technical Rescue	3.00	3.00	3.00
Battalion Chief - Training	1.00	1.00	1.00
Training Captain	1.00	1.00	1.00
Captain	6.00	6.00	6.00
Lieutenants	12.00	12.00	12.00
Driver/Operators	18.00	18.00	18.00
Firefighters	42.00	45.00	45.00
	<u>84.00</u>	<u>87.00</u>	<u>87.00</u>
Administration			
Deputy Chief	1.00	1.00	1.00
Fire Marshal	1.00	1.00	1.00
Assistant Fire Marshal	2.00	2.00	2.00
Fire Inspectors	8.00	8.00	8.00
Public Education / Information Officer	1.00	1.00	1.00
Fire Mechanic	1.00	1.00	1.00
Assistant Fire Mechanic	1.00	1.00	1.00
Administrative Assistants	2.00	1.00	1.00
Tech Systems Coordinator	1.00	1.00	1.00
Office Technician	2.20	2.20	2.20
	<u>20.20</u>	<u>19.20</u>	<u>19.20</u>
TOTAL FTEs	106.20	108.20	108.20
SUPPLEMENTAL FTEs	0.16	0.15	0.15 ¹

1. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Human Resources Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Administration			
Director	1.00	1.00	1.00
Employment and Training Manager	1.00	1.00	1.00
Compensation Manager	1.00	1.00	1.00
Benefits Administrator	1.00	1.00	1.00
Compensation and Benefits Analyst	1.00	1.00	1.00
Human Resources Generalist	0.00	1.00	1.00
Department Administrative Coordinator	0.00	1.00	1.00
Human Resources Assistant	3.00	1.00	1.00
TOTAL FTEs	8.00	8.00	8.00
SUPPLEMENTAL FTEs	0.23	0.33	0.33 ¹

1. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Legal Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Legal			
Prosecutor	1.00	1.00	1.00
Deputy Prosecutor	1.50	1.50	1.50
Legal Secretary	1.00	1.00	1.00
Paralegal	<u>0.75</u>	<u>0.75</u>	<u>0.75</u>
TOTAL FTEs	4.25	4.25	4.25
SUPPLEMENTAL FTEs	0.08	0.00	0.00 ¹

1. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Parks and Recreation Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Administration			
Director	1.00	1.00	1.00
Planning Administration Manager	1.00	1.00	1.00
Administrative Assistant III	1.00	1.00	1.00
Park Planner	2.00	2.00	1.70 ¹
	<u>5.00</u>	<u>5.00</u>	<u>4.70</u>
Recreation			
Manager	1.00	1.00	1.00
Recreation Services Supervisors	2.00	2.00	2.00
Office Supervisor	1.00	0.00	0.00
Administrative Services Supervisor	0.00	1.00	1.00
Program Administrators	3.10	2.30	2.30
Program Coordinator	1.00	2.50	2.50
Farm Caretaker	0.63	0.63	0.63
Administrative Assistant I	1.10	0.40	0.40
Van Driver	1.25	1.25	1.25
Nutrition Assistant	0.63	0.63	0.63
	<u>11.71</u>	<u>11.71</u>	<u>11.71</u>
Operations			
Manager III	1.00	1.00	1.00
Manager I	1.00	0.00	0.00
Supervisor	1.00	2.00	2.00
Lead Maintenance Worker	4.00	4.00	4.00
Administrative Assistant	0.90	0.90	0.90
Maintenance Technician	10.34	10.34	10.34
	<u>18.24</u>	<u>18.24</u>	<u>18.24</u>
TOTAL FTEs	34.95	34.95	34.65
SUPPLEMENTAL FTEs	12.75	12.75	12.75 ²

1. Transferred 0.30 FTE to Capital Improvement Fund in 2005. See General Fund, Parks Department, for more detail.

2. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Planning and Community Development Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Administration			
Planning Director	1.00	1.00	1.00
Business Operations Manager	1.00	1.00	1.00
Administrative Assistant	1.88	1.88	1.88
	<u>3.88</u>	<u>3.88</u>	<u>3.88</u>
Community Affairs			
Marketing and Community Affairs Manager	1.00	1.00	1.00
Program Coordinator	1.00	1.00	1.00
Audio/Visual Operations Manager	1.00	1.00	1.00
Program Administrator	1.00	1.00	1.00
Employee Transportation Coordinator	0.50	0.50	0.50
Webmaster	0.00	0.50	0.50
Cable Program Coordinator	1.00	1.00	1.00
	<u>5.50</u>	<u>6.00</u>	<u>6.00</u>
Community Services			
Human Services Manager	1.00	1.00	1.00
Planner	0.22	0.22	0.22
	<u>1.22</u>	<u>1.22</u>	<u>1.22</u>
Development Review			
Deputy Planning Director	1.00	1.00	1.00
Development Review Manager	1.00	1.00	1.00
Planner	9.75	7.55	7.55
Administrative Assistant	1.00	1.00	1.00
Office Technician	1.13	1.00	1.00
	<u>13.88</u>	<u>11.55</u>	<u>11.55</u>

Exhibit 9
STAFFING AUTHORIZATION
Planning and Community Development Department, continued

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Code Enforcement			
Code Enforcement Officer	2.00	2.00	2.00
	<u>2.00</u>	<u>2.00</u>	<u>2.00</u>
Building			
Building Official	1.00	1.00	1.00
Building Inspector Supervisor	1.00	1.00	1.00
Building Inspector	9.00	7.00	6.00 ¹
Permit Center Supervisor	1.00	1.00	1.00
Permit Technician	3.75	3.75	3.75
Systems Support Coordinator	1.00	1.00	1.00
Plans Examiner	5.00	5.00	4.00 ¹
Engineer	1.00	1.00	1.00
Permit Coordinator	0.00	1.00	1.00
Administrative Assistant	2.00	1.00	1.00
	<u>24.75</u>	<u>22.75</u>	<u>20.75</u>
Comprehensive Planning			
Comprehensive Planning Manager	1.00	1.00	1.00
GIS Analyst	0.75	0.75	0.75
Planner	4.00	5.50	5.50
	<u>5.75</u>	<u>7.25</u>	<u>7.25</u>
TOTAL FTEs	56.98	54.65	52.65
SUPPLEMENTAL FTEs	0.28	0.27	0.27 ²

1. 1.0 Plans Examiner and 1.0 Building Inspector are reduced in the 2005-2006 Budget. See General Fund, Planning Department, for further details.

2. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Police Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Commissioned			
Chief of Police	1.00	1.00	1.00
Assistant Chief	1.00	1.00	1.00
Operations Commander	2.00	3.00	3.00
Administrative Commander	1.00	1.00	1.00
Operations Support Commander	1.00	1.00	1.00
Crime Prevention Officer	1.00	1.00	1.00
DARE/SRO Officer	3.00	3.00	3.00
Training Officer	2.00	1.00	1.00
Detective	6.00	6.00	6.00
K-9 Officer	1.00	1.00	1.00
Patrol Officer	39.00	39.00	39.00
Lieutenant	9.00	9.00	9.00
Special Investigator	1.00	1.00	1.00
Traffic Officer	8.00	8.00	8.00
	<u>76.00</u>	<u>76.00</u>	<u>76.00</u>
Civilian			
Communications Dispatcher	13.00	13.00	13.00
Lead Dispatcher	2.00	2.00	2.00
Communications Supervisor	1.00	1.00	1.00
Management Analyst	1.00	1.00	1.00
Admin. Assistant	1.00	1.50	1.50
Tech. Systems Coordinator	1.00	1.00	1.00
Crime Analyst	1.00	1.00	1.00
Police Support Officer	4.00	4.00	4.00
Volunteer Program Coordinator	1.00	1.00	1.00
Records Supervisor	1.00	1.00	1.00
Records Specialist	5.50	5.00	5.00
Evidence Technician	1.00	1.00	1.00
Legal Advocate	1.00	1.00	1.00
Records Specialist (Investigations)	1.00	1.00	1.00
	<u>34.50</u>	<u>34.50</u>	<u>34.50</u>
TOTAL FTEs	110.50	110.50	110.50
SUPPLEMENTAL FTEs	0.73	0.33	0.33 ¹

1. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Public Works Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Financial and Administrative Services			
Director	1.00	1.00	0.50 ³
Manager V	2.00	0.00	0.00
Assistant Director	0.00	1.00	0.50 ³
Property Manager	1.00	0.20	0.20
Supervisor III	0.13	0.00	0.00
Business Operations Manager	0.48	0.48	0.48
Analyst III	0.25	0.00 ¹	0.00
Management Analyst	0.48	0.48	0.48
Administrative Assistant IV	0.50	0.00	0.00
Office Technician I	0.75	0.00	0.00
Financial Technician Senior	1.50	1.63	1.63
Administrative Assistant II	1.38	1.38	0.55 ¹
Administrative Assistant I	0.00	0.58	0.58
	<u>9.47</u>	<u>6.75</u>	<u>4.92</u>
Construction			
Administrative Specialist	1.00	1.00	1.00
Engineer Senior	4.00	4.00	4.00
Engineering Manager	1.00	1.00	0.70 ³
Inspector II	6.00	4.00	3.00 ²
Inspector IV	1.00	0.00	0.00
Administrative Assistant	1.00	1.00	0.00 ²
Engineer Senior	1.00	1.00	0.80 ³
Lead Construction Inspector	2.00	3.00	3.00
	<u>17.00</u>	<u>15.00</u>	<u>12.50</u>

.

Exhibit 9
STAFFING AUTHORIZATION
Public Works Department, continued

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Transportation			
Engineering Manager	1.00	1.00	1.00
Administrative Assistant	1.08	1.00	1.00
Program Administrator	1.00	1.00	1.00
Program Coordinator	1.00	1.00	1.00
Engineer II	1.00	0.00	0.00
Engineer	2.00	2.00	2.00
Engineer Senior	1.00	2.00	2.00
Engineer Technician	1.00	1.00	1.00
Engineer Technician Senior	2.00	2.00	2.00
Manager I	2.00	0.00	0.00
Planner Senior	0.00	1.00	1.00
	<u>13.08</u>	<u>12.00</u>	<u>12.00</u>
Engineering Design			
Engineering Manager	1.00	1.00	1.00
Engineer Senior	1.00	1.00	1.00
Engineer Technician II	1.00	0.00 ¹	0.00
Engineer Technician	3.00	2.00 ¹	1.00
Engineer Technician Senior	0.00	1.00	2.00
Administrative Assistant	0.00	0.50	0.25 ²
	<u>6.00</u>	<u>5.50</u>	<u>5.25</u>
MOC/Building Maintenance			
Administrative Assistant	0.16	0.16	0.16
Facilities Maintenance Manager	1.00	1.00	1.00
Maintenance Technician	5.00	5.00	5.00
Lead Maintenance Worker	1.00	1.00	1.00
Maintenance Manager	0.17	0.17	0.17
Assistant Maintenance Manager	0.17	0.17	0.17
Department Administrative Coordinator	0.17	0.17	0.17
	<u>7.67</u>	<u>7.67</u>	<u>7.67</u>

Exhibit 9
STAFFING AUTHORIZATION
Public Works Department, continued

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Transportation Operations			
Lead Maintenance Technician	3.00	2.00	2.00
Lead Traffic Signal Technician	1.00	2.00	2.00
Maintenance Technician	6.00	6.00	6.00
Maintenance Operations Supervisor - Streets	1.00	1.00	1.00
Traffic Signal Technician	2.00	1.00	1.00
Maintenance Manager	0.17	0.17	0.17
Assistant Maintenance Manager	0.16	0.16	0.16
Administrative Assistant	0.17	0.17	0.17
Department Administrative Coordinator	0.17	0.17	0.17
	<u>13.67</u>	<u>12.67</u>	<u>12.67</u>
TOTAL FTEs	66.89	59.59	55.01
SUPPLEMENTAL FTEs	4.32	1.73	1.73 ⁴

1. Positions created/reduced through reorganization.

2. 2005-06 budgeted staff reductions. See General Fund, Public Works Department, for further detail.

3. Re-allocation of Public Works Director, Asst. Director, Engineering Manager and Sr Engineer to Utilities in 2005-06 for reflect actual distribution of responsibilities. See General Fund, Public Works Department for further detail.

4. Supplemental FTE estimate based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Recreation Activity Fund
Parks and Recreation Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Office Supervisor	0.30	0.00	0.00
Program Administrator	2.01	3.80	3.80
Administrative Assistant I	1.60	1.60	1.60
Recreation Program Coordinator	1.00	1.26	1.26
Farm Caretaker	0.38	0.38	0.38
Office Technician II	1.00	1.00	1.00
Preschool Instructor	1.00	0.88	0.88
Assistant Preschool Teacher	0.75	0.00	0.00
TOTAL FTEs	8.04	8.92	8.92
SUPPLEMENTAL FTEs	6.90	11.15	11.15 ¹

1. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Arts Activity Fund
Parks and Recreation Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Administration			
Arts Program Administrator	<u>0.52</u>	<u>0.52</u>	<u>0.52</u>
TOTAL FTEs	0.52	0.52	0.52
SUPPLEMENTAL FTEs	0.07	0.07	0.07 ¹

1. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Parks Maintenance and Operations Fund
Parks and Recreation Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Lead Maintenance Worker	1.00	1.00	1.00
Administrative Assistant	0.10	0.10	0.10
Office Assistant	0.63	0.63	0.63
Maintenance Technician	5.00	5.00	5.00
TOTAL FTEs	6.73	6.73	6.73
SUPPLEMENTAL FTEs	3.75	3.53	3.53 ¹

1. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

**Exhibit 9
STAFFING AUTHORIZATION
Human Services Grant Fund
Planning Department**

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Housing and Community Development			
Planner	0.34	0.34	0.34
	<u>0.34</u>	<u>0.34</u>	<u>0.34</u>
TOTAL FTEs	0.34	0.34	0.34
SUPPLEMENTAL FTEs	0.00	0.00	0.00 ¹

1. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

**Exhibit 9
STAFFING AUTHORIZATION
Operating Grants Fund
Planning Department**

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Community Affairs			
Planner	2.00	2.00	2.00
Planning Technician	1.25	1.25	1.25
	<u>3.25</u>	<u>3.25</u>	<u>3.25</u>
TOTAL FTEs	3.25	3.25	3.25
SUPPLEMENTAL FTEs	0.00	0.00	0.00 ¹

1. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

**Exhibit 9
STAFFING AUTHORIZATION
Advanced Life Support (ALS) System
Fire Department**

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Fire			
Medical Services Administrator	0.00	1.00	1.00
Medical Services Officers	0.00	3.00	3.00
Paramedics	0.00	21.00	24.00 ¹
Administrative Assistant	0.00	1.00	1.00
TOTAL FTEs	0.00	26.00	29.00

NOTE: In 2002, the City Council granted approval for the City of Redmond to become lead agency of the East King County ALS Consortium. This program will begin in 2003.

1. 3 FTEs will be added in 2005-06. Funding from King County EMS Levy. See Special Revenue Funds, Advanced Life Support, for further detail.

Exhibit 9
STAFFING AUTHORIZATION
Solid Waste/Recycling Fund
Public Works Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Public Works Director	0.00	0.00	0.10 ¹
Program Administrator	1.38	1.38	1.38
Administrative Services Supervisor	0.38	0.63	0.53 ²
Office Technician II	0.25	0.00	0.00
Engineering Manager	0.25	0.25	0.25
TOTAL FTEs	2.26	2.26	2.26
SUPPLEMENTAL FTEs	0.46	0.43	0.43 ³

1. Re-allocation of Public Works Director to Solid Waste / Recycle in 2005-06 to reflect actual distribution of responsibilities. See Special Revenue, Solid Waste/Recycling, for more information.

2. Positions created/reduced through reorganization.

3. Supplemental FTE estimate based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Water/Wastewater Operations and Maintenance Fund
Public Works Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Water Administration			
Public Works Director	0.00	0.00	0.09 ²
Assistant Director	0.00	0.00	0.18 ²
Engineering Manager	0.00	0.00	0.09 ²
Senior Engineer	0.00	0.00	0.05 ²
Business Operations Manager	0.19	0.19	0.21 ¹
Management Analyst	0.19	0.19	0.21 ¹
Administrative Services Manager	0.07	0.07	0.07
Analyst III	0.25	0.00 ¹	0.00
Administrative Assistant	0.08	0.08	0.08
Administrative Specialist	0.25	0.25	0.13 ¹
	<u>1.03</u>	<u>0.78</u>	<u>1.11</u>
Water Operations			
Lead Maintenance Worker	1.00	1.00	1.00
Lead Water Quality Technician	1.60	1.60	1.60
Maintenance Technician	8.15	8.15	8.15
Water Quality Technician	1.00	1.00	1.00
Maintenance Operations Supervisor	1.00	1.00	1.00
Department Administrative Coordinator	0.16	0.16	0.16
Maintenance Manager	0.16	0.16	0.16
Assistant Maintenance Manager	0.17	0.17	0.17
Administrative Assistant	0.17	0.17	0.17
	<u>13.41</u>	<u>13.41</u>	<u>13.41</u>
Wastewater Administration			
Public Works Director	0.00	0.00	0.08 ²
Assistant Director	0.00	0.00	0.19 ²
Engineering Manager	0.00	0.00	0.08 ²
Senior Engineer	0.00	0.00	0.05 ²
Business Operations Manager	0.19	0.19	0.21 ¹
Management Analyst	0.18	0.18	0.21 ¹
Administrative Services Supervisor	0.06	0.06	0.06
Analyst III	0.25	0.00 ¹	0.00
Administrative Specialist	0.00	0.00	0.12 ¹
	<u>0.68</u>	<u>0.43</u>	<u>1.00</u>

Exhibit 9
STAFFING AUTHORIZATION
Water/Wastewater Operations and Maintenance Fund, continued
Public Works Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Wastewater Operations			
Lead Maintenance Worker	0.80	0.80	0.80
Maintenance Technician	7.95	7.95	7.95
Maintenance Operations Supervisor	1.00	1.00	1.00
Department Administrative Coordinator	0.17	0.17	0.17
Maintenance Manager	0.16	0.16	0.16
Assistant Maintenance Manager	0.17	0.17	0.17
Administrative Assistant	0.17	0.17	0.17
	<u>10.42</u>	<u>10.42</u>	<u>10.42</u>
Natural Resources			
Engineering Manager	0.25	0.25	0.25
Senior Engineer	0.00	0.00	0.25 ⁴
Engineer	0.00	1.00 ³	1.00
Engineering Technician	0.00	1.00 ³	1.00
Program Administrator	1.00	1.00	1.00
	<u>1.25</u>	<u>3.25</u>	<u>3.50</u>
Water/Wastewater Engineering			
Engineering Manager	1.00	1.00	1.00
Administrative Assistant	0.00	0.00	0.25 ¹
Engineering Technician III	1.00	0.00 ¹	0.00
Engineering Technician Senior	1.00	1.00	1.00
	<u>3.00</u>	<u>2.00</u>	<u>2.25</u>

Exhibit 9
STAFFING AUTHORIZATION
Water/Wastewater Operations and Maintenance Fund, continued
Public Works Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Water/Wastewater Development Services Review [1]			
Development Services Manager	0.25	0.00	0.00
Administrative Assistant	0.00	0.25	0.50 ¹
Engineering Manager	0.50	0.50	0.50
Engineer Senior	1.00	1.00	1.00
Inspector II (Construction)	2.00	2.00	2.00
Department Administrative Coordinator	1.00	1.00	1.00
Administrative Assistant	0.09	0.09	0.09
Engineer	2.00	2.00	2.00
Engineering Technician	0.25	0.00 ¹	0.00
	<u>7.09</u>	<u>6.84</u>	<u>7.09</u>
TOTAL FTEs	36.88	37.13	38.78
SUPPLEMENTAL FTEs	0.88	1.18	1.18 ⁵

1. Positions created/reduced through reorganization.

2. Re-allocation of Public Works Director, Asst. Director, Engineering Manager and Sr Engineer to Utilities in 2005-06 for reflect actual distribution of responsibilities. See Enterprise Funds, Water/Wastewater Operations for more information.

3. Approved by Council in 2004 during adoption of Wellhead Protection Ordinance Implementation Plan. See Enterprise funds, Water/Wastewater Operations for more information.

4. Re-allocation of position from Stormwater CIP to supervise Wellhead Protection Program.

5. Supplemental FTE estimate based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
UPD Operations and Maintenance Fund
Public Works Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Public Works Director	0.00	0.00	0.03 ²
Assistant Director	0.00	0.00	0.03 ²
Engineering Manager	0.00	0.00	0.03 ²
Engineer Senior	2.00	2.00	2.00
Inspector II (Construction Division)	2.00	1.00	0.10 ¹
Maintenance Technician	2.00	2.00	2.00
Administrative Assistant	0.84	0.75	0.75
Engineering Technician III	0.00	1.00	1.00
Business Operations Manager	0.00	0.04	0.00 ¹
Management Analyst	0.00	0.05	0.00 ¹
TOTAL FTEs	6.84	6.84	5.94
SUPPLEMENTAL FTEs	0.47	0.00	0.00 ³

1. Positions created/reduced through reorganization.

2. Re-allocation of Public Works Director, Asst. Director, and Engineering Manager to Utilities in 2005-06 to reflect actual distribution of responsibilities. See Enterprise Funds, UPD Operations for more information.

3. Supplemental FTE estimate based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Stormwater Management Fund
Public Works Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Operations			
Maintenance Operations Supervisor	1.00	1.00	1.00
Administrative Assistant	0.16	0.16	0.16
Department Administrative Coordinator	0.17	0.17	0.17
Maintenance Manager	0.17	0.17	0.17
Assistant Maintenance Manager	0.17	0.17	0.17
Lead Maintenance Technician	1.00	1.00	1.00
Maintenance Technician	11.50	11.50	11.50
	<u>14.17</u>	<u>14.17</u>	<u>14.17</u>
Stormwater Development Review			
Development Services Manager	0.25	0.00	0.00
Administrative Assistant	0.00	0.25	0.15 ¹
Engineering Manager	0.50	0.50	0.50
Engineer Senior	0.00	0.00	1.00 ¹
Engineer Technician I	1.38	0.63 ¹	0.00 ¹
Administrative Assistant	0.13	0.13	0.53 ¹
	<u>2.26</u>	<u>1.51</u>	<u>2.18</u>

Exhibit 9
STAFFING AUTHORIZATION
Stormwater Management Fund, continued
Public Works Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Natural Resources and Stormwater Engineering			
Public Works Director	0.00	0.00	0.20 ²
Assistant Director	0.00	0.00	0.10 ²
Engineering Manager	0.00	0.00	0.10 ²
Engineer Senior	0.00	0.00	0.10 ²
Engineering Manager	0.50	0.50	0.50
Program Administrator	1.75	1.75	2.25 ¹
Administrative Services Supervisor	0.24	0.24	0.34 ¹
Engineer	1.00	1.00	1.00
Administrative Assistant	1.00	1.00	1.00
Planner Senior	1.00	1.00	1.00
Engineering Technician	0.00	0.00	1.00 ¹
Illicit Discharge Program Manager	0.00	0.00	1.00 ³
Engineering Technician IV	2.00	2.00	0.00 ¹
Planner Associate	0.00	0.00	1.00 ¹
Engineering Technician	0.00	0.00	1.00 ¹
Engineering Technician	2.00	2.00	2.00
Analyst III	0.25	0.00 ¹	0.00
Business Operations Manager	0.10	0.10	0.10
Management Analyst	0.10	0.10	0.10
Administrative Assistant	0.12	0.12	0.12
Administrative Specialist	0.00	0.00	0.20 ¹
Engineering Technician II	1.00	0.00 ¹	0.00
Engineer IV	1.00	1.00	0.00
	<u>12.06</u>	<u>10.81</u>	<u>13.11</u>
TOTAL FTEs	28.49	26.49	29.46
SUPPLEMENTAL FTEs	1.65	2.01	2.01 ⁴

1. Positions were created/reduced through reorganization.

2. Re-allocation of Public Works Director, Asst. Director, Engineering Manager and Sr Engineer to Utilities in 2005-06 to reflect actual distribution of responsibilities. See Enterprise Funds, Stormwater Management for more information.

3. 1.0 FTE increase to staff Illicit Discharge Program. See Enterprise Funds, Stormwater Management for more information.

4. Supplemental FTE estimate based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Fleet Maintenance Fund
Public Works Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Operations			
Supervisor III	1.00	1.00	1.00
Manager III	0.17	0.17	0.17
Manager I	0.16	0.16	0.16
Administrative Assistant	0.17	0.17	0.17
Department Administrative Coordinator	0.16	0.16	0.16
Maintenance Technician	1.00	1.00	1.00
Mechanic	2.00	2.00	2.00
Senior Mechanic	2.00	2.00	2.00
	<u>6.66</u>	<u>6.66</u>	<u>6.66</u>
TOTAL FTEs	6.66	6.66	6.66
SUPPLEMENTAL FTEs	0.25	0.12	0.12 ¹
PUBLIC WORKS TOTAL FTEs	148.02	138.97	138.11

1. Supplemental FTE estimate based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Insurance Claims and Reserve Fund
Finance Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Risk Manager	1.00	1.00	1.00
Senior Risk Coordinator	1.00	1.00	0.80 ¹
Safety Administrator	1.00	1.00	1.00
TOTAL FTEs	3.00	3.00	2.80
SUPPLEMENTAL FTEs	0.00	0.00	0.00 ²

1. Position reduced through reorganization.

2. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Information Technology Fund
Finance Department

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Information Services Manager	1.00	1.00	1.00
Application Services Manager	1.00	1.00	1.00
Support Services Manager	1.00	1.00	1.00
Network Services Manager	1.00	1.00	1.00
Database/GIS Manager	1.00	1.00	1.00
GIS Database Analyst	0.00	2.00	2.00
GIS Programmer Analyst	0.00	1.00	1.00 ¹
GIS Technicians	0.00	4.00	4.00
Information Services Consultant II	1.00	0.00	0.00
Information Services Consultant III	3.00	0.00	0.00
Information Services Consultant IV	5.00	0.00	0.00
Systems Support Specialist	0.00	2.00	2.00
Senior Programmer Analyst	0.00	2.00	2.00
Senior Systems Analyst	0.00	2.00	2.00
Network Systems Engineer	0.00	1.00	1.00
Network Analyst	0.00	1.00	1.00
Telecommunications Coordinator	1.00	1.00	1.00
TOTAL FTEs	15.00	21.00	21.00
SUPPLEMENTAL FTEs	0.00	0.00	0.00²

1. Position created/reduced through reorganization

2. Supplemental FTE estimates based on supplemental budgets, average hourly rates (varies by year) and standard full time hours per year (2,080).

Exhibit 9
STAFFING AUTHORIZATION
Capital Investment Program

Position	2001-2002 Budget	2003-2004 Budget	2005-2006 Budget
Public Works			
Administrative Assistant 1	1.00	1.00	0.00 ²
Engineer V	4.00	4.00	6.75 ¹
Engineer IV	2.00	2.00	0.00 ¹
Inspector II	3.00	3.00	2.40 ¹
Engineering Tech I	0.37	0.37	0.00 ²
Engineering Tech III	1.00	1.00	1.00
Engineering Tech IV	1.00	1.00	1.00
Engineer III	1.00	1.00	0.00 ¹
Real Property Manager	0.00	0.80	0.80
Program Administrator 1	0.50	0.50	0.00 ²
	<u>13.87</u>	<u>14.67</u>	<u>11.95</u>
Planning			
Planner	1.00	0.00	0.00
Parks			
Senior Planner	0.00	0.00	0.30 ³
Budget Analyst	1.00	1.00	1.00
	<u>1.00</u>	<u>1.00</u>	<u>1.30</u>
TOTAL FTEs	15.87	15.67	13.25

1. Positions were created/reduced through reorganization.
2. 1.87 FTE decrease due to Capital Improvement Program to Natural Resources redistribution of surcharge funded staff. See Enterprise Funds, Stormwater Management, for further detail.
3. .30 FTE increase due to Sr. Parks Planner redistribution of workload. See General Fund, Parks Department, for further detail.

BUDGET GLOSSARY

AFSCME (American Federation of State, County, and Municipal Employees): City bargaining unit representing predominantly maintenance positions.

Accounting System: The set of records and procedures, which are used to record, classify, and report information on the financial status and operations of an entity.

Accrual Basis Accounting: Under this accounting method, transactions are recognized when they occur, regardless of the timing of related cash receipts and disbursements. Enterprise funds of the City use this basis for accounting. See also Modified Accrual Basis.

Advance Refunding Bonds: Bonds issued to retire an outstanding bond issue prior to the date on which the outstanding bonds become due.

Agency Funds: A fund used to account for assets held by a government on behalf of individuals, private organizations, other governments, or funds.

Annual Budget: A budget applicable to a single fiscal year.

Appropriation: An authorization made by the City Council that allows expenditures of governmental resources. Appropriations are typically granted for a one-year period.

Appropriation Ordinance: The official legal document approved by the City Council authorizing the expenditure of resources.

Assessed Valuation: The estimated value of real and personal property used by the King County Assessor as the basis for levying property taxes.

BARS: The prescribed Budgeting, Accounting, Reporting System required for all governmental entities in the State of Washington.

BT/TI Committee: This is an advisory committee established to develop priorities and recommend projects/programs to be funded from the transportation portion of the business license surcharge. This committee is made up of representatives from community businesses and organizations.

Beginning Fund Balance: The amount remaining after accounting for the previous year's revenues less the previous year's expenditures.

Bond (Debt Instrument): A written promise to pay a specified sum of money at a specified future date, at a specified interest rate. Bonds are ordinarily used to finance capital facilities. Redmond typically issues general obligation, revenue, or special assessment bonds.

Budget Calendar: The schedule of key dates that the City follows in the preparation and adoption of the budget.

Budget Message: A written explanation by the Mayor of the budget. The budget message explains principal budget and policy issues, and presents an overview of the Mayor's budget recommendations.

CAFR (Comprehensive Annual Financial Report): The official financial report of a government. It includes the State Auditor's audit opinion as well as basic financial statements and supporting schedules necessary to demonstrate compliance with finance related legal and contractual provisions.

CFP (Capital Facilities Plan): This is a planning document required by the Growth Management Act that addresses capital projects and anticipated sources of funding over a six-year period.

CIP (Capital Improvement Program): This is a budget and planning process used by the City to determine what capital projects will be carried out during the next six-year period. The first year of the six is included in the annual operating budget, and the remaining years' projections are updated annually.

Capital Assets: Assets of significant value and having a useful life of several years. Capital assets are also called fixed assets.

Capital Outlay: Expenditures that result in the acquisition of or additions to fixed assets. Examples include land, buildings, machinery, equipment, and construction projects.

Contingency: A budgetary reserve set aside for emergencies or unforeseen expenditures not otherwise budgeted.

Councilmanic Bonds: Councilmanic bonds refer to bonds issued solely upon the approval of the Council. Councilmanic bonds may not exceed 1.5% of assessed valuation.

Debt Service: Payment of interest and principal to holders of the City's debt instruments.

Debt Service Fund: A fund established to account for the accumulation of resources for, and the payment of, general long-term debt principal and interest.

Ending Fund Balance: The beginning fund balance plus current year revenues, less current year expenditures.

Expenditures: Where accounts are kept on the accrual or modified accrual basis of accounting, expenditures are recognized when goods are received or services rendered. Where accounts are kept on a cash basis, expenditures are recognized only when the cash payments are made.

FTE (Full-Time Equivalent): Expresses staff in terms of full-time (40 hours per week) employment. For example, a person who works 40 hours per week is described as 1 FTE. An employee who works 20 hours per week calculates to a 0.5 FTE (20 hours divided by 40 hours).

Fiscal Year: A 12-month period to which the annual operating budget applies and at the end of which a government determines its financial position and results of its operations.

Financial Forecast (Six-Year): Estimates of future revenues and expenditures to help project the long-range financial condition of the General Fund.

Fixed Assets: Assets that are intended to be held or used for a long term, such as land, buildings, improvements other than buildings, machinery, and equipment. Fixed assets are also called capital assets.

Fund: An independent fiscal and accounting entity with a self-balancing set of accounts recording cash and/or other resources together with all related liabilities, obligations, reserves, and equities.

Fund Balance: The excess of a fund's assets over its liabilities.

GMA (Growth Management Act): Comprehensive Washington State legislation that requires cities and counties to undergo a prescribed planning process to accommodate projected population growth. Examples of the planning process include defining the levels of service city government will provide to its citizens, developing a six-year capital facilities plan, and determining how to fund existing capital deficiencies.

General Obligation Bonds: Bonds for which the full faith and credit of the insuring government are pledged for payment.

IAFF (International Association of Firefighters): Bargaining unit that represents all commissioned fire personnel below the level of Deputy Fire Chief.

Improvements: Buildings, structures, or attachments to land such as sidewalks, trees, drives, tunnels, drains, and sewers.

Interfund Payments: Expenditures made to other City funds for services rendered.

Intergovernmental Services: Purchases from other governments of those specialized services typically performed by local governments.

Interlocal Agreement: A contract between two government entities whereby one government assumes the lead responsibility of a project that overlaps both jurisdictions.

Internal Service Fund: Funds used to account for the financing of goods or services provided by one department or agency to other departments or agencies of the City.

LEOFF (Law Enforcement Officers and Firefighters): retirement system provided for all police officers and firefighters by the State of Washington.

LOS (Level of Service): The Growth Management Act requires cities and counties to establish a level of service for five functional areas (Parks, Fire, Police, Utilities, and Transportation). Examples of levels of service might be: one police officer per 1,000 population, a fire or emergency response time of no greater than five minutes, or one acre of community park per 1,000 population. The levels of service are defined by the City Council and become the basis for the Capital Facilities Plan. The City's inability to meet its designated level of service will bar further development until the deficiency is removed, or the level of service is redefined.

Lease-Purchase Agreements: Contractual agreements which are termed "leases," but which in substance amount to purchase contracts.

Levy: (Verb) To impose taxes, special assessments, or service charges for the support of governmental activities. (Noun) The total amount of taxes, special assessments, or service charges imposed by a government.

LID: A local improvement district (LID) is an area where an improvement is authorized that will benefit selected property owners, and the cost is passed on to property owners through special assessments.

Long-Term External Debt: Debt borrowed from a source outside the City with a maturity of more than one year after the date of issuance.

MOC (Maintenance and Operations Center): The facility that is the base for most of the City's field operations staff for Public Works and Parks. Also located at the MOC is the City's vehicle maintenance shop.

Modified Accrual Basis: Under this accounting method, revenues are recognized when they become both measurable and available to finance expenditures of the current period. Expenditures for the most part are recognized when the related fund liability is incurred except for prepayments, accumulated employee leave, and long-term debt. All governmental funds and expendable trust funds are accounted for using the modified accrual basis of accounting. See also Accrual Basis Accounting.

Object: An expenditure classification, which refers to the type of item purchased, or the service obtained. Examples include personnel services, contractual services, materials, and supplies.

Operating Budget: The operating budget is the primary means by which most of the acquisition, spending, and service delivery activities of a government are controlled. Law requires the use of annual operating budgets.

Operating Transfer: Routine or recurring transfers of assets between funds, which support the normal operations of the recipient fund.

Other Services and Charges: An expenditure classification which includes professional services, communication, travel, advertising, rentals, leases, insurance, public utility services, and repairs and maintenance.

PERS: Public Employees Retirement System provided by the State of Washington for all city employees except police and fire.

Personnel Benefits: Those benefits paid by the City as conditions of employment. Examples include insurance and retirement benefits.

RCHEA (Redmond City Hall Employees Association): The largest of the City's five bargaining units representing predominantly clerical, professional, and technical positions.

RPOA (Redmond Police Officers Association): Bargaining unit representing all City of Redmond commissioned police officers below the rank of lieutenant.

RPOA - Non-Commissioned: Bargaining unit representing non-commissioned police support staff including dispatchers, record specialists, crime analyst, and evidence technician.

Reserve: An account used to indicate that a portion of fund equity is legally restricted for a specific purpose.

Resources: Total dollars available for appropriations including estimated revenues, interfund transfers, and the beginning fund balance.

Revenue: Income received by the City to support community services. This income may be in the form of taxes, fees, user charges, grants, fines, and interest.

Revenue Bonds: Bonds issued pledging future revenues (usually water, sewer, or drainage charges) to cover debt payments.

Revenue Estimate: A formal estimate of how much revenue will be earned from a specific revenue source for some future period, typically, a fiscal year.

Special Assessment Bonds: Bonds payable from the proceeds of special assessments such as local improvement districts.

Supplemental Appropriation: An appropriation approved by the Council after the initial budget is adopted.

Supplies: An expenditure classification for articles and commodities purchased for consumption or resale. Examples include office and operating supplies, fuel, power, water, gas, inventory, resale items, small tools, and equipment.

Taxes: Compulsory charges levied by a government for the purpose of financing services performed for the common benefit.

UPD - Urban Planned Development: A residential, commercial, and office development that is located in unincorporated King County between Union Hill Road and Novelty Hill Road. The City agreed to provide water and sewer services to the UPD area in 1992.