LYNNWOOD
WASHINGTON

ORDINANCE NO.

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LYNNWOOD, WASHINGTON, RELATING TO CLASSIFICATION AND COMPENSATION OF CITY EMPLOYEE POSITIONS; AND PROVIDING FOR SEVERABILITY; ESTABLISHING AN EFFECTIVE DATE; AND PROVIDING FOR SUMMARY PUBLICATION

WHEREAS, the City Council of the City of Lynnwood has authority to create and delete employee positions in the City and to establish and amend pay grade classifications and compensation amounts for employee positions in the City; and

WHEREAS, LMC 2.48.175 provides that the City's position pay grades and the base pay plan for position grades shall be as established in the salary schedule adopted by ordinance of the City Council; and

WHEREAS, as provided by LMC 2.48.175, it is necessary that the adopted salary schedule be amended, modified, superseded, repealed, or reenacted from time to time; and

WHEREAS, Ordinance 3504 adopted on December 8, 2025, included the City of Lynnwood 2026 Salary Schedule for City employee positions; and

WHEREAS, the 2027 Salary Schedule attached as Exhibit A reflects the positions and pay rates in approved collective bargaining agreements and memorandums of understanding; and

WHEREAS, the City Council has determined that it is appropriate and in the best interest of the City to approve a 2027 cost of living increase of 2.0% for non-represented employees; and

WHEREAS, the City Council approves Pay Grade reclassifications and title updates for non-represented positions as reflected in Exhibit A; and

WHEREAS, the City Council has determined that the provisions of this Ordinance are in the interest of the public's health, safety, and welfare,

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LYNNWOOD, WASHINGTON, DO ORDAIN AS FOLLOWS:

DRAFT

Section 1: Amendment. Exhibit A, entitled City of Lynnwood 2027 Salary Schedule, is hereby amended to read as set forth on Exhibit A – City of Lynnwood 2027 Salary Schedule, attached hereto and incorporated by reference.

Section 2: No Limitation of Authority. The City of Lynnwood 2027 Salary Schedule as adopted shall not limit the authority of the City of Lynnwood to take personnel and budgetary actions as otherwise allowed by applicable law, personnel policies, and collective bargaining agreements.

Section 3. Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase or word of this ordinance.

Section 4. Effective Date: This ordinance or an approved summary thereof consisting of its title shall be published in the City's official newspaper of record and shall take effect and be in full force five days following its publication.

PASSED BY THE CITY COUNCIL THIS 23rd day of November 2026.

APPROVED:

_____

George Hurst, Mayor

ATTEST/AUTHENTICATED:

_____

Darcy Kirschner, City Clerk

APPROVED AS TO FORM:

_____

Lisa Marshall, City Attorney

DRAFT