

**ORDINANCE NO. 144  
CITY OF LIBERTY LAKE,  
SPOKANE COUNTY, WASHINGTON**

**AN ORDINANCE OF THE CITY OF LIBERTY LAKE, WASHINGTON, ADOPTING A  
BUDGET FOR THE PERIOD JANUARY 1, 2006 THROUGH DECEMBER 31, 2006,  
APPROPRIATING FUNDS, ESTABLISHING A NEW FUND, AND ESTABLISHING  
SALARY SCHEDULES FOR ESTABLISHED POSITIONS.**

WHEREAS, state law requires the Mayor to prepare a preliminary budget for the City of Liberty Lake at least sixty days before the beginning of the City fiscal year beginning January 1, 2006 and ending December 31, 2006;

WHEREAS, the Mayor in consultation with the Finance Director and City Staff has prepared and placed on file with the City Clerk a preliminary budget together with an estimate of the amount of money necessary to meet the expenses of the City including payment of outstanding obligations;

WHEREAS, notice was posted and published on October 4 and 11, 2005 that the City Council in the City Liberty Lake would meet and receive public comment in the City Council Chambers prior to the adoption of the budget.

WHEREAS, the attached 2006 Budget of the City of Liberty Lake reflects the provision of municipal services and programs that will enhance the public health, safety and welfare of the citizens; and

WHEREAS; the City Council has determined that the best interest of the City is served by adopting the budget set forth herein;

NOW, THEREFORE, the City Council of the City of Liberty Lake, Washington, do ordain as follows:

**Section 1. Adoption of the Budget.** The budget for the City of Liberty Lake for the year of 2006 is hereby adopted as the balanced budget for the City with appropriations limited to the total estimated revenues of the City. The final budget for \$9,806,852.00 attached hereto by this reference is incorporated herein pursuant to RCW 35A.33.075.

For summary purposes the total estimated revenues and appropriations for each separate fund plus the aggregate total for all such funds are set forth in Exhibits A and B.

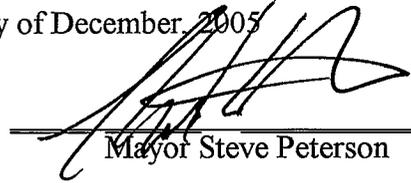
**Section 2. Positions, Salary Schedules and Adjustments.** The various positions and salary ranges for City employees are adopted in the form and amounts attached to this ordinance as Exhibit C. To further the efficient operation of the City, the Mayor is authorized to make transfers between individual appropriations within any one fund for the 2006 budget. The Mayor may make salary adjustments as deemed appropriate in the exercise of reasonable discretion.

**Section 4. Transmittal.** A complete copy of the budget, as adopted, together with a copy of this ordinance, shall be transmitted by the City Clerk to the Division of Municipal Corporations of the Office of the State Auditor and to the Association of Washington Cities.

**Section 5. 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 of this Ordinance.

**Section 6 Effective Date.** This Ordinance shall be in full force and effect five (5) days after publication of this Ordinance or a summary thereof in the official newspaper of the City as provided by law.

PASSED by the City Council this 6<sup>th</sup> day of December, 2005

  
\_\_\_\_\_  
Mayor Steve Peterson

ATTEST:

  
\_\_\_\_\_  
Arlene Fisher, Finance Director/City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
City Attorney, Stanley M. Schwartz

Date of Publication: 12/15/05  
Effective Date: 12/20/05

**City of Liberty Lake  
Expenditure Summary  
2006 Adopted Budget  
Exhibit B**

Fund	Departments	2006 Budget Adopted
<b>General Fund</b>	Non-Departmental	\$ 1,710,000.00
	Legislative	\$ 67,193.00
	Municipal Court Services	\$ 121,000.00
	Executive	\$ 13,900.00
	Finance	\$ 302,323.00
	Legal	\$ 61,000.00
	City Hall	\$ 45,315.00
	Animal Control	\$ 9,200.00
	Law Enforcement	\$ 759,362.00
	Planning & Community Development	\$ 425,510.00
	Parks and Open Spaces	\$ 203,660.00
	Park Capital Improvements	\$ -
	City Beautification	\$ 64,000.00
	WA State Court Remittance	\$ 21,125.00
	Ending Fund Balance	\$ 379,228.00
<b>Sub-Total General Fund Expenditures</b>		<b>4,182,816.00</b>

**Other Funds**

Municipal Library	\$ 310,598.00
Street Fund	\$ 724,372.00
Tourism Promotion Fund	\$ 127,610.00
Tourism Promotion Area Fund	\$ 12,500.00
Restricted Reserve Fund	\$ 811,500.00
G.O. Bond Debt Service	\$ 66,573.00
LGTO Redemption Note	\$ 168,263.00
LGTO City 6.5 Acrea of Land	\$ 162,438.00
Capital Projects Fund	\$ 967,459.00
Special Capital Project Fund	\$ 615,378.00
Street Capital Project Fund	\$ 227,690.00
Outlet Trail Project	\$ -
Harvard Road Project	\$ 755,246.00
Municipal Library Capital Fund	\$ 38,000.00
City Hall Project Fund	\$ -
City Hall LGTO Bond Fund	\$ 107,789.00
Stormwater Utility Fund	\$ 78,100.00
Golf Course/Recreation Fund	\$ 430,770.00
Unemployment Fund	\$ 19,750.00
Water/Sewer Utility Fund	\$ -
<b>Total Expenditures</b>	<b>\$ 5,624,036.00</b>

<b>Total All Funds</b>	<b>\$ 9,806,852.00</b>
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**City of Liberty Lake  
Revenue Summary  
2006 Adopted Budget**

**Exhibit A**

Fund	Revenues	2006 Budget Adopted
<b>General Fund</b>	Beginning Fund Balance	\$ 587,803.00
	Taxes	\$ 2,844,152.00
	Licenses & Permits	\$ 409,850.00
	Intergovernmental Revenues	\$ 65,891.00
	Charge for Services	\$ 67,070.00
	Fines & Forfeits	\$ 63,350.00
	Miscellaneous Revenues	\$ 74,700.00
	Non-Revenues	\$ 56,215.00
	Other Financing Sources	\$ -
	Intergovernmental Grants	\$ 13,785.00
	<b>Sub-Total General Fund Revenues</b>	<b>4,182,816.00</b>
<hr/>		
<b>Other Funds</b>		
	Municipal Library	\$ 310,598.00
	Street Fund	\$ 724,372.00
	Tourism Promotion Fund	\$ 127,610.00
	Tourism Promotion Area Fund	\$ 12,500.00
	Restricted Reserve Fund	\$ 811,500.00
	G.O. Bond Debt Service	\$ 66,573.00
	LGTO Redemption Note	\$ 168,263.00
	CITY 6.4 ACRES	\$ 162,438.00
	Capital Projects Fund	\$ 967,459.00
	Special Capital Project Fund	\$ 615,378.00
	Street Capital Project Fund	\$ 227,690.00
	Outlet Trail Project	\$ -
	Harvard Road Project	\$ 755,246.00
	Municipal Library Capital Fund	\$ 38,000.00
	City Hall Project Fund	\$ -
	City Hall LGTO Bond Fund	\$ 107,789.00
	Stormwater Utility Fund	\$ 78,100.00
	Golf Course/Recreation Fund	\$ 430,770.00
	Unemployment Fund	\$ 19,750.00
	Water/Sewer Utility Fund	\$ -
	<b>Total Expenditures</b>	<b>\$ 5,624,036.00</b>
	<b>Total All Funds</b>	<b>\$ 9,806,852.00</b>

**CITY OF LIBERTY LAKE  
SALARY EXEMPT WAGES  
2006**

3.8% COLA  
Effective 01/01/06

*2% between steps 1-5; 1% between steps 5-7; 5% between each range.*

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
		(12 mths)	(12 mths)	(12 mths)	(18 mths)	(18 mths)	(18 mths)		
101		Hrly.	\$21.19						
		Mthly.	\$3,672.86						
		Yearly	\$44,096.39						
102	Library Director Golf Mgr/Professional	Hrly.	\$22.44	\$22.88	\$23.34	\$23.81	\$24.28	\$24.53	\$24.77
		Mthly.	\$3,888.68	\$3,966.45	\$4,045.78	\$4,126.70	\$4,209.23	\$4,251.32	\$4,293.84
		Yearly	\$46,687.49	\$47,621.24	\$48,573.67	\$49,545.14	\$50,536.04	\$51,041.41	\$51,551.82
103		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
104		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
105		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
106		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
107		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
108		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
109		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
110	Finance Director Planning Director Chief of Police	Hrly.	\$33.15	\$33.81	\$34.49	\$35.18	\$35.88	\$36.24	\$36.60
		Mthly.	\$5,745.35	\$5,860.26	\$5,977.46	\$6,097.01	\$6,218.95	\$6,281.14	\$6,343.95
		Yearly	\$68,978.69	\$70,358.27	\$71,765.43	\$73,200.74	\$74,664.75	\$75,411.40	\$76,165.52
111		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
112		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

\*Performance Evaluation required before step increases are awarded

Rev 11/23

Exhibit C

**CITY OF LIBERTY LAKE  
HOURLY NON-EXEMPT WAGES  
2006**

3.8% COLA  
Effective 01/01/06

*2% between steps 1-5; 1% between steps 5-7; 5% between each range.*

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
		(12 mths)	(12 mths)	(12 mths)	(18 mths)	(18 mths)	(18 mths)		
1	Minimum Wage	Hrly.	\$7.63						
		Mthly.	\$1,322.51						
		Yearly	\$15,878.03						
2		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
3		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4	Park/Street/Golf (PT) Pro Shop Crew (PT)	Hrly.	\$8.91	\$9.08	\$9.27	\$9.45	\$9.64	\$9.74	\$9.83
		Mthly.	\$1,543.74	\$1,574.62	\$1,606.11	\$1,638.23	\$1,670.99	\$1,687.70	\$1,704.58
		Yearly	\$18,534.15	\$18,904.84	\$19,282.93	\$19,668.59	\$20,061.96	\$20,262.58	\$20,465.21
5		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
7	Library Clerks (PT)	Hrly.	\$10.31	\$10.52	\$10.73	\$10.94	\$11.16	\$11.27	\$11.38
		Mthly.	\$1,787.07	\$1,822.81	\$1,859.27	\$1,896.46	\$1,934.39	\$1,953.73	\$1,973.27
		Yearly	\$21,455.60	\$21,884.71	\$22,322.40	\$22,768.85	\$23,224.23	\$23,456.47	\$23,691.04
8	Park/St/Golf/Cleaning	Hrly.	\$10.83	\$11.04	\$11.26	\$11.49	\$11.72	\$11.84	\$11.95
		Mthly.	\$1,876.43	\$1,913.96	\$1,952.23	\$1,991.28	\$2,031.10	\$2,051.42	\$2,071.93
		Yearly	\$22,528.38	\$22,978.95	\$23,438.53	\$23,907.30	\$24,385.44	\$24,629.30	\$24,875.59
9		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
10		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
11	Library Technician	Hrly.	\$12.53	\$12.78	\$13.04	\$13.30	\$13.57	\$13.70	\$13.84
		Mthly.	\$2,172.20	\$2,215.64	\$2,259.96	\$2,305.15	\$2,351.26	\$2,374.77	\$2,398.52
		Yearly	\$26,079.41	\$26,601.00	\$27,133.02	\$27,675.68	\$28,229.20	\$28,511.49	\$28,796.60
12	Receptionist/Admin Asst.	Hrly.	\$13.16	\$13.42	\$13.69	\$13.96	\$14.24	\$14.39	\$14.53
		Mthly.	\$2,280.81	\$2,326.42	\$2,372.95	\$2,420.41	\$2,468.82	\$2,493.51	\$2,518.44
		Yearly	\$27,383.39	\$27,931.05	\$28,489.67	\$29,059.47	\$29,640.66	\$29,937.06	\$30,236.43

\*Bargaining Unit Wages are set by contract through 2007

\*\*Performance Evaluation required before step increases are awarded

3.8% COLA

## CITY OF LIBERTY LAKE HOURLY NON-EXEMPT WAGES 2006

*2% between steps 1-5; 1% between steps 5-7; 5% between each range.*

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
		(12 mths)	(12 mths)	(12 mths)	(18 mths)	(18 mths)	(18 mths)		
13	Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
14	Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
15	Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
16	Crew Supervisor/Maint Financial Analyst (PT)	Hrly.	\$15.99	\$16.31	\$16.64	\$16.97	\$17.31	\$17.49	\$17.66
	Mthly.	\$2,772.34	\$2,827.78	\$2,884.34	\$2,942.03	\$3,000.87	\$3,030.88	\$3,061.18	
	Yearly	\$33,284.68	\$33,950.37	\$34,629.38	\$35,321.96	\$36,028.40	\$36,388.69	\$36,752.57	
17	Environmental Specialist	Hrly.	\$16.79	\$17.13	\$17.47	\$17.82	\$18.18	\$18.36	\$18.54
	Mthly.	\$2,910.95	\$2,969.17	\$3,028.56	\$3,089.13	\$3,150.91	\$3,182.42	\$3,214.24	
	Yearly	\$34,948.91	\$35,647.89	\$36,360.85	\$37,088.06	\$37,829.82	\$38,208.12	\$38,590.20	
18		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
19	Deputy City Clerk Asst. Golf Superintendent	Hrly.	\$18.52	\$18.89	\$19.26	\$19.65	\$20.04	\$20.24	\$20.44
	Mthly.	\$3,209.33	\$3,273.51	\$3,338.98	\$3,405.76	\$3,473.88	\$3,508.62	\$3,543.70	
	Yearly	\$38,531.17	\$39,301.80	\$40,087.83	\$40,889.59	\$41,707.38	\$42,124.45	\$42,545.70	
20	Associate Planner Children's Librarian	Hrly.	\$19.44	\$19.83	\$20.23	\$20.63	\$21.04	\$21.25	\$21.47
	Mthly.	\$3,369.79	\$3,437.19	\$3,505.93	\$3,576.05	\$3,647.57	\$3,684.05	\$3,720.89	
	Yearly	\$40,457.73	\$41,266.89	\$42,092.22	\$42,934.07	\$43,792.75	\$44,230.68	\$44,672.98	
21	Building Inspector	Hrly.	\$20.41	\$20.82	\$21.24	\$21.66	\$22.10	\$22.32	\$22.54
	Mthly.	\$3,538.28	\$3,609.05	\$3,681.23	\$3,754.85	\$3,829.95	\$3,868.25	\$3,906.93	
	Yearly	\$42,480.62	\$43,330.23	\$44,196.83	\$45,080.77	\$45,982.39	\$46,442.21	\$46,906.63	
22		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
23	Chief Building Inspector Parks/Golf/City Superv	Hrly.	\$22.51	\$22.96	\$23.42	\$23.88	\$24.36	\$24.60	\$24.85
	Mthly.	\$3,900.96	\$3,978.98	\$4,058.55	\$4,139.73	\$4,222.52	\$4,264.75	\$4,307.39	
	Yearly	\$46,834.88	\$47,771.58	\$48,727.01	\$49,701.55	\$50,695.58	\$51,202.54	\$51,714.56	
24		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	

\*Bargaining Unit Wages are set by contract through 2007

\*\*Performance Evaluation required before step increases are awarded

3.8% COLA

## CITY OF LIBERTY LAKE HOURLY NON-EXEMPT WAGES 2006

*2% between steps 1-5; 1% between steps 5-7; 5% between each range.*

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
		(12.mths)	(12.mths)	(12.mths)	(18.mths)	(18.mths)	(18.mths)		
25		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
26	Engineer	Hrly.	\$26.05	\$26.57	\$27.11	\$27.65	\$28.20	\$28.48	\$28.77
		Mthly.	\$4,515.84	\$4,606.16	\$4,698.28	\$4,792.25	\$4,888.10	\$4,936.98	\$4,986.35
		Yearly	\$54,217.23	\$55,301.57	\$56,407.61	\$57,535.76	\$58,686.47	\$59,273.34	\$59,866.07
27		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
28		Hrly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Mthly.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		Yearly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

\*Bargaining Unit Wages are set by contract through 2007

\*\*Performance Evaluation required before step increases are awarded