

SULTAN CITY COUNCIL
AGENDA ITEM COVER SHEET

Agenda Item #: Consent C10
Date: January 22, 2009
SUBJECT: Ordinance 1013- 09 Salary Schedule
CONTACT PERSON: Laura Koenig, City Clerk/Deputy Finance Director

Issue:

The issue before the Council is the adoption of Ordinance 1013-09 (Attachment A) amending Ordinance 1004-08 (Attachment B) to establish salary rates for personnel.

Staff Recommendation:

Adoption of Ordinance 1013-09 amending Ordinance 1004-08 establishing salary rates for personnel.

Summary:

On December 11, 2008, the Council adopted Ordinance 1004-08 to establish salary rates for 2009. During the payroll set up process, it was discovered that Step 1 of the table did not include the 3.2% COLA. The ordinance was not clear on when and how employees receive a pay step increase.

The revised ordinance will reduce the amount of match the City pays for dependent coverage for medical/dental insurance from 90% to 89%. This is consistent with the Public Works Union contract negotiated in 2008.

Alternatives:

1. Move to adopt Ordinance 1013-09 on first reading. This alternative will allow staff to implement the salary schedule as amended.
2. Do not adopt Ordinance 1013-09 to establish an amended salary schedule for employees. This alternative will not have an impact on most of the existing staff as they are (with the exception of one) at Step 2 or 3.

Recommended Action:

Adoption of Ordinance 1013-09 on first reading.

Attachments: A. Ordinance 1013-08 Salary Schedule
B. Ordinance 1004-08 Salary Schedule

**CITY OF SULTAN
ORDINANCE NO. 1013-09**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SULTAN
WASHINGTON ESTABLISHING SALARY RATES FOR NON-REPRESENTED
PERSONNEL

WHEREAS, RCW 35A.33.050 requires that salary ranges for various positions in the City be made a part of the annual budget document adopted with the annual budget, and

WHEREAS, the City Council has determined it appropriate to adjust salary ranges for non-represented employees in order to permit salary increases along with approval of benefits,

NOW, THEREFORE, the City Council of the City of Sultan, Washington do Ordain as follows:

Section 1 Salaries. Effective January 1, 2009, non-represented employees shall receive a 3.2% COLA. As part of the City's annual budget, salaries and wages for non-represented employees are hereby approved as follows:

Table 2 –Salary Schedule

Salary Schedule (Steps)					
	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant	23.41 hr	24.16 hr	24.93 hr	25.73 hr	26.55 hr
Grants/Economic Dev	4,403	4,543	4,689	4,839	4,994
Building Official	4,882	5,039	5,200	5,366	5,538
Clerk/Deputy Finance Director	5,584	5,763	5,947	6,138	6,334
Public Works Director	5,610	5,789	5,975	6,166	6,363
City Engineer	5,699	5,881	6,069	6,263	6,464
Community Development Director	6,935	7,157	7,386	7,622	7,866
City Administrator	8,091	8,350	8,617	8,893	9,177

Section 2 Non Represented Step Increase: Step increases shall be effective on the employee's anniversary date subject to a satisfactory performance evaluation.

Section 3 Benefits: Effective January 1, 2009, the Employer shall pay one hundred percent (100%) of the premium necessary for the purchase of medical and dental

insurance for employees and eighty-nine percent (89%) of the premium necessary to purchase medical and dental insurance for dependents.

Section 4 Union Employees. Wages and benefits for Union represented employees shall be in accordance with the current Union contracts, the salary scales for which are attached to this Ordinance (Exhibit A).

Section 5 Effective Date of Increase: The amendments to the annual salaries provided for in this ordinance shall become effective with the first pay period for 2009 wages.

Section 6 Repealer: Any and all other ordinances or parts of ordinances of the City of Sultan inconsistent with the provisions of this ordinance are hereby repealed to the extent of such inconsistency.

Section 7 Severability: If any section of this ordinance, or if any subsection or part shall be declared unlawful, the balance of this ordinance and of each section shall remain in full force and effect.

Section 8 Effective Date: This Ordinance shall be in full force and effect five days after publication as required by law.

PASSED by the City Council and APPROVED by the Mayor this 11th day of December, 2008.

Carolyn Eslick, Mayor

ATTEST:

Laura J. Koenig, City Clerk

Approved as to form:

Margaret King, City Attorney

**CITY OF SULTAN
ORDINANCE NO. 1004-08**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SULTAN
WASHINGTON ESTABLISHING SALARY RATES FOR NON-REPRESENTED
PERSONNEL**

WHEREAS, RCW 35A.33.050 requires that salary ranges for various positions in the City be made a part of the annual budget document adopted with the annual budget, and

WHEREAS, the City Council has determined it appropriate to adjust salary ranges for non-represented employees in order to permit salary increases along with approval of benefits,

NOW, THEREFORE, be it ordained by the City Council of the City of Sultan, Washington as follows:

Section 1 Salaries. As part of the City’s annual budget, salaries and wages for non-represented employees are hereby approved as follows:

Table 2 –Salary Schedule

Wage and Salary Schedule (Steps)					
	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant	23.41 hr	24.16 HR	24.93 hr	25.73 hr	26.55 hr
Grants/Economic Dev	4,403	4,543	4,689	4,839	4,994
Building Official	4,882	5,039	5,200	5,366	5,538
Clerk/Deputy Finance Director	5,584	5,763	5,947	6,138	6,334
Public Works Director	5,610	5,789	5,975	6,166	6,363
City Engineer	5,699	5,881	6,,69	6,263	6,464
Police Chief	6,630	6,842	7,061	7,287	7,520
Community Development Director	6,935	7,157	7,386	7,622	7,866
City Administrator	8,091	8,350	8,617	8,893	9,177

Section 3 Union Employees. Wages and benefits for Union represented employees shall be in accordance with the current Union contracts, the salary scales for which are attached to this Ordinance (Exhibit A).

Section 4 Effective Date of Increase: The amendments to the annual salaries provided for in this ordinance shall become effective with the first pay period in 2009.

Section 5 Repealer: Any and all other ordinances or parts of ordinances of the City of Sultan inconsistent with the provisions of this ordinance are hereby repealed to the extent of such inconsistency.

Section 6 Severability: If any section of this ordinance, or if any subsection or part shall be declared unlawful, the balance of this ordinance and of each section shall remain in full force and effect.

Section 7 Effective Date: This Ordinance shall be in full force and effect five days after publication as required by law.

PASSED by the City Council and APPROVED by the Mayor this 11th day of December, 2008.

Carolyn Eslick, Mayor

ATTEST:

Laura J. Koenig, City Clerk

Approved as to form:

Margaret King, City Attorney