

**SULTAN CITY COUNCIL
AGENDA ITEM COVER SHEET**

ITEM NUMBER: Consent C 3

DATE: August 12, 2010

SUBJECT: Ordinance 1087-10
Public Works Director/Field Supervisor - Authorization to Set Salary Range

CONTACT PERSON: Laura Koenig, Clerk/Deputy Finance Director

ISSUE:

The issue before the Council is to introduce and adopt Ordinance 1087-10 to amend the salary schedule for non-represented employees to add the Public Works Field Supervisor position and set a salary range for the Public Works Director position.

STAFF RECOMMENDATION:

Introduce and adopt Ordinance 1087-10 to amend the salary schedule for non-represented employees to add the Public Works Field Supervisor position and set a salary range for the Public Works Director position

SUMMARY:

The City Council approved the creation of the public works director position with a professional engineering degree and reestablishing the field supervisor position at the April 22, 2010 council meeting.

During discussion at the April 8, 2010 council meeting, staff advised that an amendment to the 2010 salary schedule for non-represented employees would be needed to change the salary for the Public Works Director and to add the Public Works Field Supervisor.

The City has advertised and filled the position of Public Works Director. The new director will begin work on August 23, 2010. The current Public Works Director will be assigned to the field supervisor position on an interim basis.

The City will need to fill the field supervisor position. The staff recommendation is to proceed with hiring a field supervisor through a competitive hiring process once negotiations have been finalized with the director candidate.

ALTERNATIVES:

1. Adopt Ordinance 1087-10 to provide for salary ranges for the Public Works Director position and the Public Works Field Supervisor position.

2. Do not adopt Ordinance 1087-10. This action indicates the city council has questions or concerns regarding the proposed salary range. The City council should provide direction to staff regarding the proposed changes.

RECOMMENDATION

Move to introduce and adopt Ordinance 1087-10 to amend the salary schedule for non-represented employees to add the Public Works Field Supervisor position and set a salary range for the Public Works Director position

ATTACHMENTS: A – Ordinance 1087-10 Salary Schedule Revised

**CITY OF SULTAN
ORDINANCE NO. 1087-10**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SULTAN WASHINGTON
ESTABLISHING SALARY RATES FOR NON-REPRESENTED PERSONNEL AND
AMENDING ORDINANCE 1067-09.

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, and

WHEREAS, Ordinance 1067-09 set salaries for non-represented employees for the 2010 fiscal year, and

WHEREAS, the Council has approved the addition of the position of Public Works Field Supervisor,

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

Salary Schedule	Step 1	Step 2	Step 3	Step 4	Step 5
Grants/Economic Dev	4372	4511	4656	4805	4959
Building Official	4848	5004	5164	5328	5499
Public Works Field Supervisor	5398	5571	5748	5933	6123
Clerk/Deputy Finance Director	5545	5723	5905	6095	6290
Public Works Director	6886	7107	7334	7569	7811
Community Development Director	6886	7107	7334	7569	7811
City Administrator	8034	8292	8557	8831	9113

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 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 4 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 5 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 12th day of August, 2010.

Carolyn Eslick, Mayor

ATTEST:

Laura J. Koenig, City Clerk

Approved as to form:

Margaret King, City Attorney

Published: 12/18/09

Effective: 12/23/09