

CITY OF STANWOOD
Stanwood, Washington

RESOLUTION 2015-24

**A RESOLUTION OF THE CITY OF STANWOOD, WASHINGTON
FORMALLY ADOPTING A SALARY AND BENEFIT SCHEDULE FOR
CITY EMPLOYEES EFFECTIVE JANUARY 1, 2016**

WHEREAS, it is necessary and appropriate to establish the salary and benefits schedule for employees and elected officials of the City of Stanwood by resolution of the city council; and

WHEREAS, pursuant to RCW 35A.11.020, the city council has the power to fix the compensation and working conditions of its officers and employees; and

WHEREAS, on June 28, 2012 the city council approved an agreement by and between City of Stanwood and Teamsters Local Union No. 231 (representing the administrative employees) for the period from January 1, 2012 through December 31, 2014; and

WHEREAS, in 2015 the city council approved an agreement by and between City of Stanwood and Teamsters Local Union No. 231 (representing the public works employees) for the period from January 1, 2015 through December 31, 2016; and

WHEREAS, city council has adopted by motion the results of the salary and benefits plan for its non-represented employees.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF STANWOOD, WASHINGTON, AS FOLLOWS:

Section 1: Adopting Pay and Benefits for Teamsters Administrative Employees

That the monthly base compensation for City employees represented by Teamsters Local Union No. 231 (representing the Administrative Employees), subject to adjustments as contained in collective bargaining agreements by the City as set forth below:

	<u>Minimum</u>	<u>Maximum</u>
Permit Specialist I	\$4,039	\$4,616
Permit Specialist II	\$4,386	\$4,962
Administrative Asst. I	\$3,923	\$4,501
Administrative Asst. II	\$4,386	\$4,962
Administrative Lead	\$4,846	\$5,424

Accounting Clerk I	\$3,230	\$3,808
Accounting Clerk II	\$3,577	\$4,153
Accounting Clerk III	\$3,808	\$4,386
Accounting Clerk IV	\$4,269	\$4,846
Police Records Clerk I	\$3,693	\$4,269
Police Records Clerk II	\$4,386	\$4,962
Office Clerk I	\$3,230	\$3,808
Office Clerk II	\$3,693	\$4,269
Deputy City Clerk I	\$4,039	\$4,616
Deputy City Clerk II	\$4,386	\$4,962

Other pay and benefits for City Teamsters Administrative Employees are enumerated in the current Collective Bargaining Agreement.

Section 2: Adopting Pay and Benefits for Teamsters Public Works Employees

That the monthly base compensation for City employees represented by Teamsters Local Union No. 231 (representing the Public Works Employees), subject to adjustments as contained in collective bargaining agreements by the City as set forth below:

	<u>Minimum</u>	<u>Maximum</u>
Public Works Technician I	\$3,496	\$4,079
Public Works Technician II	\$3,845	\$4,429
Public Works Technician III	\$4,195	\$4,779
Public Works Technician IV	\$4,546	\$5,127
Public Works Lead Person	\$4,896	\$5,479
Water Treatment Plant Operator I	\$4,312	\$4,896
Water Treatment Plant Operator II	\$4,779	\$5,362
WW Treatment Plant Operator I	\$4,312	\$4,896
WW Treatment Plant Operator II	\$4,779	\$5,362

Other pay and benefits for City Teamsters Public Works Employees are enumerated in the current Collective Bargaining Agreement.

Section 3: Adopting Pay and Benefits for Non-Represented Employees That the monthly base compensation for City employees and elected officials who are not represented by a union or bargaining group subject to adjustments as contained herein as set forth below, which represents a 1.8% cost-of-living adjustment from 2015.

	<u>Minimum</u>	<u>Maximum</u>
City Administrator	\$10,012	\$10,622
Public Works Director	\$8,384	\$9,437
Community Development Director	\$7,724	\$8,693
Finance Director / City Clerk	\$7,716	\$8,685
Senior Accountant	\$6,176	\$6,951
Field Supervisor	\$5,865	\$6,601
Senior Planner	\$5,848	\$6,582
Building Inspector	\$5,031	\$5,662
Planner	\$4,696	\$5,285
Mayor	\$1,200	\$1,200
Councilmember	\$325	\$325
Part-Time and Seasonal Employees	\$9.47/hr	\$40.00/hr

a) Salary Increases Based on Performance

On January 1st of each year, full-time non-represented employees may, in addition to the 1.8% cost-of-living adjustments incorporated in the above salary schedule, receive an annual salary increase based on individual performance as determined by the Mayor. The total amount of performance increases shall not exceed the salary adjustment pool, which is calculated by the finance director and authorized by the City Council as a percentage share of annual full-time, non-represented salaries.

For the 2016 budget year, the performance pool will be \$24,230, which is based on a 3% performance step increase.

b) Health Insurance and Retirement Benefits

The City of Stanwood currently provides the following benefits for non-represented employees.

- o Medical - The City pays 100% employee cost for medical, dental and vision insurance.
- o For spouse and dependent medical benefits, the employee shall share the cost of benefits under Association of Washington Cities (AWC) Health First Plan based on 9% of the 2016 rates, consistent with represented employees.
- o \$10,000 life insurance paid by the city.

- Public Employees Retirement System (PERS). Benefit levels and contributions are set by the State of Washington
- Deferred Compensation Plan. The City is a member of the State Deferred Compensation Plan which allows employees to make tax deferred deposits up to dollar limits defined by the IRS.
- Delta Dental Plan F (upgraded from former Delta Dental Plan A)

c) Dual Insurance Program

All employees are eligible to remove their spouse and/or dependents from the city's medical plan and receive fifty percent (50%) of the employer's portion of the monthly premium. This incentive will be added to the employee's paycheck as taxable income. In addition, the employee will save the premium they are currently paying for dependent medical insurance. Employees will be required to sign a waiver certifying that they or their dependents or spouse have other medical insurance. If the employee's dependents or spouse later involuntarily lose their (non-city) medical coverage, they are eligible to rejoin the city's medical plan on the first day of the following month.

d) Other Benefits as Provided in the Personnel Policy Manual

The City of Stanwood provides other benefits to its employees as enumerated in the Personnel Policy Manual as approved by City Council.

ADOPTED by the city council and **APPROVED** by the mayor this 12th day of November, 2015.

CITY OF STANWOOD

By Leonard Kelley
Leonard Kelley, Mayor

ATTEST:

By Greg Thrasher
Greg Thrasher, City Clerk

APPROVED AS TO FORM:

By Grant K. Weed
Grant K. Weed, City Attorney