

**CITY OF STANWOOD
Stanwood, Washington**

RESOLUTION 2018-06

**A RESOLUTION OF THE CITY OF STANWOOD, WASHINGTON
ADOPTING A SALARY AND BENEFIT SCHEDULE FOR CITY EMPLOYEES
EFFECTIVE APRIL 1, 2018.**

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 November 21, 2016 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, 2017 through December 31, 2019; and

WHEREAS, the City Council adopted Resolution 2016-27 establishing pay and benefits for represented and non-represented employees on December 8, 2016; and

WHEREAS, on February 24, 2017 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, 2017 through December 31, 2019; and

WHEREAS, the City Council adopted Resolution 2017-03 amending pay and benefits for represented and non-represented employees on April 27, 2017; and

WHEREAS, the City Council adopted Resolution 2017-15 amending pay and benefits for represented and non-represented employees on September 14, 2017; and

WHEREAS, the City Council adopted Resolution 2017-16 adopting benefits for represented and non-represented employees on November 9, 2017; and

WHEREAS, the City Council has determined that it is appropriate to provide long term disability insurance to all 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:

	Minimum	Maximum
Accounting Clerk	\$ 3,641	\$ 4,467
Accounting Specialist	\$ 4,502	\$ 5,522
Administrative Asst.	\$ 4,393	\$ 5,388
Associate Planner	\$ 4,958	\$ 5,776
Deputy City Clerk	\$ 4,393	\$ 5,388
Permit Specialist	\$ 4,152	\$ 5,093
Police Records Clerk	\$ 4,393	\$ 5,388

Other pay and benefits for City Teamsters Administrative Employees are set forth in the current Collective Bargaining Agreement. In addition, the city will provide AWC Standard Long Term Disability insurance, Option 1.

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:

	Minimum	Maximum
PW Tech 1	\$ 3,699	\$ 4,779
PW Tech 2	\$ 3,928	\$ 5,076
PW Lead	\$ 4,837	\$ 6,251
Water TPO I	\$ 3,981	\$ 5,147
Water TPO 2	\$ 4,233	\$ 5,470
WWTPO I	\$ 4,222	\$ 5,456
WWTPO 2	\$ 4,531	\$ 5,856
WWTPO Lead	\$ 5,031	\$ 6,501

Other pay and benefits for City Teamsters Public Works Employees are set forth in the current Collective Bargaining Agreement. In addition, the city will provide AWC Standard Long Term Disability insurance, Option 1.

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 2% cost-of-living adjustment from 2017.

a) Salary Range Adjustments based on Salary Study

The proposed 2018 salary scale for non-represented employees has been adjusted to increase salary ranges identified in 3(b) below average in a comparison utilizing 2016 comparable city data. Adjustments were made to seven of ten non-represented positions. Additionally, the Planner position was adjusted to align with the Senior Planner range.

b) Salary Increases Based on Performance

On January 1st of each year, full-time non-represented employees may, in addition to

the 2% cost-of-living adjustments incorporated in the below 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 2018 budget year, the performance pool will be \$33,796, which is based on a 3% performance step increase.

	Minimum	Maximum
City Administrator	\$ 10,583	\$ 11,912
Public Works Director	\$ 9,228	\$ 10,387
Community Dev. Director	\$ 8,893	\$ 10,010
Finance Director/City Clerk	\$ 8,893	\$ 10,010
Asst. PW Director/City Engineer	\$ 8,015	\$ 9,803
Building Official	\$ 6,992	\$ 7,869
Senior Accountant	\$ 6,413	\$ 7,218
Senior Planner	\$ 6,413	\$ 7,218
Planner	\$ 5,608	\$ 6,413
Construction Inspector	\$ 5,022	\$ 5,822

c) Health Insurance and Retirement Benefits

The City of Stanwood currently provides the following benefits for full-time 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):
 1. Health First 250 Plan based on 91% of the 2018 rates, consistent with represented employees, or
 2. Health First High Deductible Plan, based on 91% of the 2018 rates. In addition, the city will contribute the following to employee HSA accounts for employees opting into the High Deductible plan:
 1. Individual rate: \$2,400
 2. Family rate: \$4,800
- o \$10,000 life insurance paid by the city.
- o Public Employees Retirement System (PERS). Benefit levels and contributions are set by the State of Washington.
- o 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.
- o Delta Dental Plan F
- o AWC Standard Long Term Disability insurance, Option 1

d) Other Benefits as Provided in the Personnel Policy Manual

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

ADOPTED by the city council and **APPROVED** by the mayor this 12th day of April, 2018.

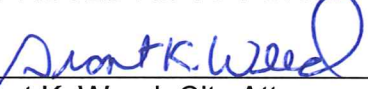
CITY OF STANWOOD

By  _____
Leonard Kelley, Mayor

ATTEST:

By  _____
David A. Hammond, City Clerk

APPROVED AS TO FORM:

BY  _____
Grant K. Weed, City Attorney