

**CITY OF STANWOOD  
Stanwood, Washington**

**RESOLUTION 2017-16**

**A RESOLUTION OF THE CITY OF STANWOOD, WASHINGTON  
FORMALLY ADOPTING A BENEFIT SCHEDULE FOR CITY EMPLOYEES  
EFFECTIVE JANUARY 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**, 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 Benefits for Teamsters Administrative and Public Works Employees**

Benefits for City Teamsters Administrative and Public Works Employees are enumerated in the respective current Collective Bargaining Agreements.

**Section 2: Adopting Benefits for Non-Represented Employees**

a) 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):
  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. Single rate: \$2,400
    2. Married 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

b) 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 9<sup>th</sup> day of November, 2017.

CITY OF STANWOOD

By Leonard Kelley  
Leonard Kelley, Mayor

ATTEST:

By David A. Hammond  
David A. Hammond, City Clerk