

CITY OF STANWOOD
Stanwood, Washington

RESOLUTION 2018-20

**A RESOLUTION OF THE CITY OF STANWOOD, WASHINGTON
ADOPTING A SALARY AND BENEFIT SCHEDULE FOR CITY EMPLOYEES
EFFECTIVE January 1, 2019.**

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, 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

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 shall be as set forth below:

	Minimum	Maximum
Accounting Clerk	3,714	4,556
Accounting Specialist	4,592	5,632
Administrative Asst.	4,481	5,496
Associate Planner/GIS Analyst	5,057	5,892
Deputy City Clerk	4,481	5,496
Permit Specialist	4,235	5,195
Police Records Clerk	4,481	5,496

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 shall be as set forth below:

	Minimum	Maximum
Public Works Tech 1	3,773	4,875
Public Works Tech 2	4,007	5,178
Public Works Tech Lead	4,934	6,376
Water Treatment Plant Operator I	4,061	5,250
Water Treatment Plant Operator 2	4,318	5,579
Wastewater Treatment Plant Operator I	4,306	5,565
Wastewater Treatment Plant Operator 2	4,622	5,973
Wastewater Treatment Plant Operator Lead	5,132	6,631

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, and the Vision Service Plan (VSP) \$0 Copay plan.

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 2018.

a) Salary Increases Based on Performance

In addition to the 2% cost-of-living adjustments incorporated in the below salary schedule, full-time non-represented employees may 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 2019 budget year, the performance pool will be \$28,465, which is based on a 3% performance step increase.

	Minimum	Maximum
City Administrator	10,795	12,150
Public Works Director	9,413	10,595
Community Development Director	9,071	10,210
Finance Director/City Clerk	9,071	10,210
Asst. Public Works Director/City Engineer	8,175	9,999
Building Official	7,132	8,026
Senior Accountant	6,541	7,362
Senior Planner	6,541	7,362
Senior Planner .5625fte	6,541	7,362
Construction Inspector	5,122	5,938
Planner (.5625 fte)	5,720	6,541

Health Insurance and Retirement Benefits

The City of Stanwood currently provides the following benefits for full-time non-represented employees:

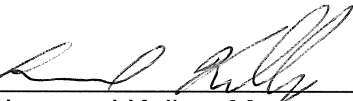
- Medical - The City pays 100% employee cost for medical, dental and vision insurance.
- For spouse and dependent medical benefits, the employee shall share the cost of benefits under Association of Washington Cities (AWC):
 1. Health First 250 Plan, based on 91% of the 2019 rates, or
 2. Health First High Deductible Plan, based on 91% of the 2019 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
 3. Kaiser Permanente \$20/\$200 deductible, based on 91% of the 2019 rates
 4. Kaiser Permanente High Deductible plan with Health Saving Account, based on 91% of the 2019 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
- To incentivize first year adoption of a high deductible plan, the City will pay half the difference between the amount an employee incurs beyond the city's health savings account contribution, but only in the event an employee incurred this level of health care cost, and only in the first year an employee selects a high deductible plan.
- \$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
- Willamette Dental \$15 Copay Plan
- Vision Service Plan (VSP) \$0 Copay Plan
- AWC Standard Long Term Disability insurance, Option 1

b) 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 17th day of October, 2018.

CITY OF STANWOOD

By  _____
Leonard Kelley, Mayor

ATTEST:

By  _____
David A. Hammond, City Clerk