

CITY OF STANWOOD
Stanwood, Washington

RESOLUTION 2013-19

**A RESOLUTION OF THE CITY OF STANWOOD, WASHINGTON
FORMALLY ADOPTING A SALARY AND BENEFIT SCHEDULE FOR CITY
EMPLOYEES EFFECTIVE JANUARY 1, 2014**

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, on June 28, 2012 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, 2012 through December 31, 2014; and

WHEREAS, on June 13, 2013 the city council approved the personnel policy manual, which establishes many of the pay and benefit policies and procedures currently applied to 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	\$3,788	\$4,330
Permit Specialist II	\$4,114	\$4,654

Administrative Asst. I	\$3,680	\$4,222
Administrative Asst. II	\$4,114	\$4,654
Administrative Lead	\$4,546	\$5,088
Accounting Clerk I	\$3,030	\$3,572
Accounting Clerk II	\$3,356	\$3,896
Accounting Clerk III	\$3,572	\$4,114
Accounting Clerk IV	\$4,005	\$4,546
Police Records Clerk I	\$3,464	\$4,005
Police Records Clerk II	\$3,788	\$4,330
Office Clerk I	\$3,030	\$3,572
Office Clerk II	\$3,464	\$4,005
Deputy City Clerk I	\$3,788	\$4,330
Deputy City Clerk II	\$4,114	\$4,654

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	\$3,279	\$3,826
Public Works Technician II	\$3,607	\$4,155
Public Works Technician III	\$3,935	\$4,483
Public Works Technician IV	\$4,265	\$4,810
Public Works Lead Person	\$4,592	\$5,139
Water Treatment Plant Operator I	\$4,044	\$4,592
Water Treatment Plant Operator II	\$4,483	\$5,030
WW Treatment Plant Operator I	\$4,044	\$4,592

WW Treatment Plant Operator II \$4,483 \$5,030

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:

	<u>Minimum</u>	<u>Maximum</u>
City Administrator Public Works	\$8,200	\$9,792
Director Community Development	\$6,800	\$8,670
Director Finance Director /	\$6,500	\$8,364
City Clerk	\$6,200	\$8,160
PW Field Supervisor	\$5,200	\$6,426
Senior Planner	\$5,000	\$6,222
Clerk / HR	\$4,800	\$6,018
Accountant	\$4,700	\$6,018
Planner	\$4,100	\$5,304
Building Inspector	\$4,000	\$5,202
Mayor	\$1,200	\$1,200
Councilmember	\$ 325	\$ 325
Part-Time and Seasonal Employees	\$9.32/hr	\$36.00/hr

a) Salary Increases Based on Performance

On January 1st of each year, full-time non-represented employees may, in addition to contract adjustments, receive an annual salary increase based on individual performance as determined by the Mayor. The total amount of performance increases shall not exceed the performance 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 2014 budget year, the performance pool will be \$20,773, which is based on 3% of 2013 total non-represented salaries (\$692,427 X 3% = \$20,773).

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.

For dependent medical benefits, the employee shall share the cost of benefits under Association of Washington Cities (AWC) Health First Plan as follows:

Effective January 1, 2013:

Spouse 4.5% to a maximum \$ 27.99 per month

First Dependent 4.5% to a maximum \$ 13.72 per month

Second Dependent 4.5% to a maximum \$ 11.35 per month

Full Family 4.5% to a maximum \$ 53.06 per month

Effective January 1, 2014:

Spouse 9% to a maximum 9% of the 2013 rate per month

First Dependent 9% to a maximum 9% of the 2013 rate per month

Second Dependent 9% to a maximum 9% of the 2013 rate per month

Full Family 9% to a maximum 9% of the 2013 rate per month

- 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.

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 on June 13, 2013.

ADOPTED by the city council and **APPROVED** by the mayor this 25th day of November, 2013.

CITY OF STANWOOD

By Leonard Kelly
Dianne White, Mayor

ATTEST:

By Greg Thrasher
Greg Thrasher, City Clerk