

ORDINANCE NO. 1559

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, PIERCE COUNTY, WASHINGTON, AMENDING ORDINANCE NO. 1471 RELATING TO THE SALARY SCHEDULE FOR NON-REPRESENTED EMPLOYEES.

WHEREAS, cost-of-living adjustments for 2017 have already been set for the City's represented employees through current collective bargaining agreements; and

WHEREAS, the City Council desires to grant a cost-of-living adjustment to non-represented employees that is similar to that which the majority of other City employees have been granted;

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, WASHINGTON DO ORDAIN AS FOLLOWS:

Section 1. Section 2 of Ordinance No. 1471 is hereby repealed and replaced to read as follows:

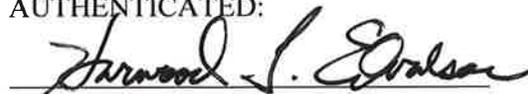
Section 2. A new Attachment "A1," to ordinance No. 1471 consisting of a Position Classification Matrix, is hereby adopted and incorporated herein by this reference. These position classifications and salary grades for non-represented employees remain in effect until amended by subsequent ordinance of the City Council. A new Attachment "A2" (Salary Schedule) to ordinance No. 1471 is hereby adopted, and reflects a 2.25% across-the-board cost-of-living-adjustment (COLA), effective January 1, 2017, and shall remain in effect until amended by subsequent ordinance of the City Council.

Section 2. This Ordinance concerns compensation and working conditions of city employees and is not subject to referendum. It shall take effect five (5) days after its passage, approval and publication as required by law.

PASSED by the City Council and approved by the Mayor this 8th day of November, 2016.


Neil Johnson, Jr., Mayor

AUTHENTICATED:


Harwood Edvalson, MMC, City Clerk

APPROVED AS TO FORM:


Kathleen Haggard, City Attorney

Passed: 11/8/2016
Valid: 11/8/2016
Published: 11/16/2016
Effective Date: 11/21/2016
This Ordinance totals 3 page(s)

AB16-125

Attachment "A1" to Ordinance No. D16-125: Non Represented Employee Classification and Grade Matrix

GRADE	FINANCE & ADMINISTRATION	PUBLIC SAFETY	PUBLIC SERVICES	GRADE
1-9				1-9
10				10
11	Special Events Coordinator			11
12	Executive Assistant Deputy City Clerk			12
13	Accountant	Probation Officer	Project Manager Contracts Administrator	13
14	Financial Operations Supervisor; Senior Services Manager			14
15	Senior Accountant			15
16			Planning and Building Supervisor	16
17		Court Administrator	Assistant PW Superintendent PW Operations Engineer	17
18	Human Resources Manager		Development Review Engineer	18
19	Deputy City Attorney/Prosecutor		Assistant City Engineer	19
20	Information Systems Manager			20
21				21
22	Facilities & Special Projects/Events Mgr		City Engineer;	22
23		Assistant Police Chief		23
24	Administrative Services Director; Chief Financial Officer		Public Works Superintendent	24
25		Police Chief		25
26		Municipal Judge	Public Services Director	26
27	City Administrator			27
28				28

Attachment "A2" to Ordinance No. 1559 - 2017 Non Represented Employee Salary Schedule

Grade	Minimum Rate (Monthly)	Maximum Rate (Monthly)	Grade
1	2,903	3,594	1
2	3,057	3,784	2
3	3,218	3,983	3
4	3,388	4,192	4
5	3,566	4,413	5
6	3,754	4,645	6
7	3,952	4,890	7
8	4,160	5,149	8
9	4,378	5,420	9
10	4,608	5,704	10
11	4,851	6,004	11
12	5,107	6,321	12
13	5,375	6,651	13
14	5,659	7,003	14
15	5,957	7,372	15
16	6,269	7,760	16
17	6,599	8,167	17
18	6,946	8,597	18
19	7,311	9,050	19
20	7,698	9,527	20
21	8,102	10,027	21
22	8,529	10,554	22
23	8,977	11,110	23
24	9,450	11,696	24
25	9,947	12,311	25
26	10,470	12,958	26
27	11,023	13,642	27
28	11,574	14,324	28
29	12,152	15,040	29

**City of Bonney Lake, Washington
City Council Agenda Bill (AB)**

Department/Staff Contact: Executive / Don Morrison	Meeting/Workshop Date: 8 November 2016	Agenda Bill Number: AB16-125
Agenda Item Type: Ordinance	Ordinance/Resolution Number: D16-125	Councilmember Sponsor: McKibbin

Agenda Subject: FY2017 COLA for Nonunion Employees

Full Title/Motion: An Ordinance Of The City Council Of The City Of Bonney Lake, Pierce County, Washington, Amending Ordinance No. 1471 Relating To Salaries For Non-Represented Employees..

Administrative Recommendation: Approve

Background Summary: The collective bargaining agreement with the Police Guild grants a 2.50% COLA for 2017. The collective bargaining agreement with AFSCME grants a 2.00% COLA for 2017. Mayor Johnson has proposed the average (2.25%) of the two agreements to be the cost-of-living-adjustment (COLA) granted to non-represented employees for 2017. Adjustments for 2018 would be considered at the mid-biennial adjustment period in November of 2017. Both the AFSCME and Police agreements expire at the end of 2017. For CPI comparison, the first half of 2016 was 2.2% for the Seattle-Tacoma-Bremerton area (CPI-U).
Attachments: Ordinance No. D16-125 including Attachements

BUDGET INFORMATION			
Budget Amount	Current Balance	Required Expenditure	Budget Balance
Budget Explanation: The cost to implement for nonunion employees is estimated at +/- \$70,525 and was included as part of the proposed 2017-2018 biennial budget.			

COMMITTEE, BOARD & COMMISSION REVIEW			
Council Committee Review:	Finance Committee Date: 25 October 2016	<i>Approvals:</i> Chair/Councilmember Randy McKibbin Councilmember Dan Swatman Councilmember Tom Watson	Yes No <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Forward to: Regular Meeting		Consent Agenda:	<input type="checkbox"/> Yes <input type="checkbox"/> No
Commission/Board Review:			
Hearing Examiner Review:			

COUNCIL ACTION	
Workshop Date(s):	Public Hearing Date(s):
Meeting Date(s):	Tabled to Date:

APPROVALS		
Director:	Mayor:	Date Reviewed by City Attorney: (if applicable):

CLASSIFICATION	Grade	Minimum Rate (Monthly)	Maximum Rate (Monthly)	Grade	CLASSIFICATION
	1	2,839	3,515	1	
	2	2,990	3,701	2	
	3	3,147	3,895	3	
	4	3,313	4,100	4	
	5	3,488	4,316	5	
	6	3,671	4,543	6	
	7	3,865	4,782	7	
	8	4,068	5,036	8	
	9	4,282	5,301	9	
	10	4,507	5,578	10	
Special Events Coordinator	11	4,744	5,872	11	Special Events Coordinator
Deputy City Clerk Executive Assistant	12	4,995	6,182	12	Deputy City Clerk Executive Assistant
Accountant Contract Administrator Probation Officer Project Manager	13	5,257.00	6,505	13	Accountant Contract Administrator Probation Officer Project Manager
Financial Operations Supervisor Senior Services Manager	14	5,534	6,849	14	Financial Operations Supervisor Senior Services Manager
Senior Accountant	15	5,826	7,210	15	Senior Accountant
Public Works Operation Engineer	16	6,131	7,589	16	Public Works Operation Engineer
Assistant Public Works Superintendent Court Administrator Planing & Building Supervisor	17	6,454	7,987	17	Assistant Public Works Superintendent Court Administrator Planing & Building Supervisor
Development Review Engineer Human Resources Manager	18	6,793	8,408	18	Development Review Engineer Human Resources Manager
Assistant City Engineer Deputy City Attorney - Prosecutor	19	7,150	8,851	19	Assistant City Engineer Deputy City Attorney - Prosecutor
Information Systems Manager Police Lieutenant	20	7,529	9,317	20	Information Systems Manager Police Lieutenant
	21	7,924	9,806	21	
City Engineer Facilities & Special Projects/Events Mgr	22	8,341	10,322	22	City Engineer Facilities & Special Projects/Events Mgr
Assistant Police Chief	23	8,779	10,866	23	Assistant Police Chief
Administrative Services Director Chief Financial Officer Public Works Superintendent	24	9,242	11,439	24	Administrative Services Director Chief Financial Officer Public Works Superintendent
Police Chief	25	9,728	12,040	25	Police Chief
Municipal Judge Public Services Director	26	10,240	12,673	26	Municipal Judge Public Services Director
City Administrator	27	10,780	13,342	27	City Administrator
	28	11,319	14,009	28	
	29	11,885	14,709	29	