

ORDINANCE NO. 3680

AN ORDINANCE OF THE CITY OF EDMONDS, WASHINGTON, ESTABLISHING THE SALARY RANGES FOR NON-REPRESENTED AND EXEMPT PERSONNEL FOR BUDGET YEAR 2008, AND FIXING A TIME WHEN THE SAME SHALL BECOME EFFECTIVE.

WHEREAS, RCW 35A.33.050 requires that the salary ranges for the various positions in the City be made a part of the annual budget document as a part of the adoption of an annual budget ordinance, and

WHEREAS, after review and discussion, the City Council has determined it appropriate to adjust salary ranges for certain non-represented employees described in the attached Exhibit A and Exhibit B in order to permit a salary increase along with approval of a benefit package, NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF EDMONDS, WASHINGTON, DO
ORDAIN AS FOLLOWS:

Section 1. Annual salary ordinance.

1.1 The salary ranges of all hourly employees are hereby adjusted upward by approximately 1.76% to reflect the 2008 change to Washington state's minimum wage law. The salary ranges adopted are shown on the attached Exhibit A.

1.2 The salaries of all non-represented employees are hereby adjusted upward by the annual salary survey and three and one-half percent (3.5%) for COLA. The salary ranges adopted are shown on the attached Exhibit B.

1.3 In addition, the Mayor is authorized to approve merit increases for the non-represented employees listed in Exhibit B effective on the individual employee's anniversary date. Such merit increases may range between zero percent (0%) up to five percent (5%) but shall not exceed the employee's pay range.

1.4 When a non-represented employee is assigned to cover additional duties of another position during a job vacancy, the Mayor may, but is not required to, approve additional compensation of five percent (5%) or a salary equal to that provided for the vacant position, whichever is greater. The additional compensation shall be payable only if the duties are covered for a period of thirty (30) days or longer and shall cease when the vacant position has been filled. Up to one week of additional compensation may be paid if the designated employee assists in training the new hire.

Section 2. Insurance, leave and other existing benefits shall remain in full force and effect.

Section 3. Effective Date. This ordinance, being an exercise of a power specifically delegated to the City legislative body, is not subject to referendum, and shall take effect five (5) days after passage and publication of an approved summary thereof consisting of the title.

APPROVED:

MAYOR

ATTEST/AUTHENTICATED:

CITY CLERK, SANDRA S. CHASE

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:

BY _____
W. SCOTT SNYDER

FILED WITH THE CITY CLERK: 02-22-2008
PASSED BY THE CITY COUNCIL: 02-26-2008
PUBLISHED: 03-02-2008
EFFECTIVE DATE: 03-07-2008
ORDINANCE NO. 3680

SUMMARY OF ORDINANCE NO. 3680

of the City of Edmonds, Washington

On the 26th day of February, 2008, the City Council of the City of Edmonds, passed Ordinance No. 3680. A summary of the content of said ordinance, consisting of the title, provides as follows:

AN ORDINANCE OF THE CITY OF EDMONDS, WASHINGTON, ESTABLISHING THE SALARY RANGES FOR NON-REPRESENTED AND EXEMPT PERSONNEL FOR BUDGET YEAR 2008, AND FIXING A TIME WHEN THE SAME SHALL BECOME EFFECTIVE.

The full text of this Ordinance will be mailed upon request.

DATED this 27th day of February, 2008.

CITY CLERK, SANDRA S. CHASE

Exhibit A

2008 HOURLY POSITIONS BY PAY GRADE AND TITLE

<u>GRADE</u>	<u>TITLE</u>	<u>DEPARTMENT</u>
H01	Summer Preschool Assistant	Recreation
	Gymnastics Assistant	Recreation
	Day Camp Assistant Leader	Recreation
H02	Preschool Assistant	Recreation
H03	Clerical Assistant	General
	Clerk Typist	General
	Lifeguard	Recreation
H04	Mechanics Helper	PW
	File Clerk	Court
	Day Camp Leader	Recreation
	Recreation Aide	Recreation
H05	Front Desk Receptionist	Recreation
	Swim Instructor	Recreation
	Gymnastics Instructor	Recreation
H06	Seasonal Laborer	Parks
	Beautification Program Worker	Parks
H07	Clerk	Fire
	Ranger/Naturalist	Recreation
	Crime Prevention Officer Assistant	Police
	Crime Prevention Volunteer Coordinator	Police
H08	Cheer Leading Coach	Recreation
	Gymnastics Instructor II	Recreation
	Junior Counselor Advisor	Recreation
H09	Intern	Engineering
	Intern	Planning
	Aquatic Lead	Recreation
	Dive Coach	Recreation
	Swim Team Coach	Recreation
H10	Summer Preschool Supervisor	Recreation
H11	Secretary	Police/Fire
	Bailiff	Court
	Water/Sewer Laborer	PW
	Temporary Seasonal Laborer	Recreation
	Pool Manager	Recreation
	Street/Stormwater Seasonal Laborer	PW
	WWTP Laborer	PW
H12	Tennis Instructor	Recreation
	Day Camp Supervisor	Recreation
H13	Gymnastics Supervisor	Recreation
H14	Special Commission/Security	Police
HPO	Police Reserve (\$12.00)	Police
H21	Pro Tem Judges	Municipal Court

Exhibit B

2008
NON-REPRESENTED EMPLOYEE PAY SCHEDULE (NRC)
Effective January 1, 2008
(includes 3.5% COLA)

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
A	Police Chief	\$96,210 – 144,315
	Fire Chief	
	Administrative Services Director	
	PW Director	
	Community Services Director	
	Parks and Recreation Director	
	Development Services Director	

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
B	Assistant Police Chief	\$87,821 – 131,731
	Assistant Fire Chief	
	Human Resources Manager	
	City Engineer	
	Economic Development Director	

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
C	Planning Manager	\$79,431 – 119,147
	Assistant Administrative Services Director	
	Building Official	
	Assistant City Engineer	
	Fire Marshal	
	City Clerk	
	WWTP Manager	

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
D	Chief Information Officer	\$71,042 – 106,563
	Transportation Engineer	
	Court Administrator	
	Water/Sewer Manager	
	Street/Storm Water Manager	
	WWTP Supervisor	

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
E	Facilities Manager	\$62,652 – 93,978
	Parks Manager	
	Storm Water Engineer	
	Cultural Services Manager	
	Recreation Services Manager	
	Fleet Manager	
	Assistant Building Official	

	Engineering Program Manager 2 and 3	
	Senior Planner	

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
F	Executive Assistant to the Mayor	\$54,263 – 81,394
	Planner	
	Capital Project Manager	
	Engineering Program Manager 1	
	Associate Planner	

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
G	Assistant Planner	\$45,873 – 68,810
	Recycling Coordinator	
	Executive Assistant - Confidential	

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
H	Human Resources Assistant	\$37,484 – 56,225