

ORDINANCE NO. 3718

AN ORDINANCE OF THE CITY OF EDMONDS, WASHINGTON, ESTABLISHING THE SALARY RANGES FOR NON-REPRESENTED AND EXEMPT PERSONNEL FOR BUDGET YEAR 2009, 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 .0594 to reflect the 2009 change to Washington state's minimum wage law. The salary ranges adopted are shown on the attached Exhibit A.

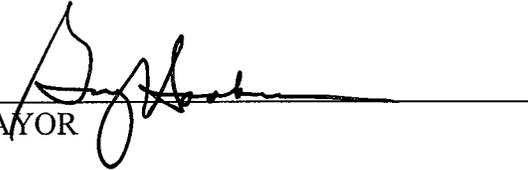
1.2 The salaries of all non-represented employees are hereby adjusted upward by the annual salary survey and five point eight percent (5.8%) for COLA. The salary ranges adopted are shown on the attached Exhibit B.

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

Section 3. The Mayor is authorized by the City council's adopted purchasing policies to contract for services subject to certain limitations. In the event that disability leave, changes in work load, unforeseen federal or state mandates or other similar requirements make it necessary to employ temporary or provisional employees, the wage set in a contract of temporary employment shall utilize a wage from the approved bands most closely analogous to the work being performed.

Section 4. 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.

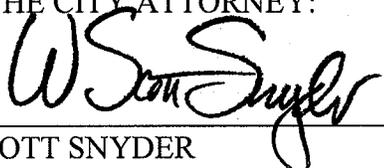
APPROVED:


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:	12/12/2008
PASSED BY THE CITY COUNCIL:	12/16/2008
PUBLISHED:	12/22/2008
EFFECTIVE DATE:	12/27/2008
ORDINANCE NO. 3718	

SUMMARY OF ORDINANCE NO. 3718

of the City of Edmonds, Washington

On the 16th day of December, 2008, the City Council of the City of Edmonds, passed Ordinance No.3718. 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 2009, AND FIXING A TIME WHEN THE SAME SHALL BECOME EFFECTIVE.

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

DATED this 17th day of December, 2008.

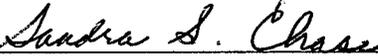

CITY CLERK, SANDRA S. CHASE

EXHIBIT A

2009 HOURLY EMPLOYEE WAGE SCHEDULE

5.9% Step Increases due to Minimum Wage Changes

GRADE	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
H1	\$8.55	\$8.98	\$9.43	\$9.90	\$10.39
H2	\$9.18	\$9.63	\$10.12	\$10.62	\$11.15
H3	\$9.63	\$10.11	\$10.62	\$11.15	\$11.70
H4	\$10.35	\$10.87	\$11.41	\$11.98	\$12.58
H5	\$11.05	\$11.60	\$12.18	\$12.79	\$13.43
H6	\$11.76	\$12.35	\$12.97	\$13.62	\$14.30
H7	\$12.50	\$13.12	\$13.78	\$14.47	\$15.19
H8	\$12.96	\$13.61	\$14.29	\$15.00	\$15.75
H9	\$13.92	\$14.62	\$15.35	\$16.11	\$16.92
H10	\$14.64	\$15.37	\$16.14	\$16.95	\$17.80
H11	\$15.49	\$16.27	\$17.08	\$17.94	\$18.83
H12	\$17.90	\$18.79	\$19.73	\$20.72	\$21.76
H13	\$20.58	\$21.61	\$22.69	\$23.83	\$25.02
H14	\$22.64	\$23.77	\$24.96	\$26.21	\$27.52
H15	\$24.91	\$26.15	\$27.46	\$28.83	\$30.27
H16	\$27.40	\$28.77	\$30.20	\$31.71	\$33.30
H17	\$30.14	\$31.64	\$33.22	\$34.89	\$36.63
H18	\$33.15	\$34.81	\$36.55	\$38.37	\$40.29
H19	\$36.46	\$38.29	\$40.20	\$42.21	\$44.32
H20	\$40.11	\$42.12	\$44.22	\$46.43	\$48.75

STEP ADVANCEMENT: Hourly employees are eligible for step advancement following each completed year of service or return to the same seasonal position the employee occupied the previous year based on performance. Advancement cannot go beyond step 5 of the pay grade.

Exhibit B

2009
NON-REPRESENTED EMPLOYEE PAY SCHEDULE (NRC)
Effective January 1, 2009
(includes 5.8% COLA)

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
A	Police Chief	\$101,033 – 151,549
	Fire Chief	
	PW Director	
	Community Services/Economic Dev Director	
	Parks and Recreation Director	
	Development Services Director	
	Human Resources Director	

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
B	Assistant Police Chief	\$92,229 – 138,344
	Assistant Fire Chief	
	City Engineer	
	Finance Director	

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
C	Planning Manager	\$83,426 – 125,139
	Building Official	
	Fire Marshal	
	City Clerk	
	WWTP Manager	

<u>BAND</u>	<u>TITLES</u>	<u>PAY RANGE</u>
D	Chief Information Officer	\$74,622 – 111,933
	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	\$65,819 – 98,728
	Parks Manager	
	Storm Water Engineer	
	Cultural Services Manager	
	Recreation Services Manager	
	Fleet Manager	
	Assistant Building Official	
	Engineering Program Manager 2 and 3	
	Senior Planner	
	Senior Utilities Engineer	

Exhibit B

BAND	TITLES	PAY RANGE
F	Executive Assistant to the Mayor	\$57,015 – 85,523
	Planner	
	Capital Project Manager	
	Engineering Program Manager 1	
	Associate Planner	

BAND	TITLES	PAY RANGE
G	Assistant Planner	\$48,212 – 72,318
	Recycling Coordinator	
	Executive Assistant - Confidential	
	Human Resources Analyst	

BAND	TITLES	PAY RANGE
H	Human Resources Assistant	\$39,408 – 59,113

Affidavit of Publication

STATE OF WASHINGTON,
COUNTY OF SNOHOMISH

} S.S.

The undersigned, being first duly sworn on oath deposes and says that she is Principal Clerk of THE HERALD, a daily newspaper printed and published in the City of Everett, County of Snohomish, and State of Washington; that said newspaper is a newspaper of general circulation in said County and State; that said newspaper has been approved as a legal newspaper by order of the Superior Court of Snohomish County and that the notice



SUMMARY OF ORDINANCE NO. 3718
of the City of Edmonds, Washington

On the 16th day of December, 2008, the City Council of the City of Edmonds passed Ordinance No. 3718. 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 17th day of December, 2008.

CITY CLERK, SANDRA S. CHASE
Published: December 22, 2008.

Summary of Ordinance No. 3718

Establishing Salary Ranges for Non-Represented & Exempt Personnel

a printed copy of which is hereunto attached, was published in said newspaper proper and not in supplement form, in the regular and entire edition of said paper on the following days and times, namely:

December 22, 2008

and that said newspaper was regularly distributed to its subscribers during all of said period.

Judy Groll

Principal Clerk

Subscribed and sworn to before me this

22nd

day of December, 2008

Bobbe J. Alf

Notary Public in and for the State of Washington, residing at Everett, Snohomish County.

