

ORDINANCE NO. 1664

AN ORDINANCE fixing salaries of officials and non-represented personnel and repealing Ordinance No. 1660 in its entirety.

WHEREAS, the Town Council adopted Ordinance No. 1660 on December 20, 2018 fixing salaries of officials and non-represented personnel for the period of January 1, 2019 through December 31, 2019; and

WHEREAS, the Town Council adopted Resolution No. 2450 on February 21, 2019 adopting a labor contract with Washington State Council of County & City Employees, AFSCME, AFL-CIO Local 1849F for the period January 1, 2019 through December 31, 2021; and

WHEREAS, the terms of the collective bargaining agreement adjust the pay scale and benefits for represented employees retroactively through January 1, 2019; and

WHEREAS, the Town Council desires to adjust the cost of living adjustments and benefits offered to non-represented employees effective March 1, 2019 to match those offered through the adopted collective bargaining agreement;

NOW THEREFORE, BE IT ORDAINED by the Council of the Town of Friday Harbor, as follows:

SECTION 1. Pay for elected officials of the Town of Friday Harbor shall be determined on the basis of the rates indicated:

	<u>Position:</u>	<u>Annual Salary:</u>	<u>Monthly Salary:</u>
A.	Mayor	\$13,200	\$1,100
B.	Councilmember	\$5,400 plus stipend	\$450 plus \$60 stipend per meeting, not to exceed 3 meetings per month
C.	Treasurer	\$9,672	\$806

SECTION 2. Pay for the following FLSA exempt appointed officials of the Town of Friday Harbor shall be determined on the basis of the rates indicated:

	<u>Position:</u>	<u>Annual Salary:</u>	<u>Monthly Salary:</u>
A.	Town Administrator	\$146,823	\$12,235
B.	Town Clerk	\$72,478	\$6,040
C.	Town Marshal	\$10	
D.	Fire Marshal	\$10	
E.	Town Attorney	Pursuant to annual legal services agreement	

SECTION 3. Pay for the following FLSA exempt positions of the Town of Friday Harbor shall be determined on the basis of the rates indicated:

	<u>Position:</u>	<u>Annual Salary:</u>	<u>Monthly Salary:</u>
A.	Finance Director	\$93,735	\$7,811
B.	Land Use Administrator	\$105,353	\$8,779
C.	Public Works Director	\$115,563	\$9,630
D.	Administrative Executive Assistant	\$60,560	\$5,047
E.	Capital Project Manager	\$85,488	\$7,124

SECTION 4. Special Conditions:

- A. Elected Officials listed in Section 1 shall not be eligible to receive payment for work performed in excess of 40 hours per week.
- B. Annual salary is based on a maximum of 2,080 hours per year.
- C. Pay for positions listed in Section 2 and Section 3 may be adjusted annually after review of comparable positions in the Association of Washington Cities Salary and Benefit Survey.
- D. Pay for positions listed in Sections 1C, 2A, 2B, 3A, 3B, 3C, 3D and 3E shall be adjusted on January 1st each year by the cost of living adjustment granted to represented employees pursuant to the adopted Collected Bargaining Agreement.
- E. It is hereby recognized that longevity of employee service is advantageous to the Town. Part time employment shall be computed and when 2,080 hours have been accumulated it shall constitute one year of service. Therefore, upon completion of the following continuous years of service the employees listed in Sections 2A, 2B, 3A, 3B, 3C, 3D and 3E shall be compensated accordingly:

5 Years	10 Years	15 Years	20 Years	25 Years	30 Years
\$25/month	\$50/month	\$75/month	\$115/month	\$160/month	\$210/month

Any employee with more than ten (10) years longevity who voluntarily separates and is re-hired within five (5) years of separation may retain their longevity accrued up to the date of separation for the sole purpose of vacation accrual and longevity pay.

- F. For those employees listed in 2A, 2B, 3A, 3B, 3C, 3D and 3E, effective January 1, 2019 through December 31, 2019, the Town shall contribute toward benefits as granted to represented employees pursuant to the adopted Collected Bargaining Agreement.
- G. In addition to the salary shown above in Section 2(A), the Town Administrator shall receive a contribution of \$670 monthly to a 457 Plan sponsored by the Town.
- H. In addition to the salary shown above in Section 3(C), the Public Works Director shall receive a contribution of \$650 monthly to a 457 Plan sponsored by the Town.

SECTION 5. Severability. If any provision of this Ordinance or its application to any person or circumstances is held invalid, the remainder of the Ordinance or the application of the provisions to other persons or circumstances is not affected.

SECTION 6. Repealer. Ordinance No. 1660 is hereby repealed in its entirety.

SECTION 7. This Ordinance shall be effective March 1, 2019 following publication in accordance with State law.

ADOPTED this 7th day of March 2019.

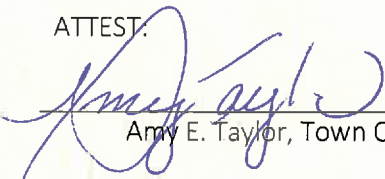
TOWN OF FRIDAY HARBOR



Farhad Ghatan, Mayor

SEAL of the
Town of Friday Harbor

ATTEST:



Amy E. Taylor, Town Clerk