

RESOLUTION NO. 2450

A RESOLUTION by the Council of the Town of Friday Harbor authorizing the Mayor to execute 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, 2019.

WHEREAS, on May 24, 2000 certain employees of the Town of Friday Harbor elected to form a collective bargaining unit; and

WHEREAS, they have chosen the Washington State Council of County & City Employees, Council 2, AFSCME to represent them; and

WHEREAS, the parties have agreed to a collaborative labor negotiation process; and

WHEREAS, said process has resulted in a contract mutually acceptable to both parties; and

WHEREAS, the Council has determined it is in the best interest of the Town to sign said contract,

NOW, THEREFORE, BE IT RESOLVED by the Council of the Town of Friday Harbor that the Mayor is hereby authorized and directed to execute the Collective Bargaining Agreement attached hereto as Exhibit A for the period of January 1, 2019 through December 31, 2021.

BE IT FURTHER RESOLVED, that cost of living adjustments therein shall be annually documented by Town Resolution by resolution.

ADOPTED this 21st day of February, 2019.

TOWN OF FRIDAY HARBOR



Farhad Ghatan, Mayor

SEAL of the
Town of Friday Harbor
ATTEST:



Amy E. Taylor, Town Clerk

APPENDIX A. CLASSIFICATIONS, PAY RANGES, AND OCCUPATIONAL GROUPS

The following wage schedule is a function of adjusting the 2018 wage schedule by a 4% adjustment, effective January 1, 2019.

Effective January 1, 2020, the wage schedule for 2019 will be adjusted and increased for a COLA by an amount equal to 100% of the increase as reported by the Seattle-Tacoma-Bremerton Consumer Price Index for all Urban Consumers (Seattle CPI-U) using the prior two June to June reports (For 2019 this will be the June 2017 index number compared to the June 2018 index number.) The adjustment will be a minimum of 2.5% and a maximum of 3.5%.

Effective January 1, 2021, the wage schedule for 2020 will be adjusted and increased by an amount equal to 100% of the increase as reported by the Seattle CPI-U for the period of June to June of the prior two-year reports calculated in a manner set forth above, with a minimum of 2.5% and a maximum of 3.5% increase as a COLA.

Section 1.	Pay for the following non-exempt positions shall be determined on the basis of the rates indicated:										
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Estimated
a. Clerk I	\$42,924	\$46,144	\$47,561	\$50,065	\$52,700	\$54,017	\$55,368	\$56,753	\$58,171	\$59,625	Annually
	\$3,576.96	\$3,845.31	\$3,963.45	\$4,172.09	\$4,291.64	\$4,501.42	\$4,614.01	\$4,729.42	\$4,847.55	\$4,968.78	Monthly
	\$20.64	\$22.18	\$22.87	\$24.07	\$25.34	\$25.97	\$26.52	\$27.29	\$27.97	\$28.67	Hourly
b. Clerk II	\$44,653	\$47,004	\$49,477	\$52,081	\$54,823	\$56,194	\$57,598	\$59,039	\$60,514	\$62,028	Annually
	\$3,721.09	\$3,917.01	\$4,123.11	\$4,340.12	\$4,568.57	\$4,602.90	\$4,799.85	\$4,919.89	\$5,042.84	\$5,168.97	Monthly
	\$21.47	\$22.60	\$23.79	\$25.04	\$26.35	\$27.02	\$27.69	\$28.38	\$29.09	\$29.82	Hourly
c. Assistant Finance Officer	\$55,736	\$58,670	\$61,759	\$65,008	\$68,430	\$70,141	\$71,893	\$73,693	\$75,534	\$77,422	Annually
	\$4,644.63	\$4,885.17	\$5,146.62	\$5,417.33	\$5,702.49	\$5,845.07	\$5,991.11	\$6,141.03	\$6,294.53	\$6,451.83	Monthly
	\$26.80	\$28.21	\$29.69	\$31.25	\$32.90	\$33.72	\$34.56	\$35.43	\$36.31	\$37.22	Hourly
d. Historic Preservation Coordinator	\$49,759	\$52,377	\$55,134	\$58,035	\$61,090	\$62,618	\$64,182	\$65,789	\$67,432	\$69,118	Annually
	\$4,146.56	\$4,364.74	\$4,594.47	\$4,836.29	\$5,090.82	\$5,218.14	\$5,348.54	\$5,482.40	\$5,619.34	\$5,759.83	Monthly
	\$23.92	\$25.18	\$26.51	\$27.90	\$29.27	\$29.10	\$30.86	\$31.63	\$32.42	\$33.23	Hourly
e. Building/Utility Inspector Certified	\$58,278	\$61,344	\$64,575	\$67,972	\$71,551	\$73,339	\$75,171	\$77,051	\$78,978	\$80,953	Annually
	\$4,856.46	\$5,112.00	\$5,381.25	\$5,664.32	\$5,962.57	\$6,111.60	\$6,264.27	\$6,420.94	\$6,581.51	\$6,746.08	Monthly
	\$28.02	\$29.49	\$31.05	\$32.68	\$34.40	\$35.26	\$36.14	\$37.04	\$37.97	\$38.92	Hourly
f. Zoning Coordinator	\$55,275	\$58,184	\$61,247	\$64,469	\$67,863	\$69,560	\$71,299	\$73,081	\$74,908	\$76,781	Annually
	\$4,606.29	\$4,848.64	\$5,103.91	\$5,372.44	\$5,655.24	\$5,796.64	\$5,941.58	\$6,090.07	\$6,242.37	\$6,398.40	Monthly
	\$26.57	\$27.97	\$29.45	\$30.99	\$32.63	\$33.44	\$34.28	\$35.14	\$36.01	\$36.91	Hourly
g. System Administrator	\$63,505	\$66,848	\$70,366	\$74,069	\$77,967	\$79,917	\$81,915	\$83,963	\$86,062	\$88,213	Annually
	\$5,292.11	\$5,570.63	\$5,863.79	\$6,172.40	\$6,497.27	\$6,689.75	\$6,826.23	\$6,996.89	\$7,171.82	\$7,351.12	Monthly
	\$30.53	\$32.14	\$33.83	\$35.61	\$37.48	\$38.42	\$39.38	\$40.37	\$41.38	\$42.41	Hourly
h. Utility Worker I	\$44,943	\$47,308	\$49,799	\$52,419	\$55,177	\$56,558	\$57,972	\$59,421	\$60,907	\$62,429	Annually
	\$3,745.26	\$3,942.36	\$4,149.92	\$4,368.29	\$4,598.11	\$4,713.15	\$4,831.02	\$4,951.79	\$5,075.56	\$5,202.42	Monthly
	\$21.61	\$22.74	\$23.94	\$25.20	\$26.59	\$27.19	\$27.87	\$28.57	\$29.28	\$30.01	Hourly
i. Utility Worker II Certified	\$47,625	\$50,131	\$52,769	\$55,546	\$58,471	\$59,932	\$61,429	\$62,965	\$64,540	\$66,154	Annually
	\$3,968.72	\$4,177.54	\$4,397.46	\$4,628.82	\$4,872.54	\$4,994.31	\$5,119.08	\$5,247.12	\$5,378.35	\$5,512.84	Monthly
	\$22.90	\$24.10	\$25.37	\$26.70	\$28.11	\$28.81	\$29.53	\$30.27	\$31.03	\$31.80	Hourly
j. Maintenance Leadman	\$53,111	\$55,907	\$58,849	\$61,947	\$65,206	\$66,837	\$68,507	\$70,220	\$71,976	\$73,775	Annually
	\$4,425.90	\$4,658.90	\$4,904.08	\$5,162.25	\$5,433.87	\$5,569.73	\$5,708.94	\$5,851.71	\$5,998.01	\$6,147.95	Monthly
	\$25.53	\$26.88	\$28.29	\$29.78	\$31.35	\$32.13	\$32.94	\$33.76	\$34.60	\$35.47	Hourly
k. Maintenance Leadman Certified	\$59,110	\$62,221	\$65,494	\$68,942	\$72,569	\$74,385	\$76,245	\$78,149	\$80,104	\$82,106	Annually
	\$4,925.80	\$5,185.06	\$5,457.86	\$5,745.20	\$6,047.45	\$6,198.75	\$6,353.78	\$6,512.45	\$6,675.29	\$6,842.14	Monthly
	\$28.42	\$29.91	\$31.49	\$33.15	\$34.89	\$35.76	\$36.66	\$37.57	\$38.51	\$39.47	Hourly

Figure 1: (2019) Annual Salary is based on a maximum of 2080 hours per year.