

ORDINANCE NO. 1781

AN ORDINANCE fixing salaries of officials and non-represented personnel and
repealing Ordinance No. 1766 in its entirely.

WHEREAS, it is the policy of the Town to grant appointed and non-represented personnel the same cost-of-living adjustments and benefits as negotiated with represented employees pursuant to the adopted Collective Bargaining Agreement; and

WHEREAS, pursuant to Ordinance No. 1770, the Town Council adjusted compensation for elected officials of the Town beginning year 2024; and

WHEREAS, the purpose of this ordinance is to fix salaries for elected members of the Council and Mayor and appointed and non-represented personnel;

NOW THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF FRIDAY HARBOR as follows:

SECTION 1. Pay for elected officials:

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>
A. Mayor	\$13,464.00
B1. Councilmember elected prior to November 2023	\$5,400.00 plus \$60.00 stipend per meeting, not to exceed 3 meetings per month
B2. Councilmember elected November 2023 or after	\$5,508.00 plus \$61.20 stipend per meeting, not to exceed 3 meetings per month

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>
A. Town Administrator	\$169,965.66
B. Town Clerk	\$93,605.40
C. Town Marshal	\$10.00
D. Fire Marshal	\$5,000.00
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>
A. Finance Director	\$117,300.00
B. Community Development & Planning Director	\$119,523.60
C. Public Works Director	\$127,296.00
D. Administrative Executive Assistant	\$84,660.00
E. IT System Administrator	\$104,850.90

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 after review of comparable positions in the Association of Washington Cities Salary and Benefit Survey.
- D. Pay for positions listed in Sections 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 Collective 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:

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

F. For those employees listed in 2A, 2B, 3A, 3B, 3C, 3D and 3E, effective January 1, 2024 through December 31, 2024, the Town shall contribute toward benefits as granted to represented employees pursuant to the adopted Collective Bargaining Agreement.

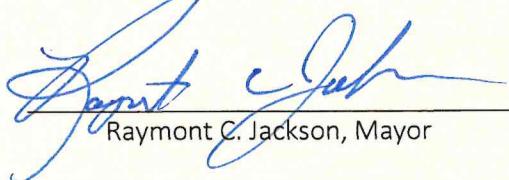
SECTION 5. Severability. If any provision of this Ordinance or its application to any person or circumstances is held invalid, the remainder of the Ordinance or the application of the provisions to other persons or circumstances is not affected.

SECTION 6. Repealer. Ordinance Nos. 1766 is hereby repealed in its entirety.

SECTION 7. This Ordinance shall be effective January 1, 2024 following publication in accordance with State law.

ADOPTED this 21st day of December 2023.

TOWN OF FRIDAY HARBOR

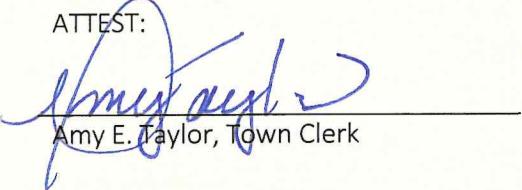


Raymond C. Jackson, Mayor

SEAL of the

Town of Friday Harbor

ATTEST:



Amy E. Taylor, Town Clerk