

Resolution No. 482

A resolution establishing the base Salary Payroll Schedule for 2020 with adjustments for the period of 2020, 2021 and 2023.

Whereas, the City of Forks has adopted through resolution and budgetary action a "Salary Payroll Schedule" (hereinafter "salary schedule");

Whereas, the City and those employees represented with a collective bargaining agreement have reached an agreement on salary schedules for the period of 2020-2023;

Whereas, there is a need to establish a base resolution for the salary schedule;

Whereas, there is also a need to establish the adjustments to the 2020 salary schedule for the employees associated with the collective bargaining agreements adopted by the Council;

Whereas, there is also benefit to the City for the purpose of budgeting, cost projects, and funding allocations to establish the intent of the Council regarding non-bargaining unit employees in the period of 2021 through 2023;

Whereas, there is a need to establish a base resolution for the salary schedule that can be referred to in future adjustments if made after 2023;

Now, therefore be it resolved by the City Council of the City of Forks that:

Section 1. Repealer. That section, usually Section 2, and only that section of any previous resolution that adopted a salary schedule for a previous year, is hereby repealed.

Section 2. Salary Schedule for 2020.

A. Salary Schedule for all Employees. The City hereby adopts the following salary schedule for its employees based upon a one-time adjustment of 1% for 2020.

SALARY PAYROLL SCHEDULE FOR 2020 +1%

| <u>RANGE</u> | A | B | B-1 | C | C-1 | D | D-1 | E | E-1 | F |
|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | | | | | | | | | | |
| 2 | 28,080 | 28,450 | 29,498 | 30,553 | 31,691 | 32,827 | 34,056 | 35,280 | 36,610 | 37,936 |
| 3 | 30,841 | 33,239 | 34,481 | 35,725 | 37,067 | 38,409 | 39,863 | 41,320 | 42,880 | 44,454 |
| 4 | 35,631 | 38,022 | 39,459 | 40,889 | 42,443 | 43,993 | 45,665 | 47,344 | 49,150 | 50,960 |
| 5 | 40,413 | 42,806 | 44,436 | 46,059 | 47,814 | 49,575 | 51,472 | 53,371 | 55,419 | 57,467 |
| 6 | 45,197 | 47,588 | 49,411 | 51,229 | 53,190 | 55,156 | 57,274 | 59,390 | 61,689 | 63,974 |
| 7 | 49,484 | 51,853 | 53,844 | 55,834 | 57,987 | 60,132 | 62,450 | 64,775 | 67,284 | 69,789 |
| 8 | 54,222 | 56,595 | 58,772 | 60,954 | 63,309 | 65,658 | 68,200 | 70,746 | 73,486 | 76,237 |

B. An individual employee's salary in relationship to the above table can be determined through existing collective bargaining agreements, job descriptions, and/or budgetary documents.

Section 3. 2021 Adjustment to Salary Schedule. The salary schedule found in Section 2A of this resolution will be increased, pursuant to collective bargaining agreements between the City and Teamsters, by two and a half percent (+2.5%) effective 1 January 2021. It is the intent of the Council, subject to budgeting processes, to adjust the salary schedule in the same manner for all other City employees not associated with such collective bargaining agreements.

Section 4. 2023 Adjustment to Salary Schedule. The salary schedule found in Section 2A of this resolution will be increased, pursuant to collective bargaining agreements between the City and Teamsters, by two percent (+2.0%) effective 1 January 2023. It is the intent of the Council, subject to budgeting processes, to adjust the salary schedule in the same manner for all other City employees not associated with such collective bargaining agreements.

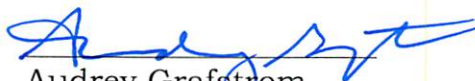
Section 5. Effective Date. This resolution shall take effect on 1 January 2020.

Passed this 23rd day of December 2019.




Tim Fletcher, Mayor

Attested to and Authenticated by:


Audrey Grafstrom
Clerk/Treasurer

Approved as to Form:


William R. Fleck
Attorney/Planner