

**ORDINANCE NO. 1478**

**AN ORDINANCE FIXING SALARIES OF OFFICIALS AND NON-REPRESENTED PERSONNEL**

BE IT ORDAINED by the Council of the Town of Friday Harbor:

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

- a. Mayor \$148.00 per meeting. (Maximum of 4 meetings per month.)
- b. Councilmembers elected to serve prior to 2012 \$85.00 per meeting. (Maximum of 4 meetings per month.)
- c. Councilmembers elected to serve in 2012 or thereafter \$400 per month plus \$50 per meeting. (Maximum of 3 meetings per month.)
- d. Treasurer \$8,234.00 Annual  
\$686.15 Monthly

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:

- a. Town Administrator \$104,952.00 Annual  
\$8,746.00 Monthly
- b. Town Clerk \$51,705.00 Annual  
\$4,308.75 Monthly
- c. Town Marshal \$10.00 Annual
- d. Fire Marshal \$10.00 Annual

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:

- a. Finance Officer \$74,098.00 Annual  
\$6,174.83 Monthly
- b. Land Use Administrator \$84,560.00 Annual  
\$7,046.67 Monthly
- c. Utilities Superintendent \$81,334.00 Annual  
\$6,777.83 Monthly

SECTION 4. Pay for appointed officials of the Town of Friday Harbor shall be determined on the basis of the rates indicated:

- a. Town Attorney \$185.00 per hour as needed.  
\$200.00 per meeting as needed.

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**SECTION 5. 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 on January 1st each year after review of comparable positions in the Association of Washington Cities Salary and Benefit Survey.
- d. Pay for positions listed in Sections 1d, 2a,2b, and 3 shall be adjusted on January 1st each year by the average percentage increase of the Seattle Consumer Price Index for Urban Workers (CPI-U) as reported for the first half of the previous year or as determined by the Town Council.
- 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 Section 1d, Section 2a, 2b and Section 3 shall be compensated accordingly:
 

|             |             |             |              |              |
|-------------|-------------|-------------|--------------|--------------|
| 5 Years     | 10 Years    | 15 Years    | 20 Years     | 25 Years     |
| \$25.00/Mo. | \$50.00/Mo. | \$75.00/Mo. | \$100.00/Mo. | \$125.00/Mo. |

f. For those employees listed in Section 1d, Section 2a, 2b and Section 3:

1 Effective January 1, 2012 through December 31, 2012, the Town shall contribute toward health care benefits for full-time employees and their dependents by increasing the amount of the current insurance premiums paid by the Town by eight point zero percent (8.0%).

2 The Town shall contribute toward health care benefits for part-time employees only by increasing the amount of the insurance premiums paid by the Town by eight point zero percent (8.0%) and as specified in Section 7(f)(1).

**SECTION 6. 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 7. Repealer.** On January 1, 2012, Ordinance No. 1454 and 1467 are hereby repealed in their entirety.

**SECTION 8.** This Ordinance shall be effective January 1, 2012, following publication in accordance with state law.

ADOPTED this 15th day of December 2011.

SEAL of the  
Town of Friday Harbor

ATTEST:

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Amy E. Taylor, Town Clerk

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Carrie Lacher, Mayor