

ORDINANCE NO. 1747

AN ORDINANCE fixing salaries of officials and non-represented personnel and repealing Ordinance No. 1707 and amendments in their entirety.

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, negotiations for a new collective bargaining agreement beginning year 2022 have not commenced due to union transition issues; and

WHEREAS, the terms of the new collective bargaining agreement may adjust the pay scale and benefits for represented employees retroactively to January 1, 2022; and

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

WHEREAS, non-represented personnel may not retroactively adjust compensation or benefits; and

WHEREAS, the Town Council adopted Ordinance No. 1707 on December 15, 2020 fixing salaries of officials and non-represented personnel for the period of January 1, 2021 through December 31, 2021; and

WHEREAS, the Town Council desires to adjust the salaries of non-represented employees with the reported Seattle CPI-U (June to June 2021) at cost-of-living rate of 5.5%; and

WHEREAS, the Town Council may later adjust said COLA and benefits offered to non-represented employees to match represented personnel upon execution of a 2022-2025 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>
A. Mayor	\$13,200
B. Councilmember	\$5,400 plus \$60 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	\$162,740
B. Town Clerk	\$88,240
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>
A. Finance Director	\$94,159
B. Community Development & Planning Director	\$112,674
C. Public Works Director	\$128,094
D. Administrative Executive Assistant	\$75,264
E. Capital Project Manager	\$96,026

**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 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, 2022 through December 31, 2022, the Town shall contribute toward benefits as granted to represented employees pursuant to the adopted Collective 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.

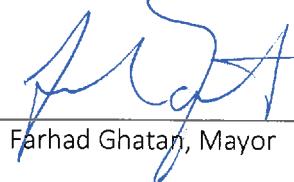
**SECTION 5. Severability.** If any provision of this Ordinance or its application to any person or circumstances is held invalid, the remainder of the Ordinance or the application of the provisions to other persons or circumstances is not affected.

SECTION 6. Repealer. Ordinance Nos. 1707, 1708, 1716 and 1726 are hereby repealed in its entirety.

SECTION 7. This Ordinance shall be effective January 1, 2022 following publication in accordance with State law.

ADOPTED this 16th day of December 2021.

TOWN OF FRIDAY HARBOR

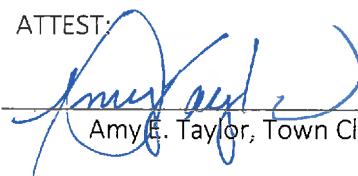


Farhad Ghatal, Mayor

SEAL of the

Town of Friday Harbor

ATTEST:



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Amy E. Taylor, Town Clerk