

ORDINANCE NO. 1587

AN ORDINANCE fixing salaries of officials and non-represented personnel and repealing Ordinance No. 1559 in its entirety.

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>	<u>Monthly Salary:</u>
A.	Mayor	\$12,000	\$1,000
B.	Councilmember	\$4,800	\$400 plus \$50 stipend per meeting, not to exceed 3 meetings per month
C.	Treasurer	\$8,876	\$740

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>	<u>Monthly Salary:</u>
A.	Town Administrator	\$134,640	\$11,220
B.	Town Clerk	\$64,529	\$5,377
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>	<u>Monthly Salary:</u>
A.	Finance Director	\$79,254	\$6,605
B.	Land Use Administrator	\$94,211	\$7,851
C.	Public Works Director	\$105,974	\$8,831
D.	Administrative Executive Assistant	\$50,490	\$4,208
E.	Capital Project Manager	\$63,240	\$5,270

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 1C, 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 Collected 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:

5 Years	10 Years	15 Years	20 Years	25 Years
\$25 / month	\$50 / month	\$75 / month	\$100 / month	\$125 / month

F. For those employees listed in 2A, 2B, 3A, 3B, 3C, 3D and 3E, effective January 1, 2016 through December 31, 2016, the Town shall contribute toward full-time employees dental benefits by paying ninety five percent (95%) of the current employee dental insurance premiums and seventy five percent (75%) of the current medical and vision insurance premiums for both full-time employees and their dependents.

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 No. 1559 is hereby repealed in its entirety.

SECTION 7. This Ordinance shall be effective January 1, 2016 following publication in accordance with State law.

ADOPTED this 17th day of December 2015.

TOWN OF FRIDAY HARBOR

Carrie Lacher, Mayor

SEAL of the
Town of Friday Harbor
ATTEST:

Amy E. Taylor, Town Clerk