

ORDINANCE NO. 1766

AN ORDINANCE fixing salaries of officials and non-represented personnel and repealing Ordinance No. 1765 and its amendments in their entirety.

WHEREAS, a tentative collective bargaining agreement for 2023-2024 has been reached with the Guild of Pacific Northwest Employees, Local 1909, which includes a market adjustment to wages plus a 4% cost of living adjustment for 2023, and certain new benefits including an increase to longevity pay, a recruitment incentive, and an employer match to a Deferred Compensation Plan; and

WHEREAS, it is the policy of the Town to 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. 1765 on January 19, 2023 fixing salaries of officials and non-represented personnel for the period of January 1, 2023 through December 31, 2023, and granting a 4% cost of living increase, but not otherwise adjusting salaries or benefits; and

WHEREAS, in addition to a cost-of-living increase, the salaries for certain non-represented personnel should be adjusted to better reflect the market for those positions as specifically called for by Section 4.C. of Ordinance No. 1765: 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; and

WHEREAS, non-represented personnel should be granted the same new benefits available to represented employees; and

WHEREAS, Local 1909 agreed that the position of System Administrator, which is a professional position, should be removed from the bargaining unit and therefore a salary needs to be assigned to this position; and

WHEREAS, it is the desire of the Town to neither advantage nor disadvantage the System Administrator by being removed from the bargaining unit, and so therefore desires to make the salary for this position what it would have been had the position remained in the bargaining unit; and

WHEREAS, the Town Council may later adjust said cost-of-living adjustments and benefits offered to non-represented employees to match represented personnel upon execution of a 2023-2024 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	\$166,633
B. Town Clerk/Treasurer	\$91,770
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	\$115,000
B. Community Development & Planning Director	\$117,180
C. Public Works Director	\$124,800
D. Administrative Executive Assistant	\$83,000
E. IT System Administrator* <small>Effective upon execution of 2023-2024 CBA</small>	\$102,795

**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 longevity pay shall be increased by \$10 per benchmark, 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>
\$35 / month	\$60 / month	\$85 / month	\$125 / month	\$170 / month	\$220 / month

F. For those employees listed in 2A, 2B, 3A, 3B, 3C, 3D and 3E, effective January 1, 2023 through December 31, 2023, the Town shall contribute toward benefits as granted to represented employees pursuant to the tentative Collective Bargaining Agreement, including a new recruitment incentive of up to \$1,000 and a new employer match of \$30 per month to a Deferred Compensation Plan, as outlined in the tentative 2023-2024 Collective Bargaining Agreement.

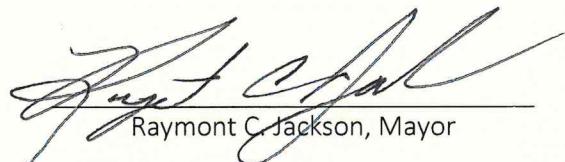
**SECTION 5.** Severability. If any provision of this Ordinance or its application to any person or circumstances is held invalid, the remainder of the Ordinance or the application of the provisions to other persons or circumstances is not affected.

**SECTION 6.** Repealer. Ordinance Nos. 1765 is hereby repealed in its entirety.

**SECTION 7.** This Ordinance shall be effective February 1, 2023 following publication in accordance with State law.

ADOPTED this 24th day of February 2023.

TOWN OF FRIDAY HARBOR

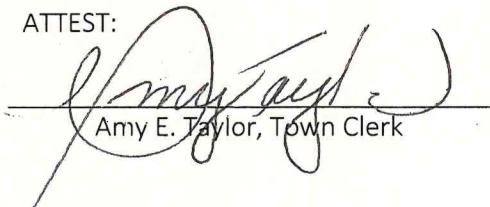


Raymond C. Jackson, Mayor

SEAL of the

Town of Friday Harbor

ATTEST:



Amy E. Taylor, Town Clerk