

CITY OF FIFE, WASHINGTON

ORDINANCE NO. 1899

AN ORDINANCE OF THE CITY OF FIFE, PIERCE COUNTY, WASHINGTON, REGARDING A SALARY SCHEDULE FOR CERTAIN EMPLOYEES NOT COVERED BY A COLLECTIVE BARGAINING AGREEMENT AND REPEALING ORDINANCE NO. 1731

WHEREAS, the positions of Assistant City Manager, Chief of Police, Assistant Police Chief, Director, Administrator, Assistant Director, Professional Administrative, Professional, and Confidential Administrative, and Municipal Court Judge are not subject to a collective bargaining agreement; and

WHEREAS, the Municipal Court Judge is appointed by the City Manager subject to confirmation by the City Council and is compensated pursuant to the terms of an employment agreement between the Judge and the City; and

WHEREAS, since the last salary ordinance (Ordinance No. 1731 as amended by Ordinances Nos. 1821 and 1852), the non-represented positions of Police Captain and Corrections Captain have been added; and

WHEREAS, the increase in salary range for the other positions in the schedule is the result of the yearly cost of living adjustments provided in Ordinance No. 1731; and

WHEREAS, providing a range of salaries will allow the City Manager to use sound management techniques with regard to the employees and to acknowledge performance with salary adjustments within the applicable ranges; and

WHEREAS, the application in future years of a cost of living adjustment will reduce the need to amend this ordinance and is consistent with adjustments that are provided to certain represented employees; and

WHEREAS, for purposes of clarity, this Ordinance shall replace prior Ordinance No. 1731, as amended by Ordinance Nos. 1821 and 1852, relating to salary adjustments; now, therefore

**THE CITY COUNCIL FOR THE CITY OF FIFE, PIERCE COUNTY, WASHINGTON
DO ORDAIN AS FOLLOWS:**

Section 1. The salary schedule and classification system set forth in Exhibit A is hereby adopted by the City for the listed personnel positions, effective January 1, 2014.

Section 2. The City Manager is authorized to hire personnel at any salary within the schedule listed for the position and to raise or lower covered employees within the grade and scale range as he determines appropriate for efficient and effective personnel management.

Section 3. The salary for the Municipal Court Judge shall be as set forth in the current employment agreement between the Judge and the City, and in such future agreements as the parties may enter into.

Section 4. Effective January 1, 2015 and on January 1st of each successive year, the salaries paid to employees not covered by a collective bargaining agreement and the minimum and maximum salary ranges set forth in the Exhibit A attached hereto shall be increased by an amount equal to 100% of the increase in the CPI-W Seattle-Tacoma-Bremerton Index as measured for the prior 12 month period beginning and ending in October and as published by the U.S. Department of Labor, with a minimum increase of 2% and a maximum increase of 4%.

Section 5. Employees not covered by a collective bargaining agreement shall be entitled to salary adjustments based on longevity of service in accordance with the terms set forth in the City's personnel policies.

Section 6. **Repealer.** Ordinance No. 1731, as amended by Ordinance Nos. 1821 and 1852, is hereby repealed in its entirety.

Section 7. Each and every provision of this Ordinance shall be deemed severable. In the event that any portion of this Ordinance is determined by final order of a court of competent jurisdiction to be void or unenforceable, such determination shall not affect the validity of the remaining provisions thereof provided the intent of this Ordinance can still be furthered without the invalid provision.

Section 8. This Ordinance shall be in full force and effect five (5) days after publication as required by law. A summary of the Ordinance may be published in lieu of the entire Ordinance, as authorized by State law.

Introduced the 25th day of November 2014.

Passed by the City Council on the 9th day of December 2014.

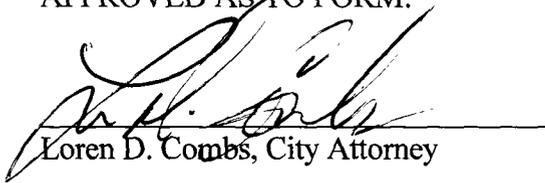


Subir Mukerjee, Interim City Manager

ATTEST:

for Michelle Meekins
Carol Etgen, City Clerk

APPROVED AS TO FORM:


Loren D. Combs, City Attorney

Published: 12-11-14
Effective Date: 12-16-14

2014

Ordinance #1899, Exhibit "A"

Monthly

Assistant City Manager & Police Chief	\$8,584.03	\$11,984.62
Assistant Chief of Police	\$7,994.51	\$10,792.60
Director	\$7,933.71	\$10,664.99
Police Captain	\$7,918.00	\$9,773.66
Administrator & Assistant Director 3	\$7,646.92	\$10,476.95
Administrator & Assistant Director 2	\$6,951.75	\$9,524.50
Administrator & Assistant Director 1	\$6,195.81	\$7,745.00
Corrections Captain	\$6,526.08	\$7,411.15
Professional Administrative 3	\$6,458.05	\$8,073.00
Professional Administrative 2	\$5,870.95	\$7,339.33
Professional Administrative 1	\$5,632.55	\$7,041.05
Professional 2	\$5,120.50	\$6,400.95
Professional 1	\$4,807.05	\$6,008.83
Confidential Administrative 2	\$4,370.04	\$5,462.57
Confidential Administrative 1	\$3,933.04	\$4,916.31