

**CITY OF FIFE, WASHINGTON**

**ORDINANCE NO. 1964**

**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. 1899**

WHEREAS, the positions of Assistant City Manager, Chief of Police, Assistant Police Chief, Director, Police Captain, 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, the Assistant Police Chief's position will be converted to a Police Captain position when the incumbent retires in the future; and

WHEREAS, the Police Captains' salary band needs to be adjusted to address the compression with the Police Sergeants' salary band; and

WHEREAS, jail services are provided through external contracts and therefore, the Correction Captain's position is no longer required; 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. 1899, 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, 2018.

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, 2018 and on January 1<sup>st</sup> 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. The Assistant Chief of Police position will be converted to the position of a Police Captain when the position is vacated due to retirement, resignation, or for any other reasons.

Section 7. **Repealer.** Ordinance No. 1899 is hereby repealed in its entirety.

Section 8. 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 9. This Ordinance shall be in full force on January 1, 2018. A summary of the Ordinance may be published in lieu of the entire Ordinance, as authorized by State law.

Introduced the 12th day of September 2017.

Passed by the City Council on the 12<sup>th</sup> day of September 2017.

  
\_\_\_\_\_  
Subir Mukerjee, City Manager

ATTEST:

Angela Woods  
Angela Woods, City Clerk

APPROVED AS TO FORM:

Loren D. Combs  
Loren D. Combs, City Attorney

Published: 9/14/17  
Effective Date: 1/1/18

**EXHIBIT "A"**  
**Ordinance 1964**

**2018**

<b>NON-REPRESENTED SALARY</b>	<b>Monthly Min.</b>	<b>Monthly Max.</b>
Assistant City Manager & Police Chief	\$9,336.87	\$13,035.70
Director	\$8,629.52	\$11,600.34
Asst. Police Chief & <u>Police Captain</u>	\$8,500.48	\$11,475.65
Administrator & Assistant Director 3	\$8,483.92	\$11,623.72
Administrator & Assistant Director 2	\$7,561.43	\$10,359.82
Administrator & Assistant Director 1	\$6,805.29	\$9,323.84
Professional Administrative 3	\$7,024.42	\$8,781.31
Professional Administrative 2	\$6,385.84	\$7,983.01
Professional Administrative 1	\$6,126.54	\$7,658.57
Professional 2	\$5,444.36	\$6,962.34
Professional 1	\$5,111.09	\$6,535.82
Confidential Administrative 2	\$4,753.31	\$5,941.65
Confidential Administrative 1	\$4,277.98	\$5,347.49