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## **AGENDA MEMO**

Needs Legal Review: Yes  
Council Meeting Date: December 19, 2018  
Agenda Item: Proposed Resolution 2018-12-478 Revising Salary Matrix  
Presented By: Jan Brending, Clerk Treasurer

### **ACTION REQUIRED:**

Approval of Resolution 2018-12-478 Revising Salary Matrix.

### **PROPOSED MOTION:**

Motion to Approve Resolution 2018-12-478, Revising the Salary Matrix.

### **Why is it a legislative issue:**

The council approves all resolutions and any changes to the salary matrix.

### **Explanation of issue:**

The City Council has a proposed memorandum of understanding with the union that establishes a mechanism for determining the annual cost of living adjustment. The salary matrix included with the resolution provides for a 2.9% cost of living increase for 2019 as providing for in the MOU with the union.

The council adopts a revised salary matrix each year identifying the cost of living adjustment for the upcoming year. The salary matrix provides for a 2.9% cost of living increase. The salary matrix applies to both union and management employees.

### **Budget:**

The proposed 2019 budget provides for a 2.9% cost of living increase for salaries.

### **Staff Recommendation:**

Staff recommends the council approve Resolution 2018-12-478 revising the salary matrix.

**RESOLUTION 2018-12-478**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHITE SALMON,  
WASHINGTON, REVISING THE SALARY MATRIX**

WHEREAS, on December 19, 2019 the council approved a Memorandum of Understanding establishing a regional Consumer Price index mechanism to address wages for 2019 and 2020 for both Municipal (Non-Uniformed) Employees and Police Officers, Sergeants, Limited and Non-Commissioned Employees; and

WHEREAS, the contracts included a Cost of Living Adjustment which is to be incorporated into the salary matrix that the Union adopted in the contracts.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WHITE SALMON, WASHINGTON, as follows:

1. The salary matrix attached as Exhibit A is hereby accepted, effective January 1, 2019.

PASSED by the Council of the City of White Salmon, Washington. Dated this 19<sup>th</sup> day of December, 2018.

**CITY OF WHITE SALMON, WASHINGTON**

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**David Poucher, Mayor**

**ATTEST:**

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**Jan Brending, Clerk/Treasurer**

**APPROVED AS TO FORM:**

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**Kenneth Woodrich, City Attorney**

## APPENDIX “A” – SALARY MATRIX

2019 COLA 2.9% (Minimum wage)		M O N T H L Y					H O U R L Y				
3% across	Yrs.	1	2 to 3	4 to 5	6 to 7	8+	1	2 to 3	4 to 5	6 to 7	8+
2.5 % down	Range	1	2	3	4	5	1	2	3	4	5
Step											
1		1,814.68	1,869.12	1,925.19	1,982.95	2,042.44	10.47	10.78	11.11	11.44	11.78
2		1,860.05	1,915.85	1,973.32	2,032.52	2,093.50	10.73	11.05	11.38	11.73	12.08
3		1,906.55	1,963.74	2,022.66	2,083.34	2,145.84	11.00	11.33	11.67	12.02	12.38
4		1,954.21	2,012.84	2,073.22	2,135.42	2,199.48	11.27	11.61	11.96	12.32	12.69
5		2,003.07	2,063.16	2,125.05	2,188.81	2,254.47	11.56	11.90	12.26	12.63	13.01
6		2,053.14	2,114.74	2,178.18	2,243.53	2,310.83	11.85	12.20	12.57	12.94	13.33
7		2,104.47	2,167.61	2,232.63	2,299.61	2,368.60	12.14	12.51	12.88	13.27	13.67
8		2,157.08	2,221.80	2,288.45	2,357.10	2,427.82	12.44	12.82	13.20	13.60	14.01
9		2,211.01	2,277.34	2,345.66	2,416.03	2,488.51	12.76	13.14	13.53	13.94	14.36
10		2,266.29	2,334.28	2,404.30	2,476.43	2,550.73	13.07	13.47	13.87	14.29	14.72
11		2,322.94	2,392.63	2,464.41	2,538.34	2,614.49	13.40	13.80	14.22	14.64	15.08
12		2,381.02	2,452.45	2,526.02	2,601.80	2,679.86	13.74	14.15	14.57	15.01	15.46
13		2,440.54	2,513.76	2,589.17	2,666.85	2,746.85	14.08	14.50	14.94	15.39	15.85
14		2,501.56	2,576.60	2,653.90	2,733.52	2,815.52	14.43	14.87	15.31	15.77	16.24
15		2,564.10	2,641.02	2,720.25	2,801.86	2,885.91	14.79	15.24	15.69	16.16	16.65
16		2,628.20	2,707.04	2,788.25	2,871.90	2,958.06	15.16	15.62	16.09	16.57	17.07
17		2,693.90	2,774.72	2,857.96	2,943.70	3,032.01	15.54	16.01	16.49	16.98	17.49
18		2,761.25	2,844.09	2,929.41	3,017.29	3,107.81	15.93	16.41	16.90	17.41	17.93
19		2,830.28	2,915.19	3,002.65	3,092.72	3,185.51	16.33	16.82	17.32	17.84	18.38
20		2,901.04	2,988.07	3,077.71	3,170.04	3,265.14	16.74	17.24	17.76	18.29	18.84
21		2,973.56	3,062.77	3,154.65	3,249.29	3,346.77	17.16	17.67	18.20	18.75	19.31
22		3,047.90	3,139.34	3,233.52	3,330.53	3,430.44	17.58	18.11	18.66	19.21	19.79
23		3,124.10	3,217.82	3,314.36	3,413.79	3,516.20	18.02	18.56	19.12	19.70	20.29
24		3,202.20	3,298.27	3,397.22	3,499.13	3,604.11	18.47	19.03	19.60	20.19	20.79
25		3,282.26	3,380.73	3,482.15	3,586.61	3,694.21	18.94	19.50	20.09	20.69	21.31
26		3,364.32	3,465.24	3,569.20	3,676.28	3,786.57	19.41	19.99	20.59	21.21	21.85
27		3,448.42	3,551.88	3,658.43	3,768.19	3,881.23	19.90	20.49	21.11	21.74	22.39
28		3,534.63	3,640.67	3,749.89	3,862.39	3,978.26	20.39	21.00	21.63	22.28	22.95
29		3,623.00	3,731.69	3,843.64	3,958.95	4,077.72	20.90	21.53	22.18	22.84	23.53
30		3,713.57	3,824.98	3,939.73	4,057.92	4,179.66	21.42	22.07	22.73	23.41	24.11
31		3,806.41	3,920.61	4,038.22	4,159.37	4,284.15	21.96	22.62	23.30	24.00	24.72
32		3,901.57	4,018.62	4,139.18	4,263.36	4,391.26	22.51	23.18	23.88	24.60	25.33
33		3,999.11	4,119.09	4,242.66	4,369.94	4,501.04	23.07	23.76	24.48	25.21	25.97
34		4,099.09	4,222.06	4,348.73	4,479.19	4,613.56	23.65	24.36	25.09	25.84	26.62
35		4,201.57	4,327.62	4,457.44	4,591.17	4,728.90	24.24	24.97	25.72	26.49	27.28
36		4,306.61	4,435.81	4,568.88	4,705.95	4,847.13	24.85	25.59	26.36	27.15	27.96
37		4,414.27	4,546.70	4,683.10	4,823.60	4,968.30	25.47	26.23	27.02	27.83	28.66
38		4,524.63	4,660.37	4,800.18	4,944.19	5,092.51	26.10	26.89	27.69	28.52	29.38
39		4,637.75	4,776.88	4,920.18	5,067.79	5,219.82	26.76	27.56	28.39	29.24	30.11
40		4,753.69	4,896.30	5,043.19	5,194.48	5,350.32	27.43	28.25	29.10	29.97	30.87
41		4,872.53	5,018.71	5,169.27	5,324.35	5,484.08	28.11	28.95	29.82	30.72	31.64
42		4,994.34	5,144.18	5,298.50	5,457.46	5,621.18	28.81	29.68	30.57	31.49	32.43
43		5,119.20	5,272.78	5,430.96	5,593.89	5,761.71	29.53	30.42	31.33	32.27	33.24
44		5,247.18	5,404.60	5,566.74	5,733.74	5,905.75	30.27	31.18	32.12	33.08	34.07
45		5,378.36	5,539.71	5,705.91	5,877.08	6,053.40	31.03	31.96	32.92	33.91	34.92
46		5,512.82	5,678.21	5,848.55	6,024.01	6,204.73	31.81	32.76	33.74	34.75	35.80
47		5,650.64	5,820.16	5,994.77	6,174.61	6,359.85	32.60	33.58	34.59	35.62	36.69
48		5,791.91	5,965.67	6,144.64	6,328.98	6,518.84	33.42	34.42	35.45	36.51	37.61
49		5,936.71	6,114.81	6,298.25	6,487.20	6,681.82	34.25	35.28	36.34	37.43	38.55
50		6,085.12	6,267.68	6,455.71	6,649.38	6,848.86	35.11	36.16	37.25	38.36	39.51
51		6,237.25	6,424.37	6,617.10	6,815.61	7,020.08	35.98	37.06	38.18	39.32	40.50
52		6,393.18	6,584.98	6,782.53	6,986.00	7,195.58	36.88	37.99	39.13	40.30	41.51
53		6,553.01	6,749.60	6,952.09	7,160.65	7,375.47	37.81	38.94	40.11	41.31	42.55
54		6,716.84	6,918.34	7,125.89	7,339.67	7,559.86	38.75	39.91	41.11	42.35	43.62
55		6,884.76	7,091.30	7,304.04	7,523.16	7,748.86	39.72	40.91	42.14	43.40	44.71
56		7,056.88	7,268.59	7,486.64	7,711.24	7,942.58	40.71	41.93	43.19	44.49	45.82
57		7,233.30	7,450.30	7,673.81	7,904.02	8,141.14	41.73	42.98	44.27	45.60	46.97
58		7,414.13	7,636.56	7,865.65	8,101.62	8,344.67	42.77	44.06	45.38	46.74	48.14
59		7,599.49	7,827.47	8,062.30	8,304.16	8,553.29	43.84	45.16	46.51	47.91	49.35
60		7,789.47	8,023.16	8,263.85	8,511.77	8,767.12	44.94	46.29	47.68	49.11	50.58