

RESOLUTION 2019-11-494

**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 Cost of Living Adjustment for 2020 calculated per the CBA is 2.4% and needs to be incorporated into the salary matrix that the Union adopted in the contracts; and

WHEREAS, the City Council has found that additional steps are needed in the salary matrix;

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, 2020.

PASSED by the Council of the City of White Salmon, Washington. Dated this 20th day of November, 2019.

CITY OF WHITE SALMON, WASHINGTON



David Poucher, Mayor

ATTEST:



Jan Brending, Clerk/Treasurer

APPROVED AS TO FORM:



Kenneth Woodrich, City Attorney

APPENDIX "A" – SALARY MATRIX

2020 COLA 2.4%		M O N T H L Y					H O U R L Y				
3% across 2.5 % down Step	Yrs. Range	1	2 to 3	4 to 5	6 to 7	8+	1	2 to 3	4 to 5	6 to 7	8+
		1	2	3	4	5	1	2	3	4	5
1		1,858.23	1,913.98	1,971.40	2,030.54	2,091.45	10.72	11.04	11.37	11.71	12.07
2		1,904.69	1,961.83	2,020.68	2,081.30	2,143.74	10.99	11.32	11.66	12.01	12.37
3		1,952.30	2,010.87	2,071.20	2,133.33	2,197.33	11.26	11.60	11.95	12.31	12.68
4		2,001.11	2,061.14	2,122.98	2,186.67	2,252.27	11.55	11.89	12.25	12.62	12.99
5		2,051.14	2,112.67	2,176.05	2,241.33	2,308.57	11.83	12.19	12.55	12.93	13.32
6		2,102.42	2,165.49	2,230.45	2,297.37	2,366.29	12.13	12.49	12.87	13.25	13.65
7		2,154.98	2,219.63	2,286.22	2,354.80	2,425.45	12.43	12.81	13.19	13.59	13.99
8		2,208.85	2,275.12	2,343.37	2,413.67	2,486.08	12.74	13.13	13.52	13.93	14.34
9		2,264.07	2,332.00	2,401.95	2,474.01	2,548.23	13.06	13.45	13.86	14.27	14.70
10		2,320.67	2,390.29	2,462.00	2,535.86	2,611.94	13.39	13.79	14.20	14.63	15.07
11		2,378.69	2,450.05	2,523.55	2,599.26	2,677.24	13.72	14.14	14.56	15.00	15.45
12		2,438.16	2,511.30	2,586.64	2,664.24	2,744.17	14.07	14.49	14.92	15.37	15.83
13		2,499.11	2,574.09	2,651.31	2,730.85	2,812.77	14.42	14.85	15.30	15.76	16.23
14		2,561.59	2,638.44	2,717.59	2,799.12	2,883.09	14.78	15.22	15.68	16.15	16.63
15		2,625.63	2,704.40	2,785.53	2,869.10	2,955.17	15.15	15.60	16.07	16.55	17.05
16		2,691.27	2,772.01	2,855.17	2,940.82	3,029.05	15.53	15.99	16.47	16.97	17.48
17		2,758.55	2,841.31	2,926.55	3,014.35	3,104.78	15.92	16.39	16.88	17.39	17.91
18		2,827.52	2,912.34	2,999.71	3,089.70	3,182.39	16.31	16.80	17.31	17.83	18.36
19		2,898.20	2,985.15	3,074.71	3,166.95	3,261.95	16.72	17.22	17.74	18.27	18.82
20		2,970.66	3,059.78	3,151.57	3,246.12	3,343.50	17.14	17.65	18.18	18.73	19.29
21		3,044.93	3,136.27	3,230.36	3,327.27	3,427.09	17.57	18.09	18.64	19.20	19.77
22		3,121.05	3,214.68	3,311.12	3,410.45	3,512.77	18.01	18.55	19.10	19.68	20.27
23		3,199.08	3,295.05	3,393.90	3,495.72	3,600.59	18.46	19.01	19.58	20.17	20.77
24		3,279.05	3,377.42	3,478.75	3,583.11	3,690.60	18.92	19.49	20.07	20.67	21.29

2020 COLA 2.4% 3% across 2.5 % down Step	Yrs. Range	M O N T H L Y					H O U R L Y				
		1	2 to 3	4 to 5	6 to 7	8+	1	2 to 3	4 to 5	6 to 7	8+
		1	2	3	4	5	1	2	3	4	5
25		3,361.03	3,461.86	3,565.72	3,672.69	3,782.87	19.39	19.97	20.57	21.19	21.82
26		3,445.05	3,548.41	3,654.86	3,764.50	3,877.44	19.88	20.47	21.09	21.72	22.37
27		3,531.18	3,637.12	3,746.23	3,858.62	3,974.38	20.37	20.98	21.61	22.26	22.93
28		3,619.46	3,728.04	3,839.89	3,955.08	4,073.73	20.88	21.51	22.15	22.82	23.50
29		3,709.95	3,821.25	3,935.88	4,053.96	4,175.58	21.40	22.05	22.71	23.39	24.09
30		3,802.70	3,916.78	4,034.28	4,155.31	4,279.97	21.94	22.60	23.28	23.97	24.69
31		3,897.76	4,014.70	4,135.14	4,259.19	4,386.97	22.49	23.16	23.86	24.57	25.31
32		3,995.21	4,115.06	4,238.52	4,365.67	4,496.64	23.05	23.74	24.45	25.19	25.94
33		4,095.09	4,217.94	4,344.48	4,474.81	4,609.06	23.63	24.33	25.06	25.82	26.59
34		4,197.46	4,323.39	4,453.09	4,586.68	4,724.28	24.22	24.94	25.69	26.46	27.26
35		4,302.40	4,431.47	4,564.42	4,701.35	4,842.39	24.82	25.57	26.33	27.12	27.94
36		4,409.96	4,542.26	4,678.53	4,818.88	4,963.45	25.44	26.21	26.99	27.80	28.64
37		4,520.21	4,655.82	4,795.49	4,939.36	5,087.54	26.08	26.86	27.67	28.50	29.35
38		4,633.22	4,772.21	4,915.38	5,062.84	5,214.72	26.73	27.53	28.36	29.21	30.09
39		4,749.05	4,891.52	5,038.26	5,189.41	5,345.09	27.40	28.22	29.07	29.94	30.84
40		4,867.77	5,013.81	5,164.22	5,319.15	5,478.72	28.08	28.93	29.79	30.69	31.61
41		4,989.47	5,139.15	5,293.32	5,452.12	5,615.69	28.79	29.65	30.54	31.46	32.40
42		5,114.20	5,267.63	5,425.66	5,588.43	5,756.08	29.51	30.39	31.30	32.24	33.21
43		5,242.06	5,399.32	5,561.30	5,728.14	5,899.98	30.24	31.15	32.09	33.05	34.04
44		5,373.11	5,534.30	5,700.33	5,871.34	6,047.48	31.00	31.93	32.89	33.87	34.89
45		5,507.44	5,672.66	5,842.84	6,018.13	6,198.67	31.77	32.73	33.71	34.72	35.76
46		5,645.12	5,814.48	5,988.91	6,168.58	6,353.64	32.57	33.55	34.55	35.59	36.66
47		5,786.25	5,959.84	6,138.63	6,322.79	6,512.48	33.38	34.38	35.42	36.48	37.57
48		5,930.91	6,108.83	6,292.10	6,480.86	6,675.29	34.22	35.24	36.30	37.39	38.51
49		6,079.18	6,261.56	6,449.40	6,642.88	6,842.17	35.07	36.13	37.21	38.33	39.47

2020 COLA 2.4% 3% across 2.5 % down Step	Yrs. Range	M O N T H L Y					H O U R L Y				
		1	2 to 3	4 to 5	6 to 7	8+	1	2 to 3	4 to 5	6 to 7	8+
		1	2	3	4	5	1	2	3	4	5
50		6,231.16	6,418.09	6,610.64	6,808.96	7,013.22	35.95	37.03	38.14	39.28	40.46
51		6,386.94	6,578.55	6,775.90	6,979.18	7,188.56	36.85	37.95	39.09	40.27	41.47
52		6,546.61	6,743.01	6,945.30	7,153.66	7,368.27	37.77	38.90	40.07	41.27	42.51
53		6,710.28	6,911.59	7,118.93	7,332.50	7,552.48	38.71	39.88	41.07	42.30	43.57
54		6,878.03	7,084.38	7,296.91	7,515.81	7,741.29	39.68	40.87	42.10	43.36	44.66
55		7,049.99	7,261.48	7,479.33	7,703.71	7,934.82	40.67	41.89	43.15	44.45	45.78
56		7,226.23	7,443.02	7,666.31	7,896.30	8,133.19	41.69	42.94	44.23	45.56	46.92
57		7,406.89	7,629.10	7,857.97	8,093.71	8,336.52	42.73	44.01	45.34	46.70	48.10
58		7,592.06	7,819.82	8,054.42	8,296.05	8,544.93	43.80	45.12	46.47	47.86	49.30
59		7,781.86	8,015.32	8,255.78	8,503.45	8,758.56	44.90	46.24	47.63	49.06	50.53
60		7,976.41	8,215.70	8,462.17	8,716.04	8,977.52	46.02	47.40	48.82	50.29	51.79
61		8,175.82	8,421.10	8,673.73	8,933.94	9,201.96	47.17	48.58	50.04	51.54	53.09
62		8,380.22	8,631.62	8,890.57	9,157.29	9,432.01	48.35	49.80	51.29	52.83	54.42
63		8,589.72	8,847.41	9,112.84	9,386.22	9,667.81	49.56	51.04	52.58	54.15	55.78
64		8,804.47	9,068.60	9,340.66	9,620.88	9,909.50	50.80	52.32	53.89	55.51	57.17
65		9,024.58	9,295.31	9,574.17	9,861.40	10,157.24	52.07	53.63	55.24	56.89	58.60
66		9,250.19	9,527.70	9,813.53	10,107.93	10,411.17	53.37	54.97	56.62	58.32	60.07
67		9,481.45	9,765.89	10,058.87	10,360.63	10,671.45	54.70	56.34	58.03	59.77	61.57
68		9,718.48	10,010.04	10,310.34	10,619.65	10,938.24	56.07	57.75	59.48	61.27	63.11
69		9,961.44	10,260.29	10,568.10	10,885.14	11,211.69	57.47	59.20	60.97	62.80	64.68
70		10,210.48	10,516.79	10,832.30	11,157.27	11,491.99	58.91	60.67	62.50	64.37	66.30