

RESOLUTION NO. 908

A RESOLUTION adopting new salary ranges for certain employees of the City of Camas by implementing cost of living adjustments.

WHEREAS, Section 2.64.020 of the Camas Municipal Code requires the Council to adopt a resolution establishing a pay schedule showing salary ranges for officers and employees of the City, and

WHEREAS, the City has entered into labor contracts with AFSCME and IAFF, which provide for cost of living adjustments to be implemented in January of 2001, and

WHEREAS, the City also desires to adopt a cost of living adjustment for non-represented employees,

NOW, THEREFORE, THE COUNCIL OF THE CITY OF CAMAS DO RESOLVE AS FOLLOWS:

Section I

The schedule attached hereto as Exhibit "A" and by this reference incorporated herein is hereby adopted as salary ranges for members of IAFF.

Section II

The schedule attached hereto as Exhibit "B" and by this reference incorporated herein is hereby adopted as the salary ranges for members of AFSCME.

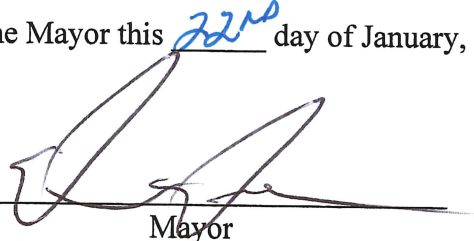
Section III

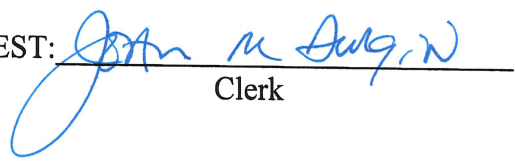
The schedule attached hereto as Exhibit "C" and by this reference incorporated herein is hereby adopted as the salary ranges for non-represented employees.

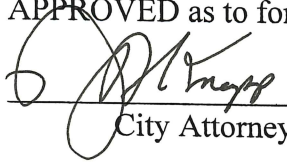
Section IV

The salary range schedules adopted by this resolution shall be effective as of January 1, 2001.

PASSED by the Council and APPROVED by the Mayor this 22nd day of January, 2001.

SIGNED: 
Mayor

ATTEST: 
Clerk

APPROVED as to form:

City Attorney

CITY OF CAMAS

FIRE DEPARTMENT
SALARY CHART

2001 - 4%

FIRE									
4%	FireFighter			30-36					
	ANNUAL	40	58,839.67	37	53,846.63	34	49,277.30	31	45,095.71
	MONTH		4,903.31		4,487.22		4,106.44		3,757.98
	HOURLY		23.57		21.57		19.74		18.07
	ANNUAL	39	57,125.89	36	52,278.28	33	47,842.04	30	43,782.24
	MONTH		4,760.49		4,356.52		3,986.84		3,648.52
	HOURLY		22.89		20.94		19.17		17.54
	ANNUAL	38	55,462.03	35	50,755.62	32	46,448.58		
	MONTH		4,621.84		4,229.63		3,870.71		
	HOURLY		22.22		20.33		18.61		
EMS									
4%	Firefighter/Paramedic			33-39					
	ANNUAL	43	61,828.97	40	56,582.27	37	51,780.79	34	47,386.76
	MONTH		5,152.41		4,715.19		4,315.07		3,948.90
	HOURLY		24.77		22.67		20.75		18.99
	ANNUAL	42	60,028.13	39	54,934.24	36	50,272.61	33	46,006.56
	MONTH		5,002.34		4,577.85		4,189.38		3,833.88
	HOURLY		24.05		22.01		20.14		18.43
	ANNUAL	41	58,279.73	38	53,334.21	35	48,808.36		
	MONTH		4,856.64		4,444.52		4,067.36		
	HOURLY		23.35		21.37		19.55		

CITY OF CAMAS

FIRE DEPARTMENT
SALARY CHART

2001 - 5%

FIRE									
5%	Dep Fire Marshal	36-42							
5%	Fire Captain	36-42							
	ANNUAL	43	65,537.94	40	59,976.50	37	54,886.99	34	50,229.37
	MONTH		5,461.49		4,998.04		4,573.92		4,185.78
	HOUR		26.26		24.03		21.99		20.13
	ANNUAL	42	63,629.06	39	58,229.61	36	53,288.34	33	48,766.38
	MONTH		5,302.42		4,852.47		4,440.70		4,063.87
	HOUR		25.49		23.33		21.35		19.54
	ANNUAL	41	61,775.79	38	56,533.60	35	51,736.25	32	47,346.00
	MONTH		5,147.98		4,711.13		4,311.35		3,945.50
	HOUR		24.75		22.65		20.73		18.97
EMS									
5%	Paramedic Captain	39-45							
	ANNUAL	50	77,511.17	47	70,933.70	44	64,914.39	41	59,405.86
	MONTH		6,459.26		5,911.14		5,409.53		4,950.49
	HOUR		31.05		28.41		26.00		23.80
	ANNUAL	49	75,253.57	46	68,867.67	43	63,023.68	40	57,675.59
	MONTH		6,271.13		5,738.97		5,251.97		4,806.30
	HOUR		30.14		27.59		25.25		23.10
	ANNUAL	48	73,061.71	45	66,861.82	42	61,188.04	39	55,995.72
	MONTH		6,088.48		5,571.82		5,099.00		4,666.31
	HOUR		29.27		26.78		24.51		22.43

CITY OF CAMAS, WASHINGTON

SALARY RANGES (2080 HOURS)

AFSCME

2001

ANNUAL	60	99,587.08	50	74,102.14	40	55,138.95	30	41,028.56	20	30,529.10	10	22,716.52
MONTH		8,298.92		6,175.18		4,594.91		3,419.05		2,544.09		1,893.04
HOUR		47.88		35.63		26.51		19.73		14.68		10.92
ANNUAL	59	96,686.49	49	71,943.83	39	53,532.96	29	39,833.55	19	29,639.90	9	22,054.87
MONTH		8,057.21		5,995.32		4,461.08		3,319.46		2,469.99		1,837.91
HOUR		46.48		34.59		25.74		19.15		14.25		10.60
ANNUAL	58	93,870.38	48	69,848.38	38	51,973.75	28	38,673.35	18	28,776.61	8	21,412.50
MONTH		7,822.53		5,820.70		4,331.15		3,222.78		2,398.05		1,784.37
HOUR		45.13		33.58		24.99		18.59		13.83		10.29
ANNUAL	57	91,136.29	47	67,813.96	37	50,459.95	27	37,546.94	17	27,938.45	7	20,788.83
MONTH		7,594.69		5,651.16		4,205.00		3,128.91		2,328.20		1,732.40
HOUR		43.82		32.60		24.26		18.05		13.43		9.99
ANNUAL	56	88,481.83	46	65,838.79	36	48,990.25	26	36,453.34	16	27,124.71	6	20,183.33
MONTH		7,373.49		5,486.57		4,082.52		3,037.78		2,260.39		1,681.94
HOUR		42.54		31.65		23.55		17.53		13.04		9.70
ANNUAL	55	85,904.69	45	63,921.16	35	47,563.35	25	35,391.60	15	26,334.67	5	19,595.47
MONTH		7,158.72		5,326.76		3,963.61		2,949.30		2,194.56		1,632.96
HOUR		41.30		30.73		22.87		17.02		12.66		9.42
ANNUAL	54	83,402.61	44	62,059.38	34	46,178.01	24	34,360.77	14	25,567.64	4	19,024.73
MONTH		6,950.22		5,171.61		3,848.17		2,863.40		2,130.64		1,585.39
HOUR		40.10		29.84		22.20		16.52		12.29		9.15
ANNUAL	53	80,973.41	43	60,251.82	33	44,833.01	23	33,359.97	13	24,822.95	3	18,470.61
MONTH		6,747.78		5,020.99		3,736.08		2,780.00		2,068.58		1,539.22
HOUR		38.93		28.97		21.55		16.04		11.93		8.88
ANNUAL	52	78,614.96	42	58,496.92	32	43,527.20	22	32,388.32	12	24,099.95	2	17,932.63
MONTH		6,551.25		4,874.74		3,627.27		2,699.03		2,008.33		1,494.39
HOUR		37.80		28.12		20.93		15.57		11.59		8.62
ANNUAL	51	76,325.21	41	56,793.12	31	42,259.42	21	31,444.97	11	23,398.01	1	17,410.32
MONTH		6,360.43		4,732.76		3,521.62		2,620.41		1,949.83		1,450.86
HOUR		36.69		27.30		20.32		15.12		11.25		8.37

EXHIBIT B**JANUARY 1, 2000**

<u>JOB CLASSIFICATION</u>	<u>STEP RANGES</u>	<u>STEP</u>						
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Chf. WWTP Oper.	33-39	3592	3700	3811	3926	4043	4165	4290
Mechanic	31-37	3386	3488	3592	3700	3811	3926	4043
Water Supply Oper	31-37	3386	3488	3592	3700	3811	3926	4043
WWW TP Oper	30-36	3288	3386	3488	3592	3700	3811	3926
Chf Sanitation Wkr	28-34	3099	3192	3288	3386	3488	3592	3700
Sr St & Sr Wtr Wrkr	28-34	3099	3192	3288	3386	3488	3592	3700
St & Wtr Maint Wrkr	26-32	2921	3009	3099	3192	3288	3386	3488
Sanitation Wrkr	25-31	2836	2921	3009	3099	3192	3288	3386
Maint Worker	21-27	2520	2595	2673	2753	2836	2921	3009

JANUARY 1, 2001

<u>JOB CLASSIFICATION</u>	<u>STEP RANGES</u>	<u>STEP</u>						
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Chf. WWTP Oper.	33-39	3736	3848	3964	4083	4205	4331	4461
Mechanic	31-37	3522	3627	3736	3848	3964	4083	4205
Water Supply Oper	31-37	3522	3627	3736	3848	3964	4083	4205
WWW TP Oper	30-36	3419	3522	3627	3736	3848	3964	4083
Chf Sanitation Wkr	28-34	3223	3319	3419	3522	3627	3736	3848
Sr St & Sr Wtr Wrkr	28-34	3223	3319	3419	3522	3627	3736	3848
St & Wtr Maint Wrkr	26-32	3038	3129	3223	3319	3419	3522	3627
Sanitation Wrkr	25-31	2949	3038	3129	3223	3319	3419	3522
Maint Worker	21-27	2620	2699	2780	2863	2949	3038	3129

JANUARY 1, 2002

<u>JOB CLASSIFICATION</u>	<u>STEP RANGES</u>	<u>STEP</u>						
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Chf. WWTP Oper.	33-39	3886	4002	4122	4246	4373	4504	4640
Mechanic	31-37	3662	3772	3886	4002	4122	4246	4373
Water Supply Oper	31-37	3662	3772	3886	4002	4122	4246	4373
WWW TP Oper	30-36	3556	3662	3772	3886	4002	4122	4246
Chf Sanitation Wkr	28-34	3352	3452	3556	3662	3772	3886	4002
Sr St & Sr Wtr Wrkr	28-34	3352	3452	3556	3662	3772	3886	4002
St & Wtr Maint Wrkr	26-32	3159	3254	3352	3452	3556	3662	3772
Sanitation Wrkr	25-31	3067	3159	3254	3352	3452	3556	3662
Maint Worker	21-27	2725	2807	2891	2978	3067	3159	3254

Progression through the pay plan is subject to the provisions of Article XVIII.

Hourly Rate Formula: $12 \times \frac{\text{Monthly Salary}}{2080}$

Effective January 1, 2000, the pay rates in Exhibit B reflect a 5% increase.
Effective January 1, 2001, the pay rates in Exhibit B reflect a 4% increase.
Effective January 1, 2002, the pay rates in Exhibit B reflect a 4% increase.

CITY OF CAMAS, WASHINGTON

SALARY RANGES (2080 HOURS)

NON-REPRESENTED

2001

ANNUAL	60	97,849.80	50	72,809.44	40	54,177.06	30	40,312.82	20	29,996.53	10	22,320.23
MONTH		8,154.15		6,067.45		4,514.76		3,359.40		2,499.71		1,860.02
HOUR		47.04		35.00		26.05		19.38		14.42		10.73
ANNUAL	59	94,999.81	49	70,688.78	39	52,599.09	29	39,138.66	19	29,122.84	9	21,670.13
MONTH		7,916.65		5,890.73		4,383.26		3,261.56		2,426.90		1,805.84
HOUR		45.67		33.98		25.29		18.82		14.00		10.42
ANNUAL	58	92,232.82	48	68,629.88	38	51,067.08	28	37,998.70	18	28,274.60	8	21,038.96
MONTH		7,686.07		5,719.16		4,255.59		3,166.56		2,356.22		1,753.25
HOUR		44.34		33.00		24.55		18.27		13.59		10.11
ANNUAL	57	89,546.43	47	66,630.95	37	49,579.69	27	36,891.94	17	27,451.07	7	20,426.18
MONTH		7,462.20		5,552.58		4,131.64		3,074.33		2,287.59		1,702.18
HOUR		43.05		32.03		23.84		17.74		13.20		9.82
ANNUAL	56	86,938.28	46	64,690.25	36	48,135.62	26	35,817.42	16	26,651.53	6	19,831.24
MONTH		7,244.86		5,390.85		4,011.30		2,984.79		2,220.96		1,652.60
HOUR		41.80		31.10		23.14		17.22		12.81		9.53
ANNUAL	55	84,406.10	45	62,806.07	35	46,733.61	25	34,774.20	15	25,875.27	5	19,253.63
MONTH		7,033.84		5,233.84		3,894.47		2,897.85		2,156.27		1,604.47
HOUR		40.58		30.20		22.47		16.72		12.44		9.26
ANNUAL	54	81,947.67	44	60,976.76	34	45,372.44	24	33,761.36	14	25,121.62	4	18,692.84
MONTH		6,828.97		5,081.40		3,781.04		2,813.45		2,093.47		1,557.74
HOUR		39.40		29.32		21.81		16.23		12.08		8.99
ANNUAL	53	79,560.84	43	59,200.74	33	44,050.91	23	32,778.01	13	24,389.92	3	18,148.39
MONTH		6,630.07		4,933.40		3,670.91		2,731.50		2,032.49		1,512.37
HOUR		38.25		28.46		21.18		15.76		11.73		8.73
ANNUAL	52	77,243.54	42	57,476.45	32	42,767.87	22	31,823.32	12	23,679.54	2	17,619.80
MONTH		6,436.96		4,789.70		3,563.99		2,651.94		1,973.29		1,468.32
HOUR		37.14		27.63		20.56		15.30		11.38		8.47
ANNUAL	51	74,993.73	41	55,802.38	31	41,522.21	21	30,896.42	11	22,989.84	1	17,106.60
MONTH		6,249.48		4,650.20		3,460.18		2,574.70		1,915.82		1,425.55
HOUR		36.05		26.83		19.96		14.85		11.05		8.22

3.5% COLA

EXHIBIT "C"