

RESOLUTION NO. 923

A RESOLUTION adopting new salary ranges for members of Local 11.

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 a Labor Contract with Local 11 which requires adjustments to the salary ranges for members of Local 11,

NOW, THEREFORE, the Council of the City of Camas do Resolve as follows:

Section I

The schedules attached hereto as Exhibit "A" and by this references incorporated herein, are HEREBY ADOPTED as the salary ranges for members of Local 11 for the year 2001.

Section II

The schedules attached hereto as Exhibit "B" and by this reference incorporated herein, are HEREBY ADOPTED as the salary ranges for members of Local 11 for the year 2001.

Section III

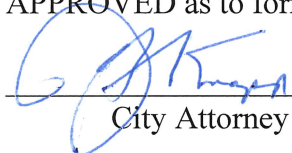
This Resolution shall be effective retroactively to January 1, 2001.

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

SIGNED: 
Mayor

ATTEST: 
Clerk

APPROVED as to form:


City Attorney

| <u>Position</u> | <u>Step Range</u> | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
|---------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|----------|
| <u>Clerical/Secretarial:</u> | | | | | | | | |
| Secretary to the City Administrator | 24-30 | 2854 | 2940 | 3028 | 3119 | 3212 | 3309 | 3408 |
| Sr. Administrative Support Specialist | 24-30 | 2854 | 2940 | 3028 | 3119 | 3212 | 3309 | 3408 |
| Administrative Support Specialist II | 18-24 | 2390 | 2462 | 2536 | 2612 | 2690 | 2771 | 2854 |
| Administrative Support Specialist I | 13-19 | 2062 | 2124 | 2188 | 2253 | 2321 | 2390 | 2462 |
| Permit Clerk | 24-30 | 2854 | 2940 | 3028 | 3119 | 3212 | 3309 | 3408 |
| <u>Engineering:</u> | | | | | | | | |
| Public Works Project Manager | 39-45 | 4447 | 4580 | 4718 | 4859 | 5005 | 5155 | 5310 |
| Sr. Eng. Technician | 30-36 | 3408 | 3510 | 3616 | 3724 | 3836 | 3951 | 4069 |
| Engineering Technician | 28-34 | 3212 | 3309 | 3408 | 3510 | 3616 | 3724 | 3836 |
| Engineer III | 36-42 | 4069 | 4192 | 4317 | 4447 | 4580 | 4718 | 4859 |
| Engineer II | 33-39 | 3724 | 3836 | 3951 | 4069 | 4192 | 4317 | 4447 |
| Engineer I | 30-36 | 3408 | 3510 | 3616 | 3724 | 3836 | 3951 | 4069 |
| <u>Planning:</u> | | | | | | | | |
| Planner I | 30-36 | 3408 | 3510 | 3616 | 3724 | 3836 | 3951 | 4069 |
| Assistant Planner | 24-30 | 2854 | 2940 | 3028 | 3119 | 3212 | 3309 | 3408 |
| Code Compliance Specialist | 24-30 | 2854 | 2940 | 3028 | 3119 | 3212 | 3309 | 3408 |
| <u>Library:</u> | | | | | | | | |
| Library Associate | 24-30 | 2854 | 2940 | 3028 | 3119 | 3212 | 3309 | 3408 |
| Sr. Library Associate | 26-32 | 3028 | 3119 | 3212 | 3309 | 3408 | 3510 | 3616 |
| Youth Services Librarian | 28-34 | 3212 | 3309 | 3408 | 3510 | 3616 | 3724 | 3836 |
| Library Assistant | 15-21 | 2188 | 2253 | 2321 | 2390 | 2462 | 2536 | 2612 |
| Library Page | 4 | 9.11 | | | | | | |
| <u>Police:</u> | | | | | | | | |
| Parking Enforcement Officer | 16-22 | 2253 | 2321 | 2390 | 2462 | 2536 | 2612 | 2690 |
| Social Service Specialist | 30-36 | 3408 | 3510 | 3616 | 3724 | 3836 | 3951 | 4069 |
| Court Security Officer | 25-31 | 2940 | 3028 | 3119 | 3212 | 3309 | 3408 | 3510 |
| Offender Crew Leader | 21-27 | 2612 | 2690 | 2771 | 2854 | 2940 | 3028 | 3119 |
| <u>Building:</u> | | | | | | | | |
| Building Official | 39-45 | 4447 | 4580 | 4718 | 4859 | 5005 | 5155 | 5310 |
| Building Inspector II | 30-36 | 3408 | 3510 | 3616 | 3724 | 3836 | 3951 | 4069 |
| Building Inspector I | 27-33 | 3119 | 3212 | 3309 | 3408 | 3510 | 3616 | 3724 |
| Plans Examiner | 30-36 | 3408 | 3510 | 3616 | 3724 | 3836 | 3951 | 4069 |
| <u>Finance:</u> | | | | | | | | |
| Accountant | 33-39 | 3724 | 3836 | 3951 | 4069 | 4192 | 4317 | 4447 |
| Deputy Treasurer | 27-33 | 3119 | 3212 | 3309 | 3408 | 3510 | 3616 | 3724 |
| Financial Assistant II | 23-29 | 2771 | 2854 | 2940 | 3028 | 3119 | 3212 | 3309 |
| Financial Assistant I | 20-26 | 2536 | 2612 | 2690 | 2771 | 2854 | 2940 | 3028 |
| Information Systems Technician | 27-33 | 3119 | 3212 | 3309 | 3408 | 3510 | 3616 | 3724 |
| <u>Recreation:</u> | | | | | | | | |
| Recreation Coordinator | 25-31 | 2940 | 3028 | 3119 | 3212 | 3309 | 3408 | 3510 |

Progression through the pay plan is subject to the provisions of Article 24
 Hourly Rate Formula:

$$\frac{12 \times \text{Monthly Salary}}{2080 \text{ Hours}}$$

A
Pg 1 of 2

**CITY OF CAMAS, WASHINGTON
SALARY STEPS**

LOCAL #11

2001

| | | | | | | | | | | | | |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 60 | 99,267.91 | 50 | 73,864.65 | 40 | 54,962.23 | 30 | 40,897.06 | 20 | 30,431.26 | 10 | 22,643.71 |
| MONTH | | 8,272.33 | | 6,155.39 | | 4,580.19 | | 3,408.09 | | 2,535.94 | | 1,886.98 |
| HOUR | | 47.72 | | 35.51 | | 26.42 | | 19.66 | | 14.63 | | 10.89 |
| ANNUAL | 59 | 96,376.61 | 49 | 71,713.25 | 39 | 53,361.39 | 29 | 39,705.89 | 19 | 29,544.91 | 9 | 21,984.19 |
| MONTH | | 8,031.38 | | 5,976.10 | | 4,446.78 | | 3,308.82 | | 2,462.08 | | 1,832.02 |
| HOUR | | 46.33 | | 34.48 | | 25.65 | | 19.09 | | 14.20 | | 10.57 |
| ANNUAL | 58 | 93,569.52 | 48 | 69,624.51 | 38 | 51,807.18 | 28 | 38,549.40 | 18 | 28,684.38 | 8 | 21,343.87 |
| MONTH | | 7,797.46 | | 5,802.04 | | 4,317.26 | | 3,212.45 | | 2,390.36 | | 1,778.66 |
| HOUR | | 44.99 | | 33.47 | | 24.91 | | 18.53 | | 13.79 | | 10.26 |
| ANNUAL | 57 | 90,844.20 | 47 | 67,596.61 | 37 | 50,298.23 | 27 | 37,426.61 | 17 | 27,848.91 | 7 | 20,722.20 |
| MONTH | | 7,570.35 | | 5,633.05 | | 4,191.52 | | 3,118.88 | | 2,320.74 | | 1,726.85 |
| HOUR | | 43.68 | | 32.50 | | 24.18 | | 17.99 | | 13.39 | | 9.96 |
| ANNUAL | 56 | 88,198.25 | 46 | 65,627.78 | 36 | 48,833.23 | 26 | 36,336.51 | 16 | 27,037.78 | 6 | 20,118.65 |
| MONTH | | 7,349.85 | | 5,468.98 | | 4,069.44 | | 3,028.04 | | 2,253.15 | | 1,676.55 |
| HOUR | | 42.40 | | 31.55 | | 23.48 | | 17.47 | | 13.00 | | 9.67 |
| ANNUAL | 55 | 85,629.37 | 45 | 63,716.29 | 35 | 47,410.91 | 25 | 35,278.17 | 15 | 26,250.27 | 5 | 19,532.67 |
| MONTH | | 7,135.78 | | 5,309.69 | | 3,950.91 | | 2,939.85 | | 2,187.52 | | 1,627.72 |
| HOUR | | 41.17 | | 30.63 | | 22.79 | | 16.96 | | 12.62 | | 9.39 |
| ANNUAL | 54 | 83,135.31 | 44 | 61,860.48 | 34 | 46,030.00 | 24 | 34,250.65 | 14 | 25,485.70 | 4 | 18,963.75 |
| MONTH | | 6,927.94 | | 5,155.04 | | 3,835.83 | | 2,854.22 | | 2,123.81 | | 1,580.31 |
| HOUR | | 39.97 | | 29.74 | | 22.13 | | 16.47 | | 12.25 | | 9.12 |
| ANNUAL | 53 | 80,713.89 | 43 | 60,058.72 | 33 | 44,689.33 | 23 | 33,253.05 | 13 | 24,743.40 | 3 | 18,411.41 |
| MONTH | | 6,726.16 | | 5,004.89 | | 3,724.11 | | 2,771.09 | | 2,061.95 | | 1,534.28 |
| HOUR | | 38.80 | | 28.87 | | 21.49 | | 15.99 | | 11.90 | | 8.85 |
| ANNUAL | 52 | 78,363.00 | 42 | 58,309.43 | 32 | 43,387.69 | 22 | 32,284.52 | 12 | 24,022.71 | 2 | 17,875.16 |
| MONTH | | 6,530.25 | | 4,859.12 | | 3,615.64 | | 2,690.38 | | 2,001.89 | | 1,489.60 |
| HOUR | | 37.67 | | 28.03 | | 20.86 | | 15.52 | | 11.55 | | 8.59 |
| ANNUAL | 51 | 76,080.58 | 41 | 56,611.10 | 31 | 42,123.98 | 21 | 31,344.19 | 11 | 23,323.02 | 1 | 17,354.52 |
| MONTH | | 6,340.05 | | 4,717.59 | | 3,510.33 | | 2,612.02 | | 1,943.59 | | 1,446.21 |
| HOUR | | 36.58 | | 27.22 | | 20.25 | | 15.07 | | 11.21 | | 8.34 |

A

JANUARY 1, 2002

| <u>Position</u> | <u>Step Range</u> | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
|---------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|----------|
| <u>Clerical/Secretarial:</u> | | | | | | | | |
| Secretary to the City Administrator | 24-30 | 2968 | 3057 | 3149 | 3244 | 3341 | 3441 | 3544 |
| Sr. Administrative Support Specialist | 24-30 | 2968 | 3057 | 3149 | 3244 | 3341 | 3441 | 3544 |
| Administrative Support Specialist II | 18-24 | 2486 | 2561 | 2637 | 2716 | 2798 | 2882 | 2968 |
| Administrative Support Specialist I | 13-19 | 2144 | 2209 | 2275 | 2343 | 2414 | 2486 | 2561 |
| Permit Clerk | 24-30 | 2968 | 3057 | 3149 | 3244 | 3341 | 3441 | 3544 |
| <u>Engineering:</u> | | | | | | | | |
| Public Works Project Manager | 39-45 | 4625 | 4763 | 4906 | 5053 | 5205 | 5361 | 5522 |
| Sr. Eng. Technician | 30-36 | 3544 | 3651 | 3760 | 3873 | 3989 | 4109 | 4232 |
| Engineering Technician | 28-34 | 3341 | 3441 | 3544 | 3651 | 3760 | 3873 | 3989 |
| Engineer III | 36-42 | 4232 | 4359 | 4490 | 4625 | 4763 | 4906 | 5053 |
| Engineer II | 33-39 | 3873 | 3989 | 4109 | 4232 | 4359 | 4490 | 4625 |
| Engineer I | 30-36 | 3544 | 3651 | 3760 | 3873 | 3989 | 4109 | 4232 |
| <u>Planning:</u> | | | | | | | | |
| Planner I | 30-36 | 3544 | 3651 | 3760 | 3873 | 3989 | 4109 | 4232 |
| Assistant Planner | 24-30 | 2968 | 3057 | 3149 | 3244 | 3341 | 3441 | 3544 |
| Code Compliance Specialist | 24-30 | 2968 | 3057 | 3149 | 3244 | 3341 | 3441 | 3544 |
| <u>Library:</u> | | | | | | | | |
| Library Associate | 24-30 | 2968 | 3057 | 3149 | 3244 | 3341 | 3441 | 3544 |
| Sr. Library Associate | 26-32 | 3149 | 3244 | 3341 | 3441 | 3544 | 3651 | 3760 |
| Youth Services Librarian | 28-34 | 3341 | 3441 | 3544 | 3651 | 3760 | 3873 | 3989 |
| Library Assistant | 15-21 | 2275 | 2343 | 2414 | 2486 | 2561 | 2637 | 2716 |
| Library Page | 4 | 9.47 | | | | | | |
| <u>Police:</u> | | | | | | | | |
| Parking Enforcement Officer | 16-22 | 2343 | 2414 | 2486 | 2561 | 2637 | 2716 | 2798 |
| Social Service Specialist | 30-36 | 3544 | 3651 | 3760 | 3873 | 3989 | 4109 | 4232 |
| Court Security Officer | 25-31 | 3057 | 3149 | 3244 | 3341 | 3441 | 3544 | 3651 |
| Offender Crew Leader | 21-27 | 2716 | 2798 | 2882 | 2968 | 3057 | 3149 | 3244 |
| <u>Building:</u> | | | | | | | | |
| Building Inspector II | 30-36 | 3544 | 3651 | 3760 | 3873 | 3989 | 4109 | 4232 |
| Building Inspector I | 27-33 | 3244 | 3341 | 3441 | 3544 | 3651 | 3760 | 3873 |
| Plans Examiner | 30-36 | 3544 | 3651 | 3760 | 3873 | 3989 | 4109 | 4232 |
| <u>Finance:</u> | | | | | | | | |
| Accountant | 33-39 | 3873 | 3989 | 4109 | 4232 | 4359 | 4490 | 4625 |
| Deputy Treasurer | 27-33 | 3244 | 3341 | 3441 | 3544 | 3651 | 3760 | 3873 |
| Financial Assistant II | 23-29 | 2882 | 2968 | 3057 | 3149 | 3244 | 3341 | 3441 |
| Financial Assistant I | 20-26 | 2637 | 2716 | 2798 | 2882 | 2968 | 3057 | 3149 |
| Information Systems Technician | 27-33 | 3244 | 3341 | 3441 | 3544 | 3651 | 3760 | 3873 |
| <u>Recreation:</u> | | | | | | | | |
| Recreation Coordinator | 25-31 | 3057 | 3149 | 3244 | 3341 | 3441 | 3544 | 3651 |

Progression through the pay plan is subject to the provisions of Article 24
 Hourly Rate Formula:

$$\frac{12 \times \text{Monthly Salary}}{2080 \text{ Hours}}$$

EXHIBIT

PAGE

OF

**CITY OF CAMAS, WASHINGTON
SALARY STEPS**

LOCAL #11

2002

| | | | | | | | | | | | | |
|---------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ANNUAL | 60 | 103,238.73 | 50 | 76,819.31 | 40 | 57,160.78 | 30 | 42,532.99 | 20 | 31,648.54 | 10 | 23,549.49 |
| MONTH | | 8,603.23 | | 6,401.61 | | 4,763.40 | | 3,544.42 | | 2,637.38 | | 1,962.46 |
| HOUR | | 49.63 | | 36.93 | | 27.48 | | 20.45 | | 15.22 | | 11.32 |
| | | | | | | | | | | | | |
| ANNUAL | 59 | 100,231.78 | 49 | 74,581.86 | 39 | 55,495.91 | 29 | 41,294.17 | 19 | 30,726.74 | 9 | 22,863.58 |
| MONTH | | 8,352.65 | | 6,215.15 | | 4,624.66 | | 3,441.18 | | 2,560.56 | | 1,905.30 |
| HOUR | | 48.19 | | 35.86 | | 26.68 | | 19.85 | | 14.77 | | 10.99 |
| | | | | | | | | | | | | |
| ANNUAL | 58 | 97,312.41 | 48 | 72,409.57 | 38 | 53,879.52 | 28 | 40,091.42 | 18 | 29,831.78 | 8 | 22,197.65 |
| MONTH | | 8,109.37 | | 6,034.13 | | 4,489.96 | | 3,340.95 | | 2,485.98 | | 1,849.80 |
| HOUR | | 46.78 | | 34.81 | | 25.90 | | 19.27 | | 14.34 | | 10.67 |
| | | | | | | | | | | | | |
| ANNUAL | 57 | 94,478.07 | 47 | 70,300.55 | 37 | 52,310.21 | 27 | 38,923.71 | 17 | 28,962.90 | 7 | 21,551.12 |
| MONTH | | 7,873.17 | | 5,858.38 | | 4,359.18 | | 3,243.64 | | 2,413.57 | | 1,795.93 |
| HOUR | | 45.42 | | 33.80 | | 25.15 | | 18.71 | | 13.92 | | 10.36 |
| | | | | | | | | | | | | |
| ANNUAL | 56 | 91,726.28 | 46 | 68,252.96 | 36 | 50,786.62 | 26 | 37,790.01 | 16 | 28,119.32 | 6 | 20,923.41 |
| MONTH | | 7,643.86 | | 5,687.75 | | 4,232.22 | | 3,149.17 | | 2,343.28 | | 1,743.62 |
| HOUR | | 44.10 | | 32.81 | | 24.42 | | 18.17 | | 13.52 | | 10.06 |
| | | | | | | | | | | | | |
| ANNUAL | 55 | 89,054.64 | 45 | 66,265.01 | 35 | 49,307.39 | 25 | 36,689.33 | 15 | 27,300.31 | 5 | 20,313.99 |
| MONTH | | 7,421.22 | | 5,522.08 | | 4,108.95 | | 3,057.44 | | 2,275.03 | | 1,692.83 |
| HOUR | | 42.81 | | 31.86 | | 23.71 | | 17.64 | | 13.13 | | 9.77 |
| | | | | | | | | | | | | |
| ANNUAL | 54 | 86,460.81 | 44 | 64,334.97 | 34 | 47,871.26 | 24 | 35,620.71 | 14 | 26,505.15 | 4 | 19,722.32 |
| MONTH | | 7,205.07 | | 5,361.25 | | 3,989.27 | | 2,968.39 | | 2,208.76 | | 1,643.53 |
| HOUR | | 41.57 | | 30.93 | | 23.02 | | 17.13 | | 12.74 | | 9.48 |
| | | | | | | | | | | | | |
| ANNUAL | 53 | 83,942.54 | 43 | 62,461.13 | 33 | 46,476.95 | 23 | 34,583.21 | 13 | 25,733.16 | 3 | 19,147.89 |
| MONTH | | 6,995.21 | | 5,205.09 | | 3,873.08 | | 2,881.93 | | 2,144.43 | | 1,595.66 |
| HOUR | | 40.36 | | 30.03 | | 22.34 | | 16.63 | | 12.37 | | 9.21 |
| | | | | | | | | | | | | |
| ANNUAL | 52 | 81,497.61 | 42 | 60,641.87 | 32 | 45,123.25 | 22 | 33,575.94 | 12 | 24,983.65 | 2 | 18,590.18 |
| MONTH | | 6,791.47 | | 5,053.49 | | 3,760.27 | | 2,797.99 | | 2,081.97 | | 1,549.18 |
| HOUR | | 39.18 | | 29.15 | | 21.69 | | 16.14 | | 12.01 | | 8.94 |
| | | | | | | | | | | | | |
| ANNUAL | 51 | 79,123.89 | 41 | 58,875.61 | 31 | 43,808.98 | 21 | 32,598.00 | 11 | 24,255.97 | 1 | 18,048.72 |
| MONTH | | 6,593.66 | | 4,906.30 | | 3,650.75 | | 2,716.50 | | 2,021.33 | | 1,504.06 |
| HOUR | | 38.04 | | 28.31 | | 21.06 | | 15.67 | | 11.66 | | 8.68 |

EXHIBIT B

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