

A RESOLUTION adopting salary ranges for employees who are not represented by unions, for members of the Washington State Council of County and City Employees Local 307CC, for members of the Camas Police Officers Association and creating a salary range for the Library Pages within the Office and Professional Employees Union, Local #11.

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

WHEREAS, it is the City's desire to create a salary range of steps 4-7 for Library Pages within Local #11, and

WHEREAS, the Pool/Activity Aide is paid by minimum wage, which was increased in the State of Washington to \$7.01/hr and,

WHEREAS, employees of the Washington State Council of County and City Employees Local 307CC AFL-CIO and the City have negotiated a labor agreement establishing salary ranges for members of the union, and

WHEREAS, members of the Camas Police Officers Association have negotiated a labor agreement establishing salary ranges for members of the association, and

WHEREAS, the council desires to revise the salary ranges for those employees of the City who are not represented by unions,

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

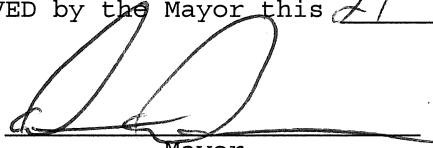
Section I

The schedules attached hereto and by this reference incorporated herein is hereby adopted as the salary ranges for members of the Washington State Council of County and City Employees, AFL-CIO, Local 307CC, for the members of the Camas Police Officers Association, and for those employees of the City who are not represented by unions.

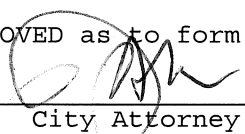
Section II

The salary range schedules adopted by this resolution shall take effect as of January 1, 2003.

PASSED by the Council and APPROVED by the Mayor this 27<sup>th</sup> day of January, 2003.

SIGNED:   
Mayor

ATTEST:   
CLERK

APPROVED as to form:  
  
City Attorney

# CITY OF CAMAS, WASHINGTON

## SALARY STEPS

### NON-REPRESENTED

**2003**

<b>ANNUAL</b>	<b>60</b>	105,824.40	<b>50</b>	78,743.29	<b>40</b>	58,592.41	<b>30</b>	43,598.25	<b>20</b>	32,441.19	<b>10</b>	24,139.30
<b>MONTH</b>		8,818.70		6,561.94		4,882.70		3,633.19		2,703.43		2,011.61
<b>HOUR</b>		50.88		37.86		28.17		20.96		15.60		11.61
<b>ANNUAL</b>	<b>59</b>	102,742.14	<b>49</b>	76,449.80	<b>39</b>	56,885.83	<b>29</b>	42,328.40	<b>19</b>	31,496.31	<b>9</b>	23,436.21
<b>MONTH</b>		8,561.84		6,370.82		4,740.49		3,527.37		2,624.69		1,953.02
<b>HOUR</b>		49.40		36.75		27.35		20.35		15.14		11.27
<b>ANNUAL</b>	<b>58</b>	99,749.65	<b>48</b>	74,223.11	<b>38</b>	55,228.96	<b>28</b>	41,095.53	<b>18</b>	30,578.94	<b>8</b>	22,753.60
<b>MONTH</b>		8,312.47		6,185.26		4,602.41		3,424.63		2,548.24		1,896.13
<b>HOUR</b>		47.96		35.68		26.55		19.76		14.70		10.94
<b>ANNUAL</b>	<b>57</b>	96,844.32	<b>47</b>	72,061.27	<b>37</b>	53,620.35	<b>27</b>	39,898.58	<b>17</b>	29,688.29	<b>7</b>	22,090.87
<b>MONTH</b>		8,070.36		6,005.11		4,468.36		3,324.88		2,474.02		1,840.91
<b>HOUR</b>		46.56		34.64		25.78		19.18		14.27		10.62
<b>ANNUAL</b>	<b>56</b>	94,023.61	<b>46</b>	69,962.40	<b>36</b>	52,058.59	<b>26</b>	38,736.48	<b>16</b>	28,823.58	<b>6</b>	21,447.45
<b>MONTH</b>		7,835.30		5,830.20		4,338.22		3,228.04		2,401.97		1,787.29
<b>HOUR</b>		45.20		33.64		25.03		18.62		13.86		10.31
<b>ANNUAL</b>	<b>55</b>	91,285.06	<b>45</b>	67,924.66	<b>35</b>	50,542.32	<b>25</b>	37,608.24	<b>15</b>	27,984.06	<b>5</b>	20,822.77
<b>MONTH</b>		7,607.09		5,660.39		4,211.86		3,134.02		2,332.00		1,735.23
<b>HOUR</b>		43.89		32.66		24.30		18.08		13.45		10.01
<b>ANNUAL</b>	<b>54</b>	88,626.27	<b>44</b>	65,946.27	<b>34</b>	49,070.22	<b>24</b>	36,512.85	<b>14</b>	27,168.99	<b>4</b>	20,216.28
<b>MONTH</b>		7,385.52		5,495.52		4,089.18		3,042.74		2,264.08		1,684.69
<b>HOUR</b>		42.61		31.70		23.59		17.55		13.06		9.72
<b>ANNUAL</b>	<b>53</b>	86,044.92	<b>43</b>	64,025.50	<b>33</b>	47,640.99	<b>23</b>	35,449.37	<b>13</b>	26,377.66	<b>3</b>	19,627.46
<b>MONTH</b>		7,170.41		5,335.46		3,970.08		2,954.11		2,198.14		1,635.62
<b>HOUR</b>		41.37		30.78		22.90		17.04		12.68		9.44
<b>ANNUAL</b>	<b>52</b>	83,538.76	<b>42</b>	62,160.68	<b>32</b>	46,253.39	<b>22</b>	34,416.86	<b>12</b>	25,609.38	<b>2</b>	19,055.78
<b>MONTH</b>		6,961.56		5,180.06		3,854.45		2,868.07		2,134.11		1,587.98
<b>HOUR</b>		40.16		29.88		22.24		16.55		12.31		9.16
<b>ANNUAL</b>	<b>51</b>	81,105.59	<b>41</b>	60,350.18	<b>31</b>	44,906.20	<b>21</b>	33,414.43	<b>11</b>	24,863.47	<b>1</b>	18,500.76
<b>MONTH</b>		6,758.80		5,029.18		3,742.18		2,784.54		2,071.96		1,541.73
<b>HOUR</b>		38.99		29.01		21.59		16.06		11.95		8.89

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# CITY OF CAMAS, WASHINGTON

## SALARY STEPS (2080 HOURS)

### AFSCME

**2003**

<b>ANNUAL</b>	<b>60</b>	106,677.60	<b>50</b>	79,378.15	<b>40</b>	59,064.80	<b>30</b>	43,949.76	<b>20</b>	32,702.75	<b>10</b>	24,333.92
<b>MONTH</b>		8,889.80		6,614.85		4,922.07		3,662.48		2,725.23		2,027.83
<b>HOUR</b>		51.29		38.16		28.40		21.13		15.72		11.70
<b>ANNUAL</b>	<b>59</b>	103,570.48	<b>49</b>	77,066.17	<b>39</b>	57,344.47	<b>29</b>	42,669.67	<b>19</b>	31,750.24	<b>9</b>	23,625.16
<b>MONTH</b>		8,630.87		6,422.18		4,778.71		3,555.81		2,645.85		1,968.76
<b>HOUR</b>		49.79		37.05		27.57		20.51		15.26		11.36
<b>ANNUAL</b>	<b>58</b>	100,553.87	<b>48</b>	74,821.52	<b>38</b>	55,674.24	<b>28</b>	41,426.86	<b>18</b>	30,825.48	<b>8</b>	22,937.05
<b>MONTH</b>		8,379.49		6,235.13		4,639.52		3,452.24		2,568.79		1,911.42
<b>HOUR</b>		48.34		35.97		26.77		19.92		14.82		11.03
<b>ANNUAL</b>	<b>57</b>	97,625.11	<b>47</b>	72,642.25	<b>37</b>	54,052.66	<b>27</b>	40,220.25	<b>17</b>	29,927.65	<b>7</b>	22,268.98
<b>MONTH</b>		8,135.43		6,053.52		4,504.39		3,351.69		2,493.97		1,855.75
<b>HOUR</b>		46.94		34.92		25.99		19.34		14.39		10.71
<b>ANNUAL</b>	<b>56</b>	94,781.66	<b>46</b>	70,526.46	<b>36</b>	52,478.31	<b>26</b>	39,048.79	<b>16</b>	29,055.97	<b>6</b>	21,620.37
<b>MONTH</b>		7,898.47		5,877.20		4,373.19		3,254.07		2,421.33		1,801.70
<b>HOUR</b>		45.57		33.91		25.23		18.77		13.97		10.39
<b>ANNUAL</b>	<b>55</b>	92,021.03	<b>45</b>	68,472.29	<b>35</b>	50,949.82	<b>25</b>	37,911.45	<b>15</b>	28,209.68	<b>5</b>	20,990.65
<b>MONTH</b>		7,668.42		5,706.02		4,245.82		3,159.29		2,350.81		1,749.22
<b>HOUR</b>		44.24		32.92		24.50		18.23		13.56		10.09
<b>ANNUAL</b>	<b>54</b>	89,340.81	<b>44</b>	66,477.95	<b>34</b>	49,465.84	<b>24</b>	36,807.23	<b>14</b>	27,388.04	<b>4</b>	20,379.27
<b>MONTH</b>		7,445.07		5,539.83		4,122.15		3,067.27		2,282.34		1,698.27
<b>HOUR</b>		42.95		31.96		23.78		17.70		13.17		9.80
<b>ANNUAL</b>	<b>53</b>	86,738.65	<b>43</b>	64,541.70	<b>33</b>	48,025.09	<b>23</b>	35,735.18	<b>13</b>	26,590.33	<b>3</b>	19,785.70
<b>MONTH</b>		7,228.22		5,378.48		4,002.09		2,977.93		2,215.86		1,648.81
<b>HOUR</b>		41.70		31.03		23.09		17.18		12.78		9.51
<b>ANNUAL</b>	<b>52</b>	84,212.28	<b>42</b>	62,661.85	<b>32</b>	46,626.30	<b>22</b>	34,694.34	<b>12</b>	25,815.85	<b>2</b>	19,209.42
<b>MONTH</b>		7,017.69		5,221.82		3,885.52		2,891.20		2,151.32		1,600.78
<b>HOUR</b>		40.49		30.13		22.42		16.68		12.41		9.24
<b>ANNUAL</b>	<b>51</b>	81,759.50	<b>41</b>	60,836.74	<b>31</b>	45,268.25	<b>21</b>	33,683.83	<b>11</b>	25,063.93	<b>1</b>	18,649.92
<b>MONTH</b>		6,813.29		5,069.73		3,772.35		2,806.99		2,088.66		1,554.16
<b>HOUR</b>		39.31		29.25		21.76		16.19		12.05		8.97

# CITY OF CAMAS

## SALARY RANGES (2080 HOURS)

### POLICE (REG FORCE)

**2003**

<b>ANNUAL</b>	<b>60</b>	110,487.35	<b>50</b>	82,212.96	<b>40</b>	61,174.17	<b>30</b>	45,519.33	<b>20</b>	33,870.65	<b>10</b>	25,202.95
<b>MONTH</b>		9,207.28		6,851.08		5,097.85		3,793.28		2,822.55		2,100.25
<b>HOUR</b>		53.12		39.53		29.41		21.88		16.28		12.12
<b>ANNUAL</b>	<b>59</b>	107,269.27	<b>49</b>	79,818.41	<b>39</b>	59,392.39	<b>29</b>	44,193.52	<b>19</b>	32,884.13	<b>9</b>	24,468.88
<b>MONTH</b>		8,939.11		6,651.53		4,949.37		3,682.79		2,740.34		2,039.07
<b>HOUR</b>		51.57		38.37		28.55		21.25		15.81		11.76
<b>ANNUAL</b>	<b>58</b>	104,144.92	<b>48</b>	77,493.60	<b>38</b>	57,662.52	<b>28</b>	42,906.33	<b>18</b>	31,926.34	<b>8</b>	23,756.19
<b>MONTH</b>		8,678.74		6,457.80		4,805.21		3,575.53		2,660.53		1,979.68
<b>HOUR</b>		50.07		37.26		27.72		20.63		15.35		11.42
<b>ANNUAL</b>	<b>57</b>	101,111.58	<b>47</b>	75,236.51	<b>37</b>	55,983.03	<b>27</b>	41,656.63	<b>17</b>	30,996.45	<b>7</b>	23,064.27
<b>MONTH</b>		8,425.96		6,269.71		4,665.25		3,471.39		2,583.04		1,922.02
<b>HOUR</b>		48.61		36.17		26.91		20.03		14.90		11.09
<b>ANNUAL</b>	<b>56</b>	98,166.58	<b>46</b>	73,045.15	<b>36</b>	54,352.45	<b>26</b>	40,443.33	<b>16</b>	30,093.64	<b>6</b>	22,392.49
<b>MONTH</b>		8,180.55		6,087.10		4,529.37		3,370.28		2,507.80		1,866.04
<b>HOUR</b>		47.20		35.12		26.13		19.44		14.47		10.77
<b>ANNUAL</b>	<b>55</b>	95,307.36	<b>45</b>	70,917.63	<b>35</b>	52,769.37	<b>25</b>	39,265.37	<b>15</b>	29,217.12	<b>5</b>	21,740.28
<b>MONTH</b>		7,942.28		5,909.80		4,397.45		3,272.11		2,434.76		1,811.69
<b>HOUR</b>		45.82		34.10		25.37		18.88		14.05		10.45
<b>ANNUAL</b>	<b>54</b>	92,531.42	<b>44</b>	68,852.06	<b>34</b>	51,232.40	<b>24</b>	38,121.72	<b>14</b>	28,366.14	<b>4</b>	21,107.07
<b>MONTH</b>		7,710.95		5,737.67		4,269.37		3,176.81		2,363.84		1,758.92
<b>HOUR</b>		44.49		33.10		24.63		18.33		13.64		10.15
<b>ANNUAL</b>	<b>53</b>	89,836.33	<b>43</b>	66,846.66	<b>33</b>	49,740.20	<b>23</b>	37,011.38	<b>13</b>	27,539.94	<b>3</b>	20,492.30
<b>MONTH</b>		7,486.36		5,570.56		4,145.02		3,084.28		2,295.00		1,707.69
<b>HOUR</b>		43.19		32.14		23.91		17.79		13.24		9.85
<b>ANNUAL</b>	<b>52</b>	87,219.73	<b>42</b>	64,899.67	<b>32</b>	48,291.45	<b>22</b>	35,933.38	<b>12</b>	26,737.81	<b>2</b>	19,895.44
<b>MONTH</b>		7,268.31		5,408.31		4,024.29		2,994.45		2,228.15		1,657.95
<b>HOUR</b>		41.93		31.20		23.22		17.28		12.85		9.57
<b>ANNUAL</b>	<b>51</b>	84,679.35	<b>41</b>	63,009.39	<b>31</b>	46,884.90	<b>21</b>	34,886.77	<b>11</b>	25,959.04	<b>1</b>	19,315.96
<b>MONTH</b>		7,056.61		5,250.78		3,907.08		2,907.23		2,163.25		1,609.66
<b>HOUR</b>		40.71		30.29		22.54		16.77		12.48		9.29

# CITY OF CAMAS, WASHINGTON

## SALARY RANGES (2080 HOURS)

### POLICE (SGT'S)

**2003**

<b>ANNUAL</b>	<b>60</b>	112,707.28	<b>50</b>	83,864.80	<b>40</b>	62,403.29	<b>30</b>	46,433.91	<b>20</b>	34,551.19	<b>10</b>	25,709.33
<b>MONTH</b>		9,392.27		6,988.73		5,200.27		3,869.49		2,879.27		2,142.44
<b>HOUR</b>		54.19		40.32		30.00		22.32		16.61		12.36
<b>ANNUAL</b>	<b>59</b>	109,424.55	<b>49</b>	81,422.14	<b>39</b>	60,585.72	<b>29</b>	45,081.46	<b>19</b>	33,544.84	<b>9</b>	24,960.51
<b>MONTH</b>		9,118.71		6,785.18		5,048.81		3,756.79		2,795.40		2,080.04
<b>HOUR</b>		52.61		39.15		29.13		21.67		16.13		12.00
<b>ANNUAL</b>	<b>58</b>	106,237.42	<b>48</b>	79,050.62	<b>38</b>	58,821.09	<b>28</b>	43,768.41	<b>18</b>	32,567.81	<b>8</b>	24,233.51
<b>MONTH</b>		8,853.12		6,587.55		4,901.76		3,647.37		2,713.98		2,019.46
<b>HOUR</b>		51.08		38.01		28.28		21.04		15.66		11.65
<b>ANNUAL</b>	<b>57</b>	103,143.13	<b>47</b>	76,748.18	<b>37</b>	57,107.85	<b>27</b>	42,493.60	<b>17</b>	31,619.23	<b>7</b>	23,527.68
<b>MONTH</b>		8,595.26		6,395.68		4,758.99		3,541.13		2,634.94		1,960.64
<b>HOUR</b>		49.59		36.90		27.46		20.43		15.20		11.31
<b>ANNUAL</b>	<b>56</b>	100,138.96	<b>46</b>	74,512.79	<b>36</b>	55,444.51	<b>26</b>	41,255.93	<b>16</b>	30,698.28	<b>6</b>	22,842.41
<b>MONTH</b>		8,344.91		6,209.40		4,620.38		3,437.99		2,558.19		1,903.53
<b>HOUR</b>		48.14		35.82		26.66		19.83		14.76		10.98
<b>ANNUAL</b>	<b>55</b>	97,222.29	<b>45</b>	72,342.52	<b>35</b>	53,829.63	<b>25</b>	40,054.30	<b>15</b>	29,804.16	<b>5</b>	22,177.09
<b>MONTH</b>		8,101.86		6,028.54		4,485.80		3,337.86		2,483.68		1,848.09
<b>HOUR</b>		46.74		34.78		25.88		19.26		14.33		10.66
<b>ANNUAL</b>	<b>54</b>	94,390.57	<b>44</b>	70,235.45	<b>34</b>	52,261.77	<b>24</b>	38,887.67	<b>14</b>	28,936.08	<b>4</b>	21,531.16
<b>MONTH</b>		7,865.88		5,852.95		4,355.15		3,240.64		2,411.34		1,794.26
<b>HOUR</b>		45.38		33.77		25.13		18.70		13.91		10.35
<b>ANNUAL</b>	<b>53</b>	91,641.33	<b>43</b>	68,189.76	<b>33</b>	50,739.59	<b>23</b>	37,755.02	<b>13</b>	28,093.28	<b>3</b>	20,904.04
<b>MONTH</b>		7,636.78		5,682.48		4,228.30		3,146.25		2,341.11		1,742.00
<b>HOUR</b>		44.06		32.78		24.39		18.15		13.51		10.05
<b>ANNUAL</b>	<b>52</b>	88,972.17	<b>42</b>	66,203.65	<b>32</b>	49,261.73	<b>22</b>	36,655.36	<b>12</b>	27,275.03	<b>2</b>	20,295.18
<b>MONTH</b>		7,414.35		5,516.97		4,105.14		3,054.61		2,272.92		1,691.27
<b>HOUR</b>		42.78		31.83		23.68		17.62		13.11		9.76
<b>ANNUAL</b>	<b>51</b>	86,380.75	<b>41</b>	64,275.39	<b>31</b>	47,826.93	<b>21</b>	35,587.72	<b>11</b>	26,480.61	<b>1</b>	19,704.06
<b>MONTH</b>		7,198.40		5,356.28		3,985.58		2,965.64		2,206.72		1,642.00
<b>HOUR</b>		41.53		30.90		22.99		17.11		12.73		9.47