

RESOLUTION NO. 13 FOR 2013

**A RESOLUTION ESTABLISHING WAGE AND BENEFIT SCHEDULES FOR
NON-REPRESENTED EMERGENCY SERVICES EMPLOYEES.**

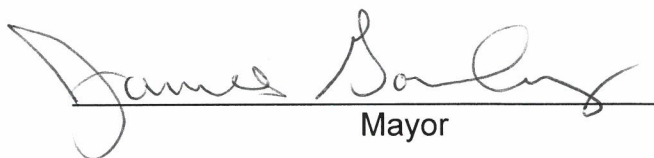
WHEREAS, the City of Sweet Home wishes to formally adopt a wage and benefit plan for its Non-Represented Emergency Services Employees as attached as exhibits "A" and "B",

NOW, THEREFORE, the City of Sweet Home resolves as follows:

The attached salary schedule for Non-Represented Emergency Services positions is adopted for positions currently authorized as shown in exhibit "A" attached.

This Resolution hereby replaces Resolution No. 16 for 2011 and shall be effective July 1, 2013.

PASSED BY THE City Council and approved by the Mayor this 24th day of September 2013.



Mayor

ATTEST:



City Manager – Ex Officio City Recorder

RESOLUTION NO. 13 FOR 2013
EXHIBIT A - SALARY SCHEDULES
July 1, 2013 - December 31, 2013
NON-REPRESENTED EMERGENCY SERVICE EMPLOYEES
MANAGEMENT
 (same as Emergency Services Union contract - 1-1/2% salary increase)

STEP POSITION	A	B	C	D	E
EMERG. COMM. SUPERVISOR	3981	4180	4389	4521	4656
POLICE SERGEANT	4603	4833	5075	5227	5384
JAIL COMMANDER	4154	4362	4580	4718	4859
POLICE CHIEF	5754	6042	6344	6534	6730

Employees who have completed 8 years of continuous employment with the City will receive an additional two percent (2%) Longevity Merit Pay increase above the step 5 scale.

This pay is subject to all applicable provisions of the City's Personnel Policy and is based upon merit.

Salary schedule is based upon attached CIS HDHP-1/HSA insurance program

RESOLUTION NO. 13 FOR 2013
EXHIBIT A - SALARY SCHEDULES
January 1, 2014 - June 30, 2014
NON-REPRESENTED EMERGENCY SERVICE EMPLOYEES
MANAGEMENT
(same as Emergency Services Union contract - 1-1/2% salary increase)

STEP POSITION	A	B	C	D	E
EMERG. COMM. SUPERVISOR	4041	4243	4455	4589	4726
POLICE SERGEANT	4672	4906	5151	5305	5465
JAIL COMMANDER	4216	4427	4648	4788	4932
POLICE CHIEF	5840	6132	6439	6632	6831

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MANAGEMENT
 (same as Emergency Services Union contract - 1-1/2% salary increase)

STEP POSITION	A	B	C	D	E
EMERG. COMM. SUPERVISOR	4102	4307	4522	4658	4797
POLICE SERGEANT	4742	4979	5228	5385	5547
JAIL COMMANDER	4279	4493	4718	4859	5005
POLICE CHIEF	5928	6224	6535	6731	6933

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RESOLUTION NO. 13 FOR 2013
EXHIBIT A - SALARY SCHEDULES
January 1, 2015 - June 30, 2015
NON-REPRESENTED EMERGENCY SERVICE EMPLOYEES
MANAGEMENT
(same as Emergency Services Union contract - 1-1/2% salary increase)

STEP POSITION	A	B	C	D	E
EMERG. COMM. SUPERVISOR	4164	4372	4590	4728	4870
POLICE SERGEANT	4813	5054	5306	5466	5630
JAIL COMMANDER	4343	4560	4788	4932	5080
POLICE CHIEF	6017	6318	6634	6833	7038

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July 1, 2015 - December 31, 2015
NON-REPRESENTED EMERGENCY SERVICE EMPLOYEES
MANAGEMENT
 (same as Emergency Services Union contract - 1-1/2% salary increase)

STEP POSITION	A	B	C	D	E
EMERG. COMM. SUPERVISOR	4226	4438	4660	4799	4943
POLICE SERGEANT	4885	5129	5386	5548	5714
JAIL COMMANDER	4408	4629	4860	5006	5156
POLICE CHIEF	6107	6413	6733	6935	7143

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RESOLUTION NO. 13 FOR 2013
EXHIBIT A - SALARY SCHEDULES
January 1, 2016 - June 30, 2016
NON-REPRESENTED EMERGENCY SERVICE EMPLOYEES
MANAGEMENT

(same as Emergency Services Union contract - 1-1/2% salary increase)

STEP POSITION	A	B	C	D	E
EMERG. COMM. SUPERVISOR	4289	4504	4729	4871	5017
POLICE SERGEANT	4958	5206	5466	5630	5799
JAIL COMMANDER	4474	4698	4933	5081	5233
POLICE CHIEF	6199	6509	6834	7039	7250

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Salary schedule is based upon attached CIS HDHP-1/HSA insurance program

RESOLUTION NO 13 for 2013
EXHIBIT B – NON REPRESENTED POLICE EMPLOYEES
MEDICAL, DENTAL, AND VISION INSURANCE COVERAGE

For the remainder of calendar year 2013, the City will maintain the current health insurance plan and premium cost sharing in effect on June 30, 2013.

Effective January 1, 2014, the City will provide a \$1,500.00 (\$1,500.00 Employee only/\$3,000.00 Employee + Family) high deductible health care plan (HDHCP) to employees with a Health Savings Account (HSA). The HSA balance is portable and is owned by the employee; The City will select the financial institution which will administer the HSA accounts for the benefit of employees and arrange for accounts to be established prior to January 15, 2014 in cooperation with the employees and City Insurance Services (CIS).

To offset the higher deductible, the City will deposit into the HSA of each eligible employee a contribution payment based on the employee's tier of insurance benefit; for Employee Only the amount deposited will be \$1,250.00, and for Employee + Family the amount deposited will be \$2,250.00, payable in each year as hereinafter described.

During calendar year 2014, the City will contribute to each employee's HSA based upon the employee's tier of coverage, the sum total of which for Employee Only will be \$1,250.00, and for Employee + Family \$2,250.00.

During calendar year 2015, the City will contribute four equal quarterly contributions to each employee's HSA based upon the employee's tier of coverage, the sum total of which for Employee Only will be \$1,250.00, and for Employee + Family \$2,250.00 reduced by the amount of any increase in the total annual premium cost for the employee's tier of benefit in 2015 over the cost for the same tier in 2014.

During calendar year 2016, the City will contribute four equal quarterly contributions to each employee's HSA based upon the employee's tier of coverage, the sum total of which for Employee Only will be \$1,250.00, and for Employee + Family \$2,250.00 reduced by the amount of any increase in the total annual premium cost for the employee's tier of benefit in 2016 over the cost for the same tier in 2014.

Contributions to HSA accounts referred to in this attachment will be made quarterly to the accounts of employees eligible during the prior calendar year quarter to participate in a HSA, pro-rated for periods of ineligibility if any, and pro-rated for the portion of the quarter when the employee was not employed by the City.

This attachment shall not be construed or applied to require the City to make a HSA contribution on behalf of any employee not eligible to receive it. Employees not eligible for HSA participation under the Internal Revenue Code and federal regulations include employees with a spouse covered by a Health Reimbursement Account (HRA) or health Flexible Savings Account (FSA), and those who have received veterans' medical benefits during the preceding three (3) months. If an employee is ineligible to participate in an HSA based upon the employee's or the spouse's status, the City will enroll that employee in an HRA or HRA/VEBA which will coordinate with the HDHCP for such employee and dependents.

During 2013 each employee shall continue to contribute to the cost of insurance five percent (5%) of the monthly premium for the employee's tier of insurance by payroll deduction.

During 2014, 2015 and 2016 each employee will contribute by payroll deduction to the cost of insurance five percent (5%) of the monthly premium established and paid during calendar year 2014 for the same tier of insurance.

The City will provide employees with a form of certificate of eligibility consistent with the law as amended periodically to protect employees and the City from the consequences possible in the event of ineligible contributions – that is, if the City makes an HSA contribution for an ineligible employee, the City will be required to report it as taxable income to the employee, and in addition to the income tax deficiency that the employee would owe with interest and penalties, the employee will be subject to a 6% federal excise tax for each year the excess contribution remains in the HSA. Similarly, the City would be subject to increased taxes and penalties.

The foregoing health related benefits will be administered consistent with the following:

- a. All employer and employee contributions to HSA accounts, enrollments and benefits under this Article will be made consistent with eligibility and general requirements established by law and regulations as amended periodically, and in any permissible fashion that is consistent with the employee receiving the health insurance and HSA contribution(s) intended as described above.
- b. Two spouses who each are employed by the City may elect to enroll in the HDHCP plan at the Employee Only tier, and in such case may each have a separate HSA to be administered in accordance with law and regulation.
- c. The City shall contract with the HSA plan administrator of its selection to administer the HSA for the benefit of all City employees and bargaining units based on considerations of service, options and value to the plan participants.
- d. The City will extend to eligible part time employees the same medical, dental, and vision benefits including HSA contributions as offered to full time employees and their dependants on a pro-rated basis. The benefits will be pro-rated for part-time employees based upon the gross number of hours paid each month and will be provided so long as the part-time employees make up the difference of the benefit cost.