

## RESOLUTION NO. 15 FOR 1999

### A RESOLUTION ESTABLISHING A SALARY SCHEDULE AND POLICY FOR NON-REPRESENTED MANAGEMENT EMPLOYEES

**WHEREAS**, The City of Sweet Home wishes to formally adopt a salary plan for all non-represented Management Employees, and

**WHEREAS**, the City has recently negotiated a collective bargaining agreement with the Emergency Services Employees which established new salary ranges, and

**WHEREAS**, the City asked Labor Consultant Mike Snyder to prepare recommended salary ranges and placements based upon maintaining a fair and equitable compensation for all employees not represented by a labor organization, and

**WHEREAS**, the City wishes to adopt a salary schedule as proposed by Labor Consultant Mike Snyder and placing current employees in specific ranges within said schedule;

#### **NOW THEREFORE, THE CITY OF SWEET HOME HEREBY RESOLVES:**

That the City will maintain the following wage differentials with selected positions as compared to bargaining unit position and other non-represented classifications. All non-represented classifications not listed below will receive the wage increase negotiated for employees in the general contract. The following differentials will be applicable to base salaries:

Police Sergeant - 21% above Police Officer

Battalion Chief - 21% above Firefighter Paramedic

Police Administrative Clerk - 18% above Dispatcher Matron

Plant Superintendent - 5.5% above Police Officer

Maintenance Superintendent - 5.5% above Police Officer

Police Chief - 25% above Police Sergeant

Fire Chief - Same as Police Chief

Finance Director - 9% above Police Sergeant

Public Works Director - 9% above Police Sergeant

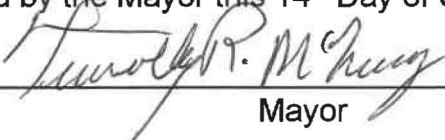
City Manager - 15% above Police Chief

The established differentials provided above are established based upon retirement contributions provided by the City as of July 1, 1999. Specifically, all employees covered under the Public Employee Retirement System contribute six percent (6%) of salary to the system while the City also contributes six percent (6%) of the employees salary. All employees covered under the International City Managers Association Retirement Plan contribute one percent (1%) of salary to the ICMA plan while the City contributes 15.7% of the employee's salary. The differentials established within this resolution are only valid so long as the retirement contributions remain the same. If retirement contributions vary from those described above, the City Manager will be required to evaluate this compensation plan and make recommendations to the City Council.

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Further, be it resolved that current employees will be placed within their respective salary range as noted on the following salary schedule, in accordance with all applicable City policies.

PASSED by the City Council and Approved by the Mayor this 14<sup>th</sup> Day of September 1999.

  
\_\_\_\_\_  
Mayor

ATTEST:

  
\_\_\_\_\_  
City Manager – Ex Officio City Recorder

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**Salary Schedule effective July 1 1999**

CLASSIFICATION	1	2	3	4	5
Library Services Director	\$2,380 \$1,785	\$2,499 \$1,874	\$2,624 \$1,968	\$2,756 \$2,066	\$2,893 \$2,169
Fire/Ambulance Admin. Clerk	\$1,957	\$2,055	\$2,158	\$2,265	\$2,379
Public Works Admin. Clerk	\$1,957	\$2,055	\$2,158	\$2,265	\$2,379
Emergency Comm. Supervisor	\$2,362	\$2,480	\$2,605	\$2,735	\$2,871
Administrative Assistant	\$2,159	\$2,267	\$2,380	\$2,499	\$2,624
City Planner	\$2,499	\$2,624	\$2,755	\$2,893	\$3,038
Sr. Engineering Technician	\$2,380	\$2,499	\$2,624	\$2,756	\$2,893
Plant Superintendent	\$2,755	\$2,893	\$3,038	\$3,190	\$3,350
Maintenance Superintendent	\$2,755	\$2,893	\$3,038	\$3,190	\$3,350
Finance Director	\$3,325	\$3,491	\$3,666	\$3,849	\$4,041
Public Works Director	\$3,325	\$3,491	\$3,666	\$3,849	\$4,041
Building Inspector	\$2,667	\$2,800	\$2,940	\$3,087	\$3,241
Police Sergeant	\$3,050	\$3,203	\$3,363	\$3,531	\$3,708
Battalion Chief	\$3,175	\$3,334	\$3,500	\$3,676	\$3,859
Jail Commander	\$2,876	\$3,020	\$3,171	\$3,329	\$3,496
Fire Chief	\$3,813	\$4,004	\$4,204	\$4,414	\$4,635
Police Chief	\$3,813	\$4,004	\$4,204	\$4,414	\$4,635
City Manager	\$4,385	\$4,604	\$4,834	\$5,076	\$5,330