

**ORDINANCE NO. 1722**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, PIERCE COUNTY, WASHINGTON, AMENDING ORDINANCE NO. 1715 RELATING TO SALARIES FOR NON-REPRESENTED EMPLOYEES; PROVIDING FOR SEVERABILITY AND CORRECTIONS; AND ESTABLISHING AN EFFECTIVE DATE.**

**WHEREAS**, the 2024-2026 collective bargaining agreements with both AFSCME Local 120 and the Police Guild representing Non-Commissioned employees included cost of living adjustments (COLA) of four percent (4%) in 2025, and three percent (3%) in 2026; and

**WHEREAS**, the City Council desires to provide non-represented employees salary adjustments equivalent to that of similarly situated represented employees;

**NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, WASHINGTON, DO ORDAIN AS FOLLOWS:**

**Section 1.** Attachment “A1,” to Ordinance No. 1715 which includes a Position Classification Matrix, is hereby amended to reflect a four percent (4%) cost of living adjustment effective January 1, 2025, and a three percent (3%) cost of living adjustment effective January 1, 2026, for all classifications of non-represented employees, including non-represented hourly and non-represented grant funded employees, and is incorporated herein by this reference. These position classifications and salary grades for non-represented employees shall remain in effect until amended by subsequent ordinance of the City Council.

**Section 2. Severability.** If any section, sentence, clause, or phrase of this Ordinance should be held to be unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this Ordinance.


**Section 3. Publication.** This Ordinance shall be published by an approved summary consisting of the title.

**Section 4. Corrections.** Upon the approval of the city attorney, the city clerk, and/or the code publisher is authorized to make any necessary technical corrections to this ordinance, including but not limited to the correction of scrivener’s/clerical errors, references, ordinance numbering, section/subsection numbers, and any reference thereto.


**Section 5. Effective Date.** This Ordinance concerns compensation and working conditions of city employees and is not subject to referendum. It shall take effect five (5) days after its passage, approval and publication as required by law.

**ADOPTED** by the City Council of the City of Bonney Lake and attested by the City Clerk in authentication of such passage on this 27<sup>th</sup> day of August 2024.

**APPROVED** by the Mayor this 27<sup>th</sup> day of August 2024.

  
\_\_\_\_\_  
Terry Carter, Mayor

AUTHENTICATED:

  
\_\_\_\_\_  
Sadie A. Schaneman, CMC, City Clerk

|  |
|--|
| AB24-69                                    |
| Passed: 8/27/2024                          |
| Valid: 9/1/2024                            |
| Published: 9/5/2024                        |
| Effective Date: 9/1/2024                   |
| This Ordinance totals <u>  4  </u> page(s) |

City of Bonney Lake, Washington  
**City Council Agenda Bill (AB)**

|  |   |   |
|--|---|---|
| <b>Agenda Item Type:</b><br>Ordinance                              | <b>Agenda Bill Number &amp; Ordinance/Resolution/Motion Number:</b><br>AB24-69 & D24-69 |   |
| <b>Department/Division Submitting:</b><br>Executive Administration | <b>Presenter:</b><br>John P. Vodopich, AICP   | <b>City Strategic Goal Category:</b><br><b>DON'T FILL OUT YET</b> |

**Agenda Subject:** Non-Represented Employees 2025 & 2026 Cost Of Living Adjustment.

**Full Title/Motion:** An Ordinance Of The City Council Of The City Of Bonney Lake, Pierce County Washington, Amending Ordinance No. 1715 Relating To Salaries For Non-Represented Employees; Providing For Severability And Corrections; And Establishing An Effective Date.

**Administrative Recommendation:** Approve.

**Short Background Summary:** The Approved 2024-26 Collective Bargaining Agreements With AFSCME Local 120 And The Police Guild Non-Commissioned Employees Both Provide For A Four Percent (4%) Cost Of Living Adjustment (COLA) In 2025 And A Three Percent (3%) COLA In 2026. The City Council Desires To Provide Non-Represented Employees Salary Adjustments Equivalent To That Of Similarly Situated Represented Employees. This Ordinance Would Provide An Across-The-Board Four Percent (4%) COLA For All Classifications Of Non-Represented Employees Effective January 1, 2025, And A Three Percent (3%) COLA Effective January 1, 2026.

**Attachments:** Ordinance D24-69.

| <b>BUDGET INFORMATION</b>  |                 |                           |                             |
|--|-----------------|---------------------------|-----------------------------|
| Budgeted Amount  | Current Balance | Expenditure Amount Needed | Budgeted Balance Difference |
| <b>Budget Explanation:</b> Setting The 2025 And 2026 COLA's For Non-Represented Staff At This Time Will Provide For Certainty In The Upcoming 2025/26 Biennial Budget Process. |                 |                           |                             |

| <b>COMMITTEE, BOARD &amp; COMMISSION REVIEW</b> |                                       |  |                              |   |  |
|---|---------------------------------------|--|------------------------------|---|--|
| Public Hearing Date:                            |                                       | Name Of Committee/Commission Public Hearing Was Done At: |                              |   |  |
| Date & Name Of Committee/ Commission Meeting    | Return To Committee/ Commission/Board | Council Workshop Discussion                              | Consent Agenda               | Council Full Issues                     | Chair's Signature For Approval Of Next Steps |
| Date: 8/13/2024<br>Name: Finance                | <input type="checkbox"/> Yes          | <input type="checkbox"/> Yes                             | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> Yes | DS   |
| Date:<br>Name:                                  | <input type="checkbox"/> Yes          | <input type="checkbox"/> Yes                             | <input type="checkbox"/> Yes | <input type="checkbox"/> Yes            |  |
| Date:<br>Name:                                  | <input type="checkbox"/> Yes          | <input type="checkbox"/> Yes                             | <input type="checkbox"/> Yes | <input type="checkbox"/> Yes            |  |
| Date:<br>Name:                                  | <input type="checkbox"/> Yes          | <input type="checkbox"/> Yes                             | <input type="checkbox"/> Yes | <input type="checkbox"/> Yes            |  |

**Hearing Examiner Review:**

| <b>COUNCIL ACTION</b>                           |                                       |
|---|---------------------------------------|
| Workshop Date(s):<br>Meeting Date(s): 8/27/2024 | Public Hearing Date(s):<br>Tabled To: |

| <b>APPROVALS</b>                   |                               |  |
|------------------------------------|-------------------------------|--|
| <b>Department Director:</b><br>JPV | <b>Mayor:</b><br>Terry Carter | <b>Date Reviewed By City Attorney:</b> |

| Attachment "A1" Salary Schedule Ordinance No. D24-69 Effective January 1, 2025 Non-Represented Pay  |       |        |        |        |        |
|---|-------|--------|--------|--------|--------|
| Grade Matrix - 4.00% COLA   |       |        |        |        |        |
| Non-Represented & Management Position   | Grade | 2025   |        | 2024   |        |
|   |       | Min    | Max    | Min    | Max    |
|   | M1    | 5,040  | 6,299  | 4,846  | 6,057  |
|   | M2    | 5,192  | 6,489  | 4,992  | 6,239  |
|   | M3    | 5,347  | 6,684  | 5,141  | 6,427  |
|   | M4    | 5,507  | 6,884  | 5,295  | 6,619  |
|   | M5    | 5,672  | 7,090  | 5,454  | 6,817  |
| Recreation Coordinator  | M6    | 5,843  | 7,303  | 5,618  | 7,022  |
|   | M7    | 6,017  | 7,522  | 5,786  | 7,233  |
|   | M8    | 6,197  | 7,749  | 5,959  | 7,451  |
|   | M9    | 6,385  | 7,981  | 6,139  | 7,674  |
| Executive Assistant to the Police Chief<br>Records and Disclosure Coordinator   | M10   | 6,576  | 8,221  | 6,323  | 7,905  |
| Recreation Supervisor   | M11   | 6,774  | 8,468  | 6,513  | 8,142  |
|   | M12   | 6,976  | 8,721  | 6,708  | 8,386  |
|   | M13   | 7,185  | 8,984  | 6,909  | 8,638  |
| Contract Administrator<br>Human Resources Generalist<br>Court Support Services Case Manager   | M14   | 7,402  | 9,253  | 7,117  | 8,897  |
|   | M15   | 7,623  | 9,531  | 7,330  | 9,164  |
|   | M16   | 7,851  | 9,817  | 7,549  | 9,439  |
| Fleet Manager<br>Administrative Supervisor<br>Assistant to the City Administrator<br>Customer Services Manager<br>Emergency Manager<br>Recreation & Special Events Manager<br>Senior Services Manager | M17   | 8,087  | 10,110 | 7,776  | 9,721  |
| City Clerk<br>Finance & Payroll Accountant  | M18   | 8,328  | 10,414 | 8,008  | 10,013 |
|   | M19   | 8,579  | 10,726 | 8,249  | 10,313 |
|   | M20   | 8,836  | 11,047 | 8,496  | 10,622 |
|   | M21   | 9,101  | 11,380 | 8,751  | 10,942 |
|   | M22   | 9,375  | 11,720 | 9,014  | 11,269 |
| Assistant Public Works Superintendent<br>Court Administrator  | M23   | 9,654  | 12,072 | 9,283  | 11,608 |
| Development Review Engineer<br>Human Resources Manager<br>Information Systems Manager<br>Prosecutor   | M24   | 9,944  | 12,434 | 9,562  | 11,956 |
|   | M25   | 10,243 | 12,807 | 9,849  | 12,314 |
| Deputy City Attorney-Prosecutor   | M26   | 10,550 | 13,191 | 10,144 | 12,684 |
|   | M27   | 10,867 | 13,588 | 10,449 | 13,065 |
|   | M28   | 11,194 | 13,994 | 10,763 | 13,456 |
|   | M29   | 11,528 | 14,414 | 11,085 | 13,860 |
|   | M30   | 11,874 | 14,847 | 11,417 | 14,276 |
| City Engineer<br>Development Services Manager<br>Superintendent of Public Works   | M31   | 12,230 | 15,293 | 11,760 | 14,705 |
|   | M32   | 12,596 | 15,751 | 12,112 | 15,145 |
|   | M33   | 12,974 | 16,223 | 12,475 | 15,599 |
|   | M34   | 13,363 | 16,711 | 12,849 | 16,068 |
|   | M35   | 13,764 | 17,212 | 13,235 | 16,550 |
|   | M36   | 14,210 | 17,729 | 13,663 | 17,047 |
| Administrative Services Director<br>Chief Financial Officer<br>Municipal Court Judge<br>Public Services Director  | M37   | 14,603 | 18,260 | 14,041 | 17,558 |
| Police Chief  | M38   | 15,042 | 18,808 | 14,463 | 18,085 |
| City Administrator  | M39   | 15,492 | 19,373 | 14,896 | 18,628 |

| Attachment "A1" Salary Schedule Ordinance No. D24-69 Effective January 1, 2026 Non-Represented Pay  |       |        |        |        |        |
|---|-------|--------|--------|--------|--------|
| Grade Matrix - 3.00% COLA   |       |        |        |        |        |
| Non-Represented & Management Position   | Grade | 2026   |        | 2025   |        |
|   |       | Min    | Max    | Min    | Max    |
|   | M1    | 5,191  | 6,488  | 5,040  | 6,299  |
|   | M2    | 5,347  | 6,683  | 5,192  | 6,489  |
|   | M3    | 5,507  | 6,885  | 5,347  | 6,684  |
|   | M4    | 5,672  | 7,090  | 5,507  | 6,884  |
|   | M5    | 5,842  | 7,302  | 5,672  | 7,090  |
| Recreation Coordinator  | M6    | 6,018  | 7,522  | 5,843  | 7,303  |
|   | M7    | 6,198  | 7,748  | 6,017  | 7,522  |
|   | M8    | 6,383  | 7,982  | 6,197  | 7,749  |
|   | M9    | 6,576  | 8,220  | 6,385  | 7,981  |
| Executive Assistant to the Police Chief<br>Records and Disclosure Coordinator   | M10   | 6,773  | 8,468  | 6,576  | 8,221  |
| Recreation Supervisor   | M11   | 6,977  | 8,722  | 6,774  | 8,468  |
|   | M12   | 7,186  | 8,983  | 6,976  | 8,721  |
|   | M13   | 7,401  | 9,253  | 7,185  | 8,984  |
| Contract Administrator<br>Human Resources Generalist<br>Court Support Services Case Manager   | M14   | 7,624  | 9,530  | 7,402  | 9,253  |
|   | M15   | 7,852  | 9,816  | 7,623  | 9,531  |
|   | M16   | 8,086  | 10,111 | 7,851  | 9,817  |
| Fleet Manager<br>Administrative Supervisor<br>Assistant to the City Administrator<br>Customer Services Manager<br>Emergency Manager<br>Recreation & Special Events Manager<br>Senior Services Manager | M17   | 8,330  | 10,413 | 8,087  | 10,110 |
| City Clerk<br>Finance & Payroll Accountant  | M18   | 8,578  | 10,726 | 8,328  | 10,414 |
|   | M19   | 8,836  | 11,047 | 8,579  | 10,726 |
|   | M20   | 9,101  | 11,378 | 8,836  | 11,047 |
|   | M21   | 9,374  | 11,721 | 9,101  | 11,380 |
|   | M22   | 9,656  | 12,071 | 9,375  | 11,720 |
| Assistant Public Works Superintendent<br>Court Administrator  | M23   | 9,944  | 12,434 | 9,654  | 12,072 |
| Development Review Engineer<br>Human Resources Manager<br>Information Systems Manager<br>Prosecutor   | M24   | 10,243 | 12,807 | 9,944  | 12,434 |
|   | M25   | 10,550 | 13,191 | 10,243 | 12,807 |
| Deputy City Attorney-Prosecutor   | M26   | 10,866 | 13,587 | 10,550 | 13,191 |
|   | M27   | 11,193 | 13,995 | 10,867 | 13,588 |
|   | M28   | 11,529 | 14,414 | 11,194 | 13,994 |
|   | M29   | 11,874 | 14,847 | 11,528 | 14,414 |
|   | M30   | 12,230 | 15,292 | 11,874 | 14,847 |
| City Engineer<br>Development Services Manager<br>Superintendent of Public Works   | M31   | 12,597 | 15,752 | 12,230 | 15,293 |
|   | M32   | 12,974 | 16,223 | 12,596 | 15,751 |
|   | M33   | 13,363 | 16,710 | 12,974 | 16,223 |
|   | M34   | 13,764 | 17,212 | 13,363 | 16,711 |
|   | M35   | 14,177 | 17,728 | 13,764 | 17,212 |
|   | M36   | 14,636 | 18,261 | 14,210 | 17,729 |
| Administrative Services Director<br>Chief Financial Officer<br>Municipal Court Judge<br>Public Services Director  | M37   | 15,041 | 18,808 | 14,603 | 18,260 |
|   | M38   | 15,493 | 19,373 | 15,042 | 18,808 |
| Police Chief<br>City Administrator  | M39   | 15,957 | 19,954 | 15,492 | 19,373 |