

ORDINANCE NO. 1659

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, PIERCE COUNTY, WASHINGTON, AMENDING ORDINANCE NOS. 1527 AND 1628 RELATING TO SALARIES AND BENEFITS FOR NON-REPRESENTED EMPLOYEES.

WHEREAS, the City's three bargaining units are contracted with annual adjustments through 2023 under labor agreements; and

WHEREAS, the City Council desires to amend the salary schedule for non-represented employees in order to keep the compensation plan competitive with comparable agencies, and to maintain compensation at a level which will attract and retain quality employees; and

WHEREAS, the 2021 wage and benefit adjustment for non-represented employees was put on hold pending resolution of new bargaining agreements with the City's existing bargaining units; and

WHEREAS, bargaining agreements with the three bargaining units have been settled with three year terms and all represented staff received retroactive wage and benefit adjustments.

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

Section 1. Section 1 of Ordinance No. 1628 is hereby repealed and replaced to read as follows:

Section 1. Attachment "A1," last updated by the City Council November 26, 2019, by Ordinance No. 1628, consisting of a Position Classification Matrix, is hereby readopted, and 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. A new attachment "A1" (Salary Schedule) of Ordinance No. 1628, adopted November 26, 2019, is hereby adjusted upward by 2.5% to reflect an across-the-board-cost-of-living-adjustment (COLA) effective January 1, 2021 and 2.5% in 2022 and shall remain in effect until amended by subsequent ordinance of the City Council.

Section 2. Section 5 of Ordinance No. 1527 is hereby amended to read as follows:

Section 5. A. Employee Benefits.

The City will provide non-represented employees with medical, dental, vision, life insurance, long term disability, and employee assistance plan (EAP) benefits. Employees will be responsible for paying any applicable deductibles or copay amounts. Benefits will be provided as follows:

- i. Medical - AWC High Deductible Health Plan (HDHP) with Health Savings Account (HSA), AWC Regence HealthFirst 250, AWC Regence Accountable Health Network 250 or AWC Kaiser Permanente \$200 deductible plan.
 - a. For those employees who opt for the AWC Regence HealthFirst 250, AWC Regence Accountable Health Network 250 or Kaiser Permanente sponsored plans, the follow premium share shall apply:
 - i. Effective January 1, 2020, each employee shall contribute 5% of the total premium for employee only and 15% of the total premium for the eligible spouse and dependent(s) on the plan.
 - b. For those employees who opt for the High Deductible Health Plan (HDHP) with a Health Savings Account, the following shall apply:
 - i. Premiums for employees (and spouse/dependents) participating in the HDHP with Health Savings Account (HSA) will be 100% paid by the employer. Enrollment is subject to AWC’s participation / enrollment rules.
 - ii. Effective January 1, 2016 and onward, employees who select the HDHP/HSA option will have the following seed money (the “seed money”) deposited into their HSA accounts by the City as a one-time lump sum deposit:

Employee only	=	\$2,000
Employee + 1	=	\$2,500
Employee + 2	=	\$3,000
Employee + 3 (or more)	=	\$3,500
 - iii. On an annual basis thereafter (January 1, 2017 and onward), the City will contribute the following amounts (the “annual contribution”) into each employees’ HSA accounts:

Employee only	=	\$1,000
Employee + 1	=	\$1,750
Employee + 2	=	\$2,250
Employee + 3 (or more)	=	\$2,500

In 2021, those amounts are listed as follows:

Employee only	=	\$1,060
Employee + 1	=	\$1,829
Employee + 2	=	\$2,385
 - iv. Employee + 3 (or more) = \$2,625 Employees who select the HDHP/HSA option are entitled to the seed money contribution by the City only once during their employment, and do not earn both the seed money and the annual contribution in the same year (i.e. an employee who selects the HDHP/HSA option earns the seed money in the first year, and then receives the annual contribution in subsequent years). HSA seed money and annual contributions will be pro-rated for part-time employees and new hires. Annual contributions made by the City will be divided into four deposits at the start of each quarter.
 - v. Effective January 1, 2017 onward, the amounts listed in subsection “iii” above will increase annually based on the percentage increase

applied to the IRS maximum contribution limit. For example, if the 2017 IRS contribution limit increases by 5% over the 2016 maximum, the City will increase its contribution for each category by 5% (e.g. \$1,000 for employee-only + 5% = \$1,050).

- ii. Dental - Willamette \$10 Copay or Delta Plan F with Orthodontia Rider III
- iii. Vision - VSP \$0 copay
- iv. Life Insurance - AWC \$50,000
- v. Long Term Disability - AWC 90 day with 67% benefit.
- vi. AWC Employee Assistance Plan - Benefit premiums will be provided for regular non-represented employees.

B. Premium Cost Savings Sharing. In accordance with the AWC Employee Benefit Trust underwriting rules, eligible employees who choose to waive City medical and/or dental coverage for themselves or their dependents because of coverage in another plan may receive 50% of the premium cost savings (what the City would pay for the employee and eligible dependents), which shall be added to their paycheck. For current employees the premium savings will be based upon their current plan. For new employees, the premium savings will be based on the least costly plan available (e.g. Regence, Kaiser Permanente, HDHP, Delta, or Willamette). The Mayor is authorized to develop administrative policies and procedures to implement the cost saving sharing policy.

C. Non-represented police employees may enroll or remain, as applicable, in the Police Guild’s negotiated Law Enforcement Officers and Fire Firefighters Trust medical as the plan rules allow. Non-represented police employees shall contribute towards the cost of the plan at the same rate as the current collective bargaining agreement for the Police Guild (Sworn); however, their contribution rate for themselves and eligible spouse and/or dependents shall be no less than 5%. In addition, the premium contribution paid for themselves and eligible spouse and/or dependents shall be no more than that of the current rate paid by other non-represented staff should the Police Guild (Sworn) collective bargaining agreement change in the future.

Section 6. 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.

PASSED by the City Council and approved by the Mayor this 14th day of, September, 2021.

DocuSigned by:
Neil Johnson, Jr.
20583FB9C281400... Mayor

AUTHENTICATED:

DocuSigned by:
Harwood T. Edvalson
F48A10AD29884A1... Clerk

AB21-122
Passed: 09/14/21
Valid: 09/27/21
Published: 09/22/21
Effective Date: 09/27/21
This Ordinance totals 3 pages

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

Department/Staff Contact: Executive / John P. Vodopich, AICP	Meeting/Workshop Date: 14 September 2021	Agenda Bill Number: AB21-122
Agenda Item Type: Ordinance	Ordinance/Resolution Number: D21-122	Sponsor: Mayor

Agenda Subject: 2021 & 2022 COLA and Benefit Changes for Non-Represented Employees

Full Title/Motion: An Ordinance Of The City Council Of The City Of Bonney Lake, Pierce County, Washington, Amending Ordinance Nos. 1527 And 1628 Relating To Salaries And Benefits For Non-Represented Employees.

Administrative Recommendation: Approve

Background Summary: This Ordinance would grant a 2.5% across-the-board-cost-of-living-adjustment (COLA) for non-represented employees each year in 2021 and 2022 and update the language related to employee benefits.

Attachments: Ordinance No. D21-122 including attachments.

BUDGET INFORMATION				
Budget Amount	Current Balance	Required Expenditure	Budget Balance	Fund Source
				<input type="checkbox"/> General <input type="checkbox"/> Utilities <input type="checkbox"/> Other
Budget Explanation: The proposed COLA has been factored into the proposed 2021/22 biennial budget.				

COMMITTEE, BOARD & COMMISSION REVIEW				
Council Committee Review:	Finance Committee	<i>Approvals:</i>	Yes	No
	Date: 24 August 2021	Chair/Councilmember	Justin Evans	<input checked="" type="checkbox"/> <input type="checkbox"/>
		Councilmember	Tom Watson	<input checked="" type="checkbox"/> <input type="checkbox"/>
		Councilmember	Terry Carter	<input checked="" type="checkbox"/> <input type="checkbox"/>
	Forward to: 14 September 2021 Meeting		Consent Agenda:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Commission/Board Review:				
Hearing Examiner Review:				

COUNCIL ACTION	
Workshop Date(s):	Public Hearing Date(s):
Meeting Date(s): 14 September 2021	Tabled to Date:

APPROVALS		
Director: JPV	Mayor: NJJ	Date Reviewed by City Attorney: (if applicable)

Attachment "A1" Salary Schedule of Ordinance No. 1659

2021 Non Represented Grade Matrix 2.5% Increase

CLASSIFICATION	Grade	Minimum Rate (Monthly)	Maximum Rate (Monthly)	Grade	CLASSIFICATION
	1	3,196	3,958	1	
	2	3,366	4,167	2	
	3	3,543	4,385	3	
	4	3,729	4,616	4	
	5	3,928	4,859	5	
Recreation Coordinator	6	4,134	5,114	6	Recreation Coordinator
	7	4,352	5,384	7	
	8	4,581	5,669	8	
	9	4,822	5,968	9	
Assistant to Police Chief Recreation Supervisor	10	5,076	6,280	10	Assistant to Police Chief Recreation Supervisor
	11	5,341	6,611	11	
Deputy City Clerk Human Resources Generalist	12	5,624	6,961	12	Deputy City Clerk Human Resources Generalist
Administrative Supervisor (Economic Development or Operations) Contract Administrator Customer Service Manager Executive Assistant/Management Analyst Probation Officer Recreation & Special Events Manager	13	5,919	7,324	13	Administrative Supervisor (Economic Development or Operations) Contract Administrator Customer Service Manager Executive Assistant/Management Analyst Probation Officer Recreation & Special Events Manager
Senior Services Manager	14	6,231	7,711	14	Senior Services Manager
City Clerk Finance & Payroll Accountant	15	6,559	8,118	15	City Clerk Finance & Payroll Accountant
	16	6,902	8,545	16	
Assistant Public Works Superintendent Court Administrator	17	7,266	8,992	17	Assistant Public Works Superintendent Court Administrator
Development Review Engineer Planning & Building Supervisor Prosecutor	18	7,649	9,466	18	Development Review Engineer Planning & Building Supervisor Prosecutor
Assistant City Engineer Human Resources Manager	19	8,049	9,965	19	Assistant City Engineer Human Resources Manager
Deputy City Attorney - Prosecutor Information Systems Manager	20	8,476	10,491	20	Deputy City Attorney - Prosecutor Information Systems Manager
	21	8,922	11,041	21	
City Engineer	22	9,390	11,621	22	City Engineer
Assistant Police Chief	23	9,884	12,234	23	Assistant Police Chief
Administrative Services Director Chief Financial Officer Public Works Superintendent	24	10,406	12,878	24	Administrative Services Director Chief Financial Officer Public Works Superintendent
Police Chief Public Services Director	25	10,953	13,556	25	Police Chief Public Services Director
Municipal Judge	26	11,529	14,268	26	Municipal Judge
City Administrator	27	12,137	15,022	27	City Administrator
	28	12,744	15,773	28	
	29	13,380	16,561	29	

Attachment "A1" Salary Schedule of Ordinance No. 1659

2022 Non Represented Grade Matrix 2.5% Increase

CLASSIFICATION	Grade	Minimum Rate (Monthly)	Maximum Rate (Monthly)	Grade	CLASSIFICATION
	1	3,276	4,057	1	
	2	3,450	4,271	2	
	3	3,632	4,495	3	
	4	3,822	4,731	4	
	5	4,026	4,980	5	
Recreation Coordinator	6	4,237	5,242	6	Recreation Coordinator
	7	4,461	5,519	7	
	8	4,696	5,811	8	
	9	4,943	6,117	9	
Assistant to Police Chief Recreation Supervisor	10	5,203	6,437	10	Assistant to Police Chief Recreation Supervisor
	11	5,475	6,776	11	
Deputy City Clerk Human Resources Generalist	12	5,765	7,135	12	Deputy City Clerk Human Resources Generalist
Administrative Supervisor (Economic Development or Operations) Contract Administrator Customer Service Manager Executive Assistant/Management Analyst Probation Officer Recreation & Special Events Manager	13	6,067	7,507	13	Administrative Supervisor (Economic Development or Operations) Contract Administrator Customer Service Manager Executive Assistant/Management Analyst Probation Officer Recreation & Special Events Manager
Senior Services Manager	14	6,387	7,904	14	Senior Services Manager
City Clerk Finance & Payroll Accountant	15	6,723	8,321	15	City Clerk Finance & Payroll Accountant
	16	7,075	8,759	16	
Assistant Public Works Superintendent Court Administrator	17	7,448	9,217	17	Assistant Public Works Superintendent Court Administrator
Development Review Engineer Planning & Building Supervisor Prosecutor	18	7,840	9,703	18	Development Review Engineer Planning & Building Supervisor Prosecutor
Assistant City Engineer Human Resources Manager	19	8,250	10,214	19	Assistant City Engineer Human Resources Manager
Deputy City Attorney - Prosecutor Information Systems Manager	20	8,688	10,753	20	Deputy City Attorney - Prosecutor Information Systems Manager
	21	9,145	11,317	21	
City Engineer Assistant Police Chief	22	9,625	11,912	22	City Engineer Assistant Police Chief
	23	10,131	12,540	23	
Administrative Services Director Chief Financial Officer Public Works Superintendent	24	10,666	13,200	24	Administrative Services Director Chief Financial Officer Public Works Superintendent
Police Chief Public Services Director	25	11,227	13,895	25	Police Chief Public Services Director
Municipal Judge	26	11,817	14,625	26	Municipal Judge
City Administrator	27	12,440	15,398	27	City Administrator
	28	13,063	16,167	28	
	29	13,715	16,975	29	