

**ORDINANCE NO. 3821**

AN ORDINANCE OF THE CITY OF EDMONDS, WASHINGTON, ESTABLISHING THE SALARY RANGES FOR NON-REPRESENTED AND EXEMPT PERSONNEL FOR BUDGET YEAR 2011, AND FIXING A TIME WHEN THE SAME SHALL BECOME EFFECTIVE.

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WHEREAS, RCW 35A.33.050 requires that the salary ranges for the various positions in the City be made a part of the annual budget document as a part of the adoption of an annual budget ordinance, and

WHEREAS, after review and discussion, the City Council has determined it appropriate to adjust salary ranges for certain non-represented employees described in the attached Exhibit A in order to permit a salary increase along with approval of a benefit package, NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF EDMONDS, WASHINGTON, DO  
ORDAIN AS FOLLOWS:

Section 1. Annual salary ordinance.

- 1.1 The salaries of all non-represented employees, per the Non-Represented Compensation Policy and as shown on Exhibit A, are adjusted as follows:

<u>Current Band</u>	<u>Proposed 2011 Band</u>
A - \$101,033 – 151,549	A - \$103,568 – 155,352
B - \$92,229 – 138,344	B - \$94,402 – 141,604
C - \$83,426 – 125,139	C - \$85,237 – 127,855
D - \$74,622 – 111,933	D - \$76,071 – 114,107
E - \$65,819 – 98,728	E - \$66,905 – 100,358
F - \$57,015 – 85,523	F - \$57,740 – 86,610
G - \$48,212 – 72,318	G - \$48,574 – 72,861
H - \$39,408 – 59,113	H - \$39,408 – 59,113

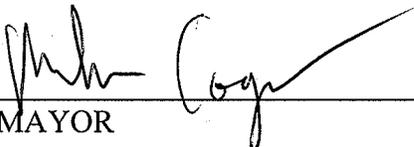
1.2 In addition, the Mayor is authorized to approve merit increases for the non-represented employees listed in Exhibit A effective on the individual employee's anniversary date. Such merit increases may range between zero percent (0%) up to three percent (3%) but shall not exceed five percent (5%) nor exceed the band maximum per the Non-Represented Compensation Policy.

1.3 When a non-represented employee is assigned to cover additional duties of another position during a job vacancy, the Mayor may, but is not required to, approve additional compensation of five percent (5%) or a salary equal to that provided for the vacant position, whichever is greater. The additional compensation shall be payable only if the duties are covered for a period of thirty (30) days or longer. This additional compensation shall be temporary and shall not exceed six (6) months or will cease when the vacant position has been filled, whichever comes first. Up to one week of additional compensation may be paid if the designated employee assists in training the new hire.

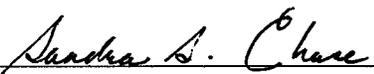
Section 2. Insurance, leave and other existing benefits shall remain in full force and effect.

Section 3. Effective Date. This ordinance, being an exercise of a power specifically delegated to the City legislative body, is not subject to referendum, and shall take effect five (5) days after passage and publication of an approved summary thereof consisting of the title.

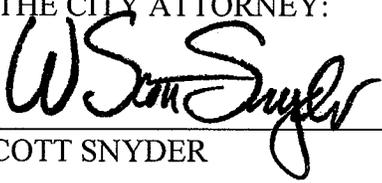
APPROVED:

  
\_\_\_\_\_  
MAYOR

ATTEST/AUTHENTICATED:

  
\_\_\_\_\_  
CITY CLERK, SANDRA S. CHASE

APPROVED AS TO FORM:  
OFFICE OF THE CITY ATTORNEY:

BY   
W. SCOTT SNYDER

FILED WITH THE CITY CLERK:	11/12/2010
PASSED BY THE CITY COUNCIL:	11/16/2010
PUBLISHED:	11/21/2010
EFFECTIVE DATE:	11/26/2010
ORDINANCE NO. 3821	

**SUMMARY OF ORDINANCE NO. 3821**

of the City of Edmonds, Washington

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On the 16<sup>th</sup> day of November, 2010, the City Council of the City of Edmonds, passed Ordinance No.3821. A summary of the content of said ordinance, consisting of the title, provides as follows:

AN ORDINANCE OF THE CITY OF EDMONDS, WASHINGTON, ESTABLISHING THE SALARY RANGES FOR NON-REPRESENTED AND EXEMPT PERSONNEL FOR BUDGET YEAR 2011, AND FIXING A TIME WHEN THE SAME SHALL BECOME EFFECTIVE.

The full text of this Ordinance will be mailed upon request.

DATED this 17<sup>th</sup> day of November, 2010.

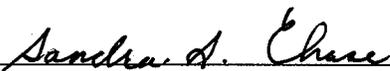
  
\_\_\_\_\_  
CITY CLERK, SANDRA S. CHASE

Exhibit A

**2011**  
**NON-REPRESENTED EMPLOYEE PAY SCHEDULE (NRC)**  
**Effective January 1, 2011**  
**(No COLA)**

<b><u>BAND</u></b>	<b><u>TITLES</u></b>	<b><u>PAY RANGE</u></b>
<b>A</b>	Police Chief	\$103,568 – 155,352
	PW Director	
	Community Services/Economic Dev Director	
	Parks and Recreation Director	
	Development Services Director	
	Human Resources Director	
	Finance Director	

<b><u>BAND</u></b>	<b><u>TITLES</u></b>	<b><u>PAY RANGE</u></b>
<b>B</b>	Assistant Police Chief	\$94,402 – 141,604
	City Engineer	

<b><u>BAND</u></b>	<b><u>TITLES</u></b>	<b><u>PAY RANGE</u></b>
<b>C</b>	Planning Manager	\$85,237 – 127,855
	Building Official	
	City Clerk	
	WWTP Manager	

<b><u>BAND</u></b>	<b><u>TITLES</u></b>	<b><u>PAY RANGE</u></b>
<b>D</b>	Chief Information Officer	\$76,071 – 114,107
	Transportation Engineer	
	Court Administrator	
	Water/Sewer Manager	
	Street/Storm Water Manager	
	WWTP Supervisor	

<b><u>BAND</u></b>	<b><u>TITLES</u></b>	<b><u>PAY RANGE</u></b>
<b>E</b>	Facilities Manager	\$66,905 – 100,358
	Parks Manager	
	Storm Water Engineer	
	Cultural Services Manager	
	Recreation Services Manager	
	Fleet Manager	
	Assistant Building Official	
	Engineering Program Manager 2 and 3	
	Senior Planner	
	Senior Utilities Engineer	

Exhibit A

<b><u>BAND</u></b>	<b><u>TITLES</u></b>	<b><u>PAY RANGE</u></b>
<b>F</b>	Executive Assistant to the Mayor	\$57,740 – 86,610
	Planner	
	Capital Project Manager	
	Engineering Program Manager 1	
	Associate Planner	

<b><u>BAND</u></b>	<b><u>TITLES</u></b>	<b><u>PAY RANGE</u></b>
<b>G</b>	Assistant Planner	\$48,574 – 72,861
	Recycling Coordinator	
	Executive Assistant - Confidential	
	Human Resources Analyst	

<b><u>BAND</u></b>	<b><u>TITLES</u></b>	<b><u>PAY RANGE</u></b>
<b>H</b>	Human Resources Assistant	\$39,408 – 59,113

# Affidavit of Publication

STATE OF WASHINGTON,  
COUNTY OF SNOHOMISH

} S.S.



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of the City of Edmonds, Washington

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The full text of this Ordinance will be mailed upon request.  
DATED this 17th day of November, 2010.

CITY CLERK, SANDRA S. CHASE

Published: November 21, 2010.

The undersigned, being first duly sworn on oath deposes and says that she is Principal Clerk of THE HERALD, a daily newspaper printed and published in the City of Everett, County of Snohomish, and State of Washington; that said newspaper is a newspaper of general circulation in said County and State; that said newspaper has been approved as a legal newspaper by order of the Superior Court of Snohomish County and that the notice

Summary of Ordinance NO. 3821

Establishing Salary Ranges

a printed copy of which is hereunto attached, was published in said newspaper proper and not in supplement form, in the regular and entire edition of said paper on the following days and times, namely:

November 21, 2010

and that said newspaper was regularly distributed to its subscribers during all of said period.

Principal Clerk

Subscribed and sworn to before me this

22nd

day of November, 2010

Notary Public in and for the State of Washington, residing at Everett, Snohomish County.

