

**CITY OF LANGLEY, WASHINGTON RESOLUTION NO. \_\_\_\_\_**

**A Resolution Of The City Of Langley, Washington Relating To The Setting Of the Compensation Step For Persons Employed By The City Of Langley**

**WHEREAS**, The City adopted Resolution No.735 , on December 5, 2011 which established a salary schedule for persons employed by the City consisting of a 10 step compensation grid for both nonexempt hourly employees and for exempt department heads; and

**WHEREAS**, The City Council of Langley desires to update the City's compensation for all permanent employees of the City consistent with the adopted compensation grid; and

**WHEREAS**, The major goal of the City compensation program is to establish uniformity of pay commensurate with the employee's position, knowledge, training, and experience and to motivate employees to perform their best; providing exemplary services to the community above and beyond the satisfactorily completion of day-to-day work assignments; and

**WHEREAS**, it is the Council's opinion that because the city competes for qualified and motivated employees within the King, Snohomish, Whatcom, Skagit, and Kitsap County market place the compensation program of the City should be designed to both attract and retain such employees; and

**WHEREAS**, The nonexempt uniformed police officers of the City have formed a collective bargaining unit and are now in the process of negotiating a bargaining unit agreement with the City, to include salaries and benefits;

**NOW THEREFORE, BE IT RESOLVED** by the City Council of the City of Langley, Washington as follows:

**Section 1.** With the exception of the uniformed officers, whose salary and benefits shall be set according to their Collective Bargaining Agreement, the initial placement of employees on the nonexempt hourly and exempt department head compensation steps shall be made consistent with Attachment A which shall be incorporated into the 2012 Budget.

**Section 2.** The aforesaid compensation grid and the adjustment of employee wages per Attachment A shall become effective as of January 1, 2012.

**PASSED** by the City Council of the City of Langley and approved by the Mayor at a regularly scheduled public meeting this \_\_\_\_ day of \_\_\_\_\_, 2011.

\_\_\_\_\_  
PAUL O. SAMUELSON, Mayor

ATTEST:

\_\_\_\_\_  
DEBBIE L. MAHLER, Director of Finance/Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
GRANT K. WEED, CITY ATTORNEY

## Attachment A

### Finance Department:

<b>Position</b>	<b>Monthly/Hourly 2012</b>	<b>Annual 2012</b>
Director	\$6,209 – Step 9	\$74,508
Deputy Clerk	\$25.10 - Step 10	\$52,208
General Clerk/ Office Assistant	\$17.00 - Step 1	\$35,360

### Planning Department:

<b>Position</b>		
Director	\$5,737 – Step 5	\$68,844
Building Official	\$30.00 - Step 9	\$31,200 (.5 FTE)

### Police Department:

<b>Position</b>		
Chief	\$5,410 – Step 2	\$64,920
Officer	TBD	TBD
Officer	TBD	TBD
Reserve	TBD	TBD

### Public Works Department:

<b>Position</b>		
Director*	\$5,851- Step 6*	\$70,212
103	\$22.70 - Step 5	\$47,216
104	\$29.20 - Step 3	\$60,736
105	\$23.20 - Step 6	\$48,256
106	\$22.70 - Step 5	\$47,216

**\*Public Works Director at Step 5 – To be assigned the additional duty of assistant to the Mayor– Augmentation Pay of One step to Step 6.**