

Resolution No. ____

A Resolution Of The City Of Langley, Washington In Regards To The Establishment Of A Compensation Program For Persons Employed By The City Of Langley, Amending Resolution No. 735, Adopted On December 5, 2011 and Amending Resolution No. 737 Adopted On December 19, 2011

WHEREAS, The Resolutions No. 735, Adopted On December 5, 2011 and Amending Resolution No. 737 did not include the nonexempt uniformed police officers of the City of Langley who formed a collective bargaining unit and were in the process of negotiating a bargaining unit agreement with the City, to include salaries and benefits; and

WHEREAS, Negotiations with the City of Langley Police Services Guild have resulted in a tentative agreement; and

WHEREAS, Article 16 – Wages, Section 16.2 of the *AGREEMENT BETWEEN THE LANGLEY POLICE SERVICES GUILD AND THE CITY OF LANGLEY, WASHINGTON* states that pay rates shall be as set by Council resolution; and

WHEREAS, The major goals of the City compensation program are 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, A evaluation of compensation for uniformed officers in Washington State employed in a city or town with a population of 7,500 or less has been conducted to support the adopted compensation grid for uniformed officers to include deputy sheriffs in the regional marketplace; and

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

Section 1. The table in Section 4 of Resolution # 735 is amended to include police officers:

Job Position*	Base Step	Midstep (5)	Maximum Step
General Clerk/ Office Assistant (AWC - 245)	\$17.00	\$18.40	\$20.30
Deputy Clerk-Treasurer (AWC 510 - 250)	\$21.00	\$22.50	\$25.10
Utility/Maintenance I** (AWC-420)	\$21.00	\$22.50	\$25.10
Police Officer (AWC	<u>\$24</u>	<u>\$26.00</u>	<u>\$28.70</u>
Building Official/Inspector (AWC 624 and 580)	\$25.50	\$27.60	\$30.50
Utility Supervisor ***(AWC 495, 497, & 610 - See also AWC 622 - Water Treatment Plant Superintendent – Average	\$27.00	\$29.20	\$32.30

low \$28.08)				
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*The pay steps for uniformed officers will be added following approval of the bargaining unit contract by the City Council.

Section 2. Attachment A of Resolution #737 is amended to include police officers:

Attachment A

Position	Monthly/Hourly 2012	Annual 2012
<u>Police Department:</u>		
Position		
Chief	\$5,410 – Step 2	\$64,920
Officer #R3	<u>\$25.00 – Step 3</u>	<u>\$52,000</u>
Officer#R2	<u>\$26.50 – Step 6</u>	<u>\$55,120</u>
Reserve - Reserve-Academy	\$20.00	NA
Reserve – Fully Commissioned	\$25.00	NA

Section 3. The aforesaid compensation grid and the resetting of employee wages became effective as of January 1, 2012 and is to be applied retroactively.

PASSED by the City Council of the City of Langley and approved by the Mayor at a regularly scheduled public meeting this ____ day of _____, 2012.

LARRY KWARSICK, Mayor

ATTEST:

DEBBIE L. MAHLER, Director of Finance/Clerk