

ORDINANCE NO. 471

AN ORDINANCE OF THE CITY OF WOODINVILLE, WASHINGTON, REPEALING ORDINANCE NO. 453, AS AMENDED BY ORDINANCE NO. 464, EFFECTIVE JANUARY 1, 2009, ADOPTING BENEFIT AND CLASSIFICATION PAY RANGES FOR CITY EMPLOYEES AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the City Council adopted a revised pay, benefit and classification structure for 2008; and

WHEREAS, the City of Woodinville considers it appropriate to permit administrative adjustments based on parity with comparable positions in other jurisdictions and economic factors;

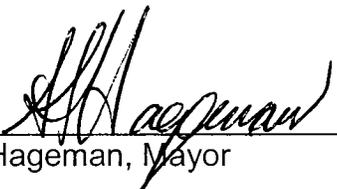
NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF WOODINVILLE, WASHINGTON, DOES ORDAIN AS FOLLOWS:

Section 1. That Ordinance Nos. 453 and 464 relating to pay ranges and employee benefits are hereby repealed, effective January 1, 2009.

Section 2. The City Council hereby adopts the Employee Benefit Plan (Attachment A), the Classification Pay Range for Non-represented Employees (Attachment B), Machinist District-represented Employees (Attachment C), Teamster-represented Employees (Attachment D), Machinist District-represented Supervisors (Attachment E) and the Non-Regular Pay Plan (Attachment F).

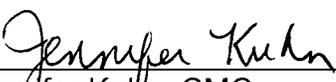
Section 3. The effective date for payment of salary steps, ranges and benefits shall be January 1, 2009 and shall continue until amended by action of the City Council.

ADOPTED BY THE CITY COUNCIL AND SIGNED IN AUTHENTICATION OF ITS PASSAGE THIS 9th DAY OF DECEMBER 2008.



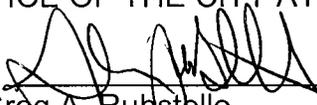
Scott Hageman, Mayor

ATTEST/AUTHENTICATED:

By: 

Jennifer Kuhn, CMC
City Clerk

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY

By: 
Greg A. Rubstello

PASSED BY THE CITY COUNCIL: 12-9-2008
PUBLISHED: 12-15-2008
EFFECTIVE DATE: 12-22-2008
ORDINANCE NO. 471

ATTACHMENT A

BENEFIT SCHEDULE Effective Date: January 1, 2009

EMPLOYEE BENEFITS - Paid by City

Medical - AWC Plan A 100% Employee, 90% of Spouse, and 90% of children

AWC Group Health, up to the premium dollar amounts set forth for Plan A

Dental - AWC Plan A 100% Employee and Dependent Coverage, or Willamette Dental \$10 Co-pay

Employee Assistance Plan - AWC paid by City for all employees.

Term Life Insurance - \$10,000 paid by City for all employees.

Vision Insurance - AWC paid by City for all employees and their spouse and dependants.

Flu Immunization – available without cost to City employees, regular and part time, who work at least 20 hours per week, provided that the immunization shall only be available without cost to the employee on the day, place and time set forth through the Wellness Program at City Hall, and subject to the availability of flu vaccine.

Regular Part-Time Employees - All benefits cost shared and/or accrued according to the percentage that the part-time bears to full-time employment, except that term life insurance, vision insurance, and dental insurance shall be paid by the City for all paid employees in Attachment B who work 20 or more hours per week on an annual basis.

The City shall furnish coffee, tea, and other hot water based drinks for attendees of public meetings as a benefit of contribution to public process, and for employees as a benefit of employment.

The City shall furnish a computer for staff for non City business use during lunch or rest periods. Procedures and policies for use of the computer will be established in an Administrative Policy. The computer and use of the computer shall be considered a benefit of employment.

The above benefits shall be applicable to employees within the bargaining groups represented by Machinists District Lodge 751, subject however to modification by the agreements reached in collective bargaining between the City and Machinists District Lodge 751.

ATTACHMENT B

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**Classification Pay Range
Non-Represented Employees
Effective Date: January 1, 2009**

Assigned Pay Range	Min Step 1	Max Step 6	Position Title
D	3,726	4,841	Administrative Assistant, Senior
F	4,193	5,453	Executive Assistant/Deputy City Clerk
H	4,775	6,211	Management Analyst
J	5,416	7,043	City Clerk
L	6,144	7,989	Assistant Public Works Director Assistant to the City Manager
O	7,875	10,239	Director, Finance Director, Development Services Director, Parks & Recreation Director, Public Works

ATTACHMENT C

Ordinance No. 471
Classification Pay Range
Machinist District-Represented Employees
Effective Date: January 1, 2009

Assigned Pay Range	Min Step 1	Max Step 6	Position Title
A	3,024	3,932	Administrative Assistant Permit Technician I Facilities Maintenance Worker I Recreation Program Technician
C	3,353	4,356	Permit Technician II Volunteer Coordinator
D	3,528	4,585	Administrative Assistant, Senior Accounting Clerk Permit Technician III Planning Technician Engineering Technician Parks Maintenance Worker II
E	3,714	4,829	Building Inspector I Code Enforcement Officer Facilities Maintenance Worker II GIS Analyst
F	3,971	5,163	Recreation Coordinator
G	4,246	5,523	Building Inspector II Civil Site Field Inspector Planner, Park Planner
H	4,522	5,881	Accountant, Senior Building Plans Examiner Engineer I/Field Engineer Information Services Manager Permit Supervisor Senior Programmer Planner, Transportation/Environmental
I	4,817	6,260	Planner, Senior
J	5,128	6,669	Civil Plans Examiner Engineer, Senior
K	5,462	7,103	City Planner

ATTACHMENT D

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**Classification Pay Range
Teamster-Represented Employees
Effective Date: January 1, 2009**

Assigned Pay Range	Min Step 1	Max Step 6	Position Title
B	3,343	4,345	Maintenance Worker I
D	3,704	4,814	Maintenance Worker II
E	3,900	5,070	Maintenance Worker III

ATTACHMENT E

Ordinance No. 471

**Classification Pay Range
Machinist--Represented Supervisors**

Assigned Pay Range	Min Step 1	Max Step 6	Position Title
G	4,246	5,523	Maintenance Supervisor – Parks
I	4,817	6,260	Maintenance Supervisor – Public Works Manager, Permit and Land Use Processing Recreation Supervisor
N	6,597	8,580	Manager, Long Range Planning

ATTACHMENT F

Non-Regular Pay Plan

CLASSIFICATION	RANGE	Min	Mid	Max
Intern I / Recreation Aide I	AA	8.55		9.90
Recreation Aide II	BB	9.06		10.49
Recreation Aide III	CC	9.61		11.12
Recreation Aide IV	DD	10.18		11.79
Recreation Aide V	EE	10.79		12.50
Laborer I Office Assistant I Recreation Assistant I	FF	11.44		13.25
Recreation Assistant II	GG	12.13		14.04
Recreation Assistant III	HH	12.86		14.88
Laborer II Office Assistant II	II	13.63		15.77
Intern II Laborer III Office Assistant III	JJ	14.45		16.71
Not assigned	KK	15.31		16.73
Recreation Assistant IV Intern III	LL	16.23		18.78
Recreation Assistant V Program Coordinator	MM	17.20		19.91
Not assigned	NN	18.24		19.93
Not assigned	OO	19.33		21.12
Not assigned	PP	20.49		22.39
Not assigned	QQ	21.72		23.73
Not assigned	RR	23.02		25.16
Not assigned	SS	24.40		26.67
Not assigned	TT	25.87		28.27
Planner	UU	27.42		31.73
Not assigned	VV	29.07		31.76
Senior Planner	WW	30.81		35.67
Senior Engineer	XX	32.66		37.81
Not assigned	YY	34.62		40.08
Aerobics Instructor	ZZ	36.70		42.48