

ORDINANCE NO. 555

**AN ORDINANCE OF THE CITY OF WOODINVILLE, WASHINGTON,
ESTABLISHING AUTHORIZED EMPLOYEE POSITIONS, PAY RANGES, AND
BENEFITS FOR 2013.**

WHEREAS, the City Council must establish authorized positions, pay ranges, and benefits on an annual basis; and

WHEREAS, concurrent with the adoption of the 2013-2014 Biennial Budget, the City Council intends to establish the number and types of employee positions, wage and salary rates and ranges, and benefits for its employees effective January 1, 2013;

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

Section 1. For 2013, the number and titles of authorized Full-Time Equivalent Employees (FTEs), including regular, non-regular, full-time, and part-time employees, shall be established at 36.97 FTEs, as detailed in Attachment A.

Section 2. The City Council hereby adopts the Employee Salaries, Wages, and Benefit Plans for each employee group, effective January 1, 2013 as shown in the following Attachments:

Attachment B: Non-Represented Employees
Attachment C: Teamsters

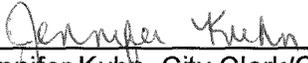
Section 3. The effective date for payment of salary steps, ranges and benefits shall be in accordance with the City's Personnel Policies Manual or applicable approved collective bargaining agreement and shall apply and continue until amended by action of the City Council.

Section 4. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

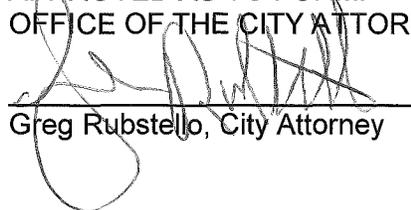
**ADOPTED BY THE CITY COUNCIL AND SIGNED IN AUTHENTICATION OF ITS
PASSAGE THIS 4th DAY OF DECEMBER 2012.**


Bernard W. Talmas, Mayor

ATTEST/AUTHENTICATED:


Jennifer Kuhn, City Clerk/CMC

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY



Greg Rubstello, City Attorney

PASSED BY THE CITY COUNCIL: 12-4-2012
PUBLISHED: 12-10-2012
EFFECTIVE DATE: 12-17-2012
ORDINANCE NO. 555

ATTACHMENT A
Ordinance No. 555
City of Woodinville, Washington
2013 Authorized Positions

Department	2013	Dept Total
<u>EXECUTIVE</u>		5.12
City Manager	1.00	
Assistant to the City Manager	1.00	
Management Analyst	1.00	
City Clerk	1.00	
Exec Assistant/Dep City Clerk	1.00	
Administrative Intern	0.12	
<u>ADMIN/FINANCE</u>		7.00
Finance Director	1.00	
Senior Accountant	1.00	
Acct. Clerk	3.00	
Information Services Manager	1.00	
Senior Programmer	1.00	
<u>PUBLIC WORKS/ENGINEERING</u>		14.85
Public Works Director	1.00	
Asst PW Director	1.00	
Sr. Engineer	1.00	
Sr. AA	1.00	
Field Engineer/E1	1.00	
Engineer Tech	1.00	
PW Sup/Maint Sup	1.00	
Maint. Wkr III	2.00	
Maint. Wkr II	1.00	
Maint. Wkr I	2.00	
Parks Maint. Worker II	1.00	
Non-Regular PW/SWM Maint.	0.70	
Non-Regular Parks Maint.	1.15	
<u>DEVELOPMENT SERVICES</u>		9.00
Develop Srvs Dir	1.00	
Sr Planner	1.00	
Transp Planner	1.00	
Planner	1.00	
Sr AA	1.00	
Bldg Plans Examiner	1.00	
Building Inspector II	1.00	
Permit Tech II	2.00	
<u>POLICE</u>		1.00
Police Clerk	1.00	
<u>TOTAL CITY STAFFING</u>		36.97

ATTACHMENT B
Ordinance No. 555
Pay Ranges for Non-Represented Employees
Effective Date: January 1, 2013

Assigned Pay Range (1)	Position Title
1	Laborer 1(2)
11	Laborer 2(2)
34	Office Assistant 1(2)
54	Office Assistant 2(2) Management Intern(2)
89	Permit Technician II Police Clerk
94	Administrative Assistant, Senior Accounting Clerk Engineering Technician Parks Maintenance Worker II
106	Executive Assistant/Deputy City Clerk
113	Building Inspector II Planner
119	Accountant, Senior Building Plans Examiner Engineer I/Field Engineer Information Services Manager Management Analyst Planner, Transportation/Environmental Senior Programmer
125	Maintenance Supervisor
132	City Clerk Engineer, Senior Planner, Senior
144	Assistant Public Works Director Assistant to the City Manager
169	Director, Finance Director, Development Services Director, Public Works
CM 1	City Manager(3)

- (1) Refer to Salary Schedule – Attachment B-1
- (2) Non-Regular Part-Time Positions paid on hourly basis.
- (3) Refer to Employment Contract for specific benefits.

ATTACHMENT B
Ordinance No. 555

Salaries, Wages, and Benefits for Non-Represented Employees
BENEFITS EFFECTIVE JANUARY 1, 2013 FOR ALL ELIGIBLE REGULAR EMPLOYEES

1. Health Benefits

1.1 Medical Insurance

AWC HealthFirst Plan, City Contribution towards monthly premium as follows:

- Employee Only: \$635.22
- Employee plus Spouse: \$1,273.43
- Employee plus Spouse and one dependent: \$1,585.90
- Employee plus Spouse and two or more dependents: \$1,844.35
- Employee and one dependent: \$947.69
- Employee and two dependents: \$1,206.14

AWC Group Health Plan 2, up to the premium dollar amounts set forth for AWC HealthFirst Plan

1.2 Dental Insurance

AWC Plan F or Willamette Dental \$10 Co-pay. City monthly contribution as follows:

- Employee Only: \$49.00 and Dependent Coverage,
- Employee plus one dependent: \$92.99
- Employee plus two dependents: \$148.21

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

1.4 AWC Employee Assistance Plan - Paid by City for all employees.

2. EMPLOYEE LEAVE TIME

2.1 Vacation Leave - Each regular full-time employee is entitled to accrue vacation leave as follows:

Length of Service	Hours of Leave per Calendar Month of Service	Annual Leave in Days per Year of Service
0-12th month	6.67hours	10
13th-48 th month	8.67 hours	13
49th-84th month	10 hours	15
85th-132nd month	12 hours	18
133rd + months	16 hours	24

2.2 Sick Leave - All regular full-time employees accrue sick leave benefits at the rate of eight (8) hours for each calendar month of continuous employment.

2.3 Bereavement Leave – Employees may be granted up to three (3) paid working days of bereavement leave per calendar year due to the death of an immediate family member. An employee may request to use additional paid time-off from accrued leave balances to deal with the death of an immediate family member subject to the approval of the Department Director and City Manager. Immediate family members include the employee's spouse, child, parent, brother and sister, mother-in-law and father-in-law, son-in-law and daughter-in-law, aunt and uncle, grandparents, grandchildren, or step-relatives in one of these relationships.

2.4 Holidays – Regular employees shall receive 11 holidays per calendar year as follows:

1. New Years Day
2. Martin Luther King Day
3. President's Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Veteran's Day
8. Thanksgiving Day
9. Day after Thanksgiving
10. Christmas Day
11. One Floating Holiday

2.5 Exempt Employee Personal Leave – In addition to all other authorized leaves, The City Manager may grant up to 40 hours per year of paid Personal Leave to each Exempt Employee. Such grants of leave will be based upon extraordinary time, effort, and commitment of the employee in the performance of their job as determined in the sole discretion of the City Manager. The City Manager may grant between 0-40 hours per year to each qualifying Exempt Employee. All Personal Leave time must be used within the calendar year it is granted and may not be carried-over to future periods.

3. MUNICIPAL EMPLOYEES BENEFIT TRUST (MEBT)

In-lieu of Social Security coverage, the City provides MEBT. Eligibility and participation in MEBT shall be in accordance with the City of Woodinville Employees' Retirement Benefit Plan and Restated Agreement, adopted January 20, 2009; or its successor agreements.

4. MISCELLANEOUS BENEFITS

4.1 Required Items

The City and employee shall pay for all required coverages, insurances, etc. in accordance with applicable federal and state laws, including but not limited to: Medicare, Unemployment, Workers Compensation, etc.

4.2 ICMA 457 Deferred Compensation Plan/ICMA Roth 457 Plan – the City will make available a 457 Deferred Compensation Plan/Roth 457 Plan that allows employees to make voluntary contributions to tax-deferred retirement accounts through direct payroll deductions.

4.3 Term Life Insurance – \$10,000 of coverage paid by City.

4.4 Coffee and Tea - The City shall furnish coffee, tea, and other hot water based drinks that are traditionally offered in office/business settings, to employees as a benefit of employment.

4.5 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.

4.6 Computer - 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.

4.7 Proration of Benefits – For Regular Employees scheduled to work less than full-time (40 hours per week), their benefits shall be prorated based upon the time they are regularly scheduled to work in relation to the full-time workweek. For example, a Regular Employee who is regularly scheduled to work 20 hours per week, would be eligible for ½ of the benefits provided to full-time regular employees.

City of Woodinville, Washington							
SALARY SCHEDULE FOR NON-REPRESENTED REGULAR AND NON-REGULAR EMPLOYEES							
Effective 1/1/2013							
MONTHLY PAY							
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
1	\$1,593	\$1,673	\$1,757	\$1,845	\$1,937	\$2,034	1
2	\$1,609	\$1,689	\$1,773	\$1,862	\$1,955	\$2,053	2
3	\$1,625	\$1,706	\$1,791	\$1,881	\$1,975	\$2,074	3
4	\$1,641	\$1,723	\$1,809	\$1,899	\$1,994	\$2,094	4
5	\$1,657	\$1,740	\$1,827	\$1,918	\$2,014	\$2,115	5
6	\$1,674	\$1,758	\$1,846	\$1,938	\$2,035	\$2,137	6
7	\$1,691	\$1,776	\$1,865	\$1,958	\$2,056	\$2,159	7
8	\$1,708	\$1,793	\$1,883	\$1,977	\$2,076	\$2,180	8
9	\$1,725	\$1,811	\$1,902	\$1,997	\$2,097	\$2,202	9
10	\$1,742	\$1,829	\$1,920	\$2,016	\$2,117	\$2,223	10
11	\$1,759	\$1,847	\$1,939	\$2,036	\$2,138	\$2,245	11
12	\$1,777	\$1,866	\$1,959	\$2,057	\$2,160	\$2,268	12
13	\$1,795	\$1,885	\$1,979	\$2,078	\$2,182	\$2,291	13
14	\$1,813	\$1,904	\$1,999	\$2,099	\$2,204	\$2,314	14
15	\$1,831	\$1,923	\$2,019	\$2,120	\$2,226	\$2,337	15
16	\$1,849	\$1,941	\$2,038	\$2,140	\$2,247	\$2,359	16
17	\$1,867	\$1,960	\$2,058	\$2,161	\$2,269	\$2,382	17
18	\$1,886	\$1,980	\$2,079	\$2,183	\$2,292	\$2,407	18
19	\$1,905	\$2,000	\$2,100	\$2,205	\$2,315	\$2,431	19
20	\$1,924	\$2,020	\$2,121	\$2,227	\$2,338	\$2,455	20
21	\$1,943	\$2,040	\$2,142	\$2,249	\$2,361	\$2,479	21
22	\$1,962	\$2,060	\$2,163	\$2,271	\$2,385	\$2,504	22
23	\$1,982	\$2,081	\$2,185	\$2,294	\$2,409	\$2,529	23
24	\$2,002	\$2,102	\$2,207	\$2,317	\$2,433	\$2,555	24
25	\$2,022	\$2,123	\$2,229	\$2,340	\$2,457	\$2,580	25
26	\$2,042	\$2,144	\$2,251	\$2,364	\$2,482	\$2,606	26
27	\$2,062	\$2,165	\$2,273	\$2,387	\$2,506	\$2,631	27
28	\$2,083	\$2,187	\$2,296	\$2,411	\$2,532	\$2,659	28
29	\$2,104	\$2,209	\$2,319	\$2,435	\$2,557	\$2,685	29
30	\$2,125	\$2,231	\$2,343	\$2,460	\$2,583	\$2,712	30
31	\$2,146	\$2,253	\$2,366	\$2,484	\$2,608	\$2,738	31
32	\$2,167	\$2,275	\$2,389	\$2,508	\$2,633	\$2,765	32
33	\$2,189	\$2,298	\$2,413	\$2,534	\$2,661	\$2,794	33
34	\$2,211	\$2,322	\$2,438	\$2,560	\$2,688	\$2,822	34
35	\$2,233	\$2,345	\$2,462	\$2,585	\$2,714	\$2,850	35
36	\$2,255	\$2,368	\$2,486	\$2,610	\$2,741	\$2,878	36
37	\$2,278	\$2,392	\$2,512	\$2,638	\$2,770	\$2,909	37
38	\$2,301	\$2,416	\$2,537	\$2,664	\$2,797	\$2,937	38
39	\$2,324	\$2,440	\$2,562	\$2,690	\$2,825	\$2,966	39
40	\$2,347	\$2,464	\$2,587	\$2,716	\$2,852	\$2,995	40
41	\$2,370	\$2,489	\$2,613	\$2,744	\$2,881	\$3,025	41
42	\$2,394	\$2,514	\$2,640	\$2,772	\$2,911	\$3,057	42
43	\$2,418	\$2,539	\$2,666	\$2,799	\$2,939	\$3,086	43

Amounts shown are Monthly Amounts and are based upon full-time employment of 40 hours per week. Hourly amounts are paid for hourly and/or Non-Regular Employees.

City of Woodinville, Washington							
SALARY SCHEDULE FOR NON-REPRESENTED REGULAR AND NON-REGULAR EMPLOYEES							
Effective 1/1/2013							
MONTHLY PAY							
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
44	\$2,442	\$2,564	\$2,692	\$2,827	\$2,968	\$3,116	44
45	\$2,466	\$2,589	\$2,718	\$2,854	\$2,997	\$3,147	45
46	\$2,491	\$2,616	\$2,747	\$2,884	\$3,028	\$3,179	46
47	\$2,516	\$2,642	\$2,774	\$2,913	\$3,059	\$3,212	47
48	\$2,541	\$2,668	\$2,801	\$2,941	\$3,088	\$3,242	48
49	\$2,566	\$2,694	\$2,829	\$2,970	\$3,119	\$3,275	49
50	\$2,592	\$2,722	\$2,858	\$3,001	\$3,151	\$3,309	50
51	\$2,618	\$2,749	\$2,886	\$3,030	\$3,182	\$3,341	51
52	\$2,644	\$2,776	\$2,915	\$3,061	\$3,214	\$3,375	52
53	\$2,670	\$2,804	\$2,944	\$3,091	\$3,246	\$3,408	53
54	\$2,697	\$2,832	\$2,974	\$3,123	\$3,279	\$3,443	54
55	\$2,724	\$2,860	\$3,003	\$3,153	\$3,311	\$3,477	55
56	\$2,751	\$2,889	\$3,033	\$3,185	\$3,344	\$3,511	56
57	\$2,779	\$2,918	\$3,064	\$3,217	\$3,378	\$3,547	57
58	\$2,807	\$2,947	\$3,094	\$3,249	\$3,411	\$3,582	58
59	\$2,835	\$2,977	\$3,126	\$3,282	\$3,446	\$3,618	59
60	\$2,863	\$3,006	\$3,156	\$3,314	\$3,480	\$3,654	60
61	\$2,892	\$3,037	\$3,189	\$3,348	\$3,515	\$3,691	61
62	\$2,921	\$3,067	\$3,220	\$3,381	\$3,550	\$3,728	62
63	\$2,950	\$3,098	\$3,253	\$3,416	\$3,587	\$3,766	63
64	\$2,980	\$3,129	\$3,285	\$3,449	\$3,621	\$3,802	64
65	\$3,010	\$3,161	\$3,319	\$3,485	\$3,659	\$3,842	65
66	\$3,040	\$3,192	\$3,352	\$3,520	\$3,696	\$3,881	66
67	\$3,070	\$3,224	\$3,385	\$3,554	\$3,732	\$3,919	67
68	\$3,101	\$3,256	\$3,419	\$3,590	\$3,770	\$3,959	68
69	\$3,132	\$3,289	\$3,453	\$3,626	\$3,807	\$3,997	69
70	\$3,163	\$3,321	\$3,487	\$3,661	\$3,844	\$4,036	70
71	\$3,195	\$3,355	\$3,523	\$3,699	\$3,884	\$4,078	71
72	\$3,227	\$3,388	\$3,557	\$3,735	\$3,922	\$4,118	72
73	\$3,259	\$3,422	\$3,593	\$3,773	\$3,962	\$4,160	73
74	\$3,292	\$3,457	\$3,630	\$3,812	\$4,003	\$4,203	74
75	\$3,325	\$3,491	\$3,666	\$3,849	\$4,041	\$4,243	75
76	\$3,358	\$3,526	\$3,702	\$3,887	\$4,081	\$4,285	76
77	\$3,392	\$3,562	\$3,740	\$3,927	\$4,123	\$4,329	77
78	\$3,426	\$3,597	\$3,777	\$3,966	\$4,164	\$4,372	78
79	\$3,460	\$3,633	\$3,815	\$4,006	\$4,206	\$4,416	79
80	\$3,495	\$3,670	\$3,854	\$4,047	\$4,249	\$4,461	80
81	\$3,530	\$3,707	\$3,892	\$4,087	\$4,291	\$4,506	81
82	\$3,565	\$3,743	\$3,930	\$4,127	\$4,333	\$4,550	82
83	\$3,601	\$3,781	\$3,970	\$4,169	\$4,377	\$4,596	83
84	\$3,637	\$3,819	\$4,010	\$4,211	\$4,422	\$4,643	84
85	\$3,673	\$3,857	\$4,050	\$4,253	\$4,466	\$4,689	85
86	\$3,710	\$3,896	\$4,091	\$4,296	\$4,511	\$4,737	86

Amounts shown are Monthly Amounts and are based upon full-time employment of 40 hours per week. Hourly amounts are paid for hourly and/or Non-Regular Employees.

City of Woodinville, Washington							
SALARY SCHEDULE FOR NON-REPRESENTED REGULAR AND NON-REGULAR EMPLOYEES							
Effective 1/1/2013							
MONTHLY PAY							
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
87	\$3,747	\$3,934	\$4,131	\$4,338	\$4,555	\$4,783	87
88	\$3,784	\$3,973	\$4,172	\$4,381	\$4,600	\$4,830	88
89	\$3,822	\$4,013	\$4,214	\$4,425	\$4,646	\$4,878	89
90	\$3,860	\$4,053	\$4,256	\$4,469	\$4,692	\$4,927	90
91	\$3,899	\$4,094	\$4,299	\$4,514	\$4,740	\$4,977	91
92	\$3,938	\$4,135	\$4,342	\$4,559	\$4,787	\$5,026	92
93	\$3,977	\$4,176	\$4,385	\$4,604	\$4,834	\$5,076	93
94	\$4,017	\$4,218	\$4,429	\$4,650	\$4,883	\$5,127	94
95	\$4,057	\$4,260	\$4,473	\$4,697	\$4,932	\$5,179	95
96	\$4,098	\$4,303	\$4,518	\$4,744	\$4,981	\$5,230	96
97	\$4,139	\$4,346	\$4,563	\$4,791	\$5,031	\$5,283	97
98	\$4,180	\$4,389	\$4,608	\$4,838	\$5,080	\$5,334	98
99	\$4,222	\$4,433	\$4,655	\$4,888	\$5,132	\$5,389	99
100	\$4,264	\$4,477	\$4,701	\$4,936	\$5,183	\$5,442	100
101	\$4,307	\$4,522	\$4,748	\$4,985	\$5,234	\$5,496	101
102	\$4,350	\$4,568	\$4,796	\$5,036	\$5,288	\$5,552	102
103	\$4,394	\$4,614	\$4,845	\$5,087	\$5,341	\$5,608	103
104	\$4,438	\$4,660	\$4,893	\$5,138	\$5,395	\$5,665	104
105	\$4,482	\$4,706	\$4,941	\$5,188	\$5,447	\$5,719	105
106	\$4,527	\$4,753	\$4,991	\$5,241	\$5,503	\$5,778	106
107	\$4,572	\$4,801	\$5,041	\$5,293	\$5,558	\$5,836	107
108	\$4,618	\$4,849	\$5,091	\$5,346	\$5,613	\$5,894	108
109	\$4,664	\$4,897	\$5,142	\$5,399	\$5,669	\$5,952	109
110	\$4,711	\$4,947	\$5,194	\$5,454	\$5,727	\$6,013	110
111	\$4,758	\$4,996	\$5,246	\$5,508	\$5,783	\$6,072	111
112	\$4,806	\$5,046	\$5,298	\$5,563	\$5,841	\$6,133	112
113	\$4,854	\$5,097	\$5,352	\$5,620	\$5,901	\$6,196	113
114	\$4,903	\$5,148	\$5,405	\$5,675	\$5,959	\$6,257	114
115	\$4,952	\$5,200	\$5,460	\$5,733	\$6,020	\$6,321	115
116	\$5,002	\$5,252	\$5,515	\$5,791	\$6,081	\$6,385	116
117	\$5,052	\$5,305	\$5,570	\$5,849	\$6,141	\$6,448	117
118	\$5,103	\$5,358	\$5,626	\$5,907	\$6,202	\$6,512	118
119	\$5,154	\$5,412	\$5,683	\$5,967	\$6,265	\$6,578	119
120	\$5,206	\$5,466	\$5,739	\$6,026	\$6,327	\$6,643	120
121	\$5,258	\$5,521	\$5,797	\$6,087	\$6,391	\$6,711	121
122	\$5,311	\$5,577	\$5,856	\$6,149	\$6,456	\$6,779	122
123	\$5,364	\$5,632	\$5,914	\$6,210	\$6,521	\$6,847	123
124	\$5,418	\$5,689	\$5,973	\$6,272	\$6,586	\$6,915	124
125	\$5,472	\$5,746	\$6,033	\$6,335	\$6,652	\$6,985	125
126	\$5,527	\$5,803	\$6,093	\$6,398	\$6,718	\$7,054	126
127	\$5,582	\$5,861	\$6,154	\$6,462	\$6,785	\$7,124	127
128	\$5,638	\$5,920	\$6,216	\$6,527	\$6,853	\$7,196	128
129	\$5,694	\$5,979	\$6,278	\$6,592	\$6,922	\$7,268	129

Amounts shown are Monthly Amounts and are based upon full-time employment of 40 hours per week. Hourly amounts are paid for hourly and/or Non-Regular Employees.

City of Woodinville, Washington							
SALARY SCHEDULE FOR NON-REPRESENTED REGULAR AND NON-REGULAR EMPLOYEES							
Effective 1/1/2013							
MONTHLY PAY							
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
130	\$5,751	\$6,039	\$6,341	\$6,658	\$6,991	\$7,341	130
131	\$5,809	\$6,099	\$6,404	\$6,724	\$7,060	\$7,413	131
132	\$5,867	\$6,160	\$6,468	\$6,791	\$7,131	\$7,488	132
133	\$5,926	\$6,222	\$6,533	\$6,860	\$7,203	\$7,563	133
134	\$5,985	\$6,284	\$6,598	\$6,928	\$7,274	\$7,638	134
135	\$6,045	\$6,347	\$6,664	\$6,997	\$7,347	\$7,714	135
136	\$6,105	\$6,410	\$6,731	\$7,068	\$7,421	\$7,792	136
137	\$6,166	\$6,474	\$6,798	\$7,138	\$7,495	\$7,870	137
138	\$6,228	\$6,539	\$6,866	\$7,209	\$7,569	\$7,947	138
139	\$6,290	\$6,605	\$6,935	\$7,282	\$7,646	\$8,028	139
140	\$6,353	\$6,671	\$7,005	\$7,355	\$7,723	\$8,109	140
141	\$6,417	\$6,738	\$7,075	\$7,429	\$7,800	\$8,190	141
142	\$6,481	\$6,805	\$7,145	\$7,502	\$7,877	\$8,271	142
143	\$6,546	\$6,873	\$7,217	\$7,578	\$7,957	\$8,355	143
144	\$6,611	\$6,942	\$7,289	\$7,653	\$8,036	\$8,438	144
145	\$6,677	\$7,011	\$7,362	\$7,730	\$8,117	\$8,523	145
146	\$6,744	\$7,081	\$7,435	\$7,807	\$8,197	\$8,607	146
147	\$6,811	\$7,152	\$7,510	\$7,886	\$8,280	\$8,694	147
148	\$6,879	\$7,223	\$7,584	\$7,963	\$8,361	\$8,779	148
149	\$6,948	\$7,295	\$7,660	\$8,043	\$8,445	\$8,867	149
150	\$7,017	\$7,368	\$7,736	\$8,123	\$8,529	\$8,955	150
151	\$7,087	\$7,441	\$7,813	\$8,204	\$8,614	\$9,045	151
152	\$7,158	\$7,516	\$7,892	\$8,287	\$8,701	\$9,136	152
153	\$7,230	\$7,592	\$7,972	\$8,371	\$8,790	\$9,230	153
154	\$7,302	\$7,667	\$8,050	\$8,453	\$8,876	\$9,320	154
155	\$7,375	\$7,744	\$8,131	\$8,538	\$8,965	\$9,413	155
156	\$7,449	\$7,821	\$8,212	\$8,623	\$9,054	\$9,507	156
157	\$7,523	\$7,899	\$8,294	\$8,709	\$9,144	\$9,601	157
158	\$7,598	\$7,978	\$8,377	\$8,796	\$9,236	\$9,698	158
159	\$7,674	\$8,058	\$8,461	\$8,884	\$9,328	\$9,794	159
160	\$7,751	\$8,139	\$8,546	\$8,973	\$9,422	\$9,893	160
161	\$7,829	\$8,220	\$8,631	\$9,063	\$9,516	\$9,992	161
162	\$7,907	\$8,302	\$8,717	\$9,153	\$9,611	\$10,092	162
163	\$7,986	\$8,385	\$8,804	\$9,244	\$9,706	\$10,191	163
164	\$8,066	\$8,469	\$8,892	\$9,337	\$9,804	\$10,294	164
165	\$8,147	\$8,554	\$8,982	\$9,431	\$9,903	\$10,398	165
166	\$8,228	\$8,639	\$9,071	\$9,525	\$10,001	\$10,501	166
167	\$8,310	\$8,726	\$9,162	\$9,620	\$10,101	\$10,606	167
168	\$8,393	\$8,813	\$9,254	\$9,717	\$10,203	\$10,713	168
169	\$8,477	\$8,901	\$9,346	\$9,813	\$10,304	\$10,819	169
170	\$8,562	\$8,990	\$9,440	\$9,912	\$10,408	\$10,928	170
171	\$8,648	\$9,080	\$9,534	\$10,011	\$10,512	\$11,038	171
172	\$8,734	\$9,171	\$9,630	\$10,112	\$10,618	\$11,149	172

Amounts shown are Monthly Amounts and are based upon full-time employment of 40 hours per week. Hourly amounts are paid for hourly and/or Non-Regular Employees.

City of Woodinville, Washington							
SALARY SCHEDULE FOR NON-REPRESENTED REGULAR AND NON-REGULAR EMPLOYEES							
Effective 1/1/2013							
MONTHLY PAY							
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
173	\$8,821	\$9,262	\$9,725	\$10,211	\$10,722	\$11,258	173
174	\$8,909	\$9,354	\$9,822	\$10,313	\$10,829	\$11,370	174
175	\$8,998	\$9,448	\$9,920	\$10,416	\$10,937	\$11,484	175
176	\$9,088	\$9,542	\$10,019	\$10,520	\$11,046	\$11,598	176
177	\$9,179	\$9,638	\$10,120	\$10,626	\$11,157	\$11,715	177
178	\$9,271	\$9,735	\$10,222	\$10,733	\$11,270	\$11,834	178
179	\$9,364	\$9,832	\$10,324	\$10,840	\$11,382	\$11,951	179
180	\$9,458	\$9,931	\$10,428	\$10,949	\$11,496	\$12,071	180
181	\$9,553	\$10,031	\$10,533	\$11,060	\$11,613	\$12,194	181
182	\$9,649	\$10,131	\$10,638	\$11,170	\$11,729	\$12,315	182
183	\$9,745	\$10,232	\$10,744	\$11,281	\$11,845	\$12,437	183
184	\$9,842	\$10,334	\$10,851	\$11,394	\$11,964	\$12,562	184
185	\$9,940	\$10,437	\$10,959	\$11,507	\$12,082	\$12,686	185
186	\$10,039	\$10,541	\$11,068	\$11,621	\$12,202	\$12,812	186
187	\$10,139	\$10,646	\$11,178	\$11,737	\$12,324	\$12,940	187
188	\$10,240	\$10,752	\$11,290	\$11,855	\$12,448	\$13,070	188
189	\$10,342	\$10,859	\$11,402	\$11,972	\$12,571	\$13,200	189
190	\$10,445	\$10,967	\$11,515	\$12,091	\$12,696	\$13,331	190
191	\$10,549	\$11,076	\$11,630	\$12,212	\$12,823	\$13,464	191
192	\$10,654	\$11,187	\$11,746	\$12,333	\$12,950	\$13,598	192
193	\$10,761	\$11,299	\$11,864	\$12,457	\$13,080	\$13,734	193
CM1	\$12,137						

Amounts shown are Monthly Amounts and are based upon full-time employment of 40 hours per week. Hourly amounts are paid for hourly and/or Non-Regular Employees.

ATTACHMENT C
Ordinance No. 555
Classification Pay Range
Teamster-Represented Employees
Effective Date: January 1, 2013

Assigned Pay Range	Min Step 1	Max Step 6	Position Title
B	3,453	4,489	Maintenance Worker I
D	3,826	4,973	Maintenance Worker II
E	4,029	5,237	Maintenance Worker III

STANDBY PAY- Employees assigned to standby duty shall be paid \$3 for each hour of standby duty.

Wages and benefits for this group shall be provided in accordance with the Collective Bargaining Agreement agreed and approved for this group which is effective through December 31, 2012. These conditions shall not be amended or modified except as allowed in that Agreement or until a successor agreement is approved and properly executed.

[Note: The terms and conditions for the Teamsters are subject to change pending the outcome of labor negotiations.]