

City of Sherwood, Oregon

Resolution No. 94-597

A RESOLUTION AMENDING CITY OF SHERWOOD SALARY SCHEDULES AND PERSONNEL RULES, AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, the current City Personnel Rules and Employee Handbook, hereinafter called "Rules" were established by Resolution No. 94-579, effective July 1, 1994, and partly amended by Resolution No. 94-596, effective January 1, 1995, and

WHEREAS, the City Council reviewed City compensation policies on November 9, 1994, amended some policies, but left others unchanged in light of assumed statewide election results, and

WHEREAS, final election results for Ballot Measure 8 indicate the measure actually passed, thus directly impacting City compensation plans and policies, and

WHEREAS, the City must conform by eliminating the PERS "pick-up" and the crediting of unused sick leave to retirement benefit calculations, but has the choice prior to January 1, 1995 to make City employee's take-home income "whole", and

WHEREAS, most neighboring jurisdictions plan to or have already modified their compensation plans and/or their employment agreements to both conform with Measure 8 and keep their employees "whole", and

WHEREAS, the City just completed a four-year effort to bring the salaries of City employees up to "par" with neighboring jurisdictions, and Measure 8 in effect negates this effort, and

WHEREAS, in a matter unrelated to Measure 8, but relevant to employee benefits, the City's provider of long-term disability insurance has increased the maximum benefit ceiling.

NOW THEREFORE THE CITY RESOLVES AS FOLLOWS:

Section 1. Retirement Benefits. Section 6.13 of the Rules shall be amended by changing the final sentence of this Section to read: "The City shall pay only the employer's share of the cost of the retirement plan for each regular full-time employee, except that the employee's share is deemed picked-up for the purposes of Section 414 (h) (2) of the Internal Revenue Code. Employees do not have the option of receiving this pick-up as salary and paying their contribution directly, and employee salaries reported on W-2 forms will be reduced by the amount of the contribution."

Section 2. Sick Leave. Section 6.33 of the Rules is amended by deleting the following sentence, "provided, however, that unused leave shall be reported to the State of Oregon Public Employees Retirement System for the purposes of calculating retirement benefits."

Section 3. Compensation Tables I and II Amended: City Compensation Plan Tables I and II are amended as per the attached Exhibit A, and all City job descriptions shall be amended accordingly with respect to compensation ranges.

Section 4. Manager's Employment Agreement: The City's employment agreement with its City Manager is hereby amended to reflect the changes embodied in Sections 1 and 2 of this Resolution, by eliminating City "pick-up" of the Manager's share of PERS and adjusting his salary as per the attached Exhibit A.

Section 5. Reconsideration: Staff is directed to automatically return this issue to the Council if the State Legislature subsequently modifies PERS contribution levels, another state-wide initiative modifies Measure 8, or the Courts strike down or modify Measure 8 in whole or part.

Section 6. Disability. Section 6.12.6 of the Rules is amended to read, "The City provides long-term disability insurance at fifty percent (50%) of monthly salary up to a maximum monthly benefit of \$3,000.00. The City pays fifty percent (50%) of the premium for long-term disability insurance."

Section 7. Effective Date: This Resolution shall become effective upon approval and adoption.

Duly passed by the City Council on December 6 1994.


Walter Hitchcock, Mayor

Attest:



James H. Rapp, City Manager
City Recorder

TABLE I
SALARY STEPS BY TITLE
FY 94-95

TITLES	CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
PARKS MAINTENANCE WORKER LIBRARY ASSISTANT	3	\$ 1421	\$ 1456	\$ 1493	\$ 1530	\$ 1568
CLERK/RECEPTIONIST	4	\$ 1615	\$ 1656	\$ 1697	\$ 1740	\$ 1783
MUNICIPAL COURT CLERK ACCOUNTING CLERK POLICE CLERK PUBLIC WORKS CLERK UTILITY WORKER	5	\$ 1837	\$ 1883	\$ 1930	\$ 1978	\$ 2027
DEPUTY CITY RECORDER COMMUNITY SERVICE OFFICER	6	\$ 2088	\$ 2140	\$ 2194	\$ 2249	\$ 2305
ASSISTANT PLANNER SR. UTILITY WORKER PROJECT INSPECTOR BUILDING INSPECTOR BLDG INSP/PLAN EXAM.	7	\$ 2374	\$ 2433	\$ 2494	\$ 2557	\$ 2620
POLICE OFFICER	8	\$ 2699	\$ 2767	\$ 2836	\$ 2907	\$ 2979
DETECTIVE/SERGEANT PUBLIC WORKS FOREMAN LIBRARIAN	9	\$ 3069	\$ 3145	\$ 3224	\$ 3305	\$ 3387
PUB. WKS. OPERATIONS MGR BUILDING OFFICIAL PLANNING DIRECTOR POLICE LIEUTENANT	10	\$ 3489	\$ 3576	\$ 3665	\$ 3757	\$ 3851
PUB WKS DIRECTOR/CITY ENG. FINANCE DIRECTOR POLICE CHIEF	11	\$ 3967	\$ 4066	\$ 4167	\$ 4272	\$ 4378
CITY MANAGER		\$60,878.00/annual				

TABLE II
SALARY STEPS BY CLASS
FY 94-95

<u>CLASS</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
1	\$ 1099	\$ 1127	\$ 1155	\$ 1184	\$ 1213
2	1250	1281	1313	1346	1379
3	1421	1456	1493	1530	1568
4	1615	1656	1697	1740	1783
5	1837	1883	1930	1978	2027
6	2088	2140	2194	2249	2305
7	2374	2433	2494	2557	2620
8	2699	2767	2836	2907	2979
9	3069	3145	3224	3305	3387
10	3489	3576	3665	3757	3851
11	3967	4066	4167	4272	4378
12	4510	4622	4738	4856	4978