



Resolution 2004-103

A RESOLUTION ADOPTING THE SALARY SCHEDULES FOR AFSCME REPRESENTED EMPLOYEES AND NON REPRESENTED EMPLOYEES;

WHEREAS, the wages for City of Sherwood Employees are below competitive market salaries; and,

WHEREAS, the City has lost employees to other cities that are paying a more competitive wage and has had difficulty retaining and recruiting qualified candidates; and,

WHEREAS, the City budgeted \$100,000 in the 04-05 budget to allocate to positions that were determined to be more than 5%-10% below the average competitive market salary; and,

WHEREAS, a methodology and process was created to review, evaluate and create competitive salary schedules; and,

NOW, THEREFORE, THE CITY RESOLVES AS FOLLOWS:

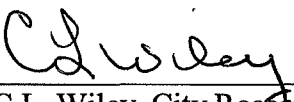
Section 1. Based on the methodology and process, new salary schedules have been created that fit within the \$100,000 budget.

Section 2: This Resolution shall be effective upon its approval and adoption for implementation beginning with the December 30, 2004 payroll.

Duly passed by the City Council this 14th day of December 2004.


Mark O. Cottle, Mayor

ATTEST:


C.L. Wiley, City Recorder

**Salary Schedule
AFSCME Represented**

Effectrive December 5, 2004 (12/30/04 payroll)

Mid range step is 5% below average mid range step of competitive cities

Position	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
Library Page	1	1516	1554	1593	1633	1673	1715	1758	1802	1847	1893	1941	17%
	2	1774	1818	1864	1910	1958	2007	2057	2108	2161	2215	2271	15%
Admin Asst I Library Asst I	3	2040	2091	2143	2197	2252	2308	2366	2425	2485	2547	2611	13%
Admin Asst II Library Asst II Maint Wkr I	4	2305	2363	2422	2482	2544	2608	2673	2740	2808	2879	2951	11%
Admin Asst III Maint Wkr II	5	2558	2622	2688	2755	2824	2895	2967	3041	3117	3195	3275	10%
Accounting Tech Code Compliance/Evid Tech Department/Program Coord Maint Wkr III Permit Specialist	6	2814	2885	2957	3031	3107	3184	3264	3345	3429	3515	3603	9%
Assistant Planner Librarian Maint Lead	7	3068	3144	3223	3304	3386	3471	3558	3646	3738	3831	3927	9%
Associate Planner CADD/GIS Tech Department/Program Mgr Inspector I System Tech	8	3344	3427	3513	3601	3691	3783	3878	3975	4074	4176	4280	8%
Inspector II Staff Accountant	9	3611	3701	3794	3889	3986	4086	4188	4293	4400	4510	4623	7%
Business System Analyst Senior Planner	10	3864	3961	4060	4161	4265	4372	4481	4593	4708	4826	4946	7%
Sr. Project Manager	11	4134	4238	4344	4452	4564	4678	4795	4915	5037	5163	5292	

**Salary Schedule
Management/Supervisory/Confidential**

Effective December 5, 2004 (12/30/04 payroll)

Mid range step is 10% below average mid range step of competitive cities

Position	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
Deputy City Recorder Exec/Confidential Asst Program/Project Supervisor I	A	2870	2942	3015	3091	3168	3247	3328	3412	3497	3584	3674	10%
Program/Project Supervisor II	B	3157	3236	3317	3400	3485	3572	3661	3753	3846	3943	4041	10%
Program/Project Manager I Supervising Librarian	C	3473	3560	3649	3740	3833	3929	4027	4128	4231	4337	4445	9%
Deputy Library Director Program/Project Manager II	D	3785	3880	3977	4076	4178	4283	4390	4499	4612	4727	4845	9%
Capital Projects Supervisor Police Sgt (non-exempt) Planning Supervisor	E	4126	4229	4335	4443	4554	4668	4785	4904	5027	5153	5282	8%
Building Official Community Services Mgr	F	4456	4567	4682	4799	4919	5042	5168	5297	5429	5565	5704	8%
Human Resource Manager PW Operations Manager System Administrator	G	4812	4933	5056	5183	5312	5445	5581	5721	5864	6010	6160	7%
Assistant Police Chief City Engineer Community Svcs/Lib Dir	H	5149	5278	5410	5545	5684	5826	5972	6121	6274	6431	6592	7%
Community Develop Director Finance Director	I	5510	5648	5789	5933	6082	6234	6390	6549	6713	6881	7053	7%
Assistant City Manager Police Chief	J	5895	6043	6194	6349	6508	6670	6837	7008	7183	7363	7547	