

# CITY OF MAPLE VALLEY, WASHINGTON

## RESOLUTION NO. R-17-1193

### **A RESOLUTION OF THE CITY OF MAPLE VALLEY, WASHINGTON, AUTHORIZING THE CITY MANAGER TO EXECUTE NEW SALARY RANGES AND BANDS FOR EMPLOYEE POSITIONS IN THE CITY OF MAPLE VALLEY EFFECTIVE JANUARY 1, 2018.**

WHEREAS, the salary ranges and bands for all authorized City employee positions are established by the City Council; and

WHEREAS, it has been determined that the current employee salary ranges need to be revised in order for the City to be competitive for attracting and retaining excellent employees; and

WHEREAS, the City, with assistance from Cabot Dow & Associates (CDA) using specific methodology, identified the cities of Burien, Covington, Des Moines, Kenmore, Mill Creek, Newcastle, SeaTac and University Place as the cities to be used for comparative data for the purpose of the 2017 salary comparisons; and

WHEREAS, the City Manager recommends revisions to the City's salary schedule to include nine (9) bands; and

WHEREAS, each of the nine (9) salary bands consists of grouping like jobs within the same salary ranges based on levels of responsibility and expertise, tempered with market results; and

WHEREAS, the new salary schedule for each of the nine (9) bands have seven (7) steps, with 4% between each step; and

WHEREAS, ranges have been adjusted to ensure that none of salary ranges within a band falls below 4% of market at either the low or high end of the range; and

WHEREAS, the City Council desires to adopt the recommendations of the City Manager and establish new salary bands and ranges for 2017 (initial placement) and the 2018 (with 2.3% COLA) salary bands and ranges which will become effective on January 1, 2018;

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MAPLE VALLEY, WASHINGTON, AS FOLLOWS:**

Section 1. City Manager Authorization. The City Council of the City of Maple Valley hereby authorizes the City Manager to execute the proposed new salary schedule with 9 bands, 7 steps in each band with 4% between each step for the City of Maple Valley regular positions effective January 1, 2018.

Section 2. Employee Pay Rates. Each regular employee will be placed on the proposed 2017 salary range and step based on their current rate of pay. An employee will not go down in pay and will therefore be placed on the next step in the range closest to their current rate of pay. Each employee will then be placed on the appropriate salary range and step for 2018 (with 2.3% COLA) following the same methodology.

Section 3. Severability. Should any section, paragraph, sentence, clause or phrase of this ordinance, or its application to any person or circumstance, be declared unconstitutional or otherwise invalid for any reason, or should any portion of this ordinance be preempted by state or federal law or regulation, such decision or pre-emption shall not affect the validity of the remaining portions of this ordinance or its application to other persons or circumstances.

**PASSED BY THE CITY COUNCIL OF THE CITY OF MAPLE VALLEY,  
WASHINGTON, AT A REGULAR MEETING THEREOF ON THE 27<sup>TH</sup> DAY OF  
NOVEMBER 2017.**

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Sean P. Kelly, Mayor

**ATTEST:**

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Shaunna Lee-Rice, City Clerk

**APPROVED AS TO FORM:**

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Patricia Taraday, City Attorney