

CITY OF MILTON, WASHINGTON

**ORDINANCE NO. 1986-20**

AN ORDINANCE OF THE CITY OF MILTON, WASHINGTON, MAKING CERTAIN FINDINGS OF FACT AND AMENDING THE 2020 BUDGET ADOPTED WITH ORDINANCE NO. 1979-19 ON DECEMBER 2, 2019 AND PROVIDING FOR SEVERABILITY, AN EFFECTIVE DATE, AND FOR SUMMARY PUBLICATION BY ORDINANCE TITLE ONLY.

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WHEREAS, the Milton City Council adopted the 2020 Budget with Ordinance No. 1979-19 on December 2, 2019; and

WHEREAS, the City Council amended the 2020 Budget with Ordinance No. 1985-20 on March 16, 2020; and

WHEREAS, the City Council approved new agreements with the Milton Police Guild and International Brotherhood of Electrical Workers Local 483 on March 16, 2020; and

WHEREAS, the City Council has determined that it is in the best interest of the City of Milton to adjust the 2020 Budget by amending the Monthly Wage Scale to reflect wage rates as detailed in the new agreements; and

WHEREAS, the adjustments to the Monthly Wage Scale will not require additional funds in 2020; and

NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF MILTON, WASHINGTON, DO  
ORDAIN AS FOLLOWS:

Section 1. The above stated recitals are hereby adopted as the council's findings and reasons for the adoption of this ordinance.

Section 2. The 2020 Budget, as adopted with Ordinance No. 1979-19 and amended with Ordinance No. 1985-20, is hereby amended with a new Monthly Wage Scale as detailed in the attached Exhibit A - Monthly Wage Scale 2020 Budget Amendment #2.

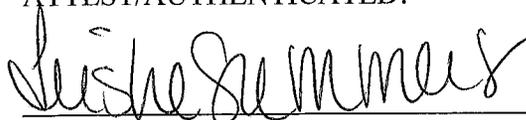
Section 3. Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 4. Effective Date. This ordinance, being an exercise of a power specifically delegated to the City legislative body, is not subject to referendum, and shall take effect five (5) days after passage and publication of an approved summary thereof consisting of the title.

Passed by the Milton City Council the 18<sup>th</sup> day of May 2020, and approved by the Mayor, the 18<sup>th</sup> day of May 2020.

  
SHANNA STYRON SHERRELL, MAYOR

ATTEST/AUTHENTICATED:

  
TRISHA SUMMERS, CITY CLERK

APPROVED AS TO FORM:  
OFFICE OF THE CITY ATTORNEY:

BY \_\_\_\_\_  
OGDEN, MURPHY & WALLACE, CITY ATTORNEY

FILED WITH THE CITY CLERK: 5/18/20  
PASSED BY THE CITY COUNCIL: 5/18/20  
PUBLISHED: 5/20/20  
EFFECTIVE DATE: 5/25/20  
ORDINANCE NO. 1986-20

Section 2. The 2020 Budget, as adopted with Ordinance No. 1979-19 and amended with Ordinance No. 1985-20, is hereby amended with a new Monthly Wage Scale as detailed in the attached Exhibit A - Monthly Wage Scale 2020 Budget Amendment #2.

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SHANNA STYRON SHERRELL, MAYOR

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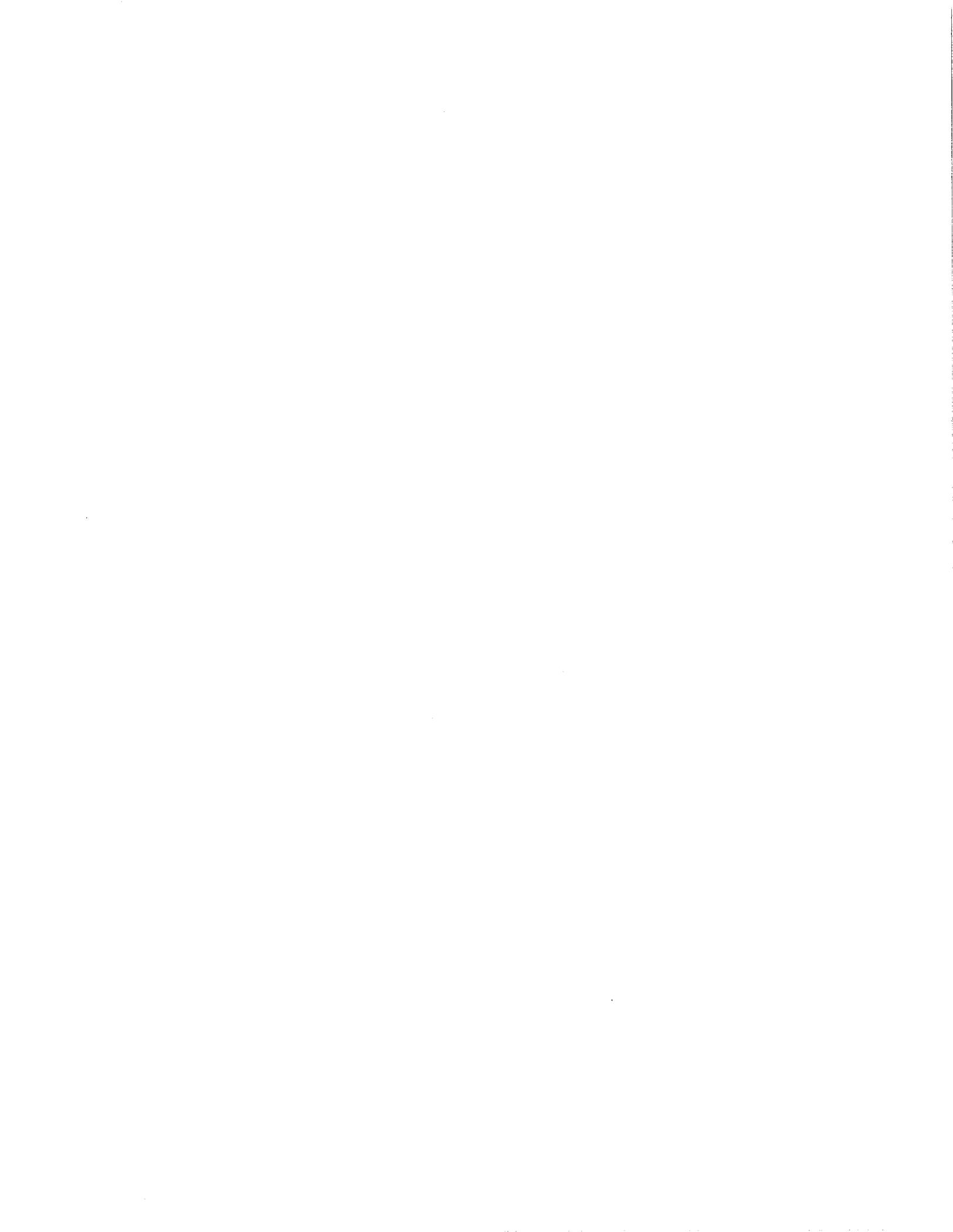


Exhibit A

# Monthly Wage Scale

## 2020 Budget Amendment #2

Full Time Employees	2020	IBEW Grade	STEP A	STEP B	STEP C	STEP D	STEP E
Maintenance Worker I	4.00	13	\$ 3,966	\$ 4,170	\$ 4,378	\$ 4,594	\$ 4,823
PW Field Administrative Assistant	1.00	14	\$ 4,170	\$ 4,378	\$ 4,594	\$ 4,823	\$ 5,068
Deputy City Clerk	0.50						
Finance Technician I	2.00						
PW Administrative Assistant	1.00						
Permit Tech	1.00						
Maintenance Worker II	3.00	16	\$ 4,594	\$ 4,823	\$ 5,068	\$ 5,319	\$ 5,581
Finance Technician II	1.00						
Mechanic	1.00	17	\$ 4,823	\$ 5,068	\$ 5,319	\$ 5,581	\$ 5,862
Asset Management Tech I	1.00						
All City Equipment Operator	1.00						
Maintenance III - Lead	2.00	19	\$ 5,319	\$ 5,581	\$ 5,862	\$ 6,155	\$ 6,463
Water Quality Specialist	1.00						
Asset Management Tech II	1.00						
Utility Supervisor	1.00						
Building Official	1.00	23	\$ 6,463	\$ 6,786	\$ 7,125	\$ 7,483	\$ 7,858
Journey Electric Lineman	2.00						
Journey Electric Lineman - Lead	1.00	25	-----	-----	-----	-----	\$ 8,660
Electric Utility Supervisor	1.00	26	\$ 7,483	\$ 7,858	\$ 8,252	\$ 8,660	\$ 9,094
<b>Uniformed Personnel</b>			<b>Academy</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>
Police Officer	8.00		\$ 5,713	\$ 5,982	\$ 6,267	\$ 6,564	\$ 6,879
Police Sergeant	3.00		-----	\$ 7,539	\$ 7,901	\$ 8,280	\$ 8,680
Detective	2.00		\$ 5,713	\$ 5,982	\$ 6,267	\$ 6,564	\$ 6,879
<b>Exempt Positions - Directors</b>			<b>Salary Range</b>				
Police Chief	1.00		\$ 95,449	-----	-----	-----	\$ 132,224
Finance Director	1.00		\$ 95,449	-----	-----	-----	\$ 132,224
City Clerk/Human Resources Generalist	1.00		\$ 70,239	-----	-----	-----	\$ 85,375
Public Works Director	1.00		\$ 95,449	-----	-----	-----	\$ 132,224
City Engineer	1.00		\$ 70,239	-----	-----	-----	\$ 97,619
Planning Manager	1.00		\$ 75,000	-----	-----	-----	\$ 110,000
PW Superintendent & Project Manager	1.00		\$ 71,717	-----	-----	-----	\$ 96,881
<b>Part-Time Employees</b>			<b>Hourly Range</b>				
Civil Service Secretary	150 hrs		\$ 21.56	-----	-----	-----	-----
Temporary Employees	1,500 hrs		\$ 13.50	-----	-----	-----	\$ 20.45
Seasonal Public Works Crew	0.70		\$ 13.50	-----	-----	-----	\$ 19.45
<b>FTE Summary</b>			<b>Elected Officials (Non FTE)</b>			CPI-U 2.30%	
Total Regular FTE's	46.50		Mayor	1.00	\$ 1,500		
Total Part-Time FTE's	0.70		Council	7.00	\$ 400		

Exhibit B

# Monthly Wage Scale

## 2020 Budget Amendment #2

Full Time Employees	2020	IBEW Grade	STEP A	STEP B	STEP C	STEP D	STEP E	
Maintenance Worker I	4.00	13	\$ 3,966 <del>\$ 3,850</del>	\$ 4,170 <del>\$ 4,049</del>	\$ 4,378 <del>\$ 4,250</del>	\$ 4,594 <del>\$ 4,460</del>	\$ 4,823 <del>\$ 4,683</del>	
PW Field Administrative Assistant	1.00	14	\$ 4,170 <del>\$ 4,049</del>	\$ 4,378 <del>\$ 4,250</del>	\$ 4,594 <del>\$ 4,460</del>	\$ 4,823 <del>\$ 4,683</del>	\$ 5,068 <del>\$ 4,920</del>	
Deputy City Clerk	0.50							
Finance Technician I	2.00							
PW Administrative Assistant	1.00							
Permit Tech	1.00							
Maintenance Worker II	3.00	16	\$ 4,594 <del>\$ 4,460</del>	\$ 4,823 <del>\$ 4,683</del>	\$ 5,068 <del>\$ 4,920</del>	\$ 5,319 <del>\$ 5,164</del>	\$ 5,581 <del>\$ 5,418</del>	
Finance Technician II	1.00	17	\$ 4,823 <del>\$ 4,683</del>	\$ 5,068 <del>\$ 4,920</del>	\$ 5,319 <del>\$ 5,164</del>	\$ 5,581 <del>\$ 5,418</del>	\$ 5,862 <del>\$ 5,691</del>	
Mechanic	1.00							
Asset Management Tech I	1.00							
<del>Line Equipment Operator</del>	<del>1.00</del>	<del>18</del>	<del>\$ 4,920</del>	<del>\$ 5,164</del>	<del>\$ 5,417</del>	<del>\$ 5,691</del>	<del>\$ 5,976</del>	
All City Equipment Operator	1.00	19	\$ 5,319 <del>\$ 5,164</del>	\$ 5,581 <del>\$ 5,417</del>	\$ 5,862 <del>\$ 5,691</del>	\$ 6,155 <del>\$ 5,976</del>	\$ 6,463 <del>\$ 6,275</del>	
Maintenance III - Lead	2.00							
Water Quality Specialist	1.00							
Asset Management Tech II	1.00							
<del>Journey Electric Lineman</del>	<del>2.00</del>	23	\$ 6,463 <del>\$ 6,275</del>	\$ 6,786 <del>\$ 6,591</del>	\$ 7,125 <del>\$ 6,917</del>	\$ 7,483 <del>\$ 7,265</del>	\$ 7,858 <del>\$ 7,629</del>	
Utility Supervisor	1.00							
Building Official	1.00							
Journey Electric Lineman	2.00	24	\$ 6,786	\$ 7,125	\$ 7,483	\$ 7,858	\$ 8,252	
<del>Journey Electric Lineman - Lead</del>	<del>1.00</del>						<del>\$ 8,009</del>	
Journey Electric Lineman - Lead	1.00	25	-----	-----	-----	-----	\$ 8,660	
Electric Utility Supervisor	1.00	26	\$ 7,483 <del>\$ 7,265</del>	\$ 7,858 <del>\$ 7,629</del>	\$ 8,252 <del>\$ 8,012</del>	\$ 8,660 <del>\$ 8,408</del>	\$ 9,094 <del>\$ 8,829</del>	
<b>Uniformed Personnel</b>			<b>Academy</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	
	8.00		\$ 5,713	\$ 5,982	\$ 6,267	\$ 6,564	\$ 6,879	
Police Officer	<del>7.00</del>		<del>\$ 5,441</del>	<del>\$ 5,697</del>	<del>\$ 5,969</del>	<del>\$ 6,251</del>	<del>\$ 6,551</del>	
<del>Code Enforcement Officer</del>	<del>1.00</del>		<del>\$ 5,441</del>	<del>\$ 5,697</del>	<del>\$ 5,969</del>	<del>\$ 6,251</del>	<del>\$ 6,551</del>	
			-----	\$ 7,539	\$ 7,901	\$ 8,280	\$ 8,680	
Police Sergeant	3.00		<del>-----</del>	<del>\$ 7,180</del>	<del>\$ 7,525</del>	<del>\$ 7,886</del>	<del>\$ 8,267</del>	
			\$ 5,713	\$ 5,982	\$ 6,267	\$ 6,564	\$ 6,879	
Detective	2.00		<del>\$ 5,441</del>	<del>\$ 5,697</del>	<del>\$ 5,969</del>	<del>\$ 6,251</del>	<del>\$ 6,551</del>	
<b>Exempt Positions - Directors</b>			<b>Salary Range</b>					
Police Chief	1.00		\$ 95,449	-----	-----	-----	\$ 132,224	
Finance Director	1.00		\$ 95,449	-----	-----	-----	\$ 132,224	
City Clerk/Human Resources Generalist	1.00		\$ 70,239	-----	-----	-----	\$ 85,375	
Public Works Director	1.00		\$ 95,449	-----	-----	-----	\$ 132,224	
City Engineer	1.00		\$ 70,239	-----	-----	-----	\$ 97,619	
Planning Manager	1.00		\$ 75,000	-----	-----	-----	\$ 110,000	
PW Superintendent & Project Manager	1.00		\$ 71,717	-----	-----	-----	\$ 96,881	
<b>Part-Time Employees</b>			<b>Hourly Range</b>					
			\$ 21.56					
Civil Service Secretary	150 hrs		<del>\$ 16.17</del>	-----	-----	-----	-----	
Temporary Employees	1,500 hrs		\$ 13.50				\$ 20.45	
<del>Fiscal Technician I Pool</del>	<del>400 hrs</del>		<del>\$ 24.13</del>	-----	-----	-----	-----	
			\$ 13.50				\$ 19.45	
Seasonal Public Works Crew (1500 hours)	0.70		<del>\$ 17.86</del>	-----	-----	-----	<del>\$ 21.87</del>	
<b>FTE Summary</b>			<b>Elected Officials (Non FTE)</b>				2.30%	
Total Regular FTE's	46.50		Mayor	1.00	\$ 1,500	CPI-U <del>3.30%</del>		
Total Part-Time FTE's	0.70		Council	7.00	\$ 400			

EXHIBIT C

APPENDIX A – WAGES

**A1.** For **January 1, 2020<sup>1</sup>**, the monthly base pay rates for employees covered by this Agreement shall be increased by five percent (5%) over the 2019 wages, as follows:

2020	ACADEMY	STEP A	STEP B	STEP C	STEP D
		12 months	12 months	12 months	12 months
POLICE OFFICERS	\$5713	\$5982	\$6267	\$6564	\$6879
SERGEANT		\$7539	\$7901	\$8280	\$8680


**A2.** Effective **January 1, 2021**, the monthly base pay rates for employees covered by this Agreement shall increase by four percent (4%) over the 2020 wages, as follows:

2021	ACADEMY	STEP A	STEP B	STEP C	STEP D
		12 months	12 months	12 months	12 months
POLICE OFFICERS	\$5942	\$6221	\$6518	\$6826	\$7154
SERGEANT		\$7841	\$8217	\$8612	\$9028

**A3.** Effective **January 1, 2022 and 2023**, the monthly base pay rates for employees covered by this Agreement shall increase by the Seattle/Bellevue/Tacoma CPI-U June to June index with a two percent (2%) minimum and a four percent (4%) maximum.

<sup>1</sup> 2020 Pay is retroactive to January 1, 2020 in accord with agreement of the parties.

EXHIBIT D

APPENDIX A

**A.1 Wage Rates.** The monthly rates of pay for employees covered by this Agreement are as set forth below, and shall be paid for actual hours worked or earned per pay period:

Monthly Wage Scale- 2020 Wage Scale

Full Time Employees	Grade	A Begin	B 6 Mo	C 6 Mo	D 6 Mo	E 12 Mo
Parks/Facilities Worker	12	\$3,752	\$3,967	\$4,169	\$4,378	\$4,594
Administrative Support - Police	13					
Maintenance Worker I						
Meter Reader		\$3,966	\$4,170	\$4,378	\$4,594	\$4,823
Administrative Assistant - Field	14					
Administrative Assistant - PW						
Administrative Assistant – Deputy City Clerk						
Administrative Assistant – Finance Technician I		\$4,170	\$4,378	\$4,594	\$4,823	\$5,068
Meter Technician						
Systems Support Specialist						
Project Coordinator						
Administrative Assistant – Permit Tech. w/License	16					
Maintenance II – Parks						
Maintenance Worker II		\$4,594	\$4,823	\$5,068	\$5,319	\$5,581
Finance Technician II	17					
Asset Management Tech I		\$4,823	\$5,068	\$5,319	\$5,581	\$5,862
Mechanic	18					
Building Insp						
Line Equipment Operator		\$5,068	\$5,319	\$5,581	\$5,862	\$6,155
Systems Administrator						
Senior Accountant	19					
Maintenance III – Lead						
Asset Management Tech - II		\$5,319	\$5,581	\$5,862	\$6,155	\$6,463
Water Quality Specialist	23					
All City Equipment Operator						
Utility Supervisor		\$6,463	\$6,786	\$7,125	\$7,483	\$7,858
Apprentice Lineman (varying % of Journey Electric Lineman)	24					
Building Official						
Journey Electric Lineman	24	\$6,786	\$7,125	\$7,483	\$7,858	\$8,252
Journey Electric Lineman, Lead	25					\$8,660
Electrical Supervisor	26	\$7,483	\$7,858	\$8,252	\$8,660	\$9,094