

CITY OF MARYSVILLE AGENDA BILL

EXECUTIVE SUMMARY FOR ACTION

CITY COUNCIL MEETING DATE: January 11, 2021

AGENDA ITEM:	
An Ordinance Amending the 2021-2022 Biennial Budget and Providing for the Establishment of Pay Classifications and Grades or Ranges as Budgeted for in Ordinance No. 3160	
PREPARED BY:	DIRECTOR APPROVAL:
Sandy Langdon and Teri Lester	
DEPARTMENT:	
Finance/Human Resources	
ATTACHMENTS:	
Draft Ordinance	
BUDGET CODE:	AMOUNT:
SUMMARY:	
<p>Establish 2021 compensation pay classifications and grades or ranges in accordance with MMC 2.50.030. Management and Non-Represented compensation grids reflect title and position changes only at this time. Pay changes for 2021 have not been determined for Management, Non-Represented, Commanders, and Teamsters. Pay changes for 2021 for MPOA Custody, Officers and Sergeants are noted.</p> <p>Title and position changes are summarized below:</p> <p><u>Management Pay Grid</u> Safety & Training Administrator (M112) reclassified to Training & Community Outreach Administrator (M114) Utility Billing Supervisor (M113) added per 2021/2022 Budget Parks Maintenance Manager (M116) reclassified to Parks Maintenance/Support Services Supervisor (M116), re-organization per 2021/2022 Budget Solid Waste/Support Services Supervisor (M116) reclassified to Solid Waste/Fleet Services Supervisor (M116), re-organization per 2021/2022 Budget</p> <p><u>Non-Represented Pay Grid</u> Emergency Preparedness Coordinator (N112) reclassified to Safety & Risk Specialist (N112)</p>	

RECOMMENDED ACTION:
Staff recommends that Council authorize the Mayor to sign and execute an ordinance amending the 2021-2022 Biennial Budget and Providing for the Establishment of Pay Classifications and Grades or Ranges as Budgeted for in Ordinance No. 3160
RECOMMENDED MOTION:
I move to authorize the Mayor to sign and execute Ordinance No. _____.

CITY OF MARYSVILLE
Marysville, Washington

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF MARYSVILLE AMENDING THE 2021-2022 BIENNIAL BUDGET AND PROVIDING FOR THE ESTABLISHMENT OF PAY CLASSIFICATIONS AND GRADES OR RANGES AS BUDGETED FOR IN ORDINANCE NO. 3160.

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

Section 1. Since the adoption of the 2021-2022 budget and in accordance with MMC 2.50.030, the 2021-2022 biennial budget hereby directs that City employees shall be compensated in accordance with the established pay classifications and grades or ranges attached hereto and contained in Exhibit "A".

Section 2. Except as provided herein, all other provisions of Ordinance No. 3160 shall remain in full force and effect, unchanged.

Section 3. Upon approval by the city attorney, the city clerk or the code reviser are authorized to make necessary corrections to this ordinance, including scrivener's errors or clerical mistakes; references to other local, state, or federal laws, rules, or regulations; or numbering or referencing of ordinances or their sections and subsections.

Section 4. Effective date. This ordinance shall become effective five days after the date of its publication by summary.

PASSED by the City Council and APPROVED by the Mayor this _____ day of _____, 2021.

CITY OF MARYSVILLE

By _____
MAYOR

ATTEST:

By _____
DEPUTY CITY CLERK

Approved as to form:

By _____
CITY ATTORNEY

Date of Publication: _____

Effective Date (5 days after publication): _____

EXHIBIT A – 2021-2022

CITY OF MARYSVILLE MANAGEMENT PAY GRID 2020

Revised January 2021

PAY CODE	JOB CLASS	TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		
M112	MA12	Safety & Training Administrator	\$ 73,341	\$ 75,546	\$ 77,792	\$ 80,122	\$ 82,555	\$ 85,010	\$ 87,568	\$ 89,773	\$ 91,998		
			\$ 35.26	\$ 36.32	\$ 37.40	\$ 38.52	\$ 39.69	\$ 40.87	\$ 42.10	\$ 43.16	\$ 44.23		
M113	MA13	Assistant Court Administrator	\$ 79,934	\$ 82,326	\$ 84,822	\$ 87,339	\$ 89,981	\$ 92,685	\$ 95,451	\$ 97,843	\$ 100,277		
	MB13	Athletic Supervisor	\$ 38.43	\$ 39.58	\$ 40.78	\$ 41.99	\$ 43.26	\$ 44.56	\$ 45.89	\$ 47.04	\$ 48.21		
	MC13	Community Center Supervisor											
	MD13	Cultural Arts Supervisor											
	ME13	Recreation Supervisor											
M114	MA14	Human Resource Analyst Training & Community Outreach Administrator	\$ 85,821	\$ 88,400	\$ 91,062	\$ 93,766	\$ 96,595	\$ 99,486	\$ 102,502	\$ 105,040	\$ 107,661		
			\$ 41.26	\$ 42.50	\$ 43.78	\$ 45.08	\$ 46.44	\$ 47.83	\$ 49.28	\$ 50.50	\$ 51.76		
M115	MA15	Administrative Services Manager	\$ 91,853	\$ 94,578	\$ 97,427	\$ 100,360	\$ 103,376	\$ 106,475	\$ 109,678	\$ 112,382	\$ 115,190		
			MB15	GIS-Supervisor	\$ 44.16	\$ 45.47	\$ 46.84	\$ 48.25	\$ 49.70	\$ 51.19	\$ 52.73	\$ 54.03	\$ 55.38
M116	MA16	Parks Maintenance Manager-Parks Maintenance/Support Services Supervisor	\$ 98,280	\$ 101,213	\$ 104,250	\$ 107,370	\$ 110,594	\$ 113,922	\$ 117,333	\$ 120,266	\$ 123,261		
			MB16	Prosecutor	\$ 47.25	\$ 48.66	\$ 50.12	\$ 51.62	\$ 53.17	\$ 54.77	\$ 56.41	\$ 57.82	\$ 59.26
			MC16	Risk/Emergency Management Manager									
			MD16	Solid Waste/Support Fleet Services Supervisor									
			ME16	Storm/Sewer Supervisor									
			MF16	Street Supervisor									
			MG16	Water Operations Supervisor									
			MH16	Water Resource Supervisor									
M117	MA17	Building Official	\$ 103,168	\$ 106,267	\$ 109,450	\$ 112,736	\$ 116,147	\$ 119,600	\$ 123,198	\$ 126,277	\$ 129,438		
			MB17	Court Administrator	\$ 49.60	\$ 51.09	\$ 52.62	\$ 54.20	\$ 55.84	\$ 57.50	\$ 59.23	\$ 60.71	\$ 62.23
			MC17	Financial Operations Manager									
			MD17	Financial Planning Administrator									
			ME17	Planning Manager									
			MF17	Senior Project Engineer									
			MG17	Traffic Engineer Manager									
M118	MA18	Development Services Manager	\$ 108,347	\$ 111,571	\$ 114,920	\$ 118,373	\$ 121,950	\$ 125,590	\$ 129,355	\$ 132,600	\$ 135,907		
			MB18	Senior Project Manager	\$ 52.09	\$ 53.64	\$ 55.25	\$ 56.91	\$ 58.63	\$ 60.38	\$ 62.19	\$ 63.75	\$ 65.34
			MC18	Civic Campus Project Manager									
M119	MA19	Assistant Parks Director	\$ 113,755	\$ 117,166	\$ 120,682	\$ 124,301	\$ 128,024	\$ 131,872	\$ 135,824	\$ 139,214	\$ 142,709		
			MB19	Utility Manager	\$ 54.69	\$ 56.33	\$ 58.02	\$ 59.76	\$ 61.55	\$ 63.40	\$ 65.30	\$ 66.93	\$ 68.61
M120	MA20	No Position	\$ 119,434	\$ 123,011	\$ 126,693	\$ 130,520	\$ 134,430	\$ 138,466	\$ 142,626	\$ 146,182	\$ 149,843		
			\$ 57.42	\$ 59.14	\$ 60.91	\$ 62.75	\$ 64.63	\$ 66.57	\$ 68.57	\$ 70.28	\$ 72.04		
M121	MA21	City Engineer	\$ 125,424	\$ 129,189	\$ 133,037	\$ 137,030	\$ 141,149	\$ 145,392	\$ 149,760	\$ 153,483	\$ 157,310		
			MB21	Deputy City Attorney	\$ 60.30	\$ 62.11	\$ 63.96	\$ 65.88	\$ 67.86	\$ 69.90	\$ 72.00	\$ 73.79	\$ 75.63
			MC21	No Position									
			MD21	IS Manager									
M122	MA22	Assistant Finance Director	\$ 131,685	\$ 135,616	\$ 139,693	\$ 143,915	\$ 148,221	\$ 152,651	\$ 157,227	\$ 161,179	\$ 165,194		
			MB22	Assistant Public Works Director	\$ 63.31	\$ 65.20	\$ 67.16	\$ 69.19	\$ 71.26	\$ 73.39	\$ 75.59	\$ 77.49	\$ 79.42
			MC22	Human Resources Manager									
M123	MA23	Assistant Police Chief	\$ 144,851	\$ 149,198	\$ 153,670	\$ 158,288	\$ 163,010	\$ 167,918	\$ 172,952	\$ 177,278	\$ 181,709		
			\$ 69.64	\$ 71.73	\$ 73.88	\$ 76.10	\$ 78.37	\$ 80.73	\$ 83.15	\$ 85.23	\$ 87.36		
M124	MA24	Community Development Director	\$ 152,090								\$ 194,667		
			\$ 73.12								\$ 93.59		
M125	MA25	Finance Director	\$ 159,702								\$ 204,402		
			\$ 76.78								\$ 98.27		
M126	MA26	Police Chief	\$ 167,690								\$ 214,635		
			MB26	City Attorney	\$ 80.62						\$ 103.19		
			MC26	Public Works Director									

**CITY OF MARYSVILLE
NON REPRESENTED PAY GRID 2020**

Revised January 2021

PAY CODE	JOB CLASS	TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N110	NA10	Human Resource Assistant	\$ 64,667	\$ 66,602	\$ 68,598	\$ 70,658	\$ 72,779	\$ 74,963	\$ 77,210	\$ 79,144	\$ 81,120
	NB10	Planning Technician	\$ 31.09	\$ 32.02	\$ 32.98	\$ 33.97	\$ 34.99	\$ 36.04	\$ 37.12	\$ 38.05	\$ 39.00
	NC10	Confidential Legal Assistant									
	ND10	Computer Technician									
N111	NA11	Deputy City Clerk	\$ 68,536	\$ 70,616	\$ 72,717	\$ 74,901	\$ 77,147	\$ 79,435	\$ 81,848	\$ 83,886	\$ 85,987
	NB11	Probation Officer	\$ 32.95	\$ 33.95	\$ 34.96	\$ 36.01	\$ 37.09	\$ 38.19	\$ 39.35	\$ 40.33	\$ 41.34
N112	NA12	Code Enforcement Officer	\$ 73,341	\$ 75,546	\$ 77,792	\$ 80,122	\$ 82,555	\$ 85,010	\$ 87,568	\$ 89,773	\$ 91,998
	NB12	Confidential Admin. Associate	\$ 35.26	\$ 36.32	\$ 37.40	\$ 38.52	\$ 39.69	\$ 40.87	\$ 42.10	\$ 43.16	\$ 44.23
	NC12	Development Services Technician									
	ND12	Financial Specialist - Engineering									
	NM12	GIS Technician									
	NE12	Inspector I - Building									
	NF12	Inspector I - Construction									
	NG12	Paralegal									
	NH12	Planning Assistant									
	NI12	Emergency Preparedness Coordinator									
	NJ12	No Position									
	NK12	Surface Water Specialist									
NL12	Surface Water Inspector Safety and Risk Specialist										
N113	NA13	Associate Planner	\$ 79,934	\$ 82,326	\$ 84,802	\$ 87,339	\$ 89,960	\$ 92,685	\$ 95,451	\$ 97,843	\$ 100,277
	NB13	I.S. Analyst	\$ 38.43	\$ 39.58	\$ 40.77	\$ 41.99	\$ 43.25	\$ 44.56	\$ 45.89	\$ 47.04	\$ 48.21
	NC13	Engineering Technician									
	ND13	Financial Analyst									
	NE13	GIS Analyst									
	NF13	Human Resource Specialist									
	NG13	Inspector II - Building									
	NH13	Inspector II - Construction									
	N131	Executive Services Coordinator									
	N132	NPDES Coordinator									
N114	NA14	Crime & Intelligence Analyst	\$ 85,821	\$ 88,400	\$ 91,062	\$ 93,766	\$ 96,595	\$ 99,486	\$ 102,502	\$ 105,040	\$ 107,661
	NB14	Electronic Control Systems Administrator	\$ 41.26	\$ 42.50	\$ 43.78	\$ 45.08	\$ 46.44	\$ 47.83	\$ 49.28	\$ 50.50	\$ 51.76
	NC14	No Position									
	ND14	Inspector III - Combo									
	NE14	Inspector III - Electrical									
NF14	Planner										
N115	NA15	Assistant Building Official	\$ 91,853	\$ 94,578	\$ 97,427	\$ 100,360	\$ 103,376	\$ 106,475	\$ 109,678	\$ 112,382	\$ 115,190
	NB15	Civil Plan Review	\$ 44.16	\$ 45.47	\$ 46.84	\$ 48.25	\$ 49.70	\$ 51.19	\$ 52.73	\$ 54.03	\$ 55.38
	NC15	No Position									
	ND15	Project Engineer									
	NE15	Senior Planner									
N116	NA16	IS System Administrator	\$ 98,280	\$ 101,213	\$ 104,250	\$ 107,370	\$ 110,594	\$ 113,922	\$ 117,333	\$ 120,266	\$ 123,261
	NB16	Public Relations Administrator	\$ 47.25	\$ 48.66	\$ 50.12	\$ 51.62	\$ 53.17	\$ 54.77	\$ 56.41	\$ 57.82	\$ 59.26

CITY OF MARYSVILLE
MPMA - COMMANDER PAY GRID 2020

TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Police Commander	\$125,416	\$129,187	\$133,043	\$137,028	\$141,141	\$145,383	\$149,754	\$153,481	\$157,316
	\$ 60.30	\$ 62.11	\$ 63.96	\$ 65.88	\$ 67.86	\$ 69.90	\$ 72.00	\$ 73.79	\$ 75.63

2021

MPOA - (OFFICERS & SERGEANTS)

January 1, 2021 Through December 31, 2021

4% increase

Monthly

PAY CODE	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5
Police Officers	6,367	6,610	6,847	7,221	7,636	7,939
Police Sergeant	8,977	9,368				
Entry Police	5,730					

2021

MPOA - (CUSTODY OFFICER, CORPORAL & COMMUNITY SERVICE OFFICER)

January 1, 2021 - December 31, 2021

3% increase

Monthly

PAY CODE	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Community Service Officer	4,920	5,120	5,330	5,549	5,776	6,014	6,247
Custody Sergeant	6,832	7,035					
Custody Corporal	6,563	6,721					
Custody Officer	5,043	5,258	5,442	5,633	5,854	6,100	6,281

Teamsters Pay Grid 2020

2020 Classification	2020 Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Custodian	U20	\$42,971	\$44,260	\$45,588	\$46,956	\$48,365	\$49,815	\$51,310	\$52,593	\$53,908
		\$20.66	\$21.28	\$21.92	\$22.57	\$23.25	\$23.95	\$24.67	\$25.28	\$25.92
Customer Service Representative	U25	\$51,566	\$53,113	\$54,706	\$56,347	\$58,037	\$59,779	\$61,572	\$63,111	\$64,689
Parks Maintenance Tech I		\$24.79	\$25.53	\$26.30	\$27.09	\$27.90	\$28.74	\$29.60	\$30.34	\$31.10
Streets Maintenance Tech I										
Accounting Tech - AP	U30	\$54,659	\$56,299	\$57,988	\$59,728	\$61,520	\$63,365	\$65,266	\$66,898	\$68,570
Accounting Tech - Utility Billing		\$26.28	\$27.07	\$27.88	\$28.72	\$29.58	\$30.46	\$31.38	\$32.16	\$32.97
CD Program Specialist										
Police Records Tech										
Purchasing/Inventory Specialist										
PW Administrative Assistant										
Storm/Sewer Tech I										
Judicial Process Specialist	U35	\$59,032	\$60,803	\$62,627	\$64,506	\$66,441	\$68,435	\$70,488	\$72,250	\$74,056
Meter Technician		\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.90	\$33.89	\$34.74	\$35.60
Parks Administrative Associate										
Parks Maintenance Tech II										
Solid Waste Tech II										
Streets Maintenance Tech II										
Storm/Sewer Tech II										
Traffic Maintenance Worker II										
Traffic Control Systems Tech										
Small Equipment Mechanic	U40	\$62,574	\$64,451	\$66,385	\$68,376	\$70,428	\$72,541	\$74,717	\$76,585	\$78,499
Evidence Specialist		\$30.08	\$30.99	\$31.92	\$32.87	\$33.86	\$34.88	\$35.92	\$36.82	\$37.74
Parks Administrative Specialist										
Planning Administrative Specialist										
PW Administrative Specialist										
Police Administrative Specialist										
Senior Accounting Tech										
Senior Permit Tech										
WWTP Maintenance Tech I										
Cross Connection Control Specialist	U45	\$65,703	\$67,674	\$69,704	\$71,795	\$73,949	\$76,168	\$78,453	\$80,414	\$82,424
Parks Maintenance Lead I		\$31.59	\$32.54	\$33.51	\$34.52	\$35.55	\$36.62	\$37.72	\$38.66	\$39.63
Police Records Tech Lead										
Streets Maintenance Lead I										
Storm/Sewer Lead I										
Water Operations Tech II										
Construction Tech II										
Water Quality Specialist										
Facilities Maintenance Journeyman	U50	\$70,302	\$72,411	\$74,583	\$76,821	\$79,126	\$81,499	\$83,944	\$86,043	\$88,194
Industrial Waste/Pretreatment Technician		\$33.80	\$34.81	\$35.86	\$36.93	\$38.04	\$39.18	\$40.36	\$41.37	\$42.40
Mechanic										
Streets Maintenance Tech Lead II										
Storm/Sewer Tech Lead II										
Solid Waste Lead II										
WWTP Operator										
Construction Lead I										
Water Operator										
WWTP Maintenance Tech II										
Mechanic Lead II	U55	\$75,223	\$77,480	\$79,804	\$82,198	\$84,664	\$87,204	\$89,820	\$92,066	\$94,368
Senior Traffic Control Systems Tech		\$36.17	\$37.25	\$38.37	\$39.52	\$40.70	\$41.93	\$43.18	\$44.26	\$45.37
Construction Lead II										
Water Operations Lead II										
Water Quality Lead										
WWTP Maintenance Lead										
WWTP Operations Lead										
Utility Electrician										

Currently under negotiations