



BUSINESS OF THE CITY COUNCIL CITY OF SNOQUALMIE

AB22-150
November 14, 2022
Discussion

AGENDA BILL INFORMATION

TITLE:	2023 Salary Schedule for Non-Represented Management & Professional Employees	<input checked="" type="checkbox"/> Discussion Only
PROPOSED ACTION:	Approve Resolution (provided at later date) setting 2023 Salary Schedule for non-represented management & professional employees	<input type="checkbox"/> Action Needed: <input type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution

REVIEW:	Department Director/Peer	Jen Ferguson	10/10/2022
	Finance	Drew Bouta	10/12/2022
	Legal	Bob Sterbank	10/12/2022
	City Administrator	Mike Sauerwein	10/12/2022

DEPARTMENT:	Human Resources		
STAFF:	Jen Ferguson, Finance & HR Director		
COMMITTEE:	Finance & Administration	COMMITTEE DATE: November 8, 2022	
MEMBERS:	James Mayhew	Cara Christensen	Bryan Holloway
EXHIBITS:	1. Proposed 2023 Salary Schedule for Non-Represented Management & Professional Employee Group		

AMOUNT OF EXPENDITURE	\$ n/a
AMOUNT BUDGETED	\$ n/a
APPROPRIATION REQUESTED	\$ n/a

SUMMARY

INTRODUCTION

The purpose of this agenda bill is for Council consideration and approval of the 2023 Salary Schedule for non-represented management & professional employees. The AB is a partner bill to AB22-76: 2023-2024 Biennial Budget.

LEGISLATIVE HISTORY & BACKGROUND

The City Council first approved a Management & Professional's salary schedule in January 2006 and has subsequently approved the salaries of non-represented employees on an annual basis, considering a cost-of-living adjustment in each year. Periodically the city undergoes a class and compensation study to determine if the salaries and benefits provided by the city are within the regional market ranges for each class and positions. The city is currently in the process of studying salary and benefits and has contracted with GovHR in 2022. This study is nearing completion and the City Council will receive a presentation and report on November 28, 2022. The most recent salary schedule was approved and effective January 1, 2022.

ANALYSIS

The Administration is proposing a 3.5% cost of living adjustment of salaries for the non-represented, management and professional's employee group for 2023. Regional community neighbors of the city are planning on cost-of-living adjustments that range between 3.5% and 10.0%. The proposed 2023 cost of living adjustment is based on internal equity with the represented (union) employees receiving on average 3.5% adjustments as per the collective bargaining agreements. The overall cost of a 3.5% cost of living adjustment for non-represented employees is estimated at \$170,000. (See Exhibit 1)

BUDGET IMPACTS

Proposed salary adjustments are included in the proposed in the 2023-2024 Biennial Budget.

NEXT STEPS

This Agenda Bill is a partner bill with AB22-076: 2023-2024 Biennial Budget which is adopted through an Ordinance of the City Council. The Salary Schedule is planned for final approval November 28, 2022 along with the budget adoption.

PROPOSED ACTION

None at this time.