RESOLUTION NO. 021-13

A RESOLUTION OF THE CITY OF PORT ORCHARD, WASHINGTON, AMENDING RESOLUTION NO. 028-12, BY ESTABLISHING A COLA INCREASE EFFECTIVE OCTOBER 1, 2013, FOR NON-UNION REPRESENTED EMPLOYEES CLASSIFIED AS FLSA NON EXEMPT

WHEREAS, the City of Port Orchard has established certain employment benefits for non-union employees; and

WHEREAS, the City Council deems it in the best interest of the City and City employees to periodically review and update employment benefits, and, in so doing, has determined it is appropriate to adjust the rates of pay for non-union employees by providing a cost of living adjustment; now, therefore,

THE COUNCIL OF THE CITY OF PORT ORCHARD DOES HEREBY RESOLVE:

SECTION 1. Section 4 of Resolution No. 028-12 of the City of Port Orchard is hereby amended to read as follows:

SECTION 4. WAGES AND LONGEVITY PAY

1. All employees covered by this Resolution shall be classified and compensated in accordance with the City's annual budget.

1.1. Effective October 1, 2013 the rates of pay set forth above may be increased by one hundred percent (100%) of that percentage increase set forth in the All Urban Consumers Index (CPI-U) (1982-1984=100) for the Seattle-Tacoma-Bremerton area for that period from June, 2012 to June, 2013, as is specified by the Bureau of Labor Statistics, United States Department of Labor; provided, however, the COLA increase (if any) shall not be less than zero percent (0%) nor more than two percent (2%).

2. Employees hired before November 1, 2001, shall be eligible to receive longevity pay as follows:

2.1. After completion of two (2) years full-time employment, an employee shall be eligible for longevity pay. Such longevity pay shall be the employee's base pay plus one-quarter of one percent (.25%) for each additional year of employment. Each longevity pay increase shall commence on his/her anniversary date of employment and each longevity increase shall be calculated on the base pay for the position held by the employee.
2.2. Longevity pay will be granted to eligible employees and adjusted thereafter on the anniversary date of their employment.

3. Employees hired after November 1, 2001 shall not be eligible to receive longevity pay.

SECTION 2. This Resolution shall not change or limit other benefits not listed that covered employees currently have though their employment with the City.

SECTION 3. If any section, subsection, paragraph, sentence, clause, or phase of this resolution is declared unconstitutional or invalid for any reason, such decision shall not affect the validity of the remaining portion of this resolution.

PASSED by the City Council of the City of Port Orchard, SIGNED by the Mayor and attested by the City Clerk in authentication of such passage this 10th day of September, 2013.

[Signature]
Timothy C. Matthes, Mayor

ATTEST:

[Signature]
Brandy Rinearson, CMC, City Clerk