

City of St. Helens
RESOLUTION NO. 1868

A RESOLUTION OF THE COMMON COUNCIL OF THE CITY OF ST. HELENS
ADOPTING BENEFIT CHANGES FOR FULL-TIME UNREPRESENTED PERSONNEL

NOW, THEREFORE, THE BE IT RESOLVED, by the Common Council of City of St. Helens, Oregon, that full-time unrepresented City employees will experience benefit changes a set forth in Attachment A, effective 7/1/2019, incorporated herein by this reference:

Approved and adopted by the City Council on November 20, 2019, by the following vote:

Ayes: Locke, Carlson, Morten, Topaz, Scholl

Nays: None


Rick Scholl, Mayor

ATTEST:


Kathy Payne, City Recorder

ATTACHMENT A
City of St. Helens
Unrepresented Employee Benefit Changes

The following is to codify the changes in wages and benefits for Unrepresented Employees in FY 2019-20 effective July 1, 2019.

1. Compensation

Effective July 1, 2019, the salary for unrepresented employees will be increased two point seven five percent (2.75%).

In subsequent years, proposed wage and benefit changes for unrepresented employees will be submitted to City Council under separate cover and coincide with the budget process.

Please note, Police Sergeants are grandfathered under previous provisions (Agreement 2005.65) that requires that a minimum pay differential of 22.8% between the Sergeant pay and the top Police Officer pay (Step 6) be maintained. Therefore further wage adjustments may be required based on effects of compression.

Unrepresented Employees		MONTHLY SALARY RANGE				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Seasonal Public Works Summer Crew	Unrep-Hrly	11.25				
Seasonal Recreation Assistant	Unrep-Hrly	11.25				
Seasonal Recreation Youth Program Lead	Unrep-Hrly	12.00				
Bailiff	Unrep-Hrly	22.00	23.00	24.00	25.00	26.00
Accounting Assistant	Unrep	3,836	4,038	4,250	4,474	4,710
Deputy City Recorder	Unrep	3,836	4,038	4,250	4,474	4,710
Recreation Manager	Unrep	4,101	4,317	4,544	4,783	5,035
Accounting Technician	Unrep	4,488	4,724	4,973	5,234	5,510
Field Supervisor / Safety Coordinator	Unrep	5,161	5,432	5,718	6,019	6,336
Water Filtration Facility Supervisor	Unrep	5,161	5,432	5,718	6,019	6,336
WWTP Operator IV	Unrep	5,161	5,432	5,718	6,019	6,336
IT Specialist	Unrep	5,341	5,622	5,917	6,229	6,557
Government Affairs & Project Support Specialist	Unrep	5,341	5,622	5,917	6,229	6,557
Public Works Supervisor	Unrep	5,627	5,924	6,235	6,563	6,909
City Recorder	Unrep	5,673	5,972	6,286	6,617	6,965
Sergeant	Unrep					7,196
WWTP Superintendent	Unrep	6,045	6,363	6,698	7,051	7,422
Building Official	Unrep	6,636	6,985	7,353	7,740	8,147
City Planner	Unrep	6,636	6,985	7,353	7,740	8,147
Library Director	Unrep	6,643	6,993	7,361	7,748	8,156
Public Works Engineering Director	Unrep	6,703	7,056	7,427	7,818	8,230
Lieutenant	Unrep	6,844	7,204	7,584	7,983	8,403
Finance Director	Unrep	7,394	7,783	8,192	8,624	9,077
Public Works Director	Unrep	7,618	8,019	8,441	8,885	9,352
Chief of Police	Unrep	7,802	8,213	8,645	9,100	9,579
Assistant City Administrator	Unrep	8,154	8,584	9,035	9,511	10,012
City Administrator	Unrep	8,584	9,035	9,511	10,012	10,538

2. Longevity Pay

Effective July 1, 2019, the Longevity Pay for unrepresented full-time employees will be paid out monthly and included in their monthly paycheck. Longevity for unrepresented full-time employees will be updated to the following schedule:

After five (5) years of service	\$50 per month
After ten (10) years of service	\$100 per month
After fifteen (15) years of service	\$150 per month
After twenty (20) years of service	\$200 per month

3. HRA Contributions

Effective July 1, 2019, HRA contributions for unrepresented full-time employees will be increased to the following schedule based on their selection of medical coverage during open enrollment periods.

Regence Blue Cross Blue Shield	\$120 per month
Kaiser	\$70 per month