

ORDINANCE NO. 308

AN ORDINANCE OF THE CITY OF UNIVERSITY PLACE, WASHINGTON RELATING TO COST OF LIVING ADJUSTMENTS, ADDING A NEW CHAPTER 3.20, COST OF LIVING ADJUSTMENTS, TO THE UNIVERSITY PLACE MUNICIPAL CODE PROVIDING FOR COST OF LIVING ADJUSTMENTS FOR CITY EMPLOYEES AND AUTHORIZING COST OF LIVING ADJUSTMENTS FOR CITY COUNCIL MEMBERS ELECTED OR APPOINTED TO A FULL TERM OF OFFICE ON OR AFTER NOVEMBER 6, 2001.

WHEREAS, City employees typically receive cost of living adjustments based on changes in the consumer price index;

WHEREAS, The City Council, at its option, establishes employee cost of living adjustments each year as part of the adopted budget;

WHEREAS, RCW 35A.13.040 allows City Council members to set their compensation by ordinance and any increase or reduction in Council's compensation shall not become effective until the expiration of the term then being served by the incumbents;

WHEREAS, the City Council wishes to confirm by ordinance the practice of providing cost of living adjustments for City employees and provide for cost of living adjustments for City Council members elected or appointed to a term of office on or after November 6, 2001;

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE, WASHINGTON DOES ORDAIN AS FOLLOWS:

Section 1. Adding a new Chapter 3.20, Cost of Living Adjustments, to the University Place Municipal Code. The University Place Municipal Code is hereby amended by adding a new chapter 3.20, Employee Cost of Living Adjustments, as follows:

Chapter 3. COST OF LIVING ADJUSTMENTS

Sections

3.20.010	Statement of Policy
3.20.020	Cost of Living Adjustments for Regular Full Time and Part Time Employees
3.20.030	Recognition of Collective Bargaining Agreements
3.20.040	Cost of Living Adjustments for Council Members

Section 3.20.010 Statement of Policy

It is the policy of the City of University Place to provide adequate compensation to City employees. Providing adequate compensation to City employees promotes productivity, reduces turnover, and improves the City's ability to attract and retain qualified and productive employees. Providing adequate compensation entails making adjustments in compensation to reflect changes in the employment market and increases in the cost of living.

Section 3.20.020 Cost of Living Adjustments for Regular Full Time and Part Time Employees

Each year the City Council may, at its option, set a cost of living adjustment (COLA) for regular full time and part time employees.

Section 3.20.030 Recognition of Collective Bargaining Agreements

Nothing in this chapter shall be construed as interfering with the rights of employees to organize and negotiate benefits of employment pursuant to collective

bargaining agreements. Benefits for employees covered by collective bargaining agreements shall be governed by the agreements. This chapter shall not impair any obligations of the City under present or future collective bargaining agreements.

Section 3.20.040 Cost of Living Adjustments for Council Members

A. Effective January 1, 2002, salaries for City Council members who have been elected to or appointed to office on or after November 6, 2001, shall be as follows:

Mayor	\$927 per month
Council Member	\$721 per month

B. On January 1 of 2003, salaries for City Council members who have been elected to or appointed to office on or after November 6, 2001, shall be as follows:

Mayor	Salary of the previous year plus a three (3.0) percent cost of living adjustment
Council Member	Salary of the previous year plus a three (3.0) percent cost of living adjustment

C. On January 1 of 2004, salaries for City Council members who have been elected to or appointed to office on or after November 6, 2001, shall be as follows:

Mayor	\$984 per month
Council Member	\$765 per month

D. On January 1 of 2005 and on January 1 of every year thereafter, salaries for City Council members, including the Mayor, who have elected to or appointed to office on or after November 6, 2001 shall be increased by three (3.0) percent.

Section 2. Publication and Effective Date. A summary of this Ordinance consisting of its title shall be published in the official newspaper of the City. This Ordinance shall be effective five (5) days after publication.

PASSED BY THE CITY COUNCIL ON FEBRUARY 26, 2001


Lorna Smith, Mayor

ATTEST:


Catrina Craig, City Clerk

APPROVED AS TO FORM:


Timothy X. Sullivan, City Attorney

Publication Date: 3/1/01
Effective Date: 3/6/01