



## City of Cashmere

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SPECIAL CASHMERE CITY COUNCIL MEETING  
TUESDAY, DECEMBER 18, 2012 5:30 P.M., CITY HALL

### AGENDA

#### CALL TO ORDER

#### FLAG SALUTE

#### EXCUSE ABSENCE

#### BUSINESS ITEMS

1. Consider approval of Collective Bargaining Agreement amendments for 2013 - 2015
2. Consider 2013 wages and benefits applicable to non-bargaining employees
3. Ordinance 1210 Amending Ordinance No. 1207 Exhibit B 2013 Wage & Salary Schedule

#### ADJOURNMENT

TO ADDRESS THE COUNCIL, PLEASE BE RECOGNIZED BY THE MAYOR.  
PLEASE STATE YOUR NAME WHEN YOU BEGIN YOUR COMMENTS.  
**Americans with Disabilities Act (ADA) accommodations provided upon request.  
(48-hour notice required)**  
The City of Cashmere is an equal opportunity provider and employer.

To file a complaint of discrimination, write USDA, Director, Office of Civil rights, 1400 Independence Avenue SW, Washington, D.C. 20250-9410 or call (800) 795-3272 (voice) or (202)720-6382 (TDD).



# Staff Summary

**Date:** 19 December 2012  
**To:** City Council  
**From:** Bob Schmidt, Director of Operations  
**RE:** Collective Bargaining Agreement between the City and the IBEW Local No. 77 for 2013 - 2015

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**The employees voted approval of the Collective Bargaining Agreement for years 2013 through 2015 with the following provisions.**

1. Medical

For the term of this agreement the City of Cashmere will pay up to a maximum of \$1,310.00 per month towards the medical and dental insurance premiums for each employee and any eligible dependents. The employee will be responsible to pay the cost of insurance premiums above this amount.

The City is committed to provide 100% of the employee's medical and dental insurance. If the medical and dental insurance premium for the employee only, should exceed \$1,310.00 per month, the City will pay the full amount for the employee's premiums. The employee will then be responsible to pay the premiums for any eligible dependents that are covered.

2. Wage increases

2013 – 3%  
2014 – 3%  
2015 – 3%

3. Place all Public Works Employees on a Public Works scale.

4. Make Steps A and B six months each instead of one year each.

**Staff recommends that Council moves to authorize the Mayor to sign the three year Collective Bargaining Agreement with the foregoing provisions.**

Employee Base Wage Step Levels  
 January 1, 2013  
 Not including longevity allowances

LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	CITY DEPARTMENT
1	\$12.58	\$13.84	\$15.22	\$17.05	\$19.10		OFFICE
2	\$12.77	\$14.05	\$15.45	\$17.30	\$19.38	\$21.71	PUBLIC WORKS
3	\$13.80	\$15.18	\$16.70	\$18.69	\$21.51	\$24.73	WATER / WW

Step F  
Foreman

Employee Base Wage Step Levels  
 January 1, 2014  
 Not including longevity allowances

LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	CITY DEPARTMENT
1	\$12.96	\$14.26	\$15.68	\$17.56	\$19.67		OFFICE
2	\$13.15	\$14.47	\$15.91	\$17.82	\$19.96	\$22.36	PUBLIC WORKS
3	\$14.21	\$15.64	\$17.20	\$19.25	\$22.16	\$25.47	WATER / WW

Step F  
Foreman

Employee Base Wage Step Levels  
 January 1, 2015  
 Not including longevity allowances

LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	CITY DEPARTMENT
1	\$13.35	\$14.68	\$16.15	\$18.09	\$20.26		OFFICE
2	\$13.55	\$14.91	\$16.39	\$18.35	\$20.56	\$23.03	PUBLIC WORKS
3	\$14.64	\$16.10	\$17.72	\$19.83	\$22.82	\$26.24	WATER / WW

Step F  
Foreman

# Staff Summary

**Date:** December 18, 2012  
**To:** Cashmere City Council  
**From:** Mayor Gomes  
**RE:** Wage & Benefits applicable to non bargaining employees for 2013 - 2015

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The amendments to the Collective Bargaining Agreement for 2013 – 2015 include a 3% cost of living increase for each of the 3 years.

Also, the amendment to the benefits language sets a maximum of \$1,310 per month towards the medical and dental insurance premiums for each employee and any eligible dependents. The employee will be responsible to pay the cost of insurance premiums above this amount.

In the past the non bargaining employees, which include the City Clerk-Treasurer, Director of Operations and Director of Planning/Building, have always received the same cost of living increase as the collective bargaining members.

I am requesting the City Council approve the 3% cost of living increase and the cap on insurance premiums for the three non bargaining employees for 2013 through 2015 to coincide with the collective bargaining members.

**Recommendation:**

**Move to approve a 3% increase in salaries and the cap on insurance premiums for the non bargaining employees for 2013 through 2015.**

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## ORDINANCE NO. 1210

**AN ORDINANCE OF THE CITY OF CASHMERE, WASHINGTON, AMENDING THE EMPLOYEE SALARY SCHEDULE ADOPTED BY ORDINANCE NO. 1207 FOR THE YEAR ENDING DECEMBER 31, 2013.**

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**WHEREAS**, subsequent to passage of City Ordinance 1207 adopting the Budget for the fiscal year ending December 31, 2013, the City and employees union have negotiated an agreement with respect to adjustment of wages and benefits for the year 2013; and

**WHEREAS**, following these negotiations, the City Council considered adjustments to the wages and salaries of non-bargaining unit employees and determined that the same should be adjusted consistent with the adjustments negotiated for bargaining unit employees; and

**WHEREAS**, the changes in employee salaries for the year 2013 necessitate this amendment to the City Budget Ordinance which has been determined by the City Council to be in the best interest of the citizens of the City of Cashmere, Washington; NOW, THEREFORE,

**THE CITY COUNCIL OF THE CITY OF CASHMERE, WASHINGTON DO ORDAIN AS FOLLOWS:**

**Section 1.** Exhibit "B" attached to City Ordinance No. 1207 is hereby amended and the Employee Salary Schedule set forth therein is amended as set forth in Exhibit "1" attached to this Ordinance. The employee salary adjustments set forth in Exhibit "1" to this Ordinance shall be effective January 1, 2013.

**Section 2.** Except as otherwise amended in Section 1 of this Ordinance, the remaining provisions in City Ordinance No. 1207 and attachments thereto shall remain in full force and effect.

**Section 3.** This Ordinance shall take effect five (5) days after its passage and publication of an approved summary thereof consisting of the title.

Approved by the City Council of the City of  
Cashmere, Washington at an Open Public  
Meeting the 18<sup>th</sup> day of December, 2012.

\_\_\_\_\_  
MAYOR JEFF GOMES

ATTEST/AUTHENTICATED:

\_\_\_\_\_  
KAY JONES, CITY CLERK

APPROVED AS TO FORM:  
OFFICE OF THE CITY ATTORNEY

BY: \_\_\_\_\_  
CHARLES D. ZIMMERMAN

FILED WITH THE CITY CLERK	:	December 17, 2012
PASSED BY THE CITY COUNCIL	:	December 18, 2012
PUBLISHED	:	December 26, 2012
EFFECTIVE DATE	:	December 31, 2012
ORDINANCE NO.	:	1210

**EXHIBIT 1**  
Ordinance No. 1210

**CITY OF CASHMERE**  
**2013 WAGE AND SALARY SCHEDULE**

<b>POSITION</b>	<b>Monthly Salary</b>	<b>Hourly Wage &amp; Longevity</b>	<b>Base Wage Step Range</b>
Mayor	\$400.00		
Councilmembers	\$100.00		
Director of Operations	\$5,241.81		
City Clerk-Treasurer	\$4,839.27		
Director of Planning/Building	\$4,747.09		
Utility Clerk		\$19.10	\$12.58 - \$19.10
Secretary		\$19.10	\$12.58 - \$19.10
Payroll-Claims Clerk		\$19.10	\$12.58 - \$19.10
<b>Public Works Department</b>			
Public Works Foreman		\$22.36	\$21.71
Public Works Crewman		\$19.58	\$12.77 - \$19.38
Public Works Crewman		\$19.37	\$12.77 - \$19.38
Public Works Crewman		\$17.27	\$12.77 - \$19.38
Public Works Crewman		\$17.27	\$12.77 - \$19.38
Public Works Crewman		\$15.45	\$12.77 - \$19.38
<b>Water/Wastewater Department</b>			
Water/Wastewater Foreman		\$25.47	\$24.73
Water/Wastewater Crewman		\$21.72	\$13.40 - \$20.88
Water/Wastewater Crewman		\$18.88	\$13.40 - \$20.88
Water/Wastewater Crewman		\$16.78	\$13.40 - \$20.88
Water/Wastewater Crewman		\$16.70	\$13.40 - \$20.88
Pool Manager		\$12.00 - \$14.00	
Pool Employees		\$9.25 - \$11.00	
Temporary Employees		\$12.00	

The above hourly wage column represents current employees and positions for the 2013 budget, the amount represents present step and longevity allowances beginning January 1, 2013

Above hourly wages may be increased during the year due to step and longevity increases according to the Collective Bargaining Agreement.

Pool Employee wages are determined by the number of years of service for the City and if they have a WSI certification.