



**CITY OF WASHOUGAL
CITY COUNCIL WORKSHOP AGENDA
Monday, October 24, 2016
5:00 PM**

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. PUBLIC COMMENTS**
- IV. NEW BUSINESS**
 - A. Community Development: Transportation Capital Facilities Plan Update**
 - B. Community Development: Water System Plan Update**
 - C. Community Development: Parks Comprehensive Plan Update**
 - D. Community Development: Ordinance regarding Planning Commissioner Terms**
 - E. Human Resources: Personnel Policy Update Section 2A**
 - F. Finance: Third Quarter Update**
 - G. Finance: 2017 Mayor's Preliminary Budget**
- V. PUBLIC COMMENTS**
- VI. MAYOR'S REPORT**
- VII. COUNCILMEMBER COMMENTS**
- VIII. ADJOURNMENT**

Upcoming Meetings: Monday, November 7, 2016 - Workshop at 5 pm / Council at 7 pm

Resolution No. _____

A RESOLUTION amending Section 2A.05 Exhibit “A” of Chapter 2A of the City’s Personnel Policy Manual with reference to the non-represented employees.

WHEREAS, the 2017 Budget includes a 1.7% COLA salary adjustment for non-represented employees;

WHEREAS, it has been deemed necessary to amend 2A.05 to delete obsolete language with reference to years 2014 and 2015. The language for 2016 is amended only to exclude the date as this language provides the status of plan options and cost sharing for 2017 and beyond.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WASHOUGAL as follows:

Section I

That Exhibit “A” of Chapter 2A of our Personnel Policies that addresses the Compensation for Department Heads and other Non-Represented Employees be amended to increase the salary schedule by 1.7% for a COLA adjustment for 2017. A copy of the amended salary schedule showing those resulting adjustments is attached hereto, marked as Exhibit “1” and by this reference incorporated herein.

Section II

That Section 2A.05 of our Personnel Policies that addresses benefits for Department Heads and other Non-Represented Employees be amended to delete the language with reference to the 2014 and 2015 provision for plan options and employee cost sharing. In addition, the reference to 2016 shall be removed as this section now provides the benefit for future years. A copy of the amended policy changes is attached hereto, marked as Exhibit “2” and by this reference incorporated herein.

PASSED by the Council of the City of Washougal at regular meeting on the 7th day of November, 2016

City of Washougal, Washington

Mayor

ATTEST:

Finance Director / City Clerk

APPROVED AS TO FORM:

City Attorney

DRAFT

Chapter 2 – A (updated December, 2016)

COMPENSATION – DEPARTMENT HEADS AND OTHER NON REPRESENTED EMPLOYEES

2.A.05 Benefits (updated December, 2014/2016)

Medical— ~~For 2014, the City will pay 95% of the premium cost for medical coverage for employees and their dependents under the terms of the policy provided by the AWC Benefits Trust HealthFirst Zero Deductible Medical Plan. Participating employees will pay the 5% cost sharing through payroll deduction. In addition the City will offer the AWC Regence High Deductible Medical Plan (HDMP) and pay 97% of the cost for employees and their dependents. Participating employees will pay the 3% cost sharing through payroll deduction. As an incentive for participating in the HDMP the City will establish and contribute to a Health Savings Account (HSA) in an amount equivalent to 75% of the premium cost savings between the HDMP and the AWC Benefits Trust HealthFirst \$250 deductible medical plan, based on the employee coverage level. This contribution will be made as early as practicable in January 2014.~~

~~For 2015, the City will pay 95% of the premium for medical coverage for employees and 90% for dependents under the terms of the policy provided by the AWC Benefits Trust HealthFirst \$250 deductible medical plan. Participating employees will pay the 5% cost sharing for employee coverage and 10% for dependent coverage through payroll deduction. Additionally, the City will offer the AWC Regence HDMP and will pay 97% of the cost for employees and their dependents. Participating employees will pay the 3% cost sharing through payroll deduction. The City will contribute to the employee HSA in an amount equivalent to 55% of the premium cost savings between the HDMP and the AWC Benefits Trust HealthFirst \$250 deductible medical plan, based on the employee coverage level. This contribution will be made as early as practicable in January 2015.~~

~~For 2016, the~~The City will pay 95% of the premium for medical coverage for employees and 85% for their dependents under the terms of the policy provided by the AWC Benefits Trust \$250 Deductible Medical Plan. Participating employees will pay the 5% cost sharing for employee coverage and 15% for dependent coverage through payroll deduction. The City will continue to offer the HDMP plan and HSA-incentive ~~as outlined for 2015.~~ The City will pay 97% of the cost for employees and dependents. Participating employees will pay the 3% cost sharing through payroll deduction. The City will contribute to the employee HSA in an amount equivalent to 55% of the premium cost savings between the HDMP and the AWC Benefits Trust HealthFirst \$250 deductible medical plan, based on the employee coverage level. This contribution will be made in four quarterly installments, as early as practicable in January, April, July and October ~~2016.~~

The employee may also opt out of the City-provided healthcare program if they have verifiable coverage elsewhere and receive \$250 per month of additional taxable income.

~~The City will offer an alternative HMO plan through Kaiser Permanente. For 2014, the City will offer the Custom \$5 co-pay plan and the Traditional \$5 co-pay plan. The City will pay 95% of~~

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~~the cost for employee and dependent coverage for those participating in the Traditional \$5 co-pay plan. Those employees opting for the Custom \$5 co-pay plan will pay the premium difference between the Traditional and Custom plans, plus the 5% cost sharing for employee and dependent coverage. Additionally, the City will offer the Kaiser HDMP and will pay 97% of the cost for employees and their dependents. As an incentive for participating in the HDMP the City will establish and contribute to a Health Savings Account (HSA) in an amount equivalent to 75% of the premium cost savings between the HDMP and the Kaiser \$250 deductible medical plan, based on the employee coverage level. This contribution will be made as early as practicable in January 2014. The employee will pay the medical premium difference, if any, and cost sharing through payroll deduction.~~

~~For 2015, the City will pay 95% of the premium for medical coverage for employees and 90% for dependents under the terms of the policy provided by Kaiser for the \$250 deductible medical plan. Participating employees will pay the 5% cost sharing for employee coverage and 10% for dependent coverage through payroll deduction. Additionally, the City will offer the Kaiser HDMP and will pay 97% of the cost for employees and their dependents. Participating employees will pay the 3% cost sharing through payroll deduction. The City will contribute to the employee HSA in an amount equivalent to 55% of the premium cost savings between the HDMP and the Kaiser \$250 deductible medical plan, based on the employee coverage level. This contribution will be made as early as practicable in January 2015. The City will continue to offer the Custom \$5 co-pay plan and Traditional \$5 co-pay plan. Employees opting for a \$5 co-pay plan will pay the premium difference between that plan and the \$250 deductible plan, plus the 5% for the employee premium and 10% for the dependent premium that is paid by employees covered by the \$250 deductible plan.~~

~~For 2016, the~~The City will pay 95% of the premium for medical coverage for employees and 85% for dependents under the terms of the policy provided by the Kaiser \$250 Deductible Medical Plan. Participating employees will pay the 5% cost sharing for employee coverage and 15% for dependent coverage through payroll deduction. The City will continue to offer the HDMP plan and HSA incentive as outlined for 2015. The employee cost sharing will be paid for through payroll deduction. The City will contribute to the employee HSA in an amount equivalent to 55% of the premium cost savings between the HDMP and the Kaiser \$250 deductible medical plan, based on the employee coverage level. This contribution will be made in four quarterly installments, as early as practicable in January, April, July and October ~~2016~~. The City will continue to offer the Custom \$5 co-pay plan and Traditional \$5 co-pay plan. Employees opting for a \$5 co-pay plan will pay the premium difference between that plan and the \$250 deductible plan, plus the 5% for the employee premium and 15% for the dependent premium that is paid by employees covered by the \$250 deductible plan.

City of Washougal
 2017 Salary Table-Schedule A
 1.7% COLA

Exhibit A

Directors	1	2	3	4	5	6	7	8	9	10
City Administrator	8,710.00	9,014.85	9,330.37	9,656.93	9,994.92	10,344.74	10,706.81	11,081.55	11,469.40	11,870.83
Community Development Dir.	7,103.99	7,352.63	7,609.97	7,876.32	8,152.00	8,437.31	8,732.62	9,038.26	9,354.60	9,682.01
Finance Director	7,523.52	7,786.85	8,059.39	8,341.47	8,633.42	8,935.59	9,248.33	9,572.02	9,907.04	10,253.79
HR Director	6,028.49	6,239.49	6,457.87	6,683.89	6,917.83	7,159.95	7,410.55	7,669.92	7,938.37	8,216.21
Police Chief	7,599.11	7,865.08	8,140.36	8,425.27	8,720.16	9,025.36	9,341.25	9,668.20	10,006.58	10,356.81
Public Works Director	7,620.28	7,886.99	8,163.03	8,448.74	8,744.44	9,050.50	9,367.27	9,695.12	10,034.45	10,385.65
Managers and Supervisors										
Accounting Supervisor	5,320.82	5,507.05	5,699.79	5,899.29	6,105.76	6,319.46	6,540.64	6,769.57	7,006.50	7,251.73
Building Official/Manager	5,753.53	5,954.91	6,163.33	6,379.05	6,602.31	6,833.39	7,072.56	7,320.10	7,576.31	7,841.48
City Engineer	6,354.14	6,576.53	6,806.71	7,044.95	7,291.52	7,546.72	7,810.86	8,084.24	8,367.19	8,660.04
IT Manager	5,533.82	5,727.51	5,927.97	6,135.45	6,350.19	6,572.44	6,802.48	7,040.57	7,286.99	7,542.03
Operations Manager: Streets, Stormwater & Fleet	5,210.42	5,392.79	5,581.54	5,776.89	5,979.08	6,188.35	6,404.94	6,629.11	6,861.13	7,101.27
Operations Manager: Parks, Cemetery & Facilities	5,210.42	5,392.79	5,581.54	5,776.89	5,979.08	6,188.35	6,404.94	6,629.11	6,861.13	7,101.27
Operations Manager: Wastewater	5,210.42	5,392.79	5,581.54	5,776.89	5,979.08	6,188.35	6,404.94	6,629.11	6,861.13	7,101.27
Operations Manager: Water	5,210.42	5,392.79	5,581.54	5,776.89	5,979.08	6,188.35	6,404.94	6,629.11	6,861.13	7,101.27
Police Commander	6,424.82	6,649.69	6,882.43	7,123.31	7,372.63	7,630.67	7,897.74	8,174.17	8,460.26	8,756.37
Senior Analyst	5,447.29	5,637.95	5,835.28	6,039.51	6,250.89	6,469.67	6,696.11	6,930.48	7,173.04	7,424.10
Non-Exempt										
Asst. to Mayor and City Administrator	4,209.88	4,357.22	4,509.72	4,667.57	4,830.93	5,000.01	5,175.01	5,356.14	5,543.60	5,737.63