



The city is conducting this public meeting using a hybrid model. The public is welcome to attend tonight's meeting in-person at City Hall (Council Chambers), or virtually by using the meeting access link below:

<https://sumnerwa-gov.zoom.us/j/81624699606>

Or One tap mobile :

+12532050468,,81624699606# US

+12532158782,,81624699606# US (Tacoma)

Or Telephone:

+1 253 215 8782 US (Tacoma)

Webinar ID: 816 2469 9606

CALL TO ORDER

Roll Call: Bitetto, Brown, Cole, Hochstatter, Neuman, Reed and Stuard

REGULAR BUSINESS

1. Community Court Update
2. Ordinance No. 2867 - Amending Sumner Municipal Code 2.100: Personnel Policies
3. Ordinance No. 2868 Amending the 2023 Compensation Schedule

CITY ADMINISTRATOR REPORT

AGENDA SETTING

1. Council Meeting Agenda Calendar
2. Council Committee Meeting Calendar

EXECUTIVE SESSION

ADJOURNMENT

This meeting is accessible to persons with disabilities. For individuals who may require special accommodations, please contact the City Clerk at (253) 299-5590, 24 hours in advance.

SUBJECT: Community Court Update

CATEGORY: Information Only

BUDGET IMPACT:

Expenditure Required: None

Within Budget Allocation: N/A

ATTACHMENTS:

STAFF CONTACT: Andrea Marquez, City Attorney

SUMMARY BACKGROUND:

Sumner's Community Court opened in February, 2023 with the support of funding from the Administrative Office of the Courts. Tonight Judge Krista White-Swain will be with us to provide a community court update.

COUNCIL COMMITTEE/STUDY SESSION:
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MEETING/STUDY SESSION DATE:

COMMITTEE RECOMMENDATION:

STAFF RECOMMENDATIONS/MOTION:

Information only

SUBJECT: Ordinance No. 2867 - Amending Sumner Municipal Code 2.100: Personnel Policies

CATEGORY: Ordinance

BUDGET IMPACT:

Expenditure Required: None

Within Budget Allocation: N/A

ATTACHMENTS:

1. Ordinance No. 2867 - Amending Sumner Municipal Code 2.100 Personnel Policies

STAFF CONTACT: Jeff Steffens, Administrative Services Director

SUMMARY BACKGROUND:

It is important for staff, elected officials and the public that the City has an accurate, transparent and efficient payroll process. The limitations of our old software program allowed for accuracy but not efficiency or transparency. Now that we have been using the Munis payroll system for a year, staff have proposed changes to our current process. Effective October 1st, we will be transitioning our pay cycles from paydates on the 5th and 20th of every month to bi-weekly. This change requires some immediate code updates.

These changes will not affect the amount that staff are paid on an annual basis, but with the moving to 26 vs 24 pay periods, individual paychecks will be smaller. In recognition of this potential burden, the City has authorized a one-time payment of \$500.

Staff will be returning to the Council later this year for further updates regarding these changes' effect on benefits, which will go into effect in 2024.

COUNCIL COMMITTEE/STUDY SESSION: MEETING/STUDY SESSION DATE: COMMITTEE RECOMMENDATION:
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STAFF RECOMMENDATIONS/MOTION:

ORDINANCE NO. 2867
CITY OF SUMNER, WASHINGTON

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SUMNER, WASHINGTON,
AMENDING SMC 2.100 PERSONNEL POLICIES.

WHEREAS, the City strives for an accurate and efficient payroll system for our staff; and

WHEREAS, transparency in both employee and elected official salaries are important to the community; and

WHEREAS, the proposed personnel changes accomplish these goals while better aligning with our current payroll software.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SUMNER, WASHINGTON,
DO ORDAIN AS FOLLOWS:

Section 1. Amendment to City Code. Sumner Municipal Code Section 2.100 is hereby amended as follows:

2.100.240 Hours of work and overtime.

All city positions are designated as either “exempt” or “nonexempt” according to the Fair Labor Standards Act (“FLSA”) and Washington Minimum Wage Act regulations.

A. Reporting Time Worked. All non-exempt personnel are responsible for accurately reporting all hours worked on each day worked. Employees failing to accurately record time worked or who falsify time records are subject to discipline, up to and including termination.

B. When Eligible. Nonexempt employees are eligible for overtime for time worked beyond the employee’s scheduled shift, or as provided in a collective bargaining agreement. Paid leave (holidays, sick leave, vacation, etc.) is counted as regular time for the purposes of computing overtime.

C. Authorization. All overtime must be authorized in advance by the employee’s supervisor, although exceptions may be made for emergency situations.

D. Rate of Pay. Unless otherwise specified in a collective bargaining agreement, overtime pay is calculated at one and one-half times the employee’s regular rate of pay for all time worked beyond the employee’s scheduled shift.

E. Exempt Employees. Exempt employees are never eligible for overtime or compensatory time, but ~~are expected to~~typically work 40 hours or more per week. An exempt employee is paid to perform a job which may or may not necessarily be completed in a normal work week, meaning

the demands of the job may require extra hours of work, attendance at night meetings or conferences, and additional supervisory duties. In recognition of the extra time demands of certain exempt positions, exempt employees are not required to strictly adhere to the normal attendance requirements as a nonexempt employee. However, if the flexible attendance interferes with department operations, or the work of the subordinates, this will be addressed as a performance issue. (Ord. 2595 § 1 (part), 2017)

2.100.300 Salary classification and grades.

It is the responsibility of the city council to establish through approval of the annual budget the salary-wage ranges for all classifications in the city of Sumner. Each job title within the city is classified into one of the city's classifications for salary-compensation purposes. Each classification is designated a particular hourly salary or salary range shown on the city's salary and wage compensation schedule, which is approved annually by the city council. Occasionally, due to rounding in the City's automated payroll software, a minor fluctuation may occur in final annual salary figures.

The mayor or city administrator may propose, and the city council may grant, an across-the-board pay adjustment (cost-of-living increase) from time to time, raising the salaries-wages of all positions by a specified amount within a classification(s). Such adjustments, if any, will not change an employee's pay increase anniversary date. (Ord. 2595 § 1 (part), 2017)

2.100.310 Employee pay rates.

Employees shall be paid within the limits of the wage range to which their positions are assigned. Usually, new employees will start their employment at the minimum wage rate for their classification. However, a new employee may be employed at a higher rate than the minimum when the employee's experience, training or proven capability warrant, or when prevailing market conditions require a starting rate greater than the minimum. ~~Only the mayor or The City Administrator~~ has the authority to employ a person at a rate ~~higher than the up to~~ salary range step ~~31~~, with any step higher than 3 being approved by the ~~Mayor/city council~~.

Step increases are contingent on satisfactory performance. If an employee's performance is consistently unsatisfactory, the department director may defer a scheduled pay increase for a stipulated period of time or until the employee's job performance is satisfactory.

Any employee promoted to a position in a higher classification and salary-wage range should typically receive the next highest available pay step in the new range. If the new step is less than three percent higher, the mayor or city administrator may approve the next highest step.

Temporary and seasonal workers' pay shall not exceed the amount set by the city council. (Ord. 2595 § 1 (part), 2017)

2.100.320 Paydays.

Employees will normally be paid ~~on the fifth and twentieth of each month~~ every other Friday on a bi-weekly pay schedule. If the regular payday occurs on a ~~Saturday, Sunday or a bank~~ holiday, employees will be paid on the last working day before the regular payday. (Ord. 2595 § 1 (part), 2017)

2.100.420 Healthcare plans.

The city provides its employees' healthcare coverage through either the Association of Washington Cities (AWC) or Teamsters Trust as enumerated in the employees' collective bargaining agreement. For non-represented employees healthcare coverage is as follows:

A. Health insurance:

Plan:	AWC High Deductible Healthcare Plan
Employee Monthly Premium Cost Share:	\$0.00
Annual Employer Health Savings Account Contribution:	\$1,500 for employee only \$3,000 for employee + 1 or more
Annual Employer Health Reimbursement Account (bridge):	Maximum of \$1,400 for employee only Maximum of \$4,800 for employee + 1 or more

B. Dental insurance:

Plan:	Delta Dental Plan J or Willamette Dental \$10.00
Employee Monthly Premium Cost Share:	\$0.00

C. Vision insurance:

Plan:	VSP \$0.00
Employee Monthly Premium Cost Share:	\$0.00

(Ord. 2614 § 1 (part), 2017; Ord. 2595 § 1 (part), 2017)

2.100.430 Refusal of medical coverage –Premium cost savings sharing.

In accordance with the AWC Employee Benefit Trust underwriting rules, eligible employees who choose to waive city medical and/or dental coverage for themselves or their dependents because of coverage in another plan may receive ~~\$50 per pay period, \$100.00 per month,~~ which shall be added to the employees paycheck as a gross amount. In order to refuse medical coverage, the employee must certify that they have minimum acceptable coverage compliant with the Affordable Care Act.

Employees who waive medical coverage are entitled to an amount equal to the employee only health savings account contribution deposited into their deferred compensation (457b) account. (Ord. 2595 § 1 (part), 2017)

2.100.610 Vacation leave.

A. Accrual. Each regular full-time employee is entitled to vacation leave as follows:

Years of Service	Vacation Days (Hours)
< 1	12 (96)
1 – 2	13 (104)
2 – 3	14 (112)
3 – 4	15 (120)
4 – 5	16 (128)
5 – 6	17 (136)
6 – 7	18 (144)
7 – 8	19 (152)
8 – 9	20 (160)
9 – 10	21 (168)
10 – 11	22 (176)
11 – 13	23 (184)
13 – 16	24 (192)

Years of Service	Vacation Days (Hours)
16 – 19	25 (200)
19 – 22	26 (208)
22 – 25	27 (216)
25+	28 (224)

All new employees shall accrue vacation leave from the date of employment. Regular part-time employees will receive vacation leave on a pro rata basis. Temporary employees and seasonal workers are not eligible for any vacation leave benefits unless otherwise provided by the mayor, city administrator or a collective bargaining agreement. The mayor or city administrator, as a condition of appointment, may start a new employee at an accrual rate of ~~one-twelve~~ to ~~six~~ 72 years-months without council approval. Starting an employee higher than ~~six-72 years~~ months requires council approval.

Employees who are in an unpaid status for the entire pay period do not accrue vacation benefits. Employees who are in any form of a paid status during the pay period are eligible for accruals.

B. Accrual Limits. Total vacation accrual must be at or below 368 hours by the end of the calendar year for those employees hired prior to January 1, 2021, and 280 hours for those employees hired on or after January 1, 2021. Unused vacation time will be forfeited to the city. An employee may request a three-month extension to use the vacation time; provided, that the extension is needed due to a planned event, e.g., upcoming vacation, long-term medical leave or retirement.

C. Cash Out. Employees will be paid for unused vacation time upon termination of employment at the rate of 100 percent.

The mayor may authorize, as funds are available, the cash out of accrued vacation hours for employees with vacation balances in excess of 280 hours. The minimum sell-back shall be 40 hours per occurrence and employees will not be able to sell back more hours than they have used in the previous six months, not to exceed 120 hours annually. In order to receive a sell-back, a written request must be submitted to human resources at least 30 days prior to payment of the sell-back amount. The intent of the cash out is to minimize the unfunded liability by cashing out vacation at a lower hourly rate than it would likely be paid out in the future. (Ord. 2755¹ § 1 (Exh. A), 2020; Ord. 2663 § 1, 2018; Ord. 2614 § 1 (part), 2017; Ord. 2595 § 1 (part), 2017)

2.100.625 Protected leave.

A. Protected Leave. The employer will provide employees with family and medical leave, pregnancy disability leave, military leave and other paid and unpaid leave required by state and federal law, including but not limited to:

1. Family and medical leave ([29 U.S.C. 2601](#) et seq., and Chapter [49.78](#) RCW);
2. Family Care Act leave (RCW [49.12.265](#));
3. Pregnancy disability leave (Chapter [49.60](#) RCW);
4. Leave for victims of domestic violence, sexual assault and stalking (Chapter [49.76](#) RCW);
5. Leave for spouses of deployed military personnel (Chapter [49.77](#) RCW);
6. Leave for certain emergency services personnel (RCW [49.12.460](#)).

Leave eligibility, benefits and requirements will be determined by applicable law and will be administered according to policies established by the mayor or city administrator.

B. Washington Paid Family and Medical Leave Law. Eligible employees are covered by Washington's Family and Medical Leave Program (PFML), Chapter [50A.04](#) RCW. Eligibility for leave and benefits ~~and associated premiums are, which begins January 1, 2020, is~~ established by Washington law. ~~Premiums for benefits are established by law and for the period ending December 31, 2020, will total four-tenths of one percent of employees' wages (unless otherwise limited by action of the state).~~ Employees will pay through payroll deduction the full costs of the premiums associated with family leave benefits and ~~45 percent of~~ the cost of the premiums associated with the medical leave benefits, as determined under RCW [50A.04.115](#). The city will pay the remaining premium amounts.

C. Protected Leave Use. Employees may choose to use any applicable protected leave, e.g., FMLA, ~~WFLA~~PFML, etc., consecutive to accrued leave; provided, that after the employee uses 960 hours of sick leave, and has exhausted other available accrued leaves (vacation, compensatory or holiday time), protected leave shall run concurrent with any remaining sick leave balance. (Ord. 2663 § 2, 2018; Ord. 2614 § 1 (part), 2017)

2.100.630 Management leave.

Management leave may be granted to employees at time of hire as approved by the city administrator or mayor. Management leave will have no cash-out value and will not be carried over at the end of the ~~calendar year~~employee's first year of employment. In temporary positions of high function but limited duration, and with the approval of the city administrator or mayor, management leave may be offered as part of a compensation package.

The city recognizes that certain FLSA-exempt positions are required to work substantially in excess of the standard work schedule for the city on an ongoing, regular basis. The mayor or the city administrator has the authority to authorize additional management leave for these positions. (Ord. 2595 § 1 (part), 2017)

Section 2. Severability. The provisions of this ordinance are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section or portion of this ordinance or the invalidity of the application thereof to any person or circumstance shall not affect the validity of the remainder of the ordinance or the validity of its application to other person's circumstances.

Section 3. Effective date. This ordinance shall be effective October 1, 2023.

Section 4. Corrections by City Clerk or Code Reviser. Upon approval of the city attorney, the city clerk and the code reviser are authorized to make necessary corrections to this ordinance, including the correction of clerical errors; ordinance, section, or subsection numbering; or references to other local, state, or federal laws, codes, rules, or regulations.

Passed by the City Council and approved by the Mayor of the City of Sumner, Washington, at a regular meeting thereof this 7th day of August 2023.

Mayor Kathy Hayden

ATTEST:

APPROVED AS TO FORM:

City Clerk Michelle Converse, CMC

City Attorney Andrea Marquez

Date Adopted:

Date of Publication:

Effective Date:

SUBJECT: Ordinance No. 2868 Amending the 2023 Compensation Schedule

CATEGORY: Ordinance

BUDGET IMPACT:

Expenditure Required: None

Within Budget Allocation: N/A

ATTACHMENTS:

1. Ordinance No. 2868 - 2023 Bi-weekly Comp Schedule

STAFF CONTACT: Jeff Steffens, Administrative Services Director

SUMMARY BACKGROUND:

The City's switch from monthly to bi-weekly payroll effective October 1, 2023 necessitates amending our current 2023 Compensation Schedule. Previously, salaries were presented on a monthly basis and this amendment displays salaries on either an hourly or per pay period basis. This update does not have any impact on an employee's annual salary, it is just a change in methodology and presentation.

COUNCIL COMMITTEE/STUDY SESSION: MEETING/STUDY SESSION DATE: COMMITTEE RECOMMENDATION:
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STAFF RECOMMENDATIONS/MOTION:

**ORDINANCE NO. 2868
CITY OF SUMNER, WASHINGTON**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SUMNER, WASHINGTON, AMENDING THE 2023 COMPENSATION SCHEDULE FOR NON-REPRESENTED EMPLOYEES AND EMPLOYEES REPRESENTED BY THE INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL NO. 302, AND THE POLICE GUILD COMMISSIONED OFFICERS AND THE POLICE GUILD REPRESENTING SPECIAL COMMISSIONED AND NON-COMMISSIONED POLICE EMPLOYEES AND INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 313.

WHEREAS, the City strives for an accurate, transparent and efficient payroll system; and

WHEREAS, the City has transitioned to a bi-weekly payroll; and

WHEREAS, the City has established a 2023 Compensation Schedule for both represented and non-represented employees; and

WHEREAS, the dollar amounts in Exhibit A represent a change in presentation and not a change in annual compensation.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SUMNER, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Adoption. The City of Sumner 2023 Compensation Schedule for non-represented employees and represented employees represented by the International Union of Operating Engineers Local No. 302 and the Police Guild Commissioned Officers and the Police Guild representing special commissioned and non-commissioned police employees and International Brotherhood of Teamsters Local No. 313 employees attached hereto as Exhibit A, covering the period from October 1, 2023 through December 31, 2023, is hereby adopted.

Section 2. Severability. The provisions of this ordinance are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section or portion of this ordinance or the invalidity of the application thereof to any person or circumstance shall not affect the validity of the remainder of the ordinance or the validity of its application to other person's circumstances.

Section 3. Effective date. This ordinance shall be effective October 1, 2023.

Section 4. Corrections by City Clerk or Code Reviser. Upon approval of the city attorney, the city clerk and the code reviser are authorized to make necessary corrections to this ordinance, including the correction of clerical errors; ordinance, section, or subsection numbering; or references to other local, state, or federal laws, codes, rules, or regulations.

Passed by the City Council and approved by the Mayor of the City of Sumner, Washington, at a regular meeting thereof this 7th day of August, 2023.

Mayor Kathy Hayden

ATTEST:

APPROVED AS TO FORM:

City Clerk Michelle Converse, CMC

City Attorney Andrea Marquez

First Reading:

Date Adopted:

Date of Publication:

Effective Date:

PART-TIME, TEMPORARY, NON-REPRESENTED, NON-EXEMPT					
CLASSIFICATION	TYPICAL POSITION TITLES	BAND	STEP	HOURLY RATE	PERIOD PAY
SEASONAL	Laborer	SEA1	1	\$ 20.00	
			2	\$ 22.00	
			3	\$ 24.00	
			4	\$ 26.00	
			5	\$ 28.00	
	Intern	SEA2	1	\$ 25.00	
			2	\$ 30.00	
			3	\$ 35.00	
			4	\$ 40.00	
			5	\$ 45.00	
TEMPORARY	Temporary Administrative	TMP1	1	\$ 25.00	
			2	\$ 30.00	
			3	\$ 35.00	
			4	\$ 40.00	
			5	\$ 45.00	
	Temporary Professional	TMP2	1	\$ 55.00	
			2	\$ 60.00	
			3	\$ 65.00	
			4	\$ 70.00	
			5	\$ 75.00	
PART-TIME HOURLY	Animal Care Technician	HR1	1	\$ 16.00	
			2	\$ 18.00	
			3	\$ 20.00	
			4	\$ 22.00	
			5	\$ 24.00	
	Pollution Prevention Specialist	HR2	1	\$ 32.00	
			3	\$ 34.00	
			5	\$ 36.00	

**Hourly rates have been truncated to two decimals for presentation purposes. Actual rates are calculated to the 1/100th of a cent.*

NON-REPRESENTED, NON-EXEMPT					
CLASSIFICATION	TYPICAL POSITION TITLES	BAND	STEP	HOURLY RATE	PERIOD PAY
LABOR	Custodial Technician	21	1	\$ 23.41	\$ 1,873.38
			2	\$ 24.75	\$ 1,980.46
			3	\$ 26.17	\$ 2,094.00
			4	\$ 27.67	\$ 2,214.00
			5	\$ 29.26	\$ 2,340.92
PROFESSIONAL	Technician, Administrative Assistant, Specialist, Assistant Planner	31	1	\$ 29.01	\$ 2,321.08
			2	\$ 30.67	\$ 2,454.00
			3	\$ 32.42	\$ 2,594.31
			4	\$ 34.28	\$ 2,742.92
			5	\$ 36.25	\$ 2,900.31
		32	1	\$ 30.02	\$ 2,402.31
			2	\$ 31.75	\$ 2,540.31
			3	\$ 33.57	\$ 2,685.69
			4	\$ 35.49	\$ 2,839.38
			5	\$ 37.52	\$ 3,002.31
		33	1	\$ 31.55	\$ 2,524.15
			2	\$ 33.36	\$ 2,669.08
			3	\$ 35.27	\$ 2,821.85
			4	\$ 37.29	\$ 2,983.85
			5	\$ 39.43	\$ 3,154.62
TECHNICAL	Administrator, Analyst, Assistant Engineer, Associate Planner, Building/Plans Inspector, Coordinator, GIS/CAD Specialist, IT Technician, Professional Standards Officer	41	1	\$ 34.60	\$ 2,768.77
			2	\$ 36.59	\$ 2,927.54
			3	\$ 38.68	\$ 3,095.08
			4	\$ 40.90	\$ 3,272.77
			5	\$ 43.25	\$ 3,460.15
		42	1	\$ 35.62	\$ 2,850.00
			2	\$ 37.66	\$ 3,013.38
			3	\$ 39.82	\$ 3,186.00
			4	\$ 42.10	\$ 3,368.77
			5	\$ 44.52	\$ 3,561.69
		43	1	\$ 38.68	\$ 3,094.62
			2	\$ 40.89	\$ 3,271.85
			3	\$ 43.24	\$ 3,459.23
			4	\$ 45.72	\$ 3,657.69
			5	\$ 48.34	\$ 3,867.23
		44	1	\$ 40.71	\$ 3,257.54
			2	\$ 43.05	\$ 3,444.00
			3	\$ 45.51	\$ 3,641.54
			4	\$ 48.12	\$ 3,850.15
			5	\$ 50.88	\$ 4,070.77

**Hourly rates have been truncated to two decimals for presentation purposes. Actual rates are calculated to the 1/100th of a cent.*

NON-REPRESENTED, EXEMPT					
CLASSIFICATION	TYPICAL POSITION TITLES	BAND	STEP	HOURLY RATE	PERIOD PAY
OPERATIONS MANAGERS	Building Official, Communications Director, Senior Planner, Superintendent, Operational Manager, Associate Engineer, Assistant Attorney, Project Manager	61	1		\$ 3,420.46
			2		\$ 3,616.15
			3		\$ 3,823.38
			4		\$ 4,042.62
			5		\$ 4,274.31
		62	1		\$ 3,501.69
			2		\$ 3,702.46
			3		\$ 3,914.31
			4		\$ 4,138.62
			5		\$ 4,375.85
		63	1		\$ 3,746.31
			2		\$ 3,960.92
			3		\$ 4,187.54
			4		\$ 4,427.54
			5		\$ 4,681.38
		64	1		\$ 4,071.69
			2		\$ 4,304.77
			3		\$ 4,551.23
			4		\$ 4,812.46
			5		\$ 5,088.00
		65	1		\$ 4,213.85
			2		\$ 4,455.69
			3		\$ 4,710.92
			4		\$ 4,980.92
			5		\$ 5,266.15
DEPUTY DIRECTOR	Deputy Police Chief, Chief Financial Officer, Deputy City Attorney, City Engineer	71	1		\$ 4,865.54
			2		\$ 5,144.31
			3		\$ 5,439.23
			4		\$ 5,750.77
			5		\$ 6,080.31
		72	1		\$ 5,252.31
			2		\$ 5,553.23
			3		\$ 5,871.23
			4		\$ 6,207.69
			5		\$ 6,563.54
		73	1		\$ 5,741.08
			2		\$ 6,069.69
			3		\$ 6,417.69
			4		\$ 6,785.54
			5		\$ 7,174.15
DEPARTMENT DIRECTOR	Judge (Part Time), Department Director, City Attorney, Police Chief	80	5		\$ 7,581.23
		81	5		\$ 7,581.23
		82	5		\$ 7,784.77
EXECUTIVE	City Administrator	91	5		\$ 8,242.62

REPRESENTED, NON-EXEMPT					
CLASSIFICATION	TYPICAL POSITION TITLES	BAND	STEP	HOURLY RATE	PERIOD PAY
Union - IUOE	Operator in Training	OE1	1	\$ 29.39	\$ 2,351.54
			2	\$ 31.07	\$ 2,486.31
			3	\$ 32.74	\$ 2,619.69
	Operator	OE2	1	\$ 35.18	\$ 2,814.46
			2	\$ 37.19	\$ 2,975.54
			3	\$ 39.32	\$ 3,146.31
			5	\$ 41.58	\$ 3,326.77
	Engineering Technician	OE3	1	\$ 36.35	\$ 2,908.62
			2	\$ 38.44	\$ 3,075.23
			3	\$ 40.64	\$ 3,251.54
			5	\$ 42.96	\$ 3,437.54
	Journey Operator	OE4	1	\$ 37.32	\$ 2,985.69
			2	\$ 39.46	\$ 3,156.92
			3	\$ 41.72	\$ 3,337.85
			5	\$ 44.11	\$ 3,528.92
	Lab Technician	OE5	1	\$ 38.37	\$ 3,069.69
			2	\$ 40.56	\$ 3,245.54
			3	\$ 42.89	\$ 3,431.54
			5	\$ 45.35	\$ 3,628.15
	Senior Operator 3	OE6	1	\$ 40.65	\$ 3,252.00
			2	\$ 42.98	\$ 3,438.46
			3	\$ 45.44	\$ 3,635.54
			5	\$ 48.04	\$ 3,843.69
	Lab Analyst Senior Engineering Technician Pretreatment Coordinator	OE7	1	\$ 42.63	\$ 3,410.77
			2	\$ 45.07	\$ 3,606.00
			3	\$ 47.65	\$ 3,812.77
			5	\$ 50.38	\$ 4,031.08
	Electrician/Instrumentation Technician Senior Operator 4	OE8	1	\$ 44.22	\$ 3,538.15
			2	\$ 46.75	\$ 3,740.77
			3	\$ 49.44	\$ 3,955.38
			5	\$ 52.27	\$ 4,182.00
	Chief Operator	OE9	1	\$ 47.51	\$ 3,801.23
			2	\$ 50.23	\$ 4,018.62
			3	\$ 53.11	\$ 4,248.92
			5	\$ 56.15	\$ 4,492.62
Union - Teamsters	PW Operator 1 Groundskeeper 1 Mechanic 1	TM1	1	\$ 30.94	\$ 2,475.69
			3	\$ 32.07	\$ 2,565.69
			5	\$ 33.02	\$ 2,642.31
	PW Operator 2 Groundskeeper 2	TM2	1	\$ 36.59	\$ 2,927.54
			5	\$ 40.17	\$ 3,213.69
	Mechanic 2 Facilities Maint Tech 2	TM3	1	\$ 37.17	\$ 2,974.15
			5	\$ 41.31	\$ 3,305.08
	PW Shops Senior Operator	TM4	5	\$ 41.31	\$ 3,305.08
	Field Supervisors	TM5	1	\$ 44.04	\$ 3,523.38
			5	\$ 47.90	\$ 3,832.15

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REPRESENTED, NON-EXEMPT					
Union - Police Commissioned	Police Officer	PC1	1	\$ 39.06	\$ 3,125.08
			2	\$ 41.00	\$ 3,280.62
			3	\$ 43.07	\$ 3,445.85
			4	\$ 45.25	\$ 3,620.77
			5	\$ 47.52	\$ 3,801.69
			6	\$ 49.98	\$ 3,998.77
	Police Officer Detective	PC2	6	\$ 52.48	\$ 4,198.62
	Police Officer Sergeant	PC3	6	\$ 59.48	\$ 4,758.46
Union - Police Support	Animal Control Shelter Assistant	PS1	1	\$ 23.10	\$ 1,848.46
			2	\$ 24.43	\$ 1,954.62
			3	\$ 25.82	\$ 2,066.31
			4	\$ 27.32	\$ 2,185.85
			5	\$ 28.88	\$ 2,310.92
	Police Records Specialist I	PS2	1	\$ 27.69	\$ 2,215.38
			2	\$ 29.23	\$ 2,339.08
			3	\$ 30.86	\$ 2,469.23
			4	\$ 30.92	\$ 2,473.85
			5	\$ 34.44	\$ 2,755.85
	Police Records Coordinator	PS3	1	\$ 32.88	\$ 2,630.77
			2	\$ 34.14	\$ 2,731.85
			3	\$ 35.45	\$ 2,836.62
			4	\$ 36.82	\$ 2,946.00
			5	\$ 38.23	\$ 3,059.08
	Community Service Officer	PS4	1	\$ 32.53	\$ 2,603.08
			2	\$ 34.21	\$ 2,736.92
			3	\$ 35.95	\$ 2,876.31
			4	\$ 37.82	\$ 3,025.85
			5	\$ 39.82	\$ 3,186.00
	Animal Control Officer	PS5	1	\$ 31.39	\$ 2,511.69
			2	\$ 33.00	\$ 2,640.00
			3	\$ 34.70	\$ 2,776.15
			4	\$ 36.49	\$ 2,919.23
			5	\$ 38.40	\$ 3,072.46
	Animal Control Supervisor	PS6	5	\$ 44.94	\$ 3,595.38

**Hourly rates have been truncated to two decimals for presentation purposes. Actual rates are calculated to the 1/100th of a cent.*

CA – CONSENT AGENDA	ES – EXECUTIVE SESSION	NB – NEW BUSINESS
UB – UNFINISHED BUSINESS	P – PRESENTATION	PH – PUBLIC HEARING PR – PROCLAMATION

JULY 31 (no meeting)**AUGUST 7 RCM**

CA Resolution No. XXXX – SBLSD SRO Agreement
NB First Reading Ordinance 2863 Franchise Agreement with Zply Wireless LLC
NB First Reading Ordinance 2864 Franchise Agreement with Zply Fiber Pacific LLC
NB Ordinance No. 2857 – Updating Drug Code
NB Ordinance No. XXXX - Amending Personnel Policies
NB Ordinance No. XXXX - Amending 2023 Compensation Schedule CA
NB Ordinance No. 2865 - Pierce County Boundary Review Board Water and Sewer Service Extension Approval

AUGUST 14 SS

- MIC Transit Update (*Ryan W.*)
- Heritage Park Update
- Operations Facility Funding

AUGUST 21 RCM

CA Biosolids Dewatering Improvements – Project Acceptance
CA Construction Contract Award Cemetery Building
UB Second Reading Ordinance 2863 Franchise Agreement with Zply Wireless LLC
UB Second Reading Ordinance 2864 Franchise Agreement with Zply Fiber Pacific LLC
NB Ordinance No. XXXX – Delegation Authority for Operations Facility Financing
NB Ordinance No. XXXX – Updating SMC XX.XX Trails
NB Ordinance No. XXXX – Updating SMC XX.XX Cemetery (Green Burials)

SSS (6:15pm)

- Training Cyber Security

AUGUST 28 SS

- Library
- 2023 Housing Legislation

SEPTEMBER 5 RCM (Tuesday)**SEPTEMBER 11 SS**

- Ryan House

SEPTEMBER 18 RCM

CA Construction Contract Award Rainier View Covered Court
CA Construction Contract Award Operations Facility Phase 1 (Demo & Preload)
NB Ordinance No. XXXX – City Limits Update

CITY COUNCIL AGENDA CALENDAR**Updated July 17, 2023**

CA – CONSENT AGENDA	ES – EXECUTIVE SESSION	NB – NEW BUSINESS
UB – UNFINISHED BUSINESS	P – PRESENTATION	PH – PUBLIC HEARING
		PR – PROCLAMATION

SEPTEMBER 25 SS**OCTOBER 2 RCM****OCTOBER 9 SS****OCTOBER 16 RCM****OCTOBER 23 SS****OCTOBER 30***Pending*

MISC.	MISC.	WHITE RIVER RESTORATION PROJECT
	Ordinance – Refuse Collection (Code Enforcement)	BNSF Agreement
CA State Homeland Security Program Grant Acceptance for Small Unmanned Aerial System	Bond Issuance for Operations Facility	Ordinance No. XXXX - Surplus of Real Property South of 24th Street (Andrea M.)
Ordinance Insurance Requirements	Temporary Use Permit – Food Trucks	
Sign Code Update (off premise)	Services Agreement – Stafford Suites	
CTR Ordinance Update	Ordinance No. 2839: Pretreatment Code Update	
Utility Base Fee Code Update		
Emergency Management Presentation	Utility Rate Study	

JULY 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
3	4	5	6	7	8
6:00PM - **CANCELLED** Regular Council Meeting (Virtual/Chambers)	HOLIDAY City Hall Closed 4:00 PM – Date Change Public Works Committee (Virtual/FF Conf Room)	5:30PM **CANCELLED** Finance Committee (Hybrid / FF Conf Room)	6:00PM - **CANCELLED** Planning Commission (Hybrid /Chambers)		
10	11	12	13	14	15
6:00PM Study Session (Hybrid/Chambers)	4:00 PM Public Works Committee (Hybrid /FF Conf Room)	6:30PM Design Commission (Hybrid/Chambers)	4:30PM Forestry/Parks Commission (Hybrid/FF Conf Room)		
17	18	19	20	21	22
6:00PM Regular Council Meeting (Hybrid/Chambers)		5:30PM Public Safety (Hybrid/FF Conf Room)			
24	25	26	27	28	29
6:00PM Study Session (Hybrid/Chambers)		5:00PM CD Committee (Hybrid/FF Conf Room)	5:30PM **CANCELLED** Arts Commission (Hybrid/FF Conf Room)		
31					

*Meeting dates and times may change. Please contact City Hall to confirm this information prior to any meeting you plan to attend. **These meetings are accessible to persons with disabilities.** For individuals who require special accommodations, please contact City Hall at (253) 299-5500, 24 hours in advance.*

Name: Michelle Converse, CMC

Title: City Clerk

City of Sumner
1104 Maple Street
Sumner, Washington 98390
Ph: (253) 299-5500 Fax: (253) 299-5509
Website: www.sumnerwa.gov

AUGUST 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5
	4:00PM Public Works Committee (Hybrid)	5:30PM **DATE CHANGE** Finance Committee (Hybrid)	6:00PM Planning Commission (Hybrid)		
7	8	9	10	11	12
6:00PM Regular Council Meeting (Hybrid)		5:30PM Finance Committee (Hybrid) 6:30PM Design Commission (Hybrid)	4:30PM Forestry/Parks Commission (Hybrid)		
14	15	16	17	18	19
6:00PM Study Session (Hybrid)		5:30PM Public Safety (Hybrid)			
21	22	23	24	25	26
6:00PM Regular Council Meeting (Hybrid)		5:00PM CD Committee (Hybrid)	5:30PM Cultural Arts Commission (Hybrid)		
28	29	30	31		
6:00PM Study Session (Hybrid)					

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