

Employee

**CITY OF ILWACO
ORDINANCE NO. 899**

AN ORDINANCE ESTABLISHING THE 2020 PAY TABLE FOR THE CITY OF ILWACO EMPLOYEE SALARIES.

WHEREAS, the City of Ilwaco is committed to a policy of paying employees based upon a comparison with comparable positions in other jurisdictions; and

WHEREAS, the City of Ilwaco must be financially responsible in implementing compensation plan changes; and

WHEREAS, education, certifications and special abilities are important for the City; and

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

Section 1. The City Council of the City of Ilwaco does adopt the 2020 Pay Table attached as Exhibit A.

Section 2. Effective Date. This Ordinance takes effect and is in full force five (5) days after its passage, approval and publication of an approved summary of the title as provided by law.

PASSED BY THE CITY COUNCIL OF THE CITY OF ILWACO AND SIGNED IN AUTHENTICATION OF ITS PASSAGE THIS 28TH DAY OF OCTOBER, 2019.



Gary Forner, Mayor

ATTEST:



Holly Beller, Treasurer

VOTE	Vacant	Bageant	Sprague	Lessnau	Mathison	Forner
Ayes		X	X	X	X	
Nays						
Abstentions						
Absent						

PUBLISHED: November 6, 2019

EFFECTIVE: November 11, 2019

**CITY OF ILWACO
ORDINANCE NO. XXX EXHBIT A**

2020 PAY TABLE (Effective January 1, 2020)

2020

City of Ilwaco
Exempt Employee Annual Salary Scale

Step	1	2	3	4	5	6	7	8	9	10
Grade	Years to Step	1	1	1	2	2	2	3	3	3
3	-	-	-	-	-	-	-	29184	29973	30761
4	26561	27446	28333	29217	30102	30989	31873	32759	33645	34530
5	29717	30707	31699	32689	33681	34673	35663	36655	37645	38638
6	33126	34230	35334	36441	37544	38650	39753	40858	41964	43068
7	36811	38037	39264	40490	41717	42944	44169	45397	46623	47849
8	40766	42125	43484	44842	46201	47560	48918	50276	51635	52993
9	45028	46527	48029	49529	51032	52532	54033	55534	57035	58536
10	49585	51238	52890	54543	56196	57848	59501	61154	62807	64458
11	56625	56359	58175	59978	61795	63586	65398	67215	69030	70845
12	60604	62622	64638	66642	68660	70651	72666	74683	76699	78716

2020

City of Ilwaco
Non-Exempt/Hourly Employee Hourly Rate of Pay Scale

Step	1	2	3	4	5	6	7	8	9	10
Grade	Years to Step	1	1	1	2	2	2	3	3	3
3	-	-	-	-	-	-	-	14.03	14.41	14.79
4	12.77	13.20	13.62	14.05	14.47	14.90	15.32	15.75	16.18	16.60
5	14.29	14.76	15.24	15.72	16.19	16.67	17.15	17.62	18.10	18.58
6	15.93	16.46	16.99	17.52	18.05	18.58	19.11	19.64	20.17	20.71
7	17.70	18.29	18.88	19.47	20.06	20.65	21.24	21.83	22.41	23.00
8	19.60	20.25	20.91	21.56	22.21	22.87	23.52	24.17	24.82	25.48
9	21.65	22.37	23.09	23.81	24.53	25.26	25.98	26.70	27.42	28.14
10	23.84	24.63	25.43	26.22	27.02	27.81	28.61	29.40	30.20	30.99
11	27.22	27.10	27.97	28.84	29.71	30.57	31.44	32.31	33.19	34.06
12	29.14	30.11	31.08	32.04	33.01	33.97	34.94	35.91	36.87	37.84