

**ITY OF ILWACO  
ORDINANCE NO. 913**

**AN ORDINANCE ESTABLISHING THE 2021 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 2021 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 14<sup>TH</sup> DAY OF DECEMBER 2020.**

  
\_\_\_\_\_  
Gary Forner, Mayor

ATTEST:

  
\_\_\_\_\_  
Holly Beller, Treasurer

VOTE	Cundiff	Bageant	Quittner	Lessnau	Mathison	Forner
Ayes	X	X	X	X	X	
Nays						
Abstentions						
Absent						

PUBLISHED: December 23, 2020

EFFECTIVE: December 28, 2020

**CITY OF ILWACO  
ORDINANCE NO. 913 EXHBIT A**

**2021 PAY TABLE (Effective January 1, 2021)**

2021

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	-	-	-	-	-	-	-	29563	30363	31161
4	26906	27803	28701	29597	30493	31392	32287	33185	34082	34979
5	30103	31106	32111	33114	34119	35124	36127	37132	38134	39140
6	33557	34675	35793	36915	38032	39152	40270	41389	42510	43628
7	37290	38531	39774	41016	42259	43502	44743	45987	47229	48471
8	41296	42673	44049	45425	46802	48178	49554	50930	52306	53682
9	45613	47132	48653	50173	51695	53215	54735	56256	57776	59297
10	50230	51904	53578	55252	56927	58600	60275	61949	63623	65296
11	56359	57092	58931	60758	62598	64413	66248	68089	69927	71766
12	61392	63436	65478	67508	69553	71569	73611	75654	77696	79739

2021

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	-	-	-	-	-	-	-	14.21	14.60	14.98
4	12.94	13.37	13.80	14.23	14.66	15.09	15.52	15.95	16.39	16.82
5	14.47	14.95	15.44	15.92	16.40	16.89	17.37	17.85	18.33	18.82
6	16.13	16.67	17.21	17.75	18.28	18.82	19.36	19.90	20.44	20.97
7	17.93	18.52	19.12	19.72	20.32	20.91	21.51	22.11	22.71	23.30
8	19.85	20.52	21.18	21.84	22.50	23.16	23.82	24.49	25.15	25.81
9	21.93	22.66	23.39	24.12	24.85	25.58	26.32	27.05	27.78	28.51
10	24.15	24.95	25.76	26.56	27.37	28.17	28.98	29.78	30.59	31.39
11	27.10	27.45	28.33	29.21	30.10	30.97	31.85	32.73	33.62	34.50
12	29.52	30.50	31.48	32.46	33.44	34.41	35.39	36.37	37.35	38.34