

TOWN OF COUPEVILLE  
Coupeville, Washington

**ORDINANCE NO. 704**

**AN ORDINANCE OF THE TOWN OF COUPEVILLE, WASHINGTON  
ADJUSTING SALARY AND WAGES FOR CALENDAR YEAR 2012  
ONLY.**

**WHEREAS**, on November 22, 2011 the Coupeville Town Council enacted Ordinance No. 699 adopting the 2012 budget and establishing a salary schedule for employees; and

**WHEREAS**, due to uncertainty concerning the state of the Federal, State and local economy and the consequent uncertainty regarding anticipated revenues for 2012, no employee cost of living salary increase was budgeted for calendar year 2012; and

**WHEREAS**, no cost of living or other salary increases have been provided to Town employees for the past 4 (four) years; and

**WHEREAS**, during the 2012 budget revision process it was determined that there was more beginning cash balance than initially budgeted for 2012 and that sufficient funds were available to provide for a modest employee salary increase, and funds were allocated for that purpose in the 2012 budget revision approved on October 23, 2012; and

**WHEREAS**, the Town Council finds that in order to retain and fairly compensate its employees it is essential to periodically review and adjust compensation based upon the ability to pay; and

**WHEREAS**, Section 4.2(d) of the Town's Personnel Policies as adopted by Resolution 05-02 authorizes the Mayor to propose and the Town Council to grant across the board pay adjustments from time to time; and

**WHEREAS**, because revenue projections for calendar year 2013 continue to be uncertain due to the continuing state of the economy, it is necessary and appropriate for a salary adjustment to be a one time payment, without continuing obligation, based on the current ability to pay;

**NOW THEREFORE, THE TOWN COUNCIL OF THE TOWN OF  
COUPEVILLE, WASHINGTON DO ORDAIN AS FOLLOWS:**

Section 1: Salary Adjustment.

Ordinance No. 699 is hereby amended by making an adjustment on a one time basis for all employees for calendar year 2012 only in the amount of \$1,200 per FTE. This one time lump sum adjustment shall not amend or alter the base pay or steps for any position referenced in the 2012 Salary Schedule set forth on page 12 of the 2012 Budget. The lump sum payment is in lieu of a cost of living increase for 2012.

Section 2: Severability.

If any word, phrase, sentence, provision, or portion of this ordinance is declared to be invalid or unenforceable, it shall not affect validity or enforceability of the remaining words, phrases, sentences, provisions or portions of this ordinance.

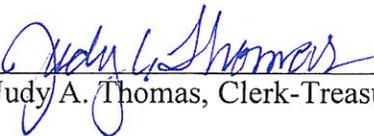
**ADOPTED** by the Town Council and **APPROVED** by the Mayor this 27<sup>th</sup> day of November, 2012.

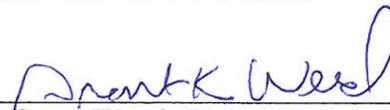
TOWN OF COUPEVILLE

By   
Nancy Conard, Mayor

ATTEST:

APPROVED AS TO FORM:

By   
Judy A. Thomas, Clerk-Treasurer

By   
Grant Weed, Town Attorney

Date of Publication: 12-6-12