

RESOLUTION NO. 2876

RESOLUTION APPROVING 2021 SALARY AND VACATION LEAVE ACCRUAL FOR EMPLOYEE TREESA MORALES, WITH A RETROACTIVE DATE OF AUGUST 1, 2021

WHEREAS, the Mayor terminated the employment of City Administrator Donald C. Wayman effective May 25, 2021; and

WHEREAS, as of the date of his employment was terminated, Mr. Wayman had been serving as the Human Resource Manager for the City (in addition to also serving as City Administrator), following the previous voluntary resignation of the former Human Resources Manager, Andrew Potter, in late-2020; and

WHEREAS, the Mayor subsequently appointed existing employee Treesa Morales to serve as acting Human Resource Manager and Mrs. Morales has been serving in such capacity since late-May of 2021; and

WHEREAS, Monica Lake voluntarily resigned her employment as Executive Assistant (a/k/a Administrative Assistant) effective as of September 6, 2021, following advance notice that she had previously provided to City Hall of her forthcoming resignation; and

WHEREAS, the Mayor appointed Mrs. Morales to serve as acting co-Executive Assistant (a/k/a Administrative Assistant) preceding Mrs. Lake's forthcoming resignation, and Mrs. Lake began training Mrs. Morales and transferring assignments and responsibilities of the position to Mrs. Morales; and

WHEREAS, Mrs. Morales has been serving as acting co-Executive Assistant (a/k/a Administrative Assistant) since mid-August of 2021 and has been serving as the exclusive acting-Executive Assistant (a/k/a Administrative Assistant) since September 6, 2021; and

WHEREAS, throughout Mrs. Morales has also continued to serve in her preexisting position of Public Records Officer; and

WHEREAS, the Mayor and City Administrator are satisfied with Mrs. Morales's performance of these three positions, believe that current staffing needs do not require multiple or separate employees for the respective positions, and thus desire to permanently combine the positions and continue to have Mrs. Morales discharge the functions and duties of the positions; and

WHEREAS, throughout Mrs. Morales has only been paid – despite effectively performing what had previously been three separate positions held by three separate employees – the salary attributable to her Public Records Officer position, which is \$5,125.00 per month

gross; and

WHEREAS, Mr. Potter's salary as of the date of his resignation was \$4,676.00 per month gross and Mrs. Lake's salary as of the date of her resignation was \$4,519.00 per month gross, and each was also respectively accruing full fringe benefits including health insurance benefits and vacation leave accruals; and

WHEREAS, the Mayor and City Administrator believe that Mrs. Morales should be paid a salary \$6,125.00 per month gross for remainder of 2021 performing these three combined positions, that she should accrue vacation leave at the rate of three weeks per calendar year (rather than the otherwise-customary two weeks) beginning with the current year of 2021 and continuing indefinitely thereafter until a higher accrual may be applicable, that her new 2021 salary of \$6,125.00 per month gross should be made retroactive to the date of August 1, 2021 (with one-time catch-up paycheck issued for the difference following approval of this Resolution), and that she should remain in this combined role indefinitely thereafter until the Mayor might choose otherwise, and thus that she should be eligible for an equivalent cost-of-living raise/adjustment at the start of 2022 in like fashion as other full-time employees; and

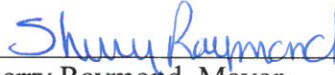
WHEREAS, the City Council believes that good cause exists to approve this requested proposal and arrangement;

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

1. Employee Treesa Morales's salary for the remainder of 2021 shall be \$6,125.00 per month gross.
2. Mrs. Morales shall accrue vacation leave at the rate of three weeks per calendar year (rather than the otherwise-customary two weeks) commencing with the current year of 2021 and continuing indefinitely thereafter until a higher accrual may be applicable.
3. Mrs. Morales's new monthly salary amount shall be made retroactive to the date of August 1, 2021, and thus she shall be issued a one-time catch-up paycheck for the difference between the amounts she was paid for the months of August, September and October 2021 at the rate of \$5,125.00 per month gross for each versus the now-applicable rate of \$6,125.00 per month gross for each.
4. Mrs. Morales shall be eligible for an equivalent cost-of-living raise/adjustment at the start of 2022 in like fashion as other full-time employees.
5. The City's current Salary Ordinance (Ordinance No. 2115) shall be amended so


as to be consistent with this Resolution.

PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF SELAH,
WASHINGTON this 26th day of October, 2021.



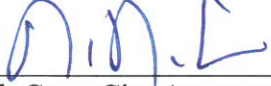
Sherry Raymond, Mayor

ATTEST:



Dale E. Novobielski, Clerk/Treasurer

APPROVED AS TO FORM:



Rob Case, City Attorney