



May 22, 2018

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Whereas, research of salaries and wages of like-sized Park Districts throughout the Puget Sound region has yielded an Industry Average cumulative short-fall of \$150,000 of total wages for Vashon Park District regular staff;

Whereas, the Vashon Park District Board unanimously approved on April 10, 2018 the addition of a full-time maintenance staff worker at \$42,000 per year in wages (@ \$65,000 with taxes and benefits) to replace the maintenance role of the Lodgings Manager at the Point Robinson and Fern Cove facilities;

Whereas, inflation is estimated to be 3% and serves as the estimated cost of living increases for all staff wages throughout the Puget Sound Region;

Be it hereby resolved that the Vashon Park District Board of Commissioners approve the following cumulative wage increases based on the following schedule:

June, 2018	\$50,000	
June, 2019	\$50,000 + Cost of Living	\$15,000 (at real CPI, estimated at 3%)
June, 2020	<u>\$50,000</u> + Cost of Living	<u>\$15,000</u> (at real CPI, estimated at 3%)
	\$150,000	\$30,000

Be it hereby resolved that the Vashon Park District Board of Commissioners withdraw the approval of an additional Maintenance Worker and that the maintenance work for Point Robinson and Fern Cove rest with the present Maintenance staff. Incremental cost to the District is as follows:

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
Incremental Wages	\$50,000	\$101,500	\$154,545
PERS	\$ 6,350	\$ 12,891	\$ 19,627
Medicare	\$ 710	\$ 1,441	\$ 2,195
WA Unemployment	<u>\$ 375</u>	<u>\$ 761</u>	<u>\$ 1,159</u>
	\$57,435	\$116,593	\$177,526
New Maintenance Worker	\$42,000	\$ 43,260	\$ 44,558
Health Benefits	\$13,200	\$ 13,596	\$ 14,004
PERS	\$ 5,334	\$ 5,496	\$ 5,659
L&I	\$ 3,536	\$ 3,536	\$ 3,536
Medicare	\$ 596	\$ 614	\$ 633
WA Unemployment	<u>\$ 315</u>	<u>\$ 324</u>	<u>\$ 334</u>
	\$64,681	\$66,825	\$68,723
Incremental Cost to VPD	\$(7,546)	\$49,768	\$108,802