

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2009-01

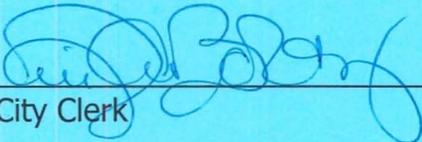
SUBJECT: Salary and Wage Schedule

CONFORM AS TO DATES & SIGNATURES

- (X) Filed with the City Clerk: 12/29/2008
- (X) Passed by the City Council: 01/07/2009
- (X) Signature of Mayor
- (X) Signature of City Clerk
- (X) Publication: N/A
- (X) Effective: 01/07/2009

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- Finance: Finance Director Booher
- Fire District No. 18
- Mayor
- Municipal Court
- MRSC from website:
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- Planning/Building:
- Police
- Public Works:
- Public Works/Engr Section:



City Clerk

January 14, 2009
Date

RESOLUTION NO. 2009-01

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
POULSBO, WASHINGTON, AMENDING THE SALARY AND WAGE
SCHEDULE FOR ALL CITY EMPLOYEES ADOPTED BY ORDINANCE
84-57, AS LAST AMENDED BY RESOLUTION 2008-07.**

WHEREAS, Ordinance No. 84-57 of the City of Poulsbo, passed by the City Council on December 12, 1984, established a salary and wage schedule for all City employees and provided for revisions to such schedule by resolution of the City Council; and

WHEREAS, the City Council desires to amend the Salary and Wage Schedule to reflect revisions to salaries of certain City employees, now therefore,

**THE CITY COUNCIL OF THE CITY OF POULSBO, WASHINGTON, HEREBY
RESOLVES AS FOLLOWS:**

Section 1. Salary and Wage Schedule Amended. The City of Poulsbo Salary and Wage Schedule for all City employees, adopted by Ordinance No. 84-57 and last amended by Resolution No. 2008-07, is hereby further amended to read as set forth on the attached Exhibit and incorporated herein by this reference as if fully set forth herein. The said schedule shall be the official City of Poulsbo Salary and Wage Schedule for all City employees. All compensation of City employees shall be in accordance with this schedule and any future amendments thereto.

Section 2. Effective Date. All salaries and wages set forth on Exhibit A shall be effective as of January 1, 2009, unless another date is specified on the Exhibit.

RESOLVED this 7th day of January, 2009.

APPROVED:



MAYOR, KATHRYN H. QUADE

ATTEST/AUTHENTICATED:



CITY CLERK, JILL A. BOLTZ

FILED WITH THE CITY CLERK: 12/29/2008
PASSED BY THE CITY COUNCIL: 01/07/2009
RESOLUTION NO. 2009-01

LONGEVITY

- A. All regular employees shall receive an additional pay increment beginning after completion of five (5) years of continuous employment. This increment shall be equal to one percent (1%) of earnings for each five (5) years of continuous service completed:

<u>Total Years Service</u>	<u>Additional Increment</u>
6-10 years	1%
11-15 years	2%
16-20 years	3%
21-25 years	4%
26-30 years	5%

Longevity calculation equals current year salary plus overtime from November 1st of the preceding year to October 31st of the current year multiplied by the eligible percentage. Longevity will not be calculated on vacation or sick leave cash-outs.

**CITY OF POULSBO
2009 MANAGEMENT SALARY SCHEDULE**

Includes 5.22% COLA (90% CPI-U)

CLASSIFICATION			A	B	C	D	E	F
Police Chief		1	93,623	96,431	99,324	102,304	105,373	108,534
Public Works Director		2	90,739	93,461	96,265	99,152	102,127	105,191
Deputy Chief		3	77,246	79,563	81,951	84,410	86,941	89,550
Finance Dir, Ass't PW Dir/Eng		4	75,893	78,169	80,515	82,930	85,418	87,980
Planning Director		5	73,494	75,699	77,970	80,309	82,718	85,200
Park and Recreation Director		6	65,312	67,271	69,289	71,368	73,509	75,714
Asst PW Dir/O&M, Court Admin		7	64,143	66,067	68,049	70,091	72,193	74,359
Civil Engineer, IT Manager		8	62,051	63,913	65,830	67,805	69,839	71,934
Human Resources Manager		9	59,650	61,439	63,283	65,181	67,137	69,151
Accounting Manager, Budget Analyst		10	59,321	61,101	62,934	64,822	66,767	68,770
City Clerk		11	58,700	60,461	62,275	64,143	66,068	68,050
Office Manager		12	49,008	50,478	51,993	53,553	55,159	56,814
Deputy City Clerk		13	47,364	48,785	50,249	51,756	53,309	54,908

2009 NON-REPRESENTED HOURLY EMPLOYEES

Includes 5.22% COLA (90% CPI-U)

CLASSIFICATION			A	B	C	D	E	F
Preschool Assistant		1	10.49	10.94	11.34	11.80	12.28	12.76
Receptionist		2	11.30	11.65	11.96	12.34	12.72	13.10
Recreation Coordinator		3	13.29	13.84	14.37	14.96	15.56	16.19
Pre-School Coordinator		4	13.50	14.05	14.60	15.19	15.81	16.45
Custodian		5	17.45	17.94	18.51	19.06	19.63	20.20
Court Clerk		6	18.26	18.77	19.38	19.95	20.53	21.15
Executive Assistant		7	20.49	21.11	21.72	22.37	23.05	23.75
Accntng Tech, Court Svcs Officer		8	20.80	21.43	22.10	22.76	23.42	24.16
Recreation Programmer		9	22.47	23.16	23.85	24.56	25.29	26.06
Associate Planner		10	25.89	26.66	27.47	28.29	29.16	30.01
CASUAL LABOR (NO COLA)		11	8.55	9.25	9.50	9.75	10.00	10.25
CASUAL LABOR (NO COLA)		12	10.50	11.00	11.50	12.00	12.50	13.00
CASUAL LABOR (NO COLA)		13	13.50	14.00	14.50	15.00	15.50	16.00
CASUAL LABOR (NO COLA)		14	16.50	17.00	17.50	18.00	18.50	19.00
CASUAL LABOR (NO COLA)		15	19.50	20.00	20.50	21.00	21.50	22.00
CASUAL LABOR (NO COLA)		16	22.50	23.00	23.50	24.00	24.50	25.00
CASUAL LABOR (NO COLA)		17	25.50	26.00	26.50	27.00	27.50	28.00
CASUAL LABOR (NO COLA)		18	30.00	35.00	40.00	45.00	50.00	55.00
CASUAL LABOR (NO COLA)		19	60.00	65.00	70.00	75.00	100.00	125.00

2009 ELECTED/APPOINTED OFFICIALS

**Includes 5.22% COLA (90% CPI-U)

CITY COUNCIL - POSITIONS 1-7	\$6,000.00 / Annual
MAYOR	\$65,402 / Annual **
JUDGE	\$50,674 / Annual **

Effective January 1, 2009, 2008 wage rates increase 5.22% (90% CPI-U)

CLASSIFICATION		A	B	C	D	E	F
Receptionist	1	12.48	12.85	13.25	13.65	14.03	14.47
	2	12.74	13.12	13.49	13.92	14.34	14.79
	3	13.01	13.36	13.76	14.19	14.60	15.06
	4	13.25	13.65	14.03	14.48	14.90	15.37
	5	13.49	13.92	14.34	14.79	15.18	15.69
	6	13.79	14.20	14.62	15.07	15.50	15.99
	7	14.03	14.48	14.90	15.37	15.81	16.30
	8	14.34	14.79	15.18	15.69	16.12	16.62
	9	14.62	15.07	15.51	15.99	16.47	16.94
	10	14.90	15.39	15.83	16.30	16.80	17.29
	11	15.23	15.69	16.13	16.62	17.14	17.65
	12	15.51	15.99	16.47	16.94	17.48	17.99
	13	15.83	16.31	16.80	17.30	17.83	18.35
	14	16.13	16.62	17.15	17.66	18.21	18.72
	15	16.48	16.94	17.48	17.99	18.54	19.09
	16	16.80	17.30	17.83	18.35	18.92	19.50
	17	17.15	17.66	18.21	18.72	19.29	19.86
	18	17.49	17.99	18.54	19.10	19.66	20.24
Custodian, Grounds Maintenance Tech	19	17.85	18.35	18.93	19.50	20.09	20.68
Accounting Clerk, Office Clerk II	20	18.21	18.72	19.29	19.86	20.49	21.10
	21	18.54	19.10	19.68	20.25	20.87	21.50
Office Clerk I	22	18.93	19.50	20.10	20.69	21.31	21.92
Court Clerk, Police Clerk	23	19.31	19.87	20.49	21.10	21.71	22.37
Building Permit Specialist	24	19.68	20.25	20.89	21.51	22.13	22.82
	25	20.10	20.68	21.30	21.93	22.61	23.27
Maintenance Technician I, Administrative Ass't	26	20.49	21.11	21.72	22.37	23.05	23.75
	27	20.89	21.51	22.13	22.82	23.50	24.24
Accounting Technician	28	21.30	21.93	22.61	23.27	23.97	24.72
	29	21.72	22.38	23.05	23.75	24.45	25.21
	30	22.16	22.83	23.50	24.24	24.95	25.68
Sr Court Clerk, Sr Police Clerk, Rec Programmer	31	22.61	23.27	23.98	24.72	25.46	26.20
Engineering Technician, Maintenance Tech Senior, IT Support Specialist	32	23.06	23.77	24.46	25.21	25.95	26.74
	33	23.51	24.24	24.96	25.69	26.49	27.26
Mechanic, Maint Mechanic, Maint Tech Lead	34	23.98	24.73	25.47	26.20	27.01	27.82
Field Inspector	35	24.46	25.22	25.96	26.75	27.54	28.33
Sr Field Inspector	36	24.97	25.69	26.50	27.26	28.11	28.94
Engineering Senior Technician	37	25.47	26.20	27.00	27.82	28.65	29.51
Building Inspector	38	25.96	26.75	27.55	28.37	29.23	30.10
Associate Planner	39	26.49	27.28	28.11	28.94	29.83	30.69
Public Works Foreman	40	27.02	27.84	28.65	29.51	30.42	31.30
	41	27.55	28.37	29.24	30.10	31.04	31.93
	42	28.13	28.97	29.83	30.71	31.63	32.61
	43	28.66	29.54	30.42	31.31	32.30	33.24
	44	29.24	30.11	31.03	31.94	32.92	33.90
Senior Planner	45	29.85	30.71	31.68	32.61	33.59	34.58

CITY OF POULSBO

POULSBO POLICE OFFICERS ASSOCIATION (PPOA)

Effective January 1, 2009, 2008 wage rates increase .5%. Additionally, wages increase 5.8% (100% CPI-U)

Police Officer	1	27.10	27.87	28.72	29.59	30.46	31.37
Police Sergeant	2	30.50	31.39	32.34	33.32	34.32	35.36

Probationary entry-level Police Officers shall be paid 85% of step "A". After satisfactory completion of the Police Academy or six months of employment, whichever occurs first, the employee shall be paid one hundred percent (100%) of step "A". The 85% rate shall apply towards the twelve months of step "A".