

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2010-22

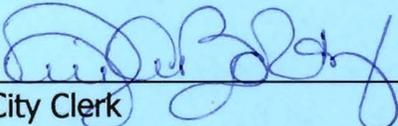
SUBJECT: Salary and Wage Schedule

CONFORM AS TO DATES & SIGNATURES

- (X) Filed with the City Clerk: 12/02/2010
- (X) Passed by the City Council: 12/15/2010
- (X) Signature of Mayor
- (X) Signature of City Clerk
- (X) Publication: N/A
- (X) Effective: 01/01/2011

DISTRIBUTED COPIES AS FOLLOWS:

- NK Herald:
- Code Publishing - via email if in electronic format
- City Attorney
- Civil Service Commission and/or Sec/Chief Examiner
- (X) Clerk's Department: Original
- City Council
- Finance: Finance Director Booher
- Fire District No. 18
- Mayor
- Municipal Court
- MRSC from website:
- Parks/Recreation: via e-mail
- Planning/Building:
- Police
- Public Works
- (X) Posted to Library Drive and Website



City Clerk

December 22, 2010

Date

RESOLUTION NO. 2010-22

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 2010-01.

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,

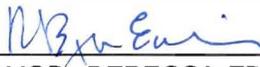
THE CITY COUNCIL OF THE CITY OF POULSBO, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

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. 2010-01, 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, 2011, unless another date is specified on the Exhibit.

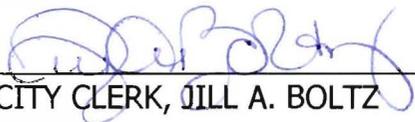
RESOLVED this 15th day of December, 2010.

APPROVED:



MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:



CITY CLERK, JILL A. BOLTZ

FILED WITH THE CITY CLERK: 12/02/2010
PASSED BY THE CITY COUNCIL: 12/15/2010
RESOLUTION NO. 2010-22

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 POULSBORO							
2011 MANAGEMENT SALARY SCHEDULE							
Effective January 1, 2011, 2010 wage rates increased by 1%							
CLASSIFICATION		A	B	C	D	E	F
Police Chief	1	94,559	97,396	100,318	103,327	106,427	109,620
Public Works Director	2	91,646	94,395	97,227	100,143	103,148	106,242
Deputy Chief	3	78,019	80,359	82,770	85,254	87,811	90,445
Finance Dir, Ass't PW Dir/Eng	4	76,652	78,951	81,320	83,759	86,272	88,860
Planning Director	5	74,229	76,456	78,749	81,112	83,545	86,052
Park and Recreation Director	6	65,965	67,944	69,982	72,082	74,244	76,471
Asst PW Dir/O&M, Court Admin	7	64,784	66,728	68,730	70,792	72,915	75,103
IT Manager	8	62,672	64,552	66,488	68,483	70,538	72,654
Human Resources Manager	9	60,246	62,054	63,915	65,833	67,808	69,842
Accounting Manager	10	59,914	61,712	63,563	65,470	67,434	69,457
City Clerk	11	59,287	61,066	62,898	64,785	66,728	68,730
Office Manager	12	49,498	50,983	52,513	54,088	55,711	57,382
Deputy City Clerk	13	47,838	49,273	50,751	52,274	53,842	55,457

2011 NON-REPRESENTED HOURLY EMPLOYEES							
Effective January 1, 2011, 2010 wage rates increased by 1%							
CLASSIFICATION		A	B	C	D	E	F
Preschool Assistant	1	10.59	11.05	11.45	11.92	12.40	12.89
Receptionst	2	11.41	11.77	12.08	12.46	12.85	13.23
Recreation Coordinator	3	13.42	13.98	14.51	15.11	15.72	16.35
Pre-School Coordinator	4	13.64	14.19	14.75	15.34	15.97	16.61
Custodian	5	17.62	18.12	18.70	19.25	19.83	20.40
Judicial Specialist I	6	18.44	18.96	19.57	20.15	20.74	21.36
Administrative Assistant	7	20.69	21.32	21.94	22.59	23.28	23.99
Accounting Technician, Court Security Officer, HR Analyst	8	21.01	21.64	22.32	22.99	23.65	24.40
Recreation Programmer	9	22.69	23.39	24.09	24.81	25.54	26.32
Associate Planner	10	26.15	26.93	27.74	28.57	29.45	30.31

2011 ELECTED/APPOINTED OFFICIALS							
**Effective January 1, 2011, 2010 wage rates increased by 1%.							
CITY COUNCIL - POSITIONS 1-7				\$6,000 / Annual			
MAYOR				\$66,056 / Annual **			
JUDGE				\$51,181 / Annual **			

2011 CASUAL LABOR WAGE SCALE							
No COLA							
		A	B	C	D	E	F
	1	8.67	9.00	9.25	9.50	9.75	10.00
	2	10.25	10.50	10.75	11.00	11.25	11.50
	3	11.75	12.00	12.25	12.50	12.75	13.00
	4	13.50	14.00	14.50	15.00	15.50	16.00
	5	16.50	17.00	17.50	18.00	18.50	19.00
	6	19.50	20.00	20.50	21.00	21.50	22.00
	7	22.50	23.00	23.50	24.00	24.50	25.00
	8	25.50	26.00	26.50	27.00	27.50	28.00
	9	29.00	30.00	31.00	32.00	33.00	34.00
	10	35.00	36.00	37.00	38.00	39.00	40.00
	11	41.00	42.00	43.00	44.00	45.00	46.00
	12	46.50	47.00	48.00	49.00	50.00	51.00
	13	55.00	60.00	65.00	70.00	75.00	80.00
	14	85.00	90.00	95.00	100.00	115.00	125.00

CITY OF POULSBO
2011 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE
 Effective January 1, 2011, 2010 wage rates increase by 1% per union contract

CLASSIFICATION		A	B	C	D	E	F
Receptionist	1	12.60	12.98	13.38	13.79	14.17	14.61
	2	12.87	13.25	13.62	14.06	14.48	14.94
	3	13.14	13.49	13.90	14.33	14.75	15.21
	4	13.38	13.79	14.17	14.62	15.05	15.52
	5	13.62	14.06	14.48	14.94	15.33	15.85
	6	13.93	14.34	14.77	15.22	15.66	16.15
	7	14.17	14.62	15.05	15.52	15.97	16.46
	8	14.48	14.94	15.33	15.85	16.28	16.79
	9	14.77	15.22	15.67	16.15	16.63	17.11
	10	15.05	15.54	15.99	16.46	16.97	17.46
	11	15.38	15.85	16.29	16.79	17.31	17.83
	12	15.67	16.15	16.63	17.11	17.65	18.17
	13	15.99	16.47	16.97	17.47	18.01	18.53
	14	16.29	16.79	17.32	17.84	18.39	18.91
	15	16.64	17.11	17.65	18.17	18.73	19.28
	16	16.97	17.47	18.01	18.53	19.11	19.70
	17	17.32	17.84	18.39	18.91	19.48	20.06
	18	17.66	18.17	18.73	19.29	19.86	20.44
Custodian, Grounds Maintenance Tech I	19	18.03	18.53	19.12	19.70	20.29	20.89
Accounting Clerk, Office Clerk I	20	18.39	18.91	19.48	20.06	20.69	21.31
	21	18.73	19.29	19.88	20.45	21.08	21.72
Office Clerk II	22	19.12	19.70	20.30	20.90	21.52	22.14
Judicial Specialist I, Police Clerk	23	19.50	20.07	20.69	21.31	21.93	22.59
Building Permit Specialist	24	19.88	20.45	21.10	21.73	22.35	23.05
Grounds Maintenance Tech II	25	20.30	20.89	21.51	22.15	22.84	23.50
Maintenance Technician I, Administrative Ass't	26	20.69	21.32	21.94	22.59	23.28	23.99
	27	21.10	21.73	22.35	23.05	23.74	24.48
Accounting Technician	28	21.51	22.15	22.84	23.50	24.21	24.97
	29	21.94	22.60	23.28	23.99	24.69	25.46
	30	22.38	23.06	23.74	24.48	25.20	25.94
Judicial Specialist II, Support Services Manager, Recreation Programmer	31	22.84	23.50	24.22	24.97	25.71	26.46
Engineering Technician, Maintenance Tech Senior	32	23.29	24.01	24.70	25.46	26.21	27.01
	33	23.75	24.48	25.21	25.95	26.75	27.53
Mechanic, Maintenance Mechanic	34	24.22	24.98	25.72	26.46	27.28	28.10
Field Inspector	35	24.70	25.47	26.22	27.02	27.82	28.61
Sr Field Inspector	36	25.22	25.95	26.77	27.53	28.39	29.23
Engineering Senior Technician, Utility Planner	37	25.72	26.46	27.27	28.10	28.94	29.81
Building Inspector	38	26.22	27.02	27.83	28.65	29.52	30.40
Associate Planner	39	26.75	27.55	28.39	29.23	30.13	31.00
Public Works Foreman	40	27.29	28.12	28.94	29.81	30.72	31.61

2011 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE

Effective January 1, 2011, 2009 wage rates remain the same due to
 expiration of union contract and ongoing union negotiations.

CLASSIFICATION		A	B	C	D	E	F
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".