

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2011-15

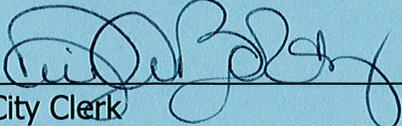
SUBJECT: Amending Salaries and Wage Schedule

CONFORM AS TO DATES & SIGNATURES

- (X) Filed with the City Clerk: 12/08/2011
- (X) Passed by the City Council: 12/14/2011
- (X) Signature of Mayor
- (X) Signature of City Clerk
- (X) Publication: N/A
- (X) Effective: 12/14/2011

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 21, 2011

Date

RESOLUTION NO. 2011-15

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 2011-13.

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. 2011-13, 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, 2012, unless another date is specified on the Exhibit.

RESOLVED this 14th day of December, 2011.

APPROVED:



MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:



CITY CLERK, JILL A. BOLTZ

FILED WITH THE CITY CLERK: 12/08/2011
PASSED BY THE CITY COUNCIL: 12/14/2011
RESOLUTION NO. 2011-15

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

2012 MANAGEMENT SALARY SCHEDULE

Effective January 1, 2012, ranges were adjusted per Council policy.

CLASSIFICATION		A	B	C	D	E	F	G
Police Chief	1	100,263	103,270	106,369	109,560	112,846	116,232	112,823
Public Works Director	2	97,120	100,034	103,035	106,126	109,310	112,589	107,724
Finance Director	3	91,890	94,647	97,487	100,411	103,423	106,526	91,664
Planning Director	4	90,921	93,649	96,458	99,352	102,333	105,403	89,734
Deputy Chief	5	88,397	91,049	93,780	96,594	99,491	102,476	90,703
Park and Recreation Director	6	88,024	90,665	93,385	96,186	99,072	102,044	83,356
Ass't PW Director/City Engineer	7	86,330	88,920	91,588	94,336	97,166	100,081	91,513
IT Manager	8	73,442	75,645	77,915	80,252	82,660	85,139	75,203
Asst PW Director/O&M	9	70,385	72,497	74,672	76,912	79,219	81,596	78,250
City Clerk	10	70,257	72,365	74,536	76,772	79,075	81,447	68,460
Human Resources Manager	11	70,215	72,321	74,491	76,725	79,027	81,398	72,094
Court Administrator	12	68,851	70,917	73,044	75,236	77,493	79,817	77,387
Accounting Manager	13	61,652	63,501	65,407	67,369	69,390	71,471	71,471
Office Manager	14	50,934	52,462	54,036	55,657	57,326	59,046	59,046
Deputy City Clerk	15	49,284	50,763	52,286	53,854	55,470	57,134	53,822

2012 NON-REPRESENTED HOURLY EMPLOYEES

Effective January 1, 2012, 2011 wage rates increased by 2.9%

CLASSIFICATION		A	B	C	D	E	F
Preschool Assistant	1	10.90	11.37	11.78	12.27	12.76	13.26
Receptionst	2	11.74	12.11	12.43	12.82	13.22	13.61
Recreation Coordinator	3	13.81	14.39	14.93	15.55	16.18	16.82
Pre-School Coordinator	4	14.04	14.60	15.18	15.78	16.43	17.09
Custodian	5	18.13	18.65	19.24	19.81	20.41	20.99
Judicial Specialist I	6	18.97	19.51	20.14	20.73	21.34	21.98
Administrative Assistant	7	21.29	21.94	22.58	23.25	23.96	24.69
Accounting Technician, Court Security Officer, HR Analyst	8	21.62	22.27	22.97	23.66	24.34	25.11
Recreation Programmer	9	23.35	24.07	24.79	25.53	26.28	27.08
Associate Planner	10	26.91	27.71	28.54	29.40	30.30	31.19

2012 ELECTED/APPOINTED OFFICIALS

**Effective January 1, 2012, 2010 wage rates increased by 2.9%.

CITY COUNCIL - POSITIONS 1-7		\$6,000 / Annual		
MAYOR		\$67,971 / Annual **		
JUDGE		\$52,664 / Annual **		

2012 CASUAL LABOR WAGE SCALE

No COLA

		A	B	C	D	E	F
	1	9.04	9.15	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

2012 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE							
Effective January 1, 2012, 2011 wage rates increase by 2.9% (90% of 3.2% CPI-U)							
CLASSIFICATION		A	B	C	D	E	F
Receptionist	1	12.97	13.36	13.77	14.19	14.58	15.03
	2	13.24	13.63	14.01	14.47	14.90	15.37
	3	13.52	13.88	14.30	14.75	15.18	15.65
	4	13.77	14.19	14.58	15.04	15.49	15.97
	5	14.01	14.47	14.90	15.37	15.77	16.31
	6	14.33	14.76	15.20	15.66	16.11	16.62
	7	14.58	15.04	15.49	15.97	16.43	16.94
	8	14.90	15.37	15.77	16.31	16.75	17.28
	9	15.20	15.66	16.12	16.62	17.11	17.61
	10	15.49	15.99	16.45	16.94	17.46	17.97
	11	15.83	16.31	16.76	17.28	17.81	18.35
	12	16.12	16.62	17.11	17.61	18.16	18.70
	13	16.45	16.95	17.46	17.98	18.53	19.07
	14	16.76	17.28	17.82	18.36	18.92	19.46
	15	17.12	17.61	18.16	18.70	19.27	19.84
	16	17.46	17.98	18.53	19.07	19.66	20.27
	17	17.82	18.36	18.92	19.46	20.04	20.64
	18	18.17	18.70	19.27	19.85	20.44	21.03
Custodian, Grounds Maintenance Tech I	19	18.55	19.07	19.67	20.27	20.88	21.50
Accounting Clerk, Office Clerk I	20	18.92	19.46	20.04	20.64	21.29	21.93
	21	19.27	19.85	20.46	21.04	21.69	22.35
Office Clerk II	22	19.67	20.27	20.89	21.51	22.14	22.78
Police Clerk	23	20.07	20.65	21.29	21.93	22.57	23.25
Building Permit Specialist	24	20.46	21.04	21.71	22.36	23.00	23.72
Grounds Maintenance Tech II	25	20.89	21.50	22.13	22.79	23.50	24.18
Maintenance Technician I, Administrative Ass't	26	21.29	21.94	22.58	23.25	23.96	24.69
Judicial Specialist	27	21.71	22.36	23.00	23.72	24.43	25.19
Accounting Technician	28	22.13	22.79	23.50	24.18	24.91	25.69
	29	22.58	23.26	23.96	24.69	25.41	26.20
	30	23.03	23.73	24.43	25.19	25.93	26.69
Support Services Manager, Recreation Programmer	31	23.50	24.18	24.92	25.69	26.46	27.23
Engineering Technician, Maintenance Tech Senior	32	23.97	24.71	25.42	26.20	26.97	27.79
	33	24.44	25.19	25.94	26.70	27.53	28.33
Mechanic, Maintenance Mechanic	34	24.92	25.70	26.47	27.23	28.07	28.91
Field Inspector	35	25.42	26.21	26.98	27.80	28.63	29.44
Sr Field Inspector	36	25.95	26.70	27.55	28.33	29.21	30.08
Engineering Senior Technician, Utility Planner	37	26.47	27.23	28.06	28.91	29.78	30.67
Building Inspector	38	26.98	27.80	28.64	29.48	30.38	31.28
Associate Planner	39	27.53	28.35	29.21	30.08	31.00	31.90
Public Works Foreman	40	28.08	28.94	29.78	30.67	31.61	32.53

2012 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE							
Effective January 1, 2012, 2011 wage rates increase by 3% per union contract.							
CLASSIFICATION		A	B	C	D	E	F
Police Officer	1	29.18	30.01	30.93	31.87	32.81	33.77
Police Sergeant	2	34.33	35.33	36.40	37.50	38.63	39.80

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".