

RESOLUTION NO. 2008-01

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 2007-07.

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. 2007-07, 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, 2008, unless another date is specified on the Exhibit.

RESOLVED this 9th day of January, 2008.

APPROVED:


MAYOR, KATHRYN H. QUADE

ATTEST/AUTHENTICATED:

Karol Jones
CITY CLERK, KAROL JONES

FILED WITH THE CITY CLERK: 1/2/2008
PASSED BY THE CITY COUNCIL: 1/9/2008
RESOLUTION NO. 2008-01

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
2008 MANAGEMENT SALARY SCHEDULE**

Includes 3.15% COLA (90% CPI-U)

CLASSIFICATION		A	B	C	D	E	F
Police Chief	1	88,978	91,647	94,397	97,229	100,146	103,150
Public Works Director	2	77,381	79,703	82,094	84,557	87,093	89,706
Deputy Chief	3	73,414	75,616	77,885	80,222	82,628	85,107
Finance Dir, Ass't PW Dir/Eng	4	72,128	74,291	76,520	78,816	81,180	83,616
Planning Director	5	69,848	71,943	74,102	76,325	78,614	80,973
Project Engineer	6	62,569	64,446	66,380	68,371	70,422	72,535
Park and Recreation Director	7	62,072	63,934	65,852	67,827	69,862	71,958
Asst PW Dir/O&M, Court Admin	8	60,961	62,790	64,673	66,613	68,612	70,670
Civil Engineer, IT Manager	9	58,973	60,742	62,564	64,441	66,374	68,366
Human Resources Manager	10	56,691	58,391	60,143	61,947	63,806	65,720
Accounting Manager, Budget Analyst	11	56,378	58,070	59,812	61,606	63,454	65,358
City Clerk	12	55,788	57,462	59,186	60,961	62,790	64,674
Office Manager	13	46,577	47,974	49,413	50,896	52,423	53,995
Deputy City Clerk	14	45,015	46,365	47,756	49,189	50,664	52,184
Recreation Programmer	15	44,424	45,757	47,130	48,544	50,000	51,500

2008 NON-REPRESENTED HOURLY EMPLOYEES

Includes 3.15% COLA (90% CPI-U)

CLASSIFICATION		A	B	C	D	E	F
Preschool Assistant (PT)	1	9.97	10.40	10.78	11.21	11.67	12.13
Receptionst (PT)	2	10.74	11.07	11.37	11.73	12.09	12.45
Recreation Coordinator (PT)	3	12.63	13.15	13.66	14.22	14.79	15.39
Pre-School Coordinator (PT)	4	12.83	13.35	13.88	14.44	15.03	15.63
Custodian (PT)	5	16.58	17.05	17.59	18.11	18.66	19.20
Court Clerk (PT)	6	17.35	17.84	18.42	18.96	19.51	20.10
Executive Assistant (PT)	7	19.47	20.06	20.64	21.26	21.91	22.57
Acctng Tech, Court Svcs Officer (PT)	8	19.77	20.37	21.00	21.63	22.26	22.96
Recreation Programmer (PT)	9	21.36	22.01	22.67	23.34	24.04	24.77
Associate Planner (PT)	10	24.61	25.35	26.12	26.89	27.71	28.52
CASUAL LABOR (NO COLA)	10	8.07	8.25	8.50	9.00	9.50	10.00
CASUAL LABOR (NO COLA)	11	10.50	11.00	11.50	12.00	12.50	13.00
CASUAL LABOR (NO COLA)	12	13.50	14.00	14.50	15.00	15.50	16.00
CASUAL LABOR (NO COLA)	13	16.50	17.00	17.50	18.00	18.50	19.00
CASUAL LABOR (NO COLA)	14	19.50	20.00	20.50	21.00	21.50	22.00
CASUAL LABOR (NO COLA)	15	22.50	23.00	23.50	24.00	24.50	25.00
CASUAL LABOR (NO COLA)	16	25.50	26.00	26.50	27.00	27.50	28.00
CASUAL LABOR (NO COLA)	17	30.00	35.00	40.00	45.00	50.00	55.00
CASUAL LABOR (NO COLA)	18	60.00	65.00	70.00	75.00	100.00	125.00

2008 ELECTED/APPOINTED OFFICIALS

**Includes 3.15% COLA (90% CPI-U)

CITY COUNCIL - POSITIONS 1-7	\$6,000.00 / Annual	PRO-TEM JUDGES:
MAYOR	\$62,157 / Annual **	MOTION HEARING \$50.00
JUDGE	\$48,160 / Annual **	TRIAL \$200.00
		CALENDAR \$100.00

CITY OF POULSBO 2008 TEAMSTERS LOCAL #589 (ADMIN/PUBLIC WORKS) SCHEDULE
Includes 3.15% COLA (90% CPI-U)

<u>CLASSIFICATION</u>		A	B	C	D	E	F
Receptionist	1	11.86	12.21	12.59	12.97	13.33	13.75
	2	12.11	12.47	12.82	13.23	13.63	14.06
	3	12.36	12.70	13.08	13.49	13.88	14.31
	4	12.59	12.97	13.33	13.76	14.16	14.61
	5	12.82	13.23	13.63	14.06	14.43	14.91
	6	13.11	13.50	13.89	14.32	14.73	15.20
	7	13.33	13.76	14.16	14.61	15.03	15.49
	8	13.63	14.06	14.43	14.91	15.32	15.80
	9	13.89	14.32	14.74	15.20	15.65	16.10
	10	14.16	14.63	15.04	15.49	15.97	16.43
	11	14.47	14.91	15.33	15.80	16.29	16.77
	12	14.74	15.20	15.65	16.10	16.61	17.10
	13	15.04	15.50	15.97	16.44	16.95	17.44
	14	15.33	15.80	16.30	16.78	17.31	17.79
	15	15.66	16.10	16.61	17.10	17.62	18.14
	16	15.97	16.44	16.95	17.44	17.98	18.53
	17	16.30	16.78	17.31	17.79	18.33	18.87
	18	16.62	17.10	17.62	18.15	18.68	19.24
Custodian, Grounds Maintenance Tech	19	16.96	17.44	17.99	18.53	19.09	19.65
Accounting Clerk, Office Clerk II	20	17.31	17.79	18.33	18.87	19.47	20.05
	21	17.62	18.15	18.70	19.25	19.83	20.43
Office Clerk I	22	17.99	18.53	19.10	19.66	20.25	20.83
Court Clerk, Police Clerk	23	18.35	18.88	19.47	20.05	20.63	21.26
Building Permit Specialist	24	18.70	19.25	19.85	20.44	21.03	21.69
	25	19.10	19.65	20.24	20.84	21.49	22.12
Maintenance Technician I, Administrative Ass't	26	19.47	20.06	20.64	21.26	21.91	22.57
	27	19.85	20.44	21.03	21.69	22.33	23.04
Accounting Technician	28	20.24	20.84	21.49	22.12	22.78	23.49
	29	20.64	21.27	21.91	22.57	23.24	23.96
	30	21.06	21.70	22.33	23.04	23.71	24.41
Sr Court Clerk, Sr Police Clerk	31	21.49	22.12	22.79	23.49	24.20	24.90
Engineering Technician, Maintenance Tech Senior, IT Support Specialist	32	21.92	22.59	23.25	23.96	24.66	25.41
	33	22.34	23.04	23.72	24.42	25.18	25.91
Mechanic, Maint Mechanic, Maint Tech Lead	34	22.79	23.50	24.21	24.90	25.67	26.44
Field Inspector	35	23.25	23.97	24.67	25.42	26.17	26.92
Sr Field Inspector	36	23.73	24.42	25.19	25.91	26.72	27.50
Engineering Senior Technician	37	24.21	24.90	25.66	26.44	27.23	28.05
Building Inspector	38	24.67	25.42	26.18	26.96	27.78	28.61
Associate Planner	39	25.18	25.93	26.72	27.50	28.35	29.17
Public Works Foreman	40	25.68	26.46	27.23	28.05	28.91	29.75
	41	26.18	26.96	27.79	28.61	29.50	30.35
	42	26.73	27.53	28.35	29.19	30.06	30.99
	43	27.24	28.07	28.91	29.76	30.70	31.59
	44	27.79	28.62	29.49	30.36	31.29	32.22
Senior Planner	45	28.37	29.19	30.11	30.99	31.92	32.86

CITY OF POULSBO
POULSBO POLICE OFFICERS ASSOCIATION (PPOA)
Effective January 1, 2008, includes a 3.5% pay increase

Police Officer	1	25.48	26.21	27.01	27.83	28.65	29.50
Police Sergeant	2	28.69	29.52	30.42	31.33	32.28	33.25

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".