

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2012-17

SUBJECT: 2013 Salaries and Wages

CONFORM AS TO DATES & SIGNATURES

- (X) Filed with the City Clerk: 12/12/2012
- (X) Passed by the City Council: 12/19/2012
- (X) Signature of Mayor
- (X) Signature of City Clerk
- () Publication: N/A
- (X) Effective: 12/19/2012

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:
- () Planning/Building:
- () Police
- () Public Works
- (X) Posted to Library Drive and Website

Jill A. Boltz
City Clerk

December 20, 2012
Date

RESOLUTION NO. 2012-17

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 2012-03.

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. 2012-03, 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, 2013, unless another date is specified on the Exhibit.

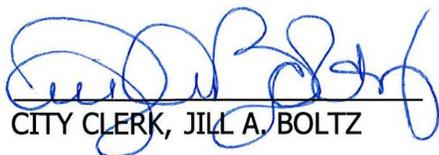
RESOLVED this 19th day of December, 2012.

APPROVED:



MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:



CITY CLERK, JILL A. BOLTZ

FILED WITH THE CITY CLERK: 12/12/2012
PASSED BY THE CITY COUNCIL: 12/19/2012
RESOLUTION NO. 2012-17

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

2013 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE

Effective January 1, 2013, 2012 wage rates increase by 1.5%

CLASSIFICATION		A	B	C	D	E	F
Receptionist	1	13.16	13.56	13.98	14.40	14.80	15.26
	2	13.44	13.83	14.22	14.69	15.12	15.60
	3	13.72	14.09	14.51	14.97	15.41	15.88
	4	13.98	14.40	14.80	15.27	15.72	16.21
	5	14.22	14.69	15.12	15.60	16.01	16.55
	6	14.54	14.98	15.43	15.89	16.35	16.87
	7	14.80	15.27	15.72	16.21	16.68	17.19
	8	15.12	15.60	16.01	16.55	17.00	17.54
	9	15.43	15.89	16.36	16.87	17.37	17.87
	10	15.72	16.23	16.70	17.19	17.72	18.24
	11	16.07	16.55	17.01	17.54	18.08	18.63
	12	16.36	16.87	17.37	17.87	18.43	18.98
	13	16.70	17.20	17.72	18.25	18.81	19.36
	14	17.01	17.54	18.09	18.64	19.20	19.75
	15	17.38	17.87	18.43	18.98	19.56	20.14
	16	17.72	18.25	18.81	19.36	19.95	20.57
	17	18.09	18.64	19.20	19.75	20.34	20.95
	18	18.44	18.98	19.56	20.15	20.75	21.35
Custodian, Grounds Maintenance Tech I	19	18.83	19.36	19.97	20.57	21.19	21.82
Accounting Clerk, Office Clerk I	20	19.20	19.75	20.34	20.95	21.61	22.26
	21	19.56	20.15	20.77	21.36	22.02	22.69
Office Clerk II	22	19.97	20.57	21.20	21.83	22.47	23.12
Police Clerk	23	20.37	20.96	21.61	22.26	22.91	23.60
Building Permit Specialist	24	20.77	21.36	22.04	22.70	23.35	24.08
Grounds Maintenance Tech II	25	21.20	21.82	22.46	23.13	23.85	24.54
Maintenance Technician I, Administrative Ass't	26	21.61	22.27	22.92	23.60	24.32	25.06
Judicial Specialist	27	22.04	22.70	23.35	24.08	24.80	25.57
Accounting Technician	28	22.46	23.13	23.85	24.54	25.28	26.08
Deputy City Clerk	29	22.92	23.61	24.32	25.06	25.79	26.59
	30	23.38	24.09	24.80	25.57	26.32	27.09
Support Services Manager, Recreation Programmer	31	23.85	24.54	25.29	26.08	26.86	27.64
Engineering Technician, Maintenance Tech Senior	32	24.33	25.08	25.80	26.59	27.37	28.21
	33	24.81	25.57	26.33	27.10	27.94	28.75
Mechanic, Maintenance Mechanic	34	25.29	26.09	26.87	27.64	28.49	29.34
Field Inspector	35	25.80	26.60	27.38	28.22	29.06	29.88
Sr Field Inspector	36	26.34	27.10	27.96	28.75	29.65	30.53
Engineering Senior Technician, Utility Planner	37	26.87	27.64	28.48	29.34	30.23	31.13
Building Inspector	38	27.38	28.22	29.07	29.92	30.84	31.75
Associate Planner	39	27.94	28.78	29.65	30.53	31.47	32.38
Public Works Foreman	40	28.50	29.37	30.23	31.13	32.08	33.02

2013 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE

Effective January 1, 2013, 2012 wage rates increase by 2.5% per union contract.

CLASSIFICATION		A	B	C	D	E	F
Police Officer	1	29.91	30.76	31.70	32.67	33.63	34.61
Police Sergeant	2	35.19	36.21	37.31	38.44	39.60	40.80

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".

CITY OF POULSBO

2013 MANAGEMENT SALARY SCHEDULE

Effective January 1, 2013, ranges were increased by 1.5%

CLASSIFICATION		A	B	C	D	E	F
Police Chief	1	101,766	104,819	107,964	111,203	114,539	117,975
Public Works Director	2	98,577	101,534	104,580	107,718	110,949	114,278
Finance Director	3	93,269	96,067	98,949	101,917	104,975	108,124
Planning Director	4	92,285	95,054	97,905	100,842	103,868	106,984
Deputy Chief	5	89,723	92,414	95,187	98,042	100,984	104,013
Park and Recreation Director	6	89,344	92,025	94,785	97,629	100,558	103,575
Ass't PW Director/City Engineer	7	87,625	90,254	92,962	95,751	98,623	101,582
IT Manager	8	74,544	76,780	79,083	81,456	83,900	86,417
Asst PW Director/O&M	9	71,441	73,584	75,792	78,065	80,407	82,820
City Clerk	10	71,311	73,450	75,654	77,924	80,261	82,669
Human Resources Manager	11	71,268	73,406	75,608	77,876	80,213	82,619
Court Administrator	12	69,884	71,981	74,140	76,364	78,655	81,015
Accounting Manager	13	62,577	64,454	66,387	68,379	70,430	72,543
Information Technology Sr Technician	14	57,185	58,900	60,667	62,487	64,362	66,293
Office Manager	15	51,698	53,249	54,846	56,491	58,186	59,932

2013 NON-REPRESENTED HOURLY EMPLOYEES

Effective January 1, 2013, 2012 wage rates increased by 1.5%

CLASSIFICATION		A	B	C	D	E	F
Preschool Assistant	1	11.06	11.54	11.96	12.45	12.95	13.46
Receptionst	2	11.92	12.29	12.62	13.01	13.42	13.81
	3	14.02	14.61	15.15	15.78	16.42	17.07
Preschool Coordinator	4	14.25	14.82	15.41	16.02	16.68	17.35
Custodian	5	18.40	18.93	19.53	20.11	20.72	21.30
	6	19.25	19.80	20.44	21.04	21.66	22.31
Administrative Assistant	7	21.61	22.27	22.92	23.60	24.32	25.06
Community Service Officer	8	21.94	22.60	23.31	24.01	24.71	25.49
Recreation Programmer	9	23.70	24.43	25.16	25.91	26.67	27.49
	10	27.31	28.13	28.97	29.84	30.75	31.66

2013 ELECTED/APPOINTED OFFICIALS

*Effective January 1, 2013, 2012 wage rates increased by 1.5%

CITY COUNCIL - POSITIONS 1-7				\$6,000 / Annual			
MAYOR				\$68,991 / Annual *			
JUDGE				\$53,454 / Annual *			

2013 CASUAL LABOR WAGE SCALE

No COLA

		A	B	C	D	E	F
	1	9.19	9.20	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