

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2015-03

SUBJECT: 2015 Salary and Wages Amendment

CONFORM AS TO DATES & SIGNATURES

- (X) Filed with the City Clerk: 03/27/2015
- (X) Passed by the City Council: 04/01/2015
- (X) Signature of Mayor
- (X) Signature of City Clerk
- () Publication: N/A
- (X) Effective: 04/01/2015

DISTRIBUTED COPIES AS FOLLOWS:

- () NK Herald:
- () Code Publishing – N/A
- () City Attorney
- () Civil Service Commission and/or Sec/Chief Examiner
- (X) Clerk's Department: Original
- () City Council
- () Finance:
- () Fire District No. 18
- () Mayor
- () Municipal Court
- () MRSC from website:
- () Parks/Recreation:
- () Planning/Building:
- () Police
- () Public Works
- (X) Posted to Library Drive and Website

Nicole Stephens

City Clerk

April 7, 2015

Date

RESOLUTION NO. 2015-03

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 2014-17.

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; and

**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. 2014-17, 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 3. Effective Date. All salaries and wages set forth on Exhibit A shall be effective as of January 1, 2015, unless another date is specified on the Exhibit.

RESOLVED this 1st day of April, 2015.

APPROVED:



MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:



CITY CLERK, NICOLE STEPHENS, CMC

FILED WITH THE CITY CLERK: 03/27/2015
PASSED BY THE CITY COUNCIL: 04/01/2015
RESOLUTION NO. 2015-03

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.

2015 MANAGEMENT SALARY SCHEDULE							
Effective January 1, 2015, 2014 salary ranges increase by 2%							
Classification		A	B	C	D	E	F
Police Chief	1	105,878	109,054	112,326	115,696	119,167	122,742
Finance Director	2	97,037	99,948	102,946	106,034	109,215	112,492
Planning Director	3	96,014	98,894	101,861	104,917	108,065	111,306
Deputy Chief	4	93,348	96,148	99,032	102,003	105,063	108,215
Park and Recreation Director	5	92,955	95,744	98,616	101,574	104,621	107,760
City Engineer	6	91,165	93,900	96,717	99,619	102,608	105,686
City Prosecutor (effective May 1, 2015)	7	88,710	91,371	94,112	96,936	99,844	102,839
Assistant City Engineer	8	80,210	82,616	85,094	87,647	90,276	92,984
IT Manager	9	77,556	79,883	82,279	84,747	87,289	89,908
PW Superintendent	10	74,326	76,556	78,853	81,219	83,656	86,166
Human Resources Manager	11	74,147	76,371	78,662	81,022	83,453	85,956
Court Administrator	12	72,708	74,889	77,136	79,450	81,833	84,288
Civil Engineer	13	67,620	69,649	71,738	73,890	76,107	78,390
Accounting Manager	14	65,105	67,058	69,070	71,142	73,276	75,474
City Clerk, IT Senior Technician	15	59,496	61,281	63,119	65,013	66,963	68,971
Office Manager	16	53,786	55,400	57,062	58,774	60,537	62,354

2015 NON-REPRESENTED HOURLY EMPLOYEES							
Effective January 1, 2015, 2014 wage rates increase by 2%							
Classification		A	B	C	D	E	F
Preschool Assistant	1	11.51	12.01	12.44	12.95	13.47	14.00
Receptionist	2	12.40	12.79	13.13	13.54	13.96	14.37
	3	14.59	15.20	15.76	16.42	17.09	17.76
Preschool Coordinator	4	14.83	15.42	16.03	16.67	17.35	18.05
Custodian	5	19.15	19.70	20.32	20.92	21.55	22.16
Office Clerk II	6	20.78	21.40	22.05	22.72	23.38	24.05
Administrative Assistant	7	22.48	23.17	23.85	24.55	25.31	26.07
Community Service Officer	8	22.83	23.51	24.26	24.98	25.70	26.52
Recreation Programmer	9	24.65	25.42	26.17	26.96	27.74	28.60

2015 ELECTED/APPOINTED OFFICIALS		
*Effective January 1, 2015, 2014 wage rates increase by 2%		
City Council - Position 1-7	\$	6,000 Annual
Mayor	\$	71,778 Annual*
Judge	\$	55,613 Annual*

2015 CASUAL LABOR WAGE SCALE							
	A	B	C	D	E	F	
1	9.47	9.48	9.49	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	47.00	48.00	49.00	50.00	51.00	52.00	
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	

2015 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE

Effective January 1, 2015, 2014 wage rates increase by 2%.

Classification		A	B	C	D	E	F
Receptionist	1	13.69	14.11	14.55	14.98	15.40	15.88
	2	13.98	14.39	14.79	15.28	15.73	16.23
	3	14.27	14.66	15.10	15.58	16.03	16.52
	4	14.55	14.98	15.40	15.89	16.35	16.86
	5	14.79	15.28	15.73	16.23	16.66	17.22
	6	15.13	15.59	16.05	16.53	17.01	17.55
	7	15.40	15.89	16.35	16.86	17.35	17.88
	8	15.73	16.23	16.66	17.22	17.69	18.25
	9	16.05	16.53	17.02	17.55	18.07	18.59
	10	16.35	16.88	17.37	17.88	18.43	18.97
	11	16.72	17.22	17.70	18.25	18.81	19.38
	12	17.02	17.55	18.07	18.59	19.18	19.75
	13	17.37	17.89	18.43	18.99	19.57	20.15
	14	17.70	18.25	18.82	19.39	19.97	20.55
	15	18.08	18.59	19.18	19.75	20.35	20.95
	16	18.43	18.99	19.57	20.15	20.76	21.40
	17	18.82	19.39	19.97	20.55	21.17	21.80
	18	19.19	19.75	20.35	20.96	21.59	22.22
Custodian, Grounds Maintenance Tech I	19	19.59	20.15	20.78	21.40	22.04	22.71
Accounting Clerk, Office Clerk I	20	19.97	20.55	21.17	21.80	22.48	23.16
	21	20.35	20.96	21.61	22.23	22.91	23.60
Office Clerk II	22	20.78	21.40	22.05	22.72	23.38	24.05
Police Clerk	23	21.20	21.81	22.48	23.16	23.84	24.55
Building Permit Specialist	24	21.61	22.23	22.93	23.61	24.30	25.05
Grounds Maintenance Tech II	25	22.05	22.71	23.37	24.06	24.82	25.53
Maintenance Technician I, Administrative Ass't	26	22.48	23.17	23.85	24.55	25.31	26.07
Judicial Specialist	27	22.93	23.61	24.30	25.05	25.81	26.60
Accounting Technician, Contract Admin/Acct	28	23.37	24.06	24.82	25.53	26.31	27.13
	29	23.85	24.56	25.31	26.07	26.84	27.66
	30	24.33	25.06	25.81	26.60	27.39	28.18
Support Services Manager, Recreation Programmer	31	24.82	25.53	26.32	27.13	27.95	28.75
Engineering Technician, Maintenance Tech Senior, Water Quality Field Technician	32	25.32	26.09	26.85	27.66	28.48	29.35
	33	25.82	26.60	27.40	28.19	29.07	29.92
Mechanic, Maintenance Mechanic	34	26.32	27.14	27.96	28.75	29.64	30.53
Field Inspector	35	26.85	27.67	28.49	29.36	30.23	31.09
Sr Field Inspector	36	27.41	28.19	29.09	29.92	30.84	31.76
Engineering Senior Technician	37	27.96	28.75	29.63	30.53	31.45	32.39
Building Inspector	38	28.49	29.36	30.24	31.13	32.09	33.04
Associate Planner	39	29.07	29.95	30.84	31.76	32.74	33.69
Public Works Foreman	40	29.65	30.56	31.45	32.39	33.37	34.35

2015 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE

Effective January 1, 2015, 2014 wage rates increase by 2%.

Classification		A	B	C	D	E	F
Police Officer	1	31.27	32.16	33.14	34.16	35.16	36.19
Police Sergeant	2	36.79	37.86	39.00	40.19	41.40	42.66

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".