

## POULSBO DISTRIBUTION SCHEDULE

**RESOLUTION NO. 2016-14**

**SUBJECT: Amend Salary and Wage Schedule as Last Amended by Resolution 2016-01**

### CONFORM AS TO DATES & SIGNATURES

- ☒ Filed with the City Clerk: 06/02/16
- ☒ Passed by the City Council: 06/08/16
- ☒ Signature of Mayor
- ☒ Signature of City Clerk
- ☐ Publication: \_\_\_\_\_
- ☒ Effective: 07/01/2016

### DISTRIBUTED COPIES AS FOLLOWS:

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- ☐ \_\_\_\_\_

Rhiannon Fernandez  
City Clerk

6/3/16  
Date

## **RESOLUTION NO. 2016-14**

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 2016-01.

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**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. 2016-01, is hereby further amended by the revision of Section A thereof 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 and elected officials shall be in accordance with this schedule and any future amendments thereto subject to constitutional limitations.

Section 3. Effective Date. All salaries and wages set forth on Exhibit A shall be effective as of July 1, 2016, unless another date is specified on the Exhibit.

**RESOLVED** this 8th day of June, 2016.

APPROVED:

  
\_\_\_\_\_  
Mayor Rebecca Erickson

ATTEST/AUTHENTICATED:

By:   
\_\_\_\_\_  
Rhiannon Fernandez, CMC, City Clerk

FILED WITH THE CITY CLERK: 06/02/2016  
PASSED BY THE CITY COUNCIL: 06/08/2016  
RESOLUTION NO. 2016-14

### **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:

<b><u>Total Years Service</u></b>	<b><u>Additional Increment</u></b>
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 1<sup>st</sup> of the preceding year to October 31<sup>st</sup> of the current year multiplied by the eligible percentage. Longevity will not be calculated on vacation or sick leave cash-outs. Longevity benefits are not applicable to elected officials.

2016 MANAGEMENT SALARY SCHEDULE							
Effective January 1, 2016, 2015 salary ranges increase by 2%							
Classification		A	B	C	D	E	F
Police Chief	1	107,996	111,235	114,573	118,010	121,550	125,197
Finance Director, Engineering Director	2	98,978	101,947	105,005	108,155	111,399	114,742
Planning Director	3	97,934	100,872	103,898	107,015	110,226	113,533
Deputy Chief	4	95,215	98,071	101,013	104,043	107,164	110,379
Park and Recreation Director	5	94,814	97,659	100,588	103,605	106,713	109,915
City Engineer	6	92,988	95,778	98,651	101,611	104,660	107,800
City Prosecutor	7	90,484	93,199	95,995	98,875	101,841	104,896
	8	81,814	84,268	86,796	89,400	92,082	94,844
IT Manager	9	79,107	81,481	83,925	86,442	89,035	91,706
PW Superintendent	10	75,813	78,087	80,430	82,843	85,329	87,889
Human Resources Manager	11	75,630	77,898	80,235	82,642	85,122	87,676
Court Administrator, Asst Public Works Superintendent, City Clerk	12	74,162	76,387	78,679	81,039	83,470	85,973
Civil Engineer	13	68,972	71,042	73,173	75,368	77,629	79,958
Accounting Manager	14	68,399	70,451	72,565	74,742	76,983	79,293
IT Senior Technician	15	60,686	62,507	64,381	66,313	68,302	70,351
Office Manager	16	54,862	56,508	58,203	59,949	61,748	63,601

2016 NON-REPRESENTED HOURLY EMPLOYEES							
Effective January 1, 2016, 2015 wage rates increase by 2%							
Classification		A	B	C	D	E	F
Preschool Assistant	1	11.74	12.25	12.69	13.21	13.74	14.28
Receptionist	2	12.65	13.05	13.39	13.81	14.24	14.66
	3	14.88	15.50	16.08	16.75	17.43	18.12
Preschool Coordinator	4	15.13	15.73	16.35	17.00	17.70	18.41
Custodian	5	19.53	20.09	20.73	21.34	21.98	22.60
Office Clerk II	6	21.20	21.83	22.49	23.17	23.85	24.53
Administrative Assistant	7	22.93	23.63	24.33	25.04	25.82	26.59
	8	23.29	23.98	24.75	25.48	26.21	27.05
Recreation Programmer	9	25.14	25.93	26.69	27.50	28.29	29.17

2016 ELECTED/APPOINTED OFFICIALS			
*Effective January 1, 2016, 2015 wage rates increase by 2%			
City Council - Position 1-4	\$	9,000	Annual
City Council - Position 5-7	\$	6,000	Annual
Mayor	\$	73,214	Annual*
Judge	\$	56,725	Annual*

2016 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	



**2016 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE**

**Effective January 1, 2016, 2015 wage rates increase by 2% + 29 cents**

<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Receptionist	1	14.25	14.68	15.13	15.57	16.00	16.49
	2	14.55	14.97	15.38	15.88	16.33	16.84
	3	14.85	15.24	15.69	16.18	16.64	17.14
	4	15.13	15.57	16.00	16.50	16.97	17.49
	5	15.38	15.88	16.33	16.84	17.28	17.85
	6	15.72	16.19	16.66	17.15	17.64	18.19
	7	16.00	16.50	16.97	17.49	17.99	18.53
	8	16.33	16.84	17.28	17.85	18.33	18.91
	9	16.66	17.15	17.65	18.19	18.72	19.25
	10	16.97	17.51	18.01	18.53	19.09	19.64
	11	17.34	17.85	18.34	18.91	19.48	20.06
	12	17.65	18.19	18.72	19.25	19.85	20.44
	13	18.01	18.54	19.09	19.66	20.25	20.84
	14	18.34	18.91	19.49	20.07	20.66	21.25
	15	18.73	19.25	19.85	20.44	21.05	21.66
	16	19.09	19.66	20.25	20.84	21.47	22.12
	17	19.49	20.07	20.66	21.25	21.88	22.53
	18	19.86	20.44	21.05	21.67	22.31	22.95
Custodian, Grounds Maintenance Tech I	19	20.27	20.84	21.49	22.12	22.77	23.45
Office Clerk I	20	20.66	21.25	21.88	22.53	23.22	23.91
	21	21.05	21.67	22.33	22.96	23.66	24.36
Office Clerk II	22	21.49	22.12	22.78	23.46	24.14	24.82
Police Clerk	23	21.91	22.54	23.22	23.91	24.61	25.33
Building Permit Specialist	24	22.33	22.96	23.68	24.37	25.08	25.84
Grounds Maintenance Tech II, Accounting Clerk	25	22.78	23.45	24.13	24.83	25.61	26.33
Maintenance Technician I, Administrative Ass't, Building Inspector I, Planning Technician	26	23.22	23.92	24.62	25.33	26.11	26.88
Judicial Specialist	27	23.68	24.37	25.08	25.84	26.62	27.42
Accounting Technician, Contract Admin/Acct	28	24.13	24.83	25.61	26.33	27.13	27.96
	29	24.62	25.34	26.11	26.88	27.67	28.50
	30	25.11	25.85	26.62	27.42	28.23	29.03
Support Services Manager, Recreation Programmer	31	25.61	26.33	27.14	27.96	28.80	29.62
Engineering Technician, Maintenance Tech Senior, Water Quality Field Tech, Community Svcs Officer	32	26.12	26.90	27.68	28.50	29.34	30.23
	33	26.63	27.42	28.24	29.04	29.94	30.81
Mechanic, Maintenance Mechanic	34	27.14	27.97	28.81	29.62	30.52	31.43
Field Inspector	35	27.68	28.51	29.35	30.24	31.12	32.00
Sr Field Inspector	36	28.25	29.04	29.96	30.81	31.75	32.69
Eng Senior Technician, Sr Budget Accountant	37	28.81	29.62	30.51	31.43	32.37	33.33
Building Inspector II	38	29.35	30.24	31.13	32.04	33.02	33.99
Associate Planner	39	29.94	30.84	31.75	32.69	33.68	34.65
Public Works Foreman	40	30.53	31.46	32.37	33.33	34.33	35.33
Construction Supervisor	41	34.55	35.58	36.65	37.75	38.88	40.05
Senior Planner	42	37.23	38.33	39.48	40.65	41.86	43.11

**2016 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE**

**Effective January 1, 2016, 2015 wage rates increase by 2% for Officers and 3% for Sergeants.**

<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Police Officer	1	31.90	32.80	33.80	34.84	35.86	36.91
Police Sergeant	2	37.89	39.00	40.17	41.40	42.64	43.94

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".