

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2016-25

SUBJECT: Salary and Wage Schedule

CONFORM AS TO DATES & SIGNATURES

- ☒ Filed with the City Clerk: 12/15/16
- ☒ Passed by the City Council: 12/21/16
- ☒ Signature of Mayor
- ☒ Signature of City Clerk
- ☐ Publication: _____
- ☒ Effective: 01/01/2017

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- ☐ _____

Rhiannon Fernandez
City Clerk

7/7/16
Date

RESOLUTION NO. 2016-25

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 2016-17.

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. 2016-17, 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 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 January 1, 2017, unless another date is specified on the Exhibit.

RESOLVED this 21st day of December, 2016.

APPROVED:



MAYOR REBECCA ERICKSON

ATTEST/AUTHENTICATED:



CITY CLERK, RHIANNON FERNANDEZ, CMC

FILED WITH THE CITY CLERK: 12/15/2016
PASSED BY THE CITY COUNCIL: 12/21/2016
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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. Longevity benefits are not applicable to elected officials.

2017 MANAGEMENT SALARY SCHEDULE							
Effective January 1, 2017, 2016 salary ranges increase by 2%							
Classification		A	B	C	D	E	F
Police Chief	1	124,940	128,688	132,549	136,525	140,621	144,840
Finance Director, Engineering Director	2	100,955	103,984	107,104	110,317	113,627	117,036
Planning Director	3	99,892	102,889	105,976	109,155	112,430	115,803
Deputy Chief	4	97,118	100,032	103,033	106,124	109,308	112,587
Park and Recreation Director	5	96,711	99,612	102,600	105,678	108,848	112,113
City Engineer	6	94,849	97,694	100,625	103,644	106,753	109,956
City Prosecutor	7	92,294	95,063	97,915	100,852	103,878	106,994
	8	83,449	85,952	88,531	91,187	93,923	96,741
IT Manager	9	80,689	83,110	85,603	88,171	90,816	93,540
PW Superintendent	10	77,330	79,650	82,040	84,501	87,036	89,647
Human Resources Manager	11	77,142	79,456	81,840	84,295	86,824	89,429
Court Administrator, Asst Public Works Superintendent, City Clerk	12	75,645	77,914	80,251	82,659	85,139	87,693
Civil Engineer	13	70,352	72,463	74,637	76,876	79,182	81,557
Accounting Manager	14	69,767	71,860	74,016	76,236	78,523	80,879
IT Senior Technician	15	61,899	63,756	65,669	67,639	69,668	71,758
Office Manager	16	55,960	57,639	59,368	61,149	62,983	64,873

2017 NON-REPRESENTED HOURLY EMPLOYEES							
Effective January 1, 2017, 2016 wage rates increase by 2%							
Classification		A	B	C	D	E	F
Preschool Assistant	1	11.97	12.50	12.94	13.47	14.01	14.57
Receptionist	2	12.90	13.31	13.66	14.09	14.52	14.95
	3	15.18	15.81	16.40	17.09	17.78	18.48
Preschool Coordinator	4	15.43	16.04	16.68	17.34	18.05	18.78
Custodian	5	19.92	20.49	21.14	21.77	22.42	23.05
Office Clerk II	6	21.62	22.27	22.94	23.63	24.33	25.02
Administrative Assistant	7	23.39	24.10	24.82	25.54	26.34	27.12
	8	23.76	24.46	25.25	25.99	26.73	27.59
Recreation Programmer	9	25.64	26.45	27.22	28.05	28.86	29.75

2017 ELECTED/APPOINTED OFFICIALS			
*Effective January 1, 2017, 2016 wage rates increase by 2%			
City Council - Position 1-4	\$	9,000	Annual
City Council - Position 5-7	\$	6,000	Annual
Mayor	\$	74,678	Annual*
Judge	\$	57,860	Annual*

2017 CASUAL LABOR WAGE SCALE							
	A	B	C	D	E	F	
1	11.00	11.25	11.50	11.75	12.00	12.25	
2	12.50	12.75	13.00	13.25	13.50	13.75	
3	14.00	14.25	14.50	14.75	15.00	15.25	
4	15.50	15.75	16.00	16.25	16.50	16.75	
5	17.00	17.25	17.50	17.75	18.00	18.25	
6	18.50	18.75	19.00	19.25	19.50	19.75	
7	20.00	20.25	20.50	20.75	21.00	21.25	
8	21.50	22.00	22.50	23.00	23.50	24.00	
9	24.50	25.00	25.50	26.00	26.50	27.00	
10	28.00	29.00	30.00	31.00	32.00	33.00	
11	34.00	35.00	36.00	37.00	38.00	39.00	
12	40.00	41.00	42.00	43.00	44.00	45.00	
13	50.00	55.00	60.00	65.00	70.00	75.00	
14	80.00	85.00	90.00	95.00	100.00	105.00	

2017 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE							
Effective January 1, 2017, 2016 wage rates increase by 2%							
Classification		A	B	C	D	E	F
Receptionist	1	14.54	14.97	15.43	15.88	16.32	16.82
	2	14.84	15.27	15.69	16.20	16.66	17.18
	3	15.15	15.54	16.00	16.50	16.97	17.48
	4	15.43	15.88	16.32	16.83	17.31	17.84
	5	15.69	16.20	16.66	17.18	17.63	18.21
	6	16.03	16.51	16.99	17.49	17.99	18.55
	7	16.32	16.83	17.31	17.84	18.35	18.90
	8	16.66	17.18	17.63	18.21	18.70	19.29
	9	16.99	17.49	18.00	18.55	19.09	19.64
	10	17.31	17.86	18.37	18.90	19.47	20.03
	11	17.69	18.21	18.71	19.29	19.87	20.46
	12	18.00	18.55	19.09	19.64	20.25	20.85
	13	18.37	18.91	19.47	20.05	20.66	21.26
	14	18.71	19.29	19.88	20.47	21.07	21.68
	15	19.10	19.64	20.25	20.85	21.47	22.09
	16	19.47	20.05	20.66	21.26	21.90	22.56
	17	19.88	20.47	21.07	21.68	22.32	22.98
	18	20.26	20.85	21.47	22.10	22.76	23.41
Custodian, Grounds Maintenance Tech I	19	20.68	21.26	21.92	22.56	23.23	23.92
Office Clerk I	20	21.07	21.68	22.32	22.98	23.68	24.39
	21	21.47	22.10	22.78	23.42	24.13	24.85
Office Clerk II	22	21.92	22.56	23.24	23.93	24.62	25.32
Police Clerk	23	22.35	22.99	23.68	24.39	25.10	25.84
Building Permit Specialist	24	22.78	23.42	24.15	24.86	25.58	26.36
Grounds Maintenance Tech II, Accounting Clerk	25	23.24	23.92	24.61	25.33	26.12	26.86
Maintenance Technician I, Administrative Ass't, Building Inspector I, Planning Technician	26	23.68	24.40	25.11	25.84	26.63	27.42
Judicial Specialist, Paralegal	27	24.15	24.86	25.58	26.36	27.15	27.97
Accounting Technician, Contract Admin/Acct	28	24.61	25.33	26.12	26.86	27.67	28.52
Deputy City Clerk	29	25.11	25.85	26.63	27.42	28.22	29.07
	30	25.61	26.37	27.15	27.97	28.79	29.61
Support Services Manager, Recreation Programmer	31	26.12	26.86	27.68	28.52	29.38	30.21
Engineering Technician, Maintenance Tech Senior, Water Quality Field Tech, Community Svcs Officer	32	26.64	27.44	28.23	29.07	29.93	30.83
	33	27.16	27.97	28.80	29.62	30.54	31.43
Mechanic, Maintenance Mechanic	34	27.68	28.53	29.39	30.21	31.13	32.06
Field Inspector	35	28.23	29.08	29.94	30.84	31.74	32.64
Sr Field Inspector	36	28.82	29.62	30.56	31.43	32.39	33.34
Eng Senior Technician, Sr Budget Accountant	37	29.39	30.21	31.12	32.06	33.02	34.00
Building Inspector II	38	29.94	30.84	31.75	32.68	33.68	34.67
Associate Planner	39	30.54	31.46	32.39	33.34	34.35	35.34
Public Works Foreman	40	31.14	32.09	33.02	34.00	35.02	36.04
Construction Supervisor	41	35.24	36.30	37.38	38.51	39.66	40.85
Development Review Engineer, Transportation Engr	42	36.66	37.76	38.89	40.06	41.26	42.50
Senior Planner	43	37.97	39.10	40.27	41.46	42.70	43.97

2017 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE							
Effective January 1, 2017, 2016 wage rates increase by 2.25% for Officers and Sergeants.							
Classification		A	B	C	D	E	F
Police Officer	1	32.62	33.54	34.56	35.62	36.67	37.74
Police Sergeant	2	38.74	39.88	41.07	42.33	43.60	44.93