

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2018-10

SUBJECT: Salary and Wages Resolution

CONFORM AS TO DATES & SIGNATURES

- ☒ Filed with the City Clerk: 7/5/18
- ☒ Passed by the City Council: 7/11/18
- ☒ Signature of Mayor
- ☒ Signature of City Clerk
- ☐ Publication: _____
- ☐ Effective: _____

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- ☐ NK Herald: _____
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- ☐ _____

Rhiannon Fernandez
City Clerk

7/12/18
Date

RESOLUTION NO. 2018-10

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 2017-16.

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. 2017-16, 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 2. Effective Date. All salaries and wages set forth on Exhibit A shall be effective as of July 1, 2018, unless another date is specified on the Exhibit.

RESOLVED this 11th day of July, 2018.

APPROVED:



MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:



CITY CLERK, RHIANNON FERNANDEZ

FILED WITH THE CITY CLERK: 07/05/2018
PASSED BY THE CITY COUNCIL: 07/11/2018
RESOLUTION NO. 2018-10

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.

2018 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE

Effective January 1, 2018, 2017 wage rates increase by 2%

Classification	A	B	C	D	E	F	
Receptionist	1	17.00	17.00	17.00	17.00	17.00	17.16
	2	15.14	15.58	16.00	16.52	16.99	17.52
	3	15.45	15.85	16.32	16.83	17.31	17.83
	4	15.74	16.20	16.65	17.17	17.66	18.20
	5	16.00	16.52	16.99	17.52	17.98	18.57
	6	16.35	16.84	17.33	17.84	18.35	18.92
	7	16.65	17.17	17.66	18.20	18.72	19.28
	8	16.99	17.52	17.98	18.57	19.07	19.68
	9	17.33	17.84	18.36	18.92	19.47	20.03
	10	17.66	18.22	18.74	19.28	19.86	20.43
	11	18.04	18.57	19.08	19.68	20.27	20.87
	12	18.36	18.92	19.47	20.03	20.66	21.27
	13	18.74	19.29	19.86	20.45	21.07	21.69
	14	19.08	19.68	20.28	20.88	21.49	22.11
	15	19.48	20.03	20.66	21.27	21.90	22.53
	16	19.86	20.45	21.07	21.69	22.34	23.01
	17	20.28	20.88	21.49	22.11	22.77	23.44
	18	20.67	21.27	21.90	22.54	23.22	23.88
Custodian, Grounds Maintenance Tech I	19	21.09	21.69	22.36	23.01	23.69	24.40
Office Clerk I	20	21.49	22.11	22.77	23.44	24.15	24.88
	21	21.90	22.54	23.24	23.89	24.61	25.35
Office Clerk II	22	22.36	23.01	23.70	24.41	25.11	25.83
Police Clerk	23	22.80	23.45	24.15	24.88	25.60	26.36
Building Permit Specialist	24	23.24	23.89	24.63	25.36	26.09	26.89
Grounds Maintenance Tech II, Accounting Clerk	25	23.70	24.40	25.10	25.84	26.64	27.40
Maintenance Technician I, Administrative Ass't, Building Inspector I, Planning Technician	26	24.15	24.89	25.61	26.36	27.16	27.97
Judicial Specialist, Paralegal	27	24.63	25.36	26.09	26.89	27.69	28.53
Accounting Technician, Contract Admin/Acct	28	25.10	25.84	26.64	27.40	28.22	29.09
Deputy City Clerk	29	25.61	26.37	27.16	27.97	28.78	29.65
	30	26.12	26.90	27.69	28.53	29.37	30.20
Public Records/Evidence Manager , Recreation Programmer	31	26.64	27.40	28.23	29.09	29.97	30.81
Engineering Technician, Maintenance Tech Senior, Water Quality Field Tech, Community Svcs Officer	32	27.17	27.99	28.79	29.65	30.53	31.45
Behavioral Health Navigator	33	27.70	28.53	29.38	30.21	31.15	32.06
Mechanic, Maintenance Mechanic	34	28.23	29.10	29.98	30.81	31.75	32.70
Field Inspector	35	28.79	29.66	30.54	31.46	32.37	33.29
Sr Field Inspector	36	29.40	30.21	31.17	32.06	33.04	34.01
Eng Senior Technician, Sr Budget Accountant	37	29.98	30.81	31.74	32.70	33.68	34.68
Building Inspector II	38	30.54	31.46	32.39	33.33	34.35	35.36
Associate Planner	39	31.15	32.09	33.04	34.01	35.04	36.05
Public Works Foreman, Engineer I	40	31.76	32.73	33.68	34.68	35.72	36.76
Construction Supervisor	41	35.94	37.03	38.13	39.28	40.45	41.67
Development Review Engineer, Transportation Engr	42	37.39	38.52	39.67	40.86	42.00	43.35
Senior Planner	43	38.73	39.88	41.08	42.29	43.55	44.85

2018 MANAGEMENT SALARY SCHEDULE

Effective January 1, 2018, 2017 salary ranges increase by 2% as well as 2017 Salary Survey adjustments.

Classification		A	B	C	D	E	F
Behavioral Health Program Manager	1	54,077	55,699	57,370	59,091	60,864	62,690
	2	55,699	57,370	59,091	60,864	62,690	64,571
Office Manager	3	57,370	59,091	60,864	62,690	64,571	66,508
	4	59,091	60,864	62,690	64,571	66,508	68,503
	5	60,864	62,690	64,571	66,508	68,503	70,558
	6	62,690	64,571	66,508	68,503	70,558	72,675
IT Senior Tech	7	64,571	66,508	68,503	70,558	72,675	74,855
	8	66,508	68,503	70,558	72,675	74,855	77,101
	9	68,503	70,558	72,675	74,855	77,101	79,414
	10	70,558	72,675	74,855	77,101	79,414	81,796
	11	72,675	74,855	77,101	79,414	81,796	84,250
Accounting Mngr	12	74,855	77,101	79,414	81,796	84,250	86,778
Civil Engineer	13	77,101	79,414	81,796	84,250	86,778	89,381
Administrative Services Manager, Asst							
PW Superintendent, City Clerk, Court Administrator, HR Manager	14	79,414	81,796	84,250	86,778	89,381	92,062
	15	81,796	84,250	86,778	89,381	92,062	94,824
Public Works Superintendent	16	84,250	86,778	89,381	92,062	94,824	97,669
IT Manager	17	86,778	89,381	92,062	94,824	97,669	100,599
	18	89,381	92,062	94,824	97,669	100,599	103,617
	19	92,062	94,824	97,669	100,599	103,617	106,726
City Prosecutor	20	94,824	97,669	100,599	103,617	106,726	109,928
City Engineer	21	97,669	100,599	103,617	106,726	109,928	113,226
Parks & Recreation Director	22	100,599	103,617	106,726	109,928	113,226	116,623
Deputy Chief, Planning Director	23	103,617	106,726	109,928	113,226	116,623	120,122
Finance Director	24	106,726	109,928	113,226	116,623	120,122	123,726
	25	109,928	113,226	116,623	120,122	123,726	127,438
Engineering Director	26	113,226	116,623	120,122	123,726	127,438	131,261
	27	116,623	120,122	123,726	127,438	131,261	135,199
	28	120,122	123,726	127,438	131,261	135,199	139,255
	29	123,726	127,438	131,261	135,199	139,255	143,433
Police Chief	30	127,438	131,261	135,199	139,255	143,433	147,736

2018 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE							
Effective January 1, 2018, 2017 wage rates increase by 2.5% for Officers and Sergeants.							
Classification		A	B	C	D	E	F
Police Officer	1	33.44	34.38	35.42	36.51	37.59	38.68
Police Sergeant	2	39.71	40.88	42.10	43.39	44.69	46.05

2018 NON-REPRESENTED HOURLY EMPLOYEES							
Effective January 1, 2018, 2017 wage rates increase by 2%							
Classification		A	B	C	D	E	F
Preschool Assistant	1	12.21	12.75	13.20	13.74	14.29	14.86
Receptionist	2	13.16	13.58	13.93	14.37	14.81	15.25
	3	15.48	16.13	16.73	17.43	18.14	18.85
Preschool Coordinator	4	15.74	16.36	17.01	17.69	18.41	19.16
Custodian	5	20.32	20.90	21.56	22.21	22.87	23.51
Office Clerk II	6	22.05	22.72	23.40	24.10	24.82	25.52
Administrative Assistant	7	23.86	24.58	25.32	26.05	26.87	27.66
	8	24.24	24.95	25.76	26.51	27.26	28.14
Recreation Programmer	9	26.15	26.98	27.76	28.61	29.44	30.35

2018 ELECTED/APPOINTED OFFICIALS		
*Effective January 1, 2018, 2017 wage rates increase by 2%		
City Council - Position 1-7	\$	9,000 Annual
Mayor	\$	76,172 Annual*
Judge	\$	59,017 Annual*

2018 CASUAL LABOR WAGE SCALE							
	A	B	C	D	E	F	
1	11.50	11.50	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	