

**POULSBO DISTRIBUTION SCHEDULE**

**RESOLUTION NO. 2019-05**

**SUBJECT: Salary and Wage Schedule Amendment**

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**CONFORM AS TO DATES & SIGNATURES**

- Filed with the City Clerk: 03/27/19
- Passed by the City Council: 04/03/19
- Signature of Mayor
- Signature of City Clerk
- Publication: \_\_\_\_\_
- Effective: 04/03/19

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Rhiannon Fernandez  
City Clerk

04/05/19  
Date

**RESOLUTION NO. 2019-05**

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 2018-14.

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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. 2018-14, 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 January 1, 2019, unless another date is specified on the Exhibit.

**RESOLVED** this 3rd day of April, 2019.

APPROVED:

  
\_\_\_\_\_  
MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:

  
\_\_\_\_\_  
CITY CLERK, RHIANNON FERNANDEZ

FILED WITH THE CITY CLERK: 03/27/19  
PASSED BY THE CITY COUNCIL: 04/03/19  
RESOLUTION NO. 2019-05

**LONGEVITY**

- A. All regular employees, except for members of the Poulsbo Police Officers' Association, 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+	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.

- B. All members of the Poulsbo Police Officers' Association shall receive an additional pay increment beginning after completion of five (5) years of continuous employment, with the percentages listed below for each block of five (5) years of continuous service completed.

<b><u>Total Years Service</u></b>	<b><u>Additional Increment</u></b>
6-10 years	1.25%
11-15 years	2.25%
16-20 years	3.75%
21-25 years	4.75%
26+	5.75%

**2019 MANAGEMENT SALARY SCHEDULE**

Effective January 1, 2019, 2018 salary ranges increase by 3.5%

<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Behavioral Health Program Manager	1	55,971	57,650	59,379	61,161	62,996	64,885
	2	57,650	59,379	61,161	62,996	64,885	66,832
Office Manager	3	59,379	61,161	62,996	64,885	66,832	68,837
	4	61,161	62,996	64,885	66,832	68,837	70,902
	5	62,996	64,885	66,832	68,837	70,902	73,029
	6	64,885	66,832	68,837	70,902	73,029	75,220
IT Senior Tech	7	66,832	68,837	70,902	73,029	75,220	77,477
	8	68,837	70,902	73,029	75,220	77,477	79,801
	9	70,902	73,029	75,220	77,477	79,801	82,195
	10	73,029	75,220	77,477	79,801	82,195	84,661
	11	75,220	77,477	79,801	82,195	84,661	87,201
Accounting Mngr	12	77,477	79,801	82,195	84,661	87,201	89,817
	13	79,801	82,195	84,661	87,201	89,817	92,511
Administrative Services Manager, Asst PW Superintendent, City Clerk, Court Administrator, HR Manager	14	82,195	84,661	87,201	89,817	92,511	95,286
	15	84,661	87,201	89,817	92,511	95,286	98,145
Public Works Superintendent	16	87,201	89,817	92,511	95,286	98,145	101,089
Civil Engineer, IT Manager	17	89,817	92,511	95,286	98,145	101,089	104,122
	18	92,511	95,286	98,145	101,089	104,122	107,246
Construction Manager	19	95,286	98,145	101,089	104,122	107,246	110,463
City Prosecutor	20	98,145	101,089	104,122	107,246	110,463	113,777
City Engineer	21	101,089	104,122	107,246	110,463	113,777	117,190
Parks & Recreation Director	22	104,122	107,246	110,463	113,777	117,190	120,706
Deputy Chief, Planning Director	23	107,246	110,463	113,777	117,190	120,706	124,327
Finance Director	24	110,463	113,777	117,190	120,706	124,327	128,057
	25	113,777	117,190	120,706	124,327	128,057	131,899
Engineering Director	26	117,190	120,706	124,327	128,057	131,899	135,856
	27	120,706	124,327	128,057	131,899	135,856	139,931
	28	124,327	128,057	131,899	135,856	139,931	144,129
	29	128,057	131,899	135,856	139,931	144,129	148,453
	30	131,899	135,856	139,931	144,129	148,453	152,907
Police Chief							

**2019 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE**

Effective January 1, 2019, 2018 wage rates increase by 3.5%

Classification	A	B	C	D	E	F	
Receptionist	1	15.24	15.70	16.17	16.66	17.16	17.67
	2	15.55	16.02	16.50	16.99	17.50	18.02
	3	15.85	16.33	16.82	17.32	17.84	18.38
	4	16.17	16.66	17.16	17.67	18.20	18.75
	5	16.50	16.99	17.50	18.02	18.56	19.12
	6	16.82	17.32	17.84	18.38	18.93	19.50
	7	17.16	17.67	18.20	18.75	19.31	19.89
	8	17.50	18.03	18.57	19.13	19.70	20.29
	9	17.85	18.39	18.94	19.51	20.10	20.70
	10	18.21	18.76	19.32	19.90	20.50	21.11
	11	18.57	19.13	19.70	20.29	20.90	21.53
	12	18.94	19.51	20.10	20.70	21.32	21.96
	13	19.32	19.90	20.50	21.12	21.75	22.40
	14	19.70	20.29	20.90	21.53	22.18	22.85
	15	20.11	20.71	21.33	21.97	22.63	23.31
	16	20.52	21.14	21.77	22.42	23.09	23.78
	17	20.91	21.54	22.19	22.86	23.55	24.26
	18	21.35	21.99	22.65	23.33	24.03	24.75
Custodian, Grounds Maintenance Tech I	19	21.83	22.45	23.14	23.82	24.52	25.25
Office Clerk I	20	22.24	22.88	23.57	24.26	25.00	25.75
	21	22.67	23.33	24.05	24.73	25.47	26.24
Office Clerk II	22	23.14	23.82	24.53	25.26	25.99	26.73
Police Clerk	23	23.60	24.27	25.00	25.75	26.50	27.28
Building Permit Specialist	24	24.05	24.73	25.49	26.25	27.00	27.83
Grounds Maintenance Tech II, Accounting Clerk	25	24.53	25.25	25.98	26.74	27.57	28.36
Maintenance Technician I, Administrative Ass't, Building Inspector I, Planning Technician	26	25.00	25.76	26.51	27.28	28.11	28.95
Judicial Specialist, Paralegal	27	25.49	26.25	27.00	27.83	28.66	29.53
Accounting Technician, Contract Admin/Acct	28	25.98	26.74	27.57	28.36	29.21	30.11
Deputy City Clerk	29	26.51	27.29	28.11	28.95	29.79	30.69
	30	27.03	27.84	28.66	29.53	30.40	31.26
Public Records/Evidence Manager, Recreation Programmer	31	27.57	28.36	29.22	30.11	31.02	31.89
Engineering Technician, Maintenance Tech Senior, Water Quality Field Tech, Community Srvs Officer	32	28.12	28.97	29.80	30.69	31.60	32.55
Behavioral Health Navigator	33	28.67	29.53	30.41	31.27	32.24	33.18
Mechanic, Maintenance Mechanic	34	29.22	30.12	31.03	31.89	32.86	33.84
Field Inspector	35	29.80	30.70	31.61	32.56	33.50	34.46
Sr Field Inspector	36	30.43	31.27	32.26	33.18	34.20	35.20
Eng Senior Technician, Senior Budget Accountant, Senior Contract Administrator	37	31.03	31.89	32.85	33.84	34.86	35.89
Building Inspector II	38	31.61	32.56	33.52	34.50	35.55	36.60
Associate Planner	39	32.24	33.21	34.20	35.20	36.27	37.31
Public Works Foreman, Engineer I	40	32.87	33.88	34.86	35.89	36.97	38.05
Construction Supervisor	41	37.20	38.33	39.46	40.65	41.87	43.13
Dvlpmnt Rvw Engineer, Transportation Engr	42	38.70	39.87	41.06	42.29	43.47	44.87
Senior Planner	43	40.09	41.28	42.52	43.77	45.07	46.42

<b>2019 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE</b>							
Effective January 1, 2019, 2018 wage rates increase by 3.75% for Officers and 4.58% - 4.75% 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	34.69	35.67	36.75	37.88	39.00	40.13
Police Sergeant	2	41.63	42.80	44.10	45.46	46.80	48.16

<b>2019 NON-REPRESENTED HOURLY EMPLOYEES</b>							
Effective January 1, 2019, 2018 wage rates increase by 3.5%							
<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Preschool Assistant	1	12.64	13.20	13.66	14.22	14.79	15.38
Receptionist	2	13.62	14.06	14.42	14.87	15.33	15.78
	3	16.02	16.69	17.32	18.04	18.77	19.51
Preschool Coordinator	4	16.29	16.93	17.61	18.31	19.05	19.83
Custodian	5	21.03	21.63	22.31	22.99	23.67	24.33
Office Clerk II	6	22.82	23.52	24.22	24.94	25.69	26.41
Administrative Assistant	7	24.70	25.44	26.21	26.96	27.81	28.63
	8	25.09	25.82	26.66	27.44	28.21	29.12
Recreation Programmer	9	27.07	27.92	28.73	29.61	30.47	31.41

<b>2019 ELECTED/APPOINTED OFFICIALS</b>	
*Effective January 1, 2019, 2018 wage rates increase by 3.5%	
City Council - Position 1-7	\$ 9,000 Annual
Mayor	\$ 98,373 Annual*
Judge	\$ 78,011 Annual*

<b>2019 CASUAL LABOR WAGE SCALE</b>						
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
1	12.00	12.00	12.00	12.00	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