

## POULSBO DISTRIBUTION SCHEDULE

**RESOLUTION NO. 2020-04**

**SUBJECT: 2020 Salary and Wage Schedule**

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### CONFORM AS TO DATES & SIGNATURES

- ☒ Filed with the City Clerk: 02/11/2020
- ☒ Passed by the City Council: 03/04/2020
- ☒ Signature of Mayor
- ☒ Signature of City Clerk
- ☐ Publication: \_\_\_\_\_
- ☒ Effective: 03/01/2020

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- ☐ \_\_\_\_\_

Rhiannon Fernandez

City Clerk

03/05/2020

Date

## **RESOLUTION NO. 2020-04**

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 2019-14.

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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;

**NOW, THEREFORE, 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. 2019-14, 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 the attached exhibits shall be effective as of March 1, 2020, unless another date is specified on the Exhibit.

**RESOLVED** this 4th day of March, 2020.

APPROVED:



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MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:



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CITY CLERK, RHIANNON FERNANDEZ

FILED WITH THE CITY CLERK: 02/11/2020  
PASSED BY THE CITY COUNCIL: 03/04/2020  
RESOLUTION NO. 2020-04

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**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%

# 2020 MANAGEMENT SALARY SCHEDULE

Effective January 1, 2020, 2019 salary ranges increase by 3%

Classification		A	B	C	D	E	F
Behavioral Health Program Manager	1	57,650	59,379	61,161	62,996	64,885	66,832
	2	59,379	61,161	62,996	64,885	66,832	68,837
Office Manager	3	61,161	62,996	64,885	66,832	68,837	70,902
	4	62,996	64,885	66,832	68,837	70,902	73,029
	5	64,885	66,832	68,837	70,902	73,029	75,220
	6	66,832	68,837	70,902	73,029	75,220	77,477
Housing, Health & Human Services Director, IT Senior Technician	7	68,837	70,902	73,029	75,220	77,477	79,801
	8	70,902	73,029	75,220	77,477	79,801	82,195
	9	73,029	75,220	77,477	79,801	82,195	84,661
	10	75,220	77,477	79,801	82,195	84,661	87,201
	11	77,477	79,801	82,195	84,661	87,201	89,817
Accounting Mngr	12	79,801	82,195	84,661	87,201	89,817	92,511
	13	82,195	84,661	87,201	89,817	92,511	95,286
Administrative Services Manager, Asst PW Superintendent, City Clerk, Court Administrator, HR Manager	14	84,661	87,201	89,817	92,511	95,286	98,145
	15	87,201	89,817	92,511	95,286	98,145	101,089
Public Works Superintendent	16	89,817	92,511	95,286	98,145	101,089	104,122
Civil Engineer, IT Manager	17	92,511	95,286	98,145	101,089	104,122	107,246
	18	95,286	98,145	101,089	104,122	107,246	110,463
Construction Manager	19	98,145	101,089	104,122	107,246	110,463	113,777
City Prosecutor	20	101,089	104,122	107,246	110,463	113,777	117,190
City Engineer	21	104,122	107,246	110,463	113,777	117,190	120,706
Parks & Recreation Director	22	107,246	110,463	113,777	117,190	120,706	124,327
Deputy Chief, Planning Director	23	110,463	113,777	117,190	120,706	124,327	128,057
Finance Director	24	113,777	117,190	120,706	124,327	128,057	131,899
	25	117,190	120,706	124,327	128,057	131,899	135,856
Engineering Director	26	120,706	124,327	128,057	131,899	135,856	139,931
	27	124,327	128,057	131,899	135,856	139,931	144,129
	28	128,057	131,899	135,856	139,931	144,129	148,453
	29	131,899	135,856	139,931	144,129	148,453	152,907
Police Chief	30	135,856	139,931	144,129	148,453	152,907	157,494

<b>2020 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE</b>							
<b>Effective January 1, 2020, 2019 wage rates increase by 3.5%</b>							
<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Police Officer	1	35.90	36.92	38.04	39.21	40.37	41.53
Police Sergeant	2	43.09	44.30	45.64	47.05	48.44	49.85

<b>2020 NON-REPRESENTED HOURLY EMPLOYEES</b>							
<b>Effective January 1, 2020, 2019 wage rates increase by 3%</b>							
<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Preschool Assistant	1	13.50	13.60	14.07	14.65	15.23	15.84
Receptionist	2	14.03	14.48	14.85	15.32	15.79	16.25
	3	16.50	17.19	17.84	18.58	19.33	20.10
Preschool Coordinator	4	16.78	17.44	18.14	18.86	19.62	20.42
Custodian	5	21.66	22.28	22.98	23.68	24.38	25.06
Office Clerk II	6	23.50	24.23	24.95	25.69	26.46	27.20
Administrative Assistant	7	25.44	26.20	27.00	27.77	28.64	29.49
	8	25.84	26.59	27.46	28.26	29.06	29.99
Recreation Programmer	9	27.88	28.76	29.59	30.50	31.38	32.35

<b>2020 ELECTED/APPOINTED OFFICIALS</b>			
<b>*Effective January 1, 2020, 2019 wage rates increase by 3%</b>			
City Council - Position 1-7	\$	9,000	Annual
Mayor	\$	101,324	Annual*
Judge	\$	80,351	Annual*

<b>2020 CASUAL LABOR WAGE SCALE</b>							
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	
1	13.50	13.50	13.50	13.50	13.50	13.50	13.50
2	13.50	13.50	13.50	13.50	13.50	13.50	13.75
3	14.00	14.25	14.50	14.75	15.00	15.00	15.25
4	15.50	15.75	16.00	16.25	16.50	16.50	16.75
5	17.00	17.25	17.50	17.75	18.00	18.00	18.25
6	18.50	18.75	19.00	19.25	19.50	19.50	19.75
7	20.00	20.25	20.50	20.75	21.00	21.00	21.25
8	21.50	22.00	22.50	23.00	23.50	23.50	24.00
9	24.50	25.00	25.50	26.00	26.50	26.50	27.00
10	28.00	29.00	30.00	31.00	32.00	32.00	33.00
11	34.00	35.00	36.00	37.00	38.00	38.00	39.00
12	40.00	41.00	42.00	43.00	44.00	44.00	45.00
13	50.00	55.00	60.00	65.00	70.00	70.00	75.00
14	80.00	85.00	90.00	95.00	100.00	100.00	105.00

**2020 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE**

Effective January 1, 2020, 2019 wage rates increase by 3%

Classification		A	B	C	D	E	F
Receptionist	1	15.70	16.17	16.66	17.16	17.67	18.20
	2	16.02	16.50	17.00	17.50	18.03	18.56
	3	16.33	16.82	17.32	17.84	18.38	18.93
	4	16.66	17.16	17.67	18.20	18.75	19.31
	5	17.00	17.50	18.03	18.56	19.12	19.69
	6	17.32	17.84	18.38	18.93	19.50	20.09
	7	17.67	18.20	18.75	19.31	19.89	20.49
	8	18.03	18.57	19.13	19.70	20.29	20.90
	9	18.39	18.94	19.51	20.10	20.70	21.32
	10	18.76	19.32	19.90	20.50	21.12	21.74
	11	19.13	19.70	20.29	20.90	21.53	22.18
	12	19.51	20.10	20.70	21.32	21.96	22.62
	13	19.90	20.50	21.12	21.75	22.40	23.07
	14	20.29	20.90	21.53	22.18	22.85	23.54
	15	20.71	21.33	21.97	22.63	23.31	24.01
	16	21.14	21.77	22.42	23.09	23.78	24.49
	17	21.54	22.19	22.86	23.55	24.26	24.99
	18	22.00	22.66	23.34	24.04	24.76	25.50
Custodian, Grounds Maintenance Tech I	19	22.48	23.12	23.83	24.53	25.26	26.01
Office Clerk I	20	22.91	23.57	24.28	24.99	25.75	26.52
	21	23.35	24.03	24.77	25.47	26.23	27.03
Office Clerk II	22	23.83	24.53	25.27	26.02	26.77	27.53
Police Clerk	23	24.31	25.00	25.75	26.52	27.30	28.10
Building Permit Specialist	24	24.77	25.47	26.25	27.04	27.81	28.66
Grounds Maintenance Tech II, Accounting Clerk	25	25.27	26.01	26.76	27.54	28.40	29.21
Maintenance Technician I, Administrative Ass't, Building Inspector I, Planning Technician	26	25.75	26.53	27.31	28.10	28.95	29.82
Judicial Specialist, Paralegal	27	26.25	27.04	27.81	28.66	29.52	30.42
Accounting Technician, Contract Admin/Acct	28	26.76	27.54	28.40	29.21	30.09	31.01
Deputy City Clerk	29	27.31	28.11	28.95	29.82	30.68	31.61
	30	27.84	28.68	29.52	30.42	31.31	32.20
Public Records/Evidence Manager, Recreation Programmer	31	28.40	29.21	30.10	31.01	31.95	32.85
Engineering Technician, Maintenance Tech Senior, Water Quality Field Tech, Community Svcs Officer	32	28.96	29.84	30.69	31.61	32.55	33.53
Behavioral Health Navigator	33	29.53	30.42	31.32	32.21	33.21	34.18
Mechanic, Maintenance Mechanic	34	30.10	31.02	31.96	32.85	33.85	34.86
Field Inspector, Behavioral Health Navigator Lead	35	30.69	31.62	32.56	33.54	34.51	35.49
Sr Field Inspector	36	31.34	32.21	33.23	34.18	35.23	36.26
Eng Senior Technician, Senior Budget Accountant, Senior Contract Administrator	37	31.96	32.85	33.84	34.86	35.91	36.97
Building Inspector II	38	32.56	33.54	34.53	35.54	36.62	37.70
Associate Planner	39	33.21	34.21	35.23	36.26	37.36	38.43
Public Works Foreman, Engineer I	40	33.86	34.90	35.91	36.97	38.08	39.19
Construction Supervisor	41	38.32	39.48	40.64	41.87	43.13	44.42
Dvlpmnt Rvw Engineer, Transportation Engr	42	39.86	41.07	42.29	43.56	44.77	46.22
Senior Planner	43	41.29	42.52	43.80	45.08	46.42	47.81