

RESOLUTION NO. 2020-25

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 2020-18.

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

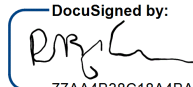
THE CITY COUNCIL OF THE CITY OF POULSBO, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

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. 2020-18, 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 December 1, 2020, unless another date is specified on the Exhibit.


RESOLVED this 18th day of November 2020.

APPROVED:

DocuSigned by:

77AA4B38C18A4BA

MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:

DocuSigned by:

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CITY CLERK, RHIANNON FERNANDEZ

FILED WITH THE CITY CLERK: 11/10/2020
PASSED BY THE CITY COUNCIL: 11/18/2020
RESOLUTION NO. 2020-25

RESOLUTION 2020-25

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:

| <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+ | 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.

- 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.

| <u>Total Years Service</u> | <u>Additional Increment</u> |
|---------------------------------------|--|
| 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 |
| | 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 |
| | 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 |
| Lieutenant, Parks & Recreation Dir | 22 | 107,246 | 110,463 | 113,777 | 117,190 | 120,706 | 124,327 |
| City Prosecutor/Risk Manager, 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 |

| 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, Mechanic Assistant | 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 |
| 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, Senior Accountant | 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 |

2020 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE

Effective January 1, 2020, 2019 wage rates increase by 3.5%

| Classification | | A | B | C | D | E | F |
|-----------------|---|-------|-------|-------|-------|-------|-------|
| 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 |

2020 NON-REPRESENTED HOURLY EMPLOYEES

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

| Classification | | A | B | C | D | E | F |
|--------------------------|----|-------|-------|-------|-------|-------|-------|
| 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 |
| Accounting Clerk | 10 | 25.27 | 26.01 | 26.76 | 27.54 | 28.40 | 29.21 |

2020 ELECTED/APPOINTED OFFICIALS

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

| | |
|-----------------------------|--------------------|
| City Council - Position 1-7 | \$ 9,000 Annual |
| Mayor | \$ 101,324 Annual* |
| Judge | \$ 80,351 Annual* |

2020 CASUAL LABOR WAGE SCALE

| | A | B | C | D | E | F |
|----|-------|-------|-------|-------|--------|--------|
| 1 | 13.50 | 13.50 | 13.50 | 13.50 | 13.50 | 13.50 |
| 2 | 13.50 | 13.50 | 13.50 | 13.50 | 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 |