

**RESOLUTION NO. 2021-09**

**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 2020-27.**

**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

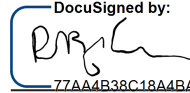
**THE CITY COUNCIL OF THE CITY OF POULSBO, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:**

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. 2020-27, 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 August 16, 2021, unless another date is specified on the Exhibit.

**RESOLVED** this 18th day of August 2021.

APPROVED:

DocuSigned by:  


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MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:

DocuSigned by:  


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CITY CLERK, RHIANNON FERNANDEZ

FILED WITH THE CITY CLERK: 08/12/21  
PASSED BY THE CITY COUNCIL: 08/18/21  
RESOLUTION NO. 2021-09

## RESOLUTION 2021-09

**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%

<b>2021 ELECTED/APPOINTED OFFICIALS</b>		
<b>*Effective January 1, 2021, 2020 wage rates increase by 2.5%</b>		
City Council - Position 1-7	\$	9,000 Annual
Mayor	\$	103,857 Annual*
Judge	\$	82,360 Annual*

<b>2021 MANAGEMENT SALARY SCHEDULE</b>							
<b>Effective January 1, 2021, 2020 salary ranges increase by 2.5%</b>							
<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
	1	59,091	60,864	62,690	64,570	66,508	68,503
	2	60,864	62,690	64,570	66,508	68,503	70,558
Office Manager	3	62,690	64,570	66,508	68,503	70,558	72,675
	4	64,570	66,508	68,503	70,558	72,675	74,855
	5	66,508	68,503	70,558	72,675	74,855	77,101
	6	68,503	70,558	72,675	74,855	77,101	79,414
IT Senior Technician	7	70,558	72,675	74,855	77,101	79,414	81,796
	8	72,675	74,855	77,101	79,414	81,796	84,250
	9	74,855	77,101	79,414	81,796	84,250	86,777
	10	77,101	79,414	81,796	84,250	86,777	89,381
	11	79,414	81,796	84,250	86,777	89,381	92,062
Accounting Manager	12	81,796	84,250	86,777	89,381	92,062	94,824
	13	84,250	86,777	89,381	92,062	94,824	97,669
Administrative Services Manager, Asst PW Superintendent, City Clerk, Court Administrator, Housing Health & Human Services Director, Human Resources Manager	14	86,777	89,381	92,062	94,824	97,669	100,599
	15	89,381	92,062	94,824	97,669	100,599	103,617
Public Works Superintendent	16	92,062	94,824	97,669	100,599	103,617	106,725
Civil Engineer, IT Manager	17	94,824	97,669	100,599	103,617	106,725	109,927
	18	97,669	100,599	103,617	106,725	109,927	113,225
Construction Manager	19	100,599	103,617	106,725	109,927	113,225	116,621
	20	103,617	106,725	109,927	113,225	116,621	120,120
City Engineer	21	106,725	109,927	113,225	116,621	120,120	123,724
Lieutenant, Parks & Rec Director	22	109,927	113,225	116,621	120,120	123,724	127,435
City Prosecutor/Risk Manager, Planning Director	23	113,225	116,621	120,120	123,724	127,435	131,258
Finance Director	24	116,621	120,120	123,724	127,435	131,258	135,196
	25	120,120	123,724	127,435	131,258	135,196	139,252
Engineering Director	26	123,724	127,435	131,258	135,196	139,252	143,430
	27	127,435	131,258	135,196	139,252	143,430	147,733
	28	131,258	135,196	139,252	143,430	147,733	152,165
	29	135,196	139,252	143,430	147,733	152,165	156,729
Police Chief	30	139,252	143,430	147,733	152,165	156,729	161,431

<b>2021 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE</b>							
<b>Effective January 1, 2021, 2020 wage rates increase by 2.5%</b>							
<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Receptionist	1	16.09	16.57	17.08	17.59	18.11	18.66
	2	16.42	16.91	17.43	17.94	18.48	19.02
	3	16.74	17.24	17.75	18.29	18.84	19.40
	4	17.08	17.59	18.11	18.66	19.22	19.79
	5	17.43	17.94	18.48	19.02	19.60	20.18
	6	17.75	18.29	18.84	19.40	19.99	20.59
	7	18.11	18.66	19.22	19.79	20.39	21.00
	8	18.48	19.03	19.61	20.19	20.80	21.42
	9	18.85	19.41	20.00	20.60	21.22	21.85
	10	19.23	19.80	20.40	21.01	21.65	22.28
	11	19.61	20.19	20.80	21.42	22.07	22.73
	12	20.00	20.60	21.22	21.85	22.51	23.19
	13	20.40	21.01	21.65	22.29	22.96	23.65
	14	20.80	21.42	22.07	22.73	23.42	24.13
	15	21.23	21.86	22.52	23.20	23.89	24.61
	16	21.67	22.31	22.98	23.67	24.37	25.10
	17	22.08	22.74	23.43	24.14	24.87	25.61
	18	22.55	23.23	23.92	24.64	25.38	26.14
Custodian, Grounds Maintenance Tech I	19	23.04	23.70	24.43	25.14	25.89	26.66
Office Clerk I	20	23.48	24.16	24.89	25.61	26.39	27.18
	21	23.93	24.63	25.39	26.11	26.89	27.71
Office Clerk II	22	24.43	25.14	25.90	26.67	27.44	28.22
Police Administrative Specialist	23	24.92	25.63	26.39	27.18	27.98	28.80
Building Permit Specialist	24	25.39	26.11	26.91	27.72	28.51	29.38
Grounds Maintenance Tech II, Accounting Clerk	25	25.90	26.66	27.43	28.23	29.11	29.94
Maintenance Technician I, Administrative Ass't, Building Inspector I, Planning Technician, Mechanic Assistant	26	26.39	27.19	27.99	28.80	29.67	30.57
Judicial Specialist, Paralegal	27	26.91	27.72	28.51	29.38	30.26	31.18
Accounting Technician, Contract Admin/Acct	28	27.43	28.23	29.11	29.94	30.84	31.79
Deputy City Clerk	29	27.99	28.81	29.67	30.57	31.45	32.40
	30	28.54	29.40	30.26	31.18	32.09	33.01
Recreation Programmer	31	29.11	29.94	30.85	31.79	32.75	33.67
Engineering Technician, Maintenance Tech Senior, Water Quality Field Tech	32	29.68	30.59	31.46	32.40	33.36	34.37
Behavioral Health Navigator	33	30.27	31.18	32.10	33.02	34.04	35.03
Mechanic, Maintenance Mechanic	34	30.85	31.80	32.76	33.67	34.70	35.73
Field Inspector	35	31.46	32.41	33.37	34.38	35.37	36.38
Sr Field Inspector	36	32.12	33.02	34.06	35.03	36.11	37.17
Eng Senior Technician, Senior Contract Administrator	37	32.76	33.67	34.69	35.73	36.81	37.89
Building Inspector II, Senior Accountant	38	33.37	34.38	35.39	36.43	37.54	38.64
Associate Planner	39	34.04	35.07	36.11	37.17	38.29	39.39
Public Works Foreman, Engineer I	40	34.71	35.77	36.81	37.89	39.03	40.17
Construction Supervisor	41	39.28	40.47	41.66	42.92	44.21	45.53
Dvlpmnt Rvw Engineer, Transportation Engr	42	40.86	42.10	43.35	44.65	45.99	47.38
Senior Planner	43	42.32	43.58	44.90	46.21	47.58	49.01

**2021 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE**

Effective January 1, 2021, 2020 wage rates increase by .9%

Classification		A	B	C	D	E	F
Police Officer	1	36.22	37.25	38.38	39.56	40.73	41.90
Police Sergeant	2	43.48	44.70	46.05	47.47	48.88	50.30

**2021 NON-REPRESENTED HOURLY EMPLOYEES**

Effective August 16, 2021

Classification		A	B	C	D	E	F
Receptionist	1	14.01	14.43	14.86	15.31	15.77	16.24
	2	14.43	14.86	15.31	15.77	16.24	16.73
	3	14.86	15.31	15.77	16.24	16.73	17.23
	4	15.31	15.77	16.24	16.73	17.23	17.75
	5	15.77	16.24	16.73	17.23	17.75	18.28
<b>P&amp;R Administrative Support Clerk</b>	6	16.24	16.73	17.23	17.75	18.28	18.83
	7	16.73	17.23	17.75	18.28	18.83	19.40
	8	17.23	17.75	18.28	18.83	19.40	19.98
	9	17.75	18.28	18.83	19.40	19.98	20.58
	10	18.28	18.83	19.40	19.98	20.58	21.19
	11	18.83	19.40	19.98	20.58	21.19	21.83
	12	19.40	19.98	20.58	21.19	21.83	22.48
	13	19.98	20.58	21.19	21.83	22.48	23.16
	14	20.58	21.19	21.83	22.48	23.16	23.85
	15	21.19	21.83	22.48	23.16	23.85	24.57
	16	21.83	22.48	23.16	23.85	24.57	25.31
	17	22.48	23.16	23.85	24.57	25.31	26.07
<b>Custodian</b>	18	23.16	23.85	24.57	25.31	26.07	26.85
	19	23.85	24.57	25.31	26.07	26.85	27.65
Police Administrative Specialist	20	24.57	25.31	26.07	26.85	27.65	28.48
	21	25.31	26.07	26.85	27.65	28.48	29.34
	22	26.07	26.85	27.65	28.48	29.34	30.22
	23	26.85	27.65	28.48	29.34	30.22	31.12
	24	27.65	28.48	29.34	30.22	31.12	32.06
Recreation Programmer	25	28.48	29.34	30.22	31.12	32.06	33.02
Community Services Officer	26	29.34	30.22	31.12	32.06	33.02	34.01
Behavioral Health Navigator	27	30.22	31.12	32.06	33.02	34.01	35.03

**2021 CASUAL LABOR WAGE SCALE**

		A	B	C	D	E	F
	1	Min wage	14.00	14.25	14.50	14.75	15.00
	2	15.25	15.50	15.75	16.00	16.25	16.50
	3	16.75	17.00	17.25	17.50	17.75	18.00
	4	18.25	18.50	18.75	19.00	19.25	19.50
	5	19.75	20.00	20.25	20.50	20.75	21.00
	6	21.25	21.50	22.00	22.50	23.00	23.50
	7	24.00	24.50	25.00	25.50	26.00	26.50
	8	27.00	27.50	28.00	28.50	29.00	29.50
	9	30.00	31.00	32.00	33.00	34.00	35.00
	10	36.00	37.00	38.00	39.00	40.00	41.00
	11	42.00	43.00	44.00	45.00	46.00	47.00
	12	48.00	49.00	50.00	51.00	52.00	53.00
	13	54.00	55.00	60.00	65.00	70.00	75.00
	14	80.00	85.00	90.00	95.00	100.00	105.00