

## POULSBO DISTRIBUTION SCHEDULE

**RESOLUTION NO. 2022-02**

**SUBJECT: SALARY & WAGES UPDATE**

### CONFORM AS TO DATES & SIGNATURES

- ☒ Filed with the City Clerk: 01/06/22
- ☒ Passed by the City Council: 01/12/22
- ☒ Signature of Mayor
- ☒ Signature of City Clerk
- ☐ Publication: \_\_\_\_\_
- ☐ Effective: \_\_\_\_\_

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Rhiannon Fernandez  
City Clerk

01/12/22  
Date

**RESOLUTION NO. 2022-02**

**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 2021-09.**

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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

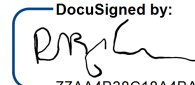
**THE CITY COUNCIL OF THE CITY OF POULSBO, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:**

**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. 2021-09, 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 January 1, 2022, unless another date is specified on the Exhibit.


**RESOLVED** this 12<sup>th</sup> day of January 2022.

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: 01/06/2022  
PASSED BY THE CITY COUNCIL: 01/12/2022  
RESOLUTION NO. 2022-02

## RESOLUTION 2022-02

**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%
26-30 years	5%
31+	6%

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>2022 ELECTED/APPOINTED OFFICIALS</b>		
<b>*Effective January 1, 2022, 2021 wage rates increase by 3.75%</b>		
City Council - Position 1-4	\$ 9,000	Annual
City Council - Position 5-7	12,000	Annual
Mayor	\$ 114,279	Annual*
Judge	\$ 85,449	Annual*

<b>2022 MANAGEMENT SALARY SCHEDULE</b>							
<b>Effective January 1, 2022, 2021 wage rates increase by 3.75%</b>							
<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Special Events Coordinator	1	52,884	54,470	56,105	57,788	59,521	61,307
	2	54,470	56,105	57,788	59,521	61,307	63,146
	3	56,105	57,788	59,521	61,307	63,146	65,040
	4	57,788	59,521	61,307	63,146	65,040	66,992
	5	59,521	61,307	63,146	65,040	66,992	69,001
	6	61,307	63,146	65,040	66,992	69,001	71,072
	7	63,146	65,040	66,992	69,001	71,072	73,204
	8	65,040	66,992	69,001	71,072	73,204	75,400
Office Manager	9	66,992	69,001	71,072	73,204	75,400	77,662
	10	69,001	71,072	73,204	75,400	77,662	79,992
	11	71,072	73,204	75,400	77,662	79,992	82,391
IT Senior Technician	12	73,204	75,400	77,662	79,992	82,391	84,863
	13	75,400	77,662	79,992	82,391	84,863	87,409
	14	77,662	79,992	82,391	84,863	87,409	90,031
	15	79,992	82,391	84,863	87,409	90,031	92,732
	16	82,391	84,863	87,409	90,031	92,732	95,514
Accounting Manager	17	84,863	87,409	90,031	92,732	95,514	98,380
	18	87,409	90,031	92,732	95,514	98,380	101,331
Administrative Services Manager, Asst PW Superintendent, Building Official, City Clerk, Court Administrator, Housing Health & Human Services Director	19	90,031	92,732	95,514	98,380	101,331	104,371
	20	92,732	95,514	98,380	101,331	104,371	107,502
	21	95,514	98,380	101,331	104,371	107,502	110,727
Civil Engineer	22	98,380	101,331	104,371	107,502	110,727	114,049
HR Manager, IT Manager	23	101,331	104,371	107,502	110,727	114,049	117,470
Construction Manager	24	104,371	107,502	110,727	114,049	117,470	120,994
	25	107,502	110,727	114,049	117,470	120,994	124,624
City Engineer, PW Superintendent	26	110,727	114,049	117,470	120,994	124,624	128,363
Parks & Rec Director	27	114,049	117,470	120,994	124,624	128,363	132,214
City Prosecutor/Risk Manager	28	117,470	120,994	124,624	128,363	132,214	136,180
	29	120,994	124,624	128,363	132,214	136,180	140,266
Lieutenant, Planning Director	30	124,624	128,363	132,214	136,180	140,266	144,474
Finance Director	31	128,363	132,214	136,180	140,266	144,474	148,808
	32	132,214	136,180	140,266	144,474	148,808	153,272
Engineering Director	33	136,180	140,266	144,474	148,808	153,272	157,870
	34	140,266	144,474	148,808	153,272	157,870	162,606
Police Chief	35	144,474	148,808	153,272	157,870	162,606	167,485

2022 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE							
Classification		A	B	C	D	E	F
Custodian, Grounds Maintenance Tech I	1	23.90	24.62	25.36	26.12	26.90	27.71
Office Clerk I	2	24.38	25.11	25.86	26.64	27.44	28.26
	3	24.87	25.62	26.39	27.18	28.00	28.84
Office Clerk II	4	25.36	26.12	26.90	27.71	28.54	29.40
	5	25.86	26.64	27.44	28.26	29.11	29.98
Building Permit Specialist, Police Administrative Specialist	6	26.39	27.18	28.00	28.84	29.71	30.60
Grounds Maintenance Tech II	7	26.90	27.71	28.54	29.40	30.28	31.19
Accounting Clerk, Administrative Ass't, Building Inspector I, Maintenance Technician I, Mechanic Assistant, Planning Technician	8	27.44	28.26	29.11	29.98	30.88	31.81
Judicial Specialist, Paralegal	9	28.00	28.84	29.71	30.60	31.52	32.47
	10	28.54	29.40	30.28	31.19	32.13	33.09
Deputy City Clerk	11	29.11	29.98	30.88	31.81	32.76	33.74
Accounting Technician, Contract Admin/Acct, Recreation Programmer	12	29.71	30.60	31.52	32.47	33.44	34.44
	13	30.28	31.19	32.13	33.09	34.08	35.10
Engineering Technician, Maintenance Tech Senior, Water Quality Field Tech	14	30.88	31.81	32.76	33.74	34.75	35.79
Behavioral Health Navigator	15	31.52	32.47	33.44	34.44	35.47	36.53
Mechanic, Maintenance Mechanic	16	32.13	33.09	34.08	35.10	36.15	37.23
Field Inspector	17	32.76	33.74	34.75	35.79	36.86	37.97
Sr Field Inspector	18	33.44	34.44	35.47	36.53	37.63	38.76
Eng Senior Technician, Senior Contract Administrator	19	34.08	35.10	36.15	37.23	38.35	39.50
Building Inspector II, Senior Accountant	20	34.75	35.79	36.86	37.97	39.11	40.28
	21	35.47	36.53	37.63	38.76	39.92	41.12
Associate Planner, Engineer I, PW Foreman	22	36.15	37.23	38.35	39.50	40.69	41.91
	23	36.86	37.97	39.11	40.28	41.49	42.73
	24	37.63	38.76	39.92	41.12	42.35	43.62
	25	38.35	39.50	40.69	41.91	43.17	44.47
	26	39.11	40.28	41.49	42.73	44.01	45.33
	27	39.92	41.12	42.35	43.62	44.93	46.28
Construction Supervisor	28	40.69	41.91	43.17	44.47	45.80	47.17
	29	41.49	42.73	44.01	45.33	46.69	48.09
Dvlpmnt Rvw Engineer, Trans Engr	30	42.35	43.62	44.93	46.28	47.67	49.10
	31	43.17	44.47	45.80	47.17	48.59	50.05
Senior Planner	32	44.01	45.33	46.69	48.09	49.53	51.02

<b>2022 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE</b>							
<b>Effective January 1, 2022, 2021 wages stay in effect due to expiration of collective bargaining agreement on 12/31/21</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	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

<b>2022 NON-REPRESENTED HOURLY EMPLOYEES</b>							
<b>Effective January 1, 2022, 2021 wage rates increase by 3.75%</b>							
<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Receptionist	1 Min wage	Min wage	15.42	15.88	16.36	16.85	17.36
	2 Min wage	15.42	15.88	16.36	16.85	17.36	17.88
	3	15.88	16.36	16.85	17.36	17.88	18.42
	4	16.36	16.85	17.36	17.88	18.42	18.97
	5	16.85	17.36	17.88	18.42	18.97	19.54
P&R Administrative Support Clerk	6	17.36	17.88	18.42	18.97	19.54	20.12
	7	17.88	18.42	18.97	19.54	20.12	20.73
	8	18.42	18.97	19.54	20.12	20.73	21.35
	9	18.97	19.54	20.12	20.73	21.35	21.99
	10	19.54	20.12	20.73	21.35	21.99	22.65
	11	20.12	20.73	21.35	21.99	22.65	23.33
	12	20.73	21.35	21.99	22.65	23.33	24.03
	13	21.35	21.99	22.65	23.33	24.03	24.75
	14	21.99	22.65	23.33	24.03	24.75	25.49
	15	22.65	23.33	24.03	24.75	25.49	26.26
	16	23.33	24.03	24.75	25.49	26.26	27.04
	17	24.03	24.75	25.49	26.26	27.04	27.85
Custodian	18	24.75	25.49	26.26	27.04	27.85	28.69
	19	25.49	26.26	27.04	27.85	28.69	29.55
Police Administrative Specialist	20	26.26	27.04	27.85	28.69	29.55	30.44
	21	27.04	27.85	28.69	29.55	30.44	31.35
	22	27.85	28.69	29.55	30.44	31.35	32.29
	23	28.69	29.55	30.44	31.35	32.29	33.26
	24	29.55	30.44	31.35	32.29	33.26	34.26
Recreation Programmer	25	30.44	31.35	32.29	33.26	34.26	35.29
Community Services Officer	26	31.35	32.29	33.26	34.26	35.29	36.34
Behavioral Health Navigator	27	32.29	33.26	34.26	35.29	36.34	

<b>2022 CASUAL LABOR WAGE SCALE</b>							
		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
1	Min wage	Min wage	Min wage	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	