

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2023-01

SUBJECT: Salary & Wage Schedule Update

CONFORM AS TO DATES & SIGNATURES

- ☒ Filed with the City Clerk: 01/25/2023
- ☒ Passed by the City Council: 02/08/2023
- ☒ Signature of Mayor
- ☒ Signature of City Clerk
- ☐ Publication: _____
- ☐ Effective: _____

DISTRIBUTED COPIES AS FOLLOWS:

- ☐ NK Herald: _____
- ☐ Code Publishing
- ☐ City Attorney
- ☒ Clerk's Department: Original
- ☐ City Council
- ☐ Finance:
- ☒ Posted to Library Drive and Website
- ☒ Posted to Laserfiche
- ☐ Scanned and Tossed: _____
- ☒ Electronically Created Document (No Hard Copy Exists)
- ☐ _____

Rhiannon Fernandez
City Clerk

02/08/23
Date

RESOLUTION NO. 2023-01

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 2022-22.

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. 2022-22, 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, 2023, unless another date is specified on the Exhibit.


RESOLVED this 8th day of February, 2023.

APPROVED:

DocuSigned by:

12C4BDCB4DD940B...
MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:

DocuSigned by:

D21DA14DCC754A8

CITY CLERK, RHIANNON FERNANDEZ

FILED WITH THE CITY CLERK: 01/25/2023
PASSED BY THE CITY COUNCIL: 02/08/2023
RESOLUTION NO. 2023-01

RESOLUTION

LONGEVITY

- A. All regular employees, except for Officers covered under the Poulsbo Police Officers' Association (PPOA) collective bargaining agreement, shall receive longevity pay beginning after completion of five (5) years of continuous employment as follows:

<u>Total Years Service</u>	<u>Longevity Pay</u>
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 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 Officers shall receive longevity pay beginning after completion of five (5) years of continuous employment, with the percentages listed below applied to the Officer's base wage for each block of five (5) years of continuous service completed as set forth below.

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

2023 ELECTED/APPOINTED OFFICIALS***Effective January 1, 2023, 2022 wage rates increase by 3%**

City Council - Position 1-4	\$ 9,000	Annual
City Council - Position 5-7	12,000	Annual
Mayor	\$ 117,707	Annual*
Judge	\$ 88,012	Annual*

2023 MANAGEMENT SALARY SCHEDULE***Effective January 1, 2023, 2022 wage rates increase by 3%**

Classification		A	B	C	D	E	F
Special Events Coordinator	1	54,471	56,105	57,788	59,521	61,307	63,146
	2	56,105	57,788	59,521	61,307	63,146	65,041
	3	57,788	59,521	61,307	63,146	65,041	66,992
	4	59,521	61,307	63,146	65,041	66,992	69,002
	5	61,307	63,146	65,041	66,992	69,002	71,072
	6	63,146	65,041	66,992	69,002	71,072	73,204
	7	65,041	66,992	69,002	71,072	73,204	75,400
	8	66,992	69,002	71,072	73,204	75,400	77,662
Office Manager	9	69,002	71,072	73,204	75,400	77,662	79,992
	10	71,072	73,204	75,400	77,662	79,992	82,392
	11	73,204	75,400	77,662	79,992	82,392	84,863
IT Senior Technician	12	75,400	77,662	79,992	82,392	84,863	87,409
	13	77,662	79,992	82,392	84,863	87,409	90,031
Senior Systems Administrator	14	79,992	82,392	84,863	87,409	90,031	92,732
	15	82,392	84,863	87,409	90,031	92,732	95,514
	16	84,863	87,409	90,031	92,732	95,514	98,380
Accounting Manager	17	87,409	90,031	92,732	95,514	98,380	101,331
	18	90,031	92,732	95,514	98,380	101,331	104,371
Administrative Services Manager, Asst PW Superintendent, City Clerk, Court Administrator, Deputy Building Official	19	92,732	95,514	98,380	101,331	104,371	107,502
	20	95,514	98,380	101,331	104,371	107,502	110,727
	21	98,380	101,331	104,371	107,502	110,727	114,049
Civil Engineer	22	101,331	104,371	107,502	110,727	114,049	117,471
Administrative Services Director /City Clerk, Housing Health & Human Services Director, Human Resources Manager, IT Manager	23	104,371	107,502	110,727	114,049	117,471	120,995
Construction Manager	24	107,502	110,727	114,049	117,471	120,995	124,625
	25	110,727	114,049	117,471	120,995	124,625	128,363
City Engineer, Parks & Recreation Director, PW Superintendent	26	114,049	117,471	120,995	124,625	128,363	132,214
	27	117,471	120,995	124,625	128,363	132,214	136,181
	28	120,995	124,625	128,363	132,214	136,181	140,266
	29	124,625	128,363	132,214	136,181	140,266	144,474
Lieutenant, Planning Director	30	128,363	132,214	136,181	140,266	144,474	148,808
Finance Director	31	132,214	136,181	140,266	144,474	148,808	153,273
	32	136,181	140,266	144,474	148,808	153,273	157,871
	33	140,266	144,474	148,808	153,273	157,871	162,607
Public Works Director	34	144,474	148,808	153,273	157,871	162,607	167,485
Police Chief	35	148,808	153,273	157,871	162,607	167,485	172,510
Assistant City Administrator	36	153,273	157,871	162,607	167,485	172,510	177,685
	37	157,871	162,607	167,485	172,510	177,685	183,015
	38	162,607	167,485	172,510	177,685	183,015	188,506
	39	167,485	172,510	177,685	183,015	188,506	194,161

2023 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE							
Effective January 1, 2023, 2022 wage rates increase by 3%							
Classification		A	B	C	D	E	F
Custodian, Grounds Maintenance Tech I	1	24.62	25.36	26.12	26.90	27.71	28.54
Office Clerk I	2	25.11	25.86	26.64	27.44	28.26	29.11
	3	25.62	26.39	27.18	28.00	28.84	29.71
Office Clerk II	4	26.12	26.90	27.71	28.54	29.40	30.28
	5	26.64	27.44	28.26	29.11	29.98	30.88
Building Permit Specialist, Police Administrative Specialist	6	27.18	28.00	28.84	29.71	30.60	31.52
Grounds Maintenance Tech II	7	27.71	28.54	29.40	30.28	31.19	32.13
Accounting Clerk, Administrative Ass't, Building Inspector I, Maintenance Technician I, Mechanic Assistant, Planning Technician	8	28.26	29.11	29.98	30.88	31.81	32.76
Judicial Specialist	9	28.84	29.71	30.60	31.52	32.47	33.44
	10	29.40	30.28	31.19	32.13	33.09	34.08
Deputy City Clerk	11	29.98	30.88	31.81	32.76	33.74	34.75
Accounting Technician, Contract Admin/Acct, Recreation Programmer	12	30.60	31.52	32.47	33.44	34.44	35.47
	13	31.19	32.13	33.09	34.08	35.10	36.15
Engineering Technician, Maintenance Tech Senior, Water Quality Field Tech	14	31.81	32.76	33.74	34.75	35.79	36.86
Assistant Planner	15	32.47	33.44	34.44	35.47	36.53	37.63
Mechanic, Maintenance Mechanic	16	33.09	34.08	35.10	36.15	37.23	38.35
Field Inspector	17	33.74	34.75	35.79	36.86	37.97	39.11
Sr Field Inspector	18	34.44	35.47	36.53	37.63	38.76	39.92
Eng Senior Technician, Senior Contract Administrator	19	35.10	36.15	37.23	38.35	39.50	40.69
Building Inspector II, Senior Accountant	20	35.79	36.86	37.97	39.11	40.28	41.49
Behavioral Health Navigator, Community Support Specialist	21	36.53	37.63	38.76	39.92	41.12	42.35
Associate Planner, Engineer I, PW Foreman	22	37.23	38.35	39.50	40.69	41.91	43.17
	23	37.97	39.11	40.28	41.49	42.73	44.01
	24	38.76	39.92	41.12	42.35	43.62	44.93
Senior Foreman	25	39.50	40.69	41.91	43.17	44.47	45.80
	26	40.28	41.49	42.73	44.01	45.33	46.69
	27	41.12	42.35	43.62	44.93	46.28	47.67
Construction Supervisor	28	41.91	43.17	44.47	45.80	47.17	48.59
	29	42.73	44.01	45.33	46.69	48.09	49.53
Dvlpmnt Rvw Engineer, Trans Engr	30	43.62	44.93	46.28	47.67	49.10	50.57
	31	44.47	45.80	47.17	48.59	50.05	51.55
Senior Planner	32	45.33	46.69	48.09	49.53	51.02	52.55

2023 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE

Effective January 1, 2023, 2022 wage rates increase by 4%

Classification		A	B	C	D	E	F
Police Officer	1	40.97	42.20	43.47	44.77	46.11	47.50
Police Sergeant	2	49.19	50.66	52.18	53.75	55.36	57.02

2023 NON-REPRESENTED HOURLY EMPLOYEES

Effective January 1, 2023, 2022 wage rates increase by 3%

Classification		A	B	C	D	E	F
Receptionist	1 Min wage	Min wage	Min wage	16.36	16.85	17.36	
	2 Min wage	Min wage	16.36	16.85	17.36	17.88	
	3 Min wage	16.36	16.85	17.36	17.88	18.41	
	4	16.36	16.85	17.36	17.88	18.41	18.97
	5	16.85	17.36	17.88	18.41	18.97	19.53
P&R Administrative Support Clerk	6	17.36	17.88	18.41	18.97	19.53	20.12
	7	17.88	18.41	18.97	19.53	20.12	20.72
	8	18.41	18.97	19.53	20.12	20.72	21.35
	9	18.97	19.53	20.12	20.72	21.35	21.99
	10	19.53	20.12	20.72	21.35	21.99	22.65
	11	20.12	20.72	21.35	21.99	22.65	23.33
	12	20.72	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
Eng Office Clerk I	15	22.65	23.33	24.03	24.75	25.49	26.25
	16	23.33	24.03	24.75	25.49	26.25	27.04
	17	24.03	24.75	25.49	26.25	27.04	27.85
Custodian	18	24.75	25.49	26.25	27.04	27.85	28.69
	19	25.49	26.25	27.04	27.85	28.69	29.55
HHH Administrative Specialist, Police Administrative Specialist	20	26.25	27.04	27.85	28.69	29.55	30.43
	21	27.04	27.85	28.69	29.55	30.43	31.35
	22	27.85	28.69	29.55	30.43	31.35	32.29
	23	28.69	29.55	30.43	31.35	32.29	33.26
	24	29.55	30.43	31.35	32.29	33.26	34.25
Recreation Programmer	25	30.43	31.35	32.29	33.26	34.25	35.28
Community Services Officer	26	31.35	32.29	33.26	34.25	35.28	36.34
Behavioral Health Navigator	27	32.29	33.26	34.25	35.28	36.34	37.43

2023 CASUAL LABOR WAGE SCALE

	A	B	C	D	E	F
1	Min wage	Min wage	Min wage	Min wage	Min wage	Min wage
2	Min wage	15.74	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