

**RESOLUTION NO. 2024-01**

**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 2023-15.**

---

**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

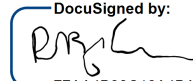
**THE CITY COUNCIL OF THE CITY OF POULSBO, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:**

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. 2023-15, 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, 2024, unless another date is specified on the Exhibit.

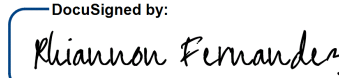
**RESOLVED** this 21<sup>st</sup> day of February, 2024.

APPROVED:

DocuSigned by:  
  
77AA4B38C18A4BA...

MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:

DocuSigned by:  
  
B21DA14DCC754A8...

CITY CLERK, RHIANNON FERNANDEZ

FILED WITH THE CITY CLERK: 02/08/2024  
PASSED BY THE CITY COUNCIL: 02/21/2024  
RESOLUTION NO. 2024-01

RESOLUTION 2024-01

**LONGEVITY**

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

<b><u>Total Years Service</u></b>	<b><u>Longevity Pay</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 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.

<b><u>Total Years Service</u></b>	<b><u>Longevity Pay</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%

**2024 ELECTED/APPOINTED OFFICIALS****\*Effective January 1, 2024, 2023 wage rates increase by 4%**

City Council - Position 1-7	\$ 12,000	Annual
Mayor	\$ 122,415	Annual*
Judge	\$ 91,532	Annual*

**2024 MANAGEMENT SALARY SCHEDULE****\*Effective January 1, 2024, 2023 wage rates increase by 4%**

<b>Classification</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	
1 -	-	-	-	-	-	-	
2 -	-	-	-	-	-	-	
3 -	-	-	-	-	-	-	
4 -	-	-	-	-	-	-	
5 -	-	-	-	-	-	-	
6 -	-	-	-	-	-	-	
7 -	-	-	-	-	-	-	
8 -	-	-	-	-	-	-	
9	71,762	73,915	76,132	78,416	80,768	83,192	
10	73,915	76,132	78,416	80,768	83,192	85,688	
11	76,132	78,416	80,768	83,192	85,688	88,258	
IT Senior Technician	12	78,416	80,768	83,192	85,688	88,258	90,905
	13	80,768	83,192	85,688	88,258	90,905	93,632
Senior Systems Administrator	14	83,192	85,688	88,258	90,905	93,632	96,441
	15	85,688	88,258	90,905	93,632	96,441	99,335
	16	88,258	90,905	93,632	96,441	99,335	102,315
Accounting Manager, Budget/Revenue Manager	17	90,905	93,632	96,441	99,335	102,315	105,384
Assistant IT Manager	18	93,632	96,441	99,335	102,315	105,384	108,546
Administrative Services Manager, Asst PW Superintendent, City Clerk, Court Administrator, Building Official	19	96,441	99,335	102,315	105,384	108,546	111,802
	20	99,335	102,315	105,384	108,546	111,802	115,156
	21	102,315	105,384	108,546	111,802	115,156	118,611
Civil Engineer	22	105,384	108,546	111,802	115,156	118,611	122,170
Administrative Services Director/City Clerk, Housing Health & Human Services Director, Human Resources Manager, IT Manager	23	108,546	111,802	115,156	118,611	122,170	125,835
Construction Manager	24	111,802	115,156	118,611	122,170	125,835	129,610
	25	115,156	118,611	122,170	125,835	129,610	133,498
City Engineer, Parks & Recreation Director, PW Superintendent	26	118,611	122,170	125,835	129,610	133,498	137,503
	27	122,170	125,835	129,610	133,498	137,503	141,628
	28	125,835	129,610	133,498	137,503	141,628	145,877
	29	129,610	133,498	137,503	141,628	145,877	150,253
Lieutenant, Planning & Economic Development Director	30	133,498	137,503	141,628	145,877	150,253	154,760
Deputy Chief, Finance Director	31	137,503	141,628	145,877	150,253	154,760	159,404
	32	141,628	145,877	150,253	154,760	159,404	164,186
	33	145,877	150,253	154,760	159,404	164,186	169,111
Public Works Director	34	150,253	154,760	159,404	164,186	169,111	174,184
Police Chief	35	154,760	159,404	164,186	169,111	174,184	179,410
Assistant City Administrator	36	159,404	164,186	169,111	174,184	179,410	184,792
	37	164,186	169,111	174,184	179,410	184,792	190,336
	38	169,111	174,184	179,410	184,792	190,336	196,046
	39	174,184	179,410	184,792	190,336	196,046	201,927

<b>2024 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE</b>							
<b>Effective January 1, 2024, 2023 wage rates increase by 4%</b>							
<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Custodian, Grounds Maintenance Tech I	<b>1</b>	25.60	26.37	27.16	27.98	28.82	29.68
Office Clerk I	<b>2</b>	26.11	26.89	27.71	28.54	29.39	30.27
	<b>3</b>	26.64	27.45	28.27	29.12	29.99	30.90
Office Clerk II, Special Events Coordinator	<b>4</b>	27.16	27.98	28.82	29.68	30.58	31.49
	<b>5</b>	27.71	28.54	29.39	30.27	31.18	32.12
Building Permit Specialist, Police Administrative Specialist	<b>6</b>	28.27	29.12	29.99	30.90	31.82	32.78
Grounds Maintenance Tech II	<b>7</b>	28.82	29.68	30.58	31.49	32.44	33.42
Accounting Clerk, Administrative Ass't, Building Inspector I, Maintenance Technician I, Mechanic Assistant, Planning Technician	<b>8</b>	29.39	30.27	31.18	32.12	33.08	34.07
Judicial Specialist, Senior Police Administrative Specialist	<b>9</b>	29.99	30.90	31.82	32.78	33.77	34.78
	<b>10</b>	30.58	31.49	32.44	33.42	34.41	35.44
Deputy City Clerk	<b>11</b>	31.18	32.12	33.08	34.07	35.09	36.14
Accounting Technician, Contract Admin/Acct, Recreation Programmer	<b>12</b>	31.82	32.78	33.77	34.78	35.82	36.89
	<b>13</b>	32.44	33.42	34.41	35.44	36.50	37.60
Engineering Technician, Maintenance Tech Senior, Water Quality Field Tech	<b>14</b>	33.08	34.07	35.09	36.14	37.22	38.33
Assistant Planner	<b>15</b>	33.77	34.78	35.82	36.89	37.99	39.14
Mechanic, Maintenance Mechanic	<b>16</b>	34.41	35.44	36.50	37.60	38.72	39.88
Field Inspector	<b>17</b>	35.09	36.14	37.22	38.33	39.49	40.67
Sr Field Inspector	<b>18</b>	35.82	36.89	37.99	39.14	40.31	41.52
Eng Senior Technician, Office Manager, Senior Contract Administrator	<b>19</b>	36.50	37.60	38.72	39.88	41.08	42.32
Building Inspector II, Senior Accountant	<b>20</b>	37.22	38.33	39.49	40.67	41.89	43.15
Behavioral Health Navigator, Recovery Resource Center Manager	<b>21</b>	37.99	39.14	40.31	41.52	42.76	44.04
Associate Planner, Engineer I, PW Foreman	<b>22</b>	38.72	39.88	41.08	42.32	43.59	44.90
	<b>23</b>	39.49	40.67	41.89	43.15	44.44	45.77
	<b>24</b>	40.31	41.52	42.76	44.04	45.36	46.73
Contract Administrator Manager, Senior Foreman	<b>25</b>	41.08	42.32	43.59	44.90	46.25	47.63
	<b>26</b>	41.89	43.15	44.44	45.77	47.14	48.56
	<b>27</b>	42.76	44.04	45.36	46.73	48.13	49.58
Construction Supervisor	<b>28</b>	43.59	44.90	46.25	47.63	49.06	50.53
	<b>29</b>	44.44	45.77	47.14	48.56	50.01	51.51
Dvlpmnt Rww Engineer, Trans Engr	<b>30</b>	45.36	46.73	48.13	49.58	51.06	52.59
	<b>31</b>	46.25	47.63	49.06	50.53	52.05	53.61
Senior Planner	<b>32</b>	47.14	48.56	50.01	51.51	53.06	54.65

**2024 POULSBO POLICE OFFICERS ASSOCIATION (POOA) SALARY SCHEDULE**

Effective January 1, 2024, 2023 wage rates increase by 4%

Classification		A	B	C	D	E	F
Police Officer	1	42.61	43.89	45.21	46.56	47.95	49.40
Police Sergeant	2	51.16	52.69	54.27	55.90	57.57	59.30

**2024 NON-REPRESENTED HOURLY EMPLOYEES**

Effective January 1, 2024, 2023 wage rates increase by 4%

Classification		A	B	C	D	E	F
Receptionist	1 Min wage	Min wage	Min wage	Min wage	17.01	17.52	18.05
	2 Min wage	Min wage	Min wage	17.01	17.52	18.05	18.59
	3 Min wage	Min wage	17.01	17.52	18.05	18.59	19.15
	4	17.01	17.52	18.05	18.59	19.15	19.72
	5	17.52	18.05	18.59	19.15	19.72	20.32
P&R Administrative Support Clerk	6	18.05	18.59	19.15	19.72	20.32	20.93
	7	18.59	19.15	19.72	20.32	20.93	21.55
	8	19.15	19.72	20.32	20.93	21.55	22.20
	9	19.72	20.32	20.93	21.55	22.20	22.87
	10	20.32	20.93	21.55	22.20	22.87	23.55
	11	20.93	21.55	22.20	22.87	23.55	24.26
	12	21.55	22.20	22.87	23.55	24.26	24.99
	13	22.20	22.87	23.55	24.26	24.99	25.74
	14	22.87	23.55	24.26	24.99	25.74	26.51
Office Clerk	15	23.56	24.26	24.99	25.74	26.51	27.30
	16	24.26	24.99	25.74	26.51	27.30	28.12
	17	24.99	25.74	26.51	27.30	28.12	28.97
Custodian	18	25.74	26.51	27.30	28.12	28.97	29.83
	19	26.51	27.30	28.12	28.97	29.83	30.73
HHH Administrative and Fiscal Assistant, Police Administrative Specialist	20	27.30	28.12	28.97	29.83	30.73	31.65
	21	28.12	28.97	29.83	30.73	31.65	32.60
	22	28.97	29.83	30.73	31.65	32.60	33.58
	23	29.83	30.73	31.65	32.60	33.58	34.59
	24	30.73	31.65	32.60	33.58	34.59	35.62
	25	31.65	32.60	33.58	34.59	35.62	36.69
Recreation Programmer	26	32.60	33.58	34.59	35.62	36.69	37.79
Community Services Officer	27	33.58	34.59	35.62	36.69	37.79	38.93
Behavioral Health Navigator	27	33.58	34.59	35.62	36.69	37.79	38.93

**2024 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	Min wage	Min wage	Min wage	Min wage	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