

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2025-21

SUBJECT: Salary & Wages Update

CONFORM AS TO DATES & SIGNATURES

- ☒ Filed with the City Clerk: 12/11/2025
- ☒ Passed by the City Council: 12/17/2025
- ☒ Signature of Mayor
- ☒ Signature of City Clerk
- ☐ Publication: _____
- ☐ Effective: _____

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Kati Diehl

Deputy City Clerk

12/18/2025

Date

RESOLUTION NO. 2025-21

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 2024-17.

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. 2024-17, 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.

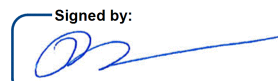
Section 2. Effective Date. All salaries and wages set forth on the attached exhibits shall be effective as of January 1, 2026, unless another date is specified on the Exhibit.

RESOLVED this 17th day of December, 2025.

APPROVED:

Signed by:

88ABBB2F41944A4...
MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:

Signed by:

D21DA14DCC754A8...

CITY CLERK, RHIANNON FERNANDEZ

FILED WITH THE CITY CLERK: 12/11/2025
PASSED BY THE CITY COUNCIL: 12/17/2025
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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	2%
11-15 years	3%
16-20 years	4%
21-25 years	5%
26+	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	2%
11-15 years	3%
16-20 years	4%
21-25 years	5%
26+	6%

2026 ELECTED/APPOINTED OFFICIALS		
*Effective January 1, 2026, 2025 wage rates increase by 2.7%		
City Council - Position 1-4	\$ 12,000	Annual
City Council - Position 5-7	\$ 16,500	Annual
Mayor	\$ 50,000	Annual
Judge	\$ 97,294	Annual*

2026 MANAGEMENT SALARY SCHEDULE							
*Effective January 1, 2026, 2025 wage rates increase by 2.7%							
Classification		A	B	C	D	E	F
	1	83,351	85,852	88,428	91,081	93,813	96,627
	2	85,852	88,428	91,081	93,813	96,627	99,526
Senior Systems Administrator	3	88,428	91,081	93,813	96,627	99,526	102,512
	4	91,081	93,813	96,627	99,526	102,512	105,587
	5	93,813	96,627	99,526	102,512	105,587	108,755
	6	96,627	99,526	102,512	105,587	108,755	112,018
Assistant IT Manager	7	99,526	102,512	105,587	108,755	112,018	115,379
Administrative Services Manager, Asst PW Superintendent	8	102,512	105,587	108,755	112,018	115,379	118,840
City Clerk, Court Administrator	9	105,587	108,755	112,018	115,379	118,840	122,405
	10	108,755	112,018	115,379	118,840	122,405	126,077
Support & Professional Services Mngr	11	112,018	115,379	118,840	122,405	126,077	129,859
Building Official, Housing Health & Human Services Director	12	115,379	118,840	122,405	126,077	129,859	133,755
Civil Engineer, Construction Manager, Planning Manager	13	118,840	122,405	126,077	129,859	133,755	137,768
	14	122,405	126,077	129,859	133,755	137,768	141,901
PW Superintendent	15	126,077	129,859	133,755	137,768	141,901	146,158
Administrative Services Director/City Clerk, Human Resources Director, IT Director, Parks & Recreation Director	16	129,859	133,755	137,768	141,901	146,158	150,543
	17	133,755	137,768	141,901	146,158	150,543	155,059
	18	137,768	141,901	146,158	150,543	155,059	159,711
Lieutenant	19	141,901	146,158	150,543	155,059	159,711	164,502
City Engineer	20	146,158	150,543	155,059	159,711	164,502	169,437
	21	150,543	155,059	159,711	164,502	169,437	174,520
Deputy Chief	22	155,059	159,711	164,502	169,437	174,520	179,756
Finance Director, Planning & Economic Development Director	23	159,711	164,502	169,437	174,520	179,756	185,149
Public Works Director	24	164,502	169,437	174,520	179,756	185,149	190,703
Police Chief	25	169,437	174,520	179,756	185,149	190,703	196,424
Assistant City Administrator	26	174,520	179,756	185,149	190,703	196,424	202,317
	27	179,756	185,149	190,703	196,424	202,317	208,387
	28	185,149	190,703	196,424	202,317	208,387	214,639
	29	190,703	196,424	202,317	208,387	214,639	221,078
	30	196,424	202,317	208,387	214,639	221,078	227,710
City Administrator	31	202,317	208,387	214,639	221,078	227,710	234,541

2026 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE							
Effective January 1, 2026, 2025 wage rates increase by 2.7%							
Classification		A	B	C	D	E	F
Custodian	1	27.21	28.03	28.87	29.74	30.63	31.55
Office Clerk I	2	27.76	28.59	29.45	30.33	31.24	32.18
Grounds Maintenance Tech I	3	28.32	29.17	30.05	30.95	31.88	32.84
Special Events Coordinator	4	28.87	29.74	30.63	31.55	32.50	33.47
Office Clerk II	5	29.45	30.33	31.24	32.18	33.15	34.14
	6	30.05	30.95	31.88	32.84	33.83	34.85
Police Administrative Specialist	7	30.64	31.56	32.51	33.49	34.49	35.52
Building Inspector I, Grounds Maintenance Tech II, Maintenance Technician I, Mechanic Assistant	8	31.24	32.18	33.15	34.14	35.16	36.21
Accounting Clerk, Judicial Specialist	9	31.88	32.84	33.83	34.84	35.89	36.97
	10	32.50	33.47	34.47	35.50	36.57	37.67
Administrative Ass't, Planning/GIS Coordinator	11	33.14	34.13	35.15	36.20	37.29	38.41
Peer Support Specialist II	12	33.82	34.83	35.88	36.96	38.07	39.21
Building Permit Specialist, Parks Coordinator, Recreation Programmer	13	34.48	35.51	36.58	37.68	38.81	39.97
Accounting Technician, Contract Admin/Acct, Engineering Technician, Senior Judicial Specialist, Senior Police Administrative Specialist, Project Coordinator, Asset Management Specialist	14	35.14	36.19	37.28	38.40	39.55	40.74
Maintenance Tech Senior, Water Quality Field Tech	15	35.88	36.96	38.07	39.21	40.39	41.60
Assistant Planner	16	36.57	37.67	38.80	39.96	41.16	42.39
Field Inspector	17	37.29	38.41	39.56	40.75	41.97	43.23
Deputy City Clerk	18	38.06	39.20	40.38	41.59	42.84	44.13
Engineering Senior Technician, Project-Grant Accountant	19	38.81	39.97	41.17	42.40	43.67	44.98
Sr Field Inspector, Mechanic, Maintenance Mechanic, Water Treatment Plant Operator	20	39.56	40.75	41.97	43.23	44.53	45.87
Behavioral Health Navigator, Recovery Café Coordinator, Recovery Resource Center Manager	21	40.38	41.59	42.84	44.13	45.45	46.81
Associate Planner, Building Inspector II, Engineer I, NPDES Coordinator	22	41.17	42.40	43.67	44.98	46.33	47.72
Office Manager, Senior Contract Administrator	23	41.95	43.21	44.51	45.85	47.23	48.65
PW Foreman, PW Services Lead, PW Utility Lead, Recreation Manager	24	42.86	44.15	45.47	46.83	48.23	49.68
Engineer II, Senior Foreman	25	43.68	44.99	46.34	47.73	49.16	50.63
	26	44.52	45.86	47.24	48.66	50.12	51.62
Senior Accountant, Contract Administrator Manager	27	45.47	46.83	48.23	49.68	51.17	52.71
Construction Supervisor	28	46.34	47.73	49.16	50.63	52.15	53.71
	29	47.23	48.65	50.11	51.61	53.16	54.75
Engineer III, Dvlpmnt Rvw Engineer, Transportation Engineer, Utilities Supervisor, Services Operations Supervisor	30	48.22	49.67	51.16	52.69	54.27	55.90
	31	49.17	50.64	52.16	53.72	55.33	56.99
Senior Planner	32	50.12	51.62	53.17	54.76	56.40	58.09
	33	51.15	52.68	54.26	55.89	57.57	59.30
Engineer IV	34	52.16	53.72	55.33	56.99	58.70	60.46

2026 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE**Effective January 1, 2026, 2025 wage rates increase by 2.7%**

Classification		A	B	C	D	E	F
Police Officer	1	45.95	47.33	48.75	50.21	51.72	53.27
Police Sergeant	2				60.41	62.17	63.95

2026 NON-REPRESENTED HOURLY EMPLOYEES**Effective January 1, 2026, 2025 wage rates increase by 2.7%**

Classification		A	B	C	D	E	F
Receptionist	1 Min wage	Min wage		17.55	18.08	18.62	19.18
	2 Min wage		17.55	18.08	18.62	19.18	19.76
	3	17.56	18.09	18.63	19.19	19.77	20.36
	4	18.08	18.62	19.18	19.76	20.35	20.96
	5	18.63	19.19	19.77	20.36	20.97	21.60
P&R Administrative Support Clerk	6	19.18	19.76	20.35	20.96	21.59	22.24
	7	19.76	20.35	20.96	21.59	22.24	22.91
	8	20.35	20.96	21.59	22.24	22.91	23.60
	9	20.96	21.59	22.24	22.91	23.60	24.31
	10	21.59	22.24	22.91	23.60	24.31	25.04
	11	22.24	22.91	23.60	24.31	25.04	25.79
Recreation Specialist	12	22.91	23.60	24.31	25.04	25.79	26.56
	13	23.60	24.31	25.04	25.79	26.56	27.36
	14	24.31	25.04	25.79	26.56	27.36	28.18
Office Clerk	15	25.03	25.78	26.55	27.35	28.17	29.02
	16	25.79	26.56	27.36	28.18	29.03	29.90
	17	26.55	27.35	28.17	29.02	29.89	30.79
Custodian	18	27.35	28.17	29.02	29.89	30.79	31.71
	19	28.18	29.03	29.90	30.80	31.72	32.67
HHH Administrative and Fiscal Assistant	20	29.02	29.89	30.79	31.71	32.66	33.64
	21	29.89	30.79	31.71	32.66	33.64	34.65
	22	30.79	31.71	32.66	33.64	34.65	35.69
	23	31.72	32.67	33.65	34.66	35.70	36.77
	24	32.67	33.65	34.66	35.70	36.77	37.87
	25	33.65	34.66	35.70	36.77	37.87	39.01
Community Services Officer	26	34.66	35.70	36.77	37.87	39.01	40.18
Emergency Management Coordinator	27	35.69	36.76	37.86	39.00	40.17	41.38

2026 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	Min wage
3	Min wage	Min wage	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
Peer Support Specialist I	8	27.00	27.50	28.00	28.50	29.00
	9	30.00	31.00	32.00	33.00	34.00
	10	36.00	37.00	38.00	39.00	40.00
	11	42.00	43.00	44.00	45.00	46.00
	12	48.00	49.00	50.00	51.00	52.00
	13	54.00	55.00	60.00	65.00	70.00
	14	80.00	85.00	90.00	95.00	100.00

2026 WA State Minimum Wage \$17.13