RESOLUTION NO. 2007-07

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 2007-01.

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, now therefore,

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. 2007-01, 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 shall be in accordance with this schedule and any future amendments thereto.

Section 2. Effective Date. All salaries and wages set forth on Exhibit A shall be effective as of January 1, 2007, unless another date is specified on the Exhibit.

RESOLVED this 12th day of April, 2007.

APPROVED:

MAYOR, KATHRYN H. QUADE

ATTEST/AUTHENTICATED:

Karol Jones

CITY CLERK, KAROL JONES

FILED WITH THE CITY CLERK: 4/5/2007
PASSED BY THE CITY COUNCIL: 4/11/2007
RESOLUTION NO. 2007-07

RESOLUTION
NO. 2007-07

LONGEVITY

A. All regular employees 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:

Total Years Service	Additional Increment
6-10 years	1%
11-15 years	2%
16-20 years	3%
21-25 years	4%
26-30 years	5%

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.

CITY OF POULSBO 2007 TEAMSTERS LOCAL #589 (ADMIN/PUBLIC WORKS) SCHEDULE Includes 4.2% COLA (100% CPI-U)							
CLASSIFICATION		A	B	C	D	E	F
Receptionist	1	11.50	11.84	12.21	12.57	12.92	13.33
	2	11.74	12.09	12.43	12.83	13.21	13.63
	3	11.98	12.31	12.68	13.08	13.46	13.87
	4	12.21	12.57	12.92	13.34	13.73	14.16
	5	12.43	12.83	13.21	13.63	13.99	14.45
	6	12.71	13.09	13.47	13.88	14.28	14.74
	7	12.92	13.34	13.73	14.16	14.57	15.02
	8	13.21	13.63	13.99	14.45	14.85	15.32
	9	13.47	13.88	14.29	14.74	15.17	15.61
	10	13.73	14.18	14.58	15.02	15.48	15.93
	11	14.03	14.45	14.86	15.32	15.79	16.26
	12	14.29	14.74	15.17	15.61	16.10	16.58
	13	14.58	15.03	15.48	15.94	16.43	16.91
	14	14.86	15.32	15.80	16.27	16.78	17.25
	15	15.18	15.61	16.10	16.58	17.08	17.59
	16	15.48	15.94	16.43	16.91	17.43	17.96
	17	15.80	16.27	16.78	17.25	17.77	18.29
	18	16.11	16.58	17.08	17.60	18.11	18.65
Custodian, Grounds Maintenance Tech	19	16.44	16.91	17.44	17.96	18.51	19.05
Accounting Clerk, Office Clerk II	20	16.78	17.25	17.77	18.29	18.88	19.44
	21	17.08	17.60	18.13	18.66	19.22	19.81
Office Clerk I	22	17.44	17.96	18.52	19.06	19.63	20.19
Court Clerk, Police Clerk	23	17.79	18.30	18.88	19.44	20.00	20.61
Building Permit Specialist	24	18.13	18.66	19.24	19.82	20.39	21.03
	25	18.52	19.05	19.62	20.20	20.83	21.44
Maintenance Technician I, Administrative Ass't	26	18.88	19.45	20.01	20.61	21.24	21.88
	27	19.24	19.82	20.39	21.03	21.65	22.34
Accounting Technician	28	19.62	20.20	20.83	21.44	22.08	22.77
	29	20.01	20.62	21.24	21.88	22.53	23.23
	30	20.42	21.04	21.65	22.34	22.99	23.66
Sr Court Clerk, Sr Police Clerk	31	20.83	21.44	22.09	22.77	23.46	24.14
Engineering Technician, Maintenance Tech Senior, IT Support Specialist	32	21.25	21.90	22.54	23.23	23.91	24.63
	33	21.66	22.34	23.00	23.67	24.41	25.12
Mechanic, Maint Mechanic, Maint Tech Lead	34	22.09	22.78	23.47	24.14	24.89	25.63
Field Inspector	35	22.54	23.24	23.92	24.64	25.37	26.10
Sr Field Inspector	36	23.01	23.67	24.42	25.12	25.90	26.66
Engineering Senior Technician	37	23.47	24.14	24.88	25.63	26.40	27.19
Building Inspector	38	23.92	24.64	25.38	26.14	26.93	27.74
Associate Planner	39	24.41	25.14	25.90	26.66	27.48	28.28
Public Works Foreman	40	24.90	25.65	26.40	27.19	28.03	28.84
	41	25.38	26.14	26.94	27.74	28.60	29.42
	42	25.91	26.69	27.48	28.30	29.14	30.04
	43	26.41	27.21	28.03	28.85	29.76	30.63
	44	26.94	27.75	28.59	29.43	30.33	31.24
Senior Planner	45	27.50	28.30	29.19	30.04	30.95	31.86

CITY OF POULSBO POULSBO POLICE OFFICERS ASSOCIATION (PPOA) Effective January 1, 2007, includes a 4% pay increase							
Police Officer	1	24.38	25.07	25.84	26.62	27.41	28.22
Police Sergeant	2	27.45	28.24	29.10	29.97	30.88	31.81
Effective July 1, 2007, includes a 1% pay increase							
Police Officer	1	24.62	25.32	26.10	26.89	27.68	28.50
Police Sergeant	2	27.72	28.52	29.39	30.27	31.19	32.13
Probationary entry-level Police Officers shall be paid 85% of step "A". After satisfactory completion of the Police Academy or six months of employment, whichever occurs first, the employee shall be paid one hundred percent (100%) of step "A". The 85% rate shall apply towards the twelve months of step "A".							

CITY OF POULSBO
2007 MANAGEMENT SALARY SCHEDULE

CLASSIFICATION		A	B	C	D	E	F	Current Placement/ "G" Salary*
Police Chief	1	86,260.88	88,848.71	91,514.17	94,259.59	97,087.38	100,000.00	
Public Works Director	2	75,018.17	77,268.72	79,586.78	81,974.38	84,433.61	86,966.62	1-E
Finance Dir, Ass't PW Dir/Eng	3	69,924.96	72,022.71	74,183.39	76,408.89	78,701.16	81,062.19	3-E, 3-D
Planning Director	4	67,714.92	69,746.37	71,838.76	73,993.92	76,213.74	78,500.15	4-E
Project Engineer	5	60,658.49	62,478.24	64,352.59	66,283.17	68,271.66	70,319.81	
Park and Recreation Director	6	60,176.09	61,981.37	63,840.81	65,756.03	67,728.71	69,760.57	6-D
Asst PW Dir/O&M, Court Admin	7	59,099.09	60,872.06	62,698.22	64,579.17	66,516.55	68,512.05	7-F, 7-C
Civil Engineer, IT Manager	8	57,171.87	58,887.03	60,653.64	62,473.25	64,347.45	66,277.87	8-C, 8-B
Human Resources Manager	9	54,959.47	56,608.25	58,306.50	60,055.70	61,857.37	63,713.09	9-B
Accounting Manager, Budget Analyst	10	54,656.58	56,296.28	57,985.17	59,724.73	61,516.47	63,361.96	10-D, 10-E
City Clerk	11	54,084.43	55,706.96	57,378.17	59,099.51	60,872.50	62,698.68	68,503.95
Office Manager	12	45,154.50	46,509.14	47,904.41	49,341.54	50,821.79	52,346.44	12-F
Deputy City Clerk	13	43,640.00	44,949.20	46,297.68	47,686.61	49,117.21	50,590.73	13-E
Recreation Programmer	14	43,067.85	44,359.89	45,690.69	47,061.41	48,473.25	49,927.45	

Levels 1-14 includes a 4.2% (100% CPI-U) COLA. For Level 11G, the CPI is calculated at one half of 100% Seattle/Tacoma/Bremerton CPI-U (4.2%), per the legislative salary survey policy.

2007 NON-REPRESENTED HOURLY EMPLOYEES
Includes 4.2% COLA (100% CPI-U)

CLASSIFICATION		A	B	C	D	E	F
Preschool Assistant (PT)	1	9.67	10.08	10.45	10.87	11.31	11.76
Receptionst (PT)	2	10.41	10.73	11.02	11.37	11.72	12.07
Recreation Coordinator (PT)	3	12.24	12.75	13.24	13.79	14.34	14.92
Pre-School Coordinator (PT)	4	12.44	12.94	13.46	14.00	14.57	15.15
Custodian (PT)	5	16.07	16.53	17.05	17.56	18.09	18.61
Court Clerk (PT)	6	16.82	17.30	17.86	18.38	18.91	19.49
Executive Assistant (PT)	7	18.88	19.45	20.01	20.61	21.24	21.88
Accntng Tech, Court Srvcs Officer (PT)	8	19.17	19.75	20.36	20.97	21.58	22.26
Recreation Programmer (PT)	9	20.71	21.34	21.98	22.63	23.31	24.01
Associate Planner (PT)	10	23.86	24.58	25.32	26.07	26.86	27.65
CASUAL LABOR (NO COLA)	10	7.93	8.00	8.50	9.00	9.50	10.00
CASUAL LABOR (NO COLA)	11	10.50	11.00	11.50	12.00	12.50	13.00
CASUAL LABOR (NO COLA)	12	13.50	14.00	14.50	15.00	15.50	16.00
CASUAL LABOR (NO COLA)	13	16.50	17.00	17.50	18.00	18.50	19.00
CASUAL LABOR (NO COLA)	14	19.50	20.00	20.50	21.00	21.50	22.00
CASUAL LABOR (NO COLA)	15	22.50	23.00	23.50	24.00	24.50	25.00
CASUAL LABOR (NO COLA)	16	25.50	26.00	26.50	27.00	27.50	28.00
CASUAL LABOR (NO COLA)	17	30.00	35.00	40.00	45.00	50.00	55.00
CASUAL LABOR (NO COLA)	18	60.00	65.00	70.00	75.00	100.00	125.00

2007 ELECTED/APPOINTED OFFICIALS
****Includes 4.2% COLA (100% CPI-U)**

CITY COUNCIL - POSITIONS 1-7	$6,000.00 / Annual
MAYOR	$60,258.35 / Annual **
JUDGE	$46,688.77/ Annual **

PRO-TEM JUDGES:

MOTION HEARING	$50.00
TRIAL	$200.00
CALENDAR	$100.00