

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2024-17

SUBJECT: 2025 Salaries & Wages Update

CONFORM AS TO DATES & SIGNATURES

- Filed with the City Clerk: 12/05/2024
- Passed by the City Council: 12/11/2024
- Signature of Mayor
- Signature of City Clerk
- Publication: _____
- Effective: _____

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Kati Diehl
Deputy City Clerk

12/12/2024
Date

RESOLUTION NO. 2024-17

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 2024-13.

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. 2024-13, 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, 2025, unless another date is specified on the Exhibit.

RESOLVED this 11th day of December, 2024.

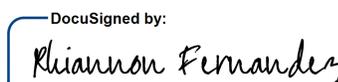
APPROVED:

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: 12/05/2024
PASSED BY THE CITY COUNCIL: 12/11/2024
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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:

<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%

2025 ELECTED/APPOINTED OFFICIALS		
*Effective January 1, 2025, 2024 wage rates increase by 3.5%		
City Council - Position 1-7	\$	12,000 Annual
Mayor	\$	138,220 Annual*
Judge	\$	94,736 Annual*

2025 MANAGEMENT SALARY SCHEDULE							
*Effective January 1, 2025, 2024 wage rates increase by 3.5%							
Classification		A	B	C	D	E	F
	1	81,160	83,595	86,103	88,686	91,347	94,087
	2	83,595	86,103	88,686	91,347	94,087	96,910
Senior Systems Administrator	3	86,103	88,686	91,347	94,087	96,910	99,817
	4	88,686	91,347	94,087	96,910	99,817	102,812
	5	91,347	94,087	96,910	99,817	102,812	105,896
	6	94,087	96,910	99,817	102,812	105,896	109,073
Assistant IT Manager	7	96,910	99,817	102,812	105,896	109,073	112,345
Administrative Services Manager, Asst PW Superintendent	8	99,817	102,812	105,896	109,073	112,345	115,715
City Clerk, Court Administrator	9	102,812	105,896	109,073	112,345	115,715	119,186
	10	105,896	109,073	112,345	115,715	119,186	122,762
Support & Professional Services Mngr	11	109,073	112,345	115,715	119,186	122,762	126,445
Building Official, Housing Health & Human Services Director	12	112,345	115,715	119,186	122,762	126,445	130,238
Civil Engineer, Construction Manager, Planning Manager	13	115,715	119,186	122,762	126,445	130,238	134,145
	14	119,186	122,762	126,445	130,238	134,145	138,169
PW Superintendent	15	122,762	126,445	130,238	134,145	138,169	142,314
Administrative Services Director/City Clerk, Human Resources Manager, IT Manager, Parks & Recreation Director	16	126,445	130,238	134,145	138,169	142,314	146,583
	17	130,238	134,145	138,169	142,314	146,583	150,980
	18	134,145	138,169	142,314	146,583	150,980	155,509
Lieutenant	19	138,169	142,314	146,583	150,980	155,509	160,174
City Engineer	20	142,314	146,583	150,980	155,509	160,174	164,979
	21	146,583	150,980	155,509	160,174	164,979	169,928
Deputy Chief	22	150,980	155,509	160,174	164,979	169,928	175,026
Finance Director, Planning & Economic Development Director	23	155,509	160,174	164,979	169,928	175,026	180,277
Public Works Director	24	160,174	164,979	169,928	175,026	180,277	185,685
Police Chief	25	164,979	169,928	175,026	180,277	185,685	191,256
Assistant City Administrator	26	169,928	175,026	180,277	185,685	191,256	196,994
	27	175,026	180,277	185,685	191,256	196,994	202,904
	28	180,277	185,685	191,256	196,994	202,904	208,991
	29	185,685	191,256	196,994	202,904	208,991	215,261
	30	191,256	196,994	202,904	208,991	215,261	221,719
City Administrator	31	196,994	202,904	208,991	215,261	221,719	228,371

2025 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE							
Effective January 1, 2025, 2024 wage rates increase by approx 3.5%							
Classification		A	B	C	D	E	F
Custodian	1	26.50	27.30	28.12	28.96	29.83	30.72
Office Clerk I	2	27.02	27.83	28.67	29.53	30.42	31.33
Grounds Maintenance Tech I	3	27.59	28.42	29.27	30.15	31.05	31.98
Special Events Coordinator	4	28.12	28.96	29.83	30.72	31.64	32.59
Office Clerk II	5	28.67	29.53	30.42	31.33	32.27	33.24
	6	29.27	30.15	31.05	31.98	32.94	33.93
Police Administrative Specialist	7	29.83	30.73	31.65	32.60	33.58	34.59
Building Inspector I, Grounds Maintenance Tech II, Maintenance Technician I, Mechanic Assistant	8	30.41	31.32	32.26	33.23	34.23	35.26
Accounting Clerk, Judicial Specialist	9	31.05	31.98	32.94	33.93	34.95	36.00
	10	31.63	32.58	33.56	34.57	35.61	36.68
Administrative Ass't, Planning/GIS Coordinator, Senior Police Administrative Specialist	11	32.25	33.22	34.22	35.25	36.31	37.40
Peer Support Specialist II	12	32.93	33.92	34.94	35.99	37.07	38.18
Building Permit Specialist, Parks Coordinator, Recreation Programmer,	13	33.57	34.58	35.62	36.69	37.79	38.92
Accounting Technician, Contract Admin/Acct, Engineering Technician, Senior Judicial Specialist	14	34.21	35.24	36.30	37.39	38.51	39.67
Maintenance Tech Senior, Water Quality Field Tech	15	34.94	35.99	37.07	38.18	39.33	40.51
Assistant Planner	16	35.61	36.68	37.78	38.91	40.08	41.28
Field Inspector	17	36.30	37.39	38.51	39.67	40.86	42.09
Deputy City Clerk	18	37.06	38.17	39.32	40.50	41.72	42.97
Engineering Senior Technician, Project-Grant Accountant	19	37.78	38.91	40.08	41.28	42.52	43.80
Sr Field Inspector, Mechanic, Maintenance Mechanic, Water Treatment Plant Operator	20	38.52	39.68	40.87	42.10	43.36	44.66
Behavioral Health Navigator, Recovery Café Coordinator, Recovery Resource Center Manager	21	39.32	40.50	41.71	42.96	44.25	45.58
Associate Planner, Building Inspector II, Engineer I, NPDES Coordinator	22	40.09	41.29	42.53	43.81	45.12	46.47
Office Manager, Senior Contract Administrator	23	40.86	42.09	43.35	44.65	45.99	47.37
PW Foreman	24	41.72	42.97	44.26	45.59	46.96	48.37
Engineer II, Senior Foreman	25	42.53	43.81	45.12	46.47	47.86	49.30
	26	43.36	44.66	46.00	47.38	48.80	50.26
Senior Accountant, Contract Administrator Manager	27	44.27	45.60	46.97	48.38	49.83	51.32
Construction Supervisor	28	45.12	46.47	47.86	49.30	50.78	52.30
	29	45.99	47.37	48.79	50.25	51.76	53.31
Engineer III, Dvlpmnt Rvw Engineer, Trans Engr	30	46.95	48.36	49.81	51.30	52.84	54.43
	31	47.86	49.30	50.78	52.30	53.87	55.49
Senior Planner	32	48.79	50.25	51.76	53.31	54.91	56.56
	33	49.81	51.30	52.84	54.43	56.06	57.74
Engineer IV	34	50.79	52.31	53.88	55.50	57.16	58.87

2025 POULSBO POLICE OFFICERS ASSOCIATION (POA) SALARY SCHEDULE							
Effective January 1, 2025, 2024 wage rates increase by 5%							
Classification		A	B	C	D	E	F
Police Officer	1	44.74	46.09	47.47	48.89	50.36	51.87
Police Sergeant	2				58.82	60.54	62.27

2025 NON-REPRESENTED HOURLY EMPLOYEES							
Effective January 1, 2025, 2024 wage rates increase by 3.5%							
Classification		A	B	C	D	E	F
Receptionist	1	Min wage	Min wage	17.10	17.61	18.14	18.68
	2	Min wage	17.10	17.61	18.14	18.68	19.24
	3	17.10	17.61	18.14	18.68	19.24	19.82
	4	17.61	18.14	18.68	19.24	19.82	20.41
	5	18.15	18.69	19.25	19.83	20.42	21.03
P&R Administrative Support Clerk	6	18.69	19.25	19.83	20.42	21.03	21.66
	7	19.25	19.83	20.42	21.03	21.66	22.31
	8	19.83	20.42	21.03	21.66	22.31	22.98
	9	20.42	21.03	21.66	22.31	22.98	23.67
	10	21.03	21.66	22.31	22.98	23.67	24.38
	11	21.66	22.31	22.98	23.67	24.38	25.11
	12	22.31	22.98	23.67	24.38	25.11	25.86
	13	22.98	23.67	24.38	25.11	25.86	26.64
	14	23.67	24.38	25.11	25.86	26.64	27.44
Office Clerk	15	24.38	25.11	25.86	26.64	27.44	28.26
	16	25.11	25.86	26.64	27.44	28.26	29.11
	17	25.86	26.64	27.44	28.26	29.11	29.98
Custodian	18	26.64	27.44	28.26	29.11	29.98	30.88
	19	27.44	28.26	29.11	29.98	30.88	31.81
HHH Administrative and Fiscal Assistant	20	28.26	29.11	29.98	30.88	31.81	32.76
	21	29.11	29.98	30.88	31.81	32.76	33.74
	22	29.98	30.88	31.81	32.76	33.74	34.75
	23	30.89	31.82	32.77	33.75	34.76	35.80
	24	31.82	32.77	33.75	34.76	35.80	36.87
	25	32.77	33.75	34.76	35.80	36.87	37.98
Community Services Officer	26	33.75	34.76	35.80	36.87	37.98	39.12
Emergency Management Coordinator	27	34.76	35.80	36.87	37.98	39.12	40.29

2025 CASUAL LABOR WAGE SCALE							
		A	B	C	D	E	F
1	Min wage						
2	Min wage						
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