

INTRODUCTION

The City of Bremerton provides services and programs for its citizens through the efforts of its qualified and capable staff.

The 2009 budget includes changes to staffing levels and pay band changes as noted in the following tables. The approved pay bands are included in this section of the budget document. The Municipal Court Judge compensation was set at 95% of the District & Superior Court judges' salaries as updated on September 1, 2008. The Judge's compensation adjustment is required in order to remain eligible to participate in certain state shared revenues. In addition, the 2009 budget includes a cost of living adjustment of 5.00% for those employees covered under the "management, professional, confidential & fiduciary" pay plans. Finally, the budget also includes pay adjustments anticipated to be required per the various labor agreements of the City.

2009 Personnel Changes			
Department	Position	Action	FTE change
Authorized Staffing Level per 2008 Budget			371.98
Financial Services	Customer Service Rep	Reduction in Force (vacant)	(1.00)
	Accounting Asst Senior to AAI	Position Downgrade (vacant)	None
Human Resources	HR Assistant/Civil Service Officer	Reduction in Force (filled)	(1.00)
Community Development	Building Development Specialist I	Reduction in Force (filled)	(1.00)
	Senior Planner	Reduction in Force (vacant)	(2.00)
Municipal Court	Legal Technician	New Authorized Position	1.00
Law Enforcement	Police Officer	New Authorized Position But Unfunded – Allows for Hiring Flexibility	1.00
	Police Officer	Authorized But Unfunded (vacant due to extended military leave)	None
	Police Officer	Reduction in Force (vacant)	(1.00)
	Warrant Officer	Reduction in Force (vacant)	(1.00)
	Court Home Detention Specialist	New Part Time Position to Assist in Reducing Jail/Care Custody Costs	0.50
	Police Officer	Moved to Police Special Projects Fund	(1.00)
	Office Assistant Senior	Moved to Police Special Projects Fund	(1.00)
Fire/Emergency Medical	Firefighter	New Positions Fully Funded by Recently Passed EMS Levy – To Be Filled July 1, 2009 (annual cost increase of \$535,166)	5.00
	Office Assistant II	Reduction in Force (filled)	(1.00)
Parks & Recreation	Parks Laborer	Reduction in Force (vacant)	(1.00)
	Parks Facilities Specialist	Reduction in Force (vacant)	(1.00)
	Recreation Program Coordinator I	Reduction in Force (filled)	(1.00)
	Parks Development Planner	Reallocation of Labor to Parks Capital Improvement Fund	(0.35)
General Facilities	Various Positions	Change in Time Allocation to General Fund from Public Works & Utilities Staff Based on Work Plan for 2009	(0.695)
Engineering	Various Positions	Change in Time Allocation to General Fund from Public Works & Utilities Staff Based on Work Plan for 2009	(1.485)
Subtotal			363.95

Staffing Overview

2009 Personnel Changes (Continued)			
Department	Position	Action	FTE change
Subtotal From Prior Page			362.95
Street Fund	Street Service Specialist	Reduction in Force (filled) – incumbents are eligible and expected to fill other currently vacant authorized positions in the Utility Systems	(2.0)
	Journey Level Electrician	Increase Current ½ position to 1	0.50
Police Special Projects	Police Officer	Moved from General Fund	1.00
	Office Assistant Senior	Moved from General Fund	1.00
Public Safety Bond Fund	Economic Development Staff	Reallocation of Capital Labor for 2009	(0.50)
Harborside Plaza & Common	Economic Development Staff	Reallocation of Capital Labor for 2009	0.50
Parks Capital Improvement	Parks Development Planner	Reallocation of Labor to Parks Capital Improvement Fund	0.35
Water/Wastewater/ and Stormwater Utilities	Various Positions	Change in Time Allocation from General Fund to Public Works & Utilities Staff Based on Work Plan for 2009	2.18
	Lead Utilities Service Specialist to Utilities Services Specialist Sr.	Downgrade position currently under filled	0.00
	Web Support Specialist	Transfer ½ FTE from Utilities to Information Technology – Dollars Previously Budgeted Here but Not FTE	(0.50)
Water Utility	Environmental Technician	Increase Current ½ position to ¾ position	0.25
Information Technology	Web Support Specialist	Transfer ½ FTE from Utilities to Information Technology – Dollars Previously Budgeted Here but Not FTE	0.50
Authorized Staffing Level per 2009 Budget			367.23

Some City employees who are eligible under state law to be represented by a labor organization are employed under labor contract provisions on such matters as salaries, vacation, sick leave, medical and dental insurance, working conditions, and grievance procedures. Bremerton strives to complete these agreements in a timely manner and promote labor relations policies that are mutually beneficial to the City and employees.

The City is currently in labor negotiations for new contracts beginning in 2009 with the Teamsters, Bremerton Police Officer’s Guild, Police Management Association, and the International Association of Firefighters. Existing bargaining agreement contracts expire on December 31, 2008.

EMPLOYEE GROUPS

Represented:

Teamster’s – (183.7 members, contract expires December 31, 2008)

Bremerton Police Officer’s Guild - (60 members, contract expires December 31, 2008)

Police Management Association – (5 members, contract expires December 31, 2008)

International Association of Firefighters – (58 members, contract expires December 31, 2008)

Non-Represented:

Management and Professional – 49.5

Elected Positions – 11

Staffing Overview

MEDICAL PLANS

The City provides medical insurance coverage to employees and their dependents and provides for the payment of insurance premiums with a modest contribution from employees per month per dependents covered. Currently the City's medical insurance plans are provided through KPS and Group Health. The City has continued to experience rapid escalation of medical insurance premium costs and the 2009 budget anticipates an increase for medical insurance premiums of 9.5% more than the 2008 rates based upon early insurance renewal rate indicators.

PENSION PLANS

Substantially all City full-time and qualifying part-time employees participate in either the Public Employees Retirement System (PERS) or the Law Enforcement Officers and Fire Fighters (LEOFF) Retirement System. PERS and LEOFF are statewide local government retirement systems administered by the Department of Retirement Systems. The employer contribution for the LEOFF 2 and PERS retirement systems has increased significantly from the prior year. The employer contribution for LEOFF 2 has increased by 0.13% and the employer contribution for PERS has increased by 2.18%. Employee contributions have also increased significantly for LEOFF 2 and PERS 2 and PERS 3.

Pension Plans Rate of Contributions (Effective September 1, 2008)			
	City	Employee	Total
LEOFF 1	0.16%	0.00%	0.16%
LEOFF 2	5.46%	8.83%	13.93%
PERS 1	8.31%	6.00%	12.13%
PERS 2	8.31%	5.45%	10.28%
PERS 3	8.31%	Variable	Variable

The following schedules provide the detail of positions and pay bands included in the 2009 budget.

Staffing Overview

2009 STAFFING LEVELS

General Fund

	2006	2007	2008	2009
Executive	2.00	2.00	2.00	2.00
City Council	10.80	10.80	10.80	10.80
Financial Services	11.00	11.00	11.38	10.38
Human Resources	4.00	4.00	4.00	3.00
Community Development	13.00	13.00	13.00	10.00
Legal	3.50	3.75	3.775	3.775
Municipal Court	10.00	10.00	10.00	11.00
Law Enforcement	78.00	83.00	83.00	80.50
Fire/Emergency Medical	58.00	58.00	58.00	62.00
Parks	25.70	26.00	26.10	22.75
City Auditor	1.20	1.20	1.20	1.20
General Facilities	1.16	1.16	1.16	0.47
Engineering	4.56	4.56	4.56	3.08
Economic Development	1.00	1.00	1.00	1.00
Total General Fund	223.92	229.47	229.975	221.945

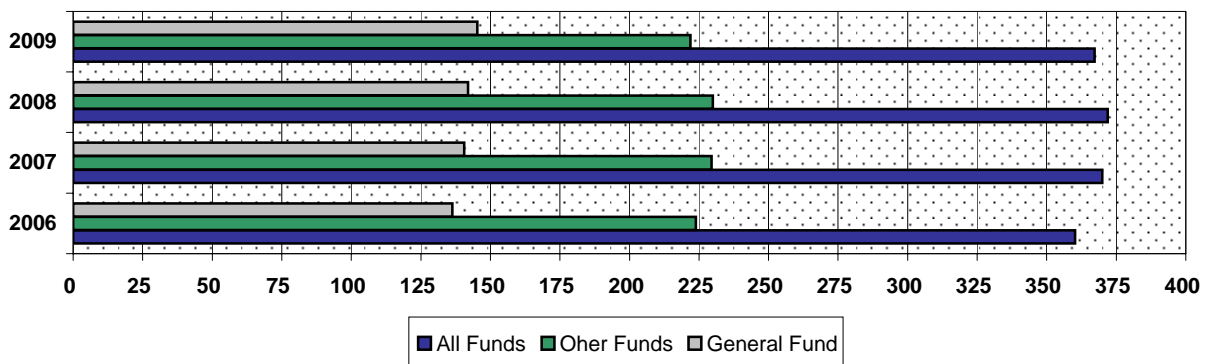
Other Funds:

Arterial Streets	4.12	4.12	4.12	4.12
Street	19.49	19.99	19.99	18.49
Parking System		0.49	0.49	0.49
Comm. Dev. Block Grant	2.00	2.00	2.00	2.00
Police Special Projects				2.00
BKAT	2.00	2.00	2.00	2.00
Conference Center Operating	1.50	1.76	1.76	1.76
General Gov. Capital Improv	0.10	0.10	0.10	0.10
Public Safety Bond	0.50	0.50	0.50	
Harborside Plaza & Commons	0.50	0.50	0.50	1.00
Parks Capital				0.35
Water Utility	46.67	48.17	48.17	48.975
Wastewater Utility	35.49	36.49	36.49	37.615
Stormwater Utility	10.76	11.01	11.01	11.01
Gold Mountain Golf Course	0.55	0.50	0.95	0.95
Risk Management	1.50	1.75	1.775	1.775
Equipment Services (ERR)	6.15	6.15	7.15	7.15
Information Technology	5.00	5.00	5.00	5.50
Total Non-General	136.33	140.53	142.01	145.29

Total All Funds

	360.25	370.00	371.98	367.23
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2006 - 2009 Staffing History



STAFFING AUTHORIZATION - ALL DEPARTMENTS/FUNDS

JOB CLASSIFICATION BY DEPARTMENT	2008 BUDGET	2009 BUDGET	Due To Ongoing Negotiations, Collective Bargaining Units Are Those Of 2008 Monthly Salary Range	
			Minimum	Maximum
City Council				
City Council Member	9.00	9.00	1,000	1,150
Legislative Assistant	1.00	1.00	5,158	6,285
Council/Auditor Assistant	0.80	0.80	4,448	5,419
	<u>10.80</u>	<u>10.80</u>		
Executive				
Mayor	1.00	1.00	9,806	9,806
Executive Assistant	1.00	1.00	5,158	6,285
	<u>2.00</u>	<u>2.00</u>		
Financial Services				
Director of Financial Services	1.00	1.00	8,880	10,819
Finance Officer	1.00	1.00	6,603	8,045
City Clerk	1.00	1.00	5,982	7,288
Deputy City Clerk	1.00	1.00	3,848	4,527
Assistant Finance Officer	1.00	1.00	5,982	7,288
Budget Analyst	1.00	1.00	4,909	5,982
Accounting Assistant Sr.	4.00	3.00	3,451	4,061
Accounting Assistant II	0.00	1.00	3,111	3,644
Customer Service Representative	1.00	0.00	2,950	3,451
Part-Time Clerical	0.38	0.38	2,140	2,856
	<u>11.38</u>	<u>10.38</u>		
Legal				
City Attorney	1.00	1.00	8,880	10,819
Assistant City Attorney	1.50	1.50	6,937	8,452
Paralegal	1.00	1.00	5,158	6,285
Legal Assistant	0.275	0.275	4,029	4,673
	<u>3.775</u>	<u>3.775</u>		
Human Resources				
Human Resources Manager	1.00	1.00	8,045	9,802
Civil Service Officer/HR Assistant	1.00	0.00	4,448	5,419
Human Resources Analyst	1.00	1.00	4,909	5,982
Payroll Specialist	1.00	1.00	3,451	4,061
	<u>4.00</u>	<u>3.00</u>		
Community Development				
Director of Community Development	1.00	1.00	8,452	10,298
Assistant Director	1.00	1.00	6,603	8,045
Senior Planner	2.00	0.00	5,158	6,285
Office Assistant Sr. Spec.	1.00	1.00	3,451	4,061
Code Enforcement Officer	1.00	1.00	4,777	5,647
Planner II	1.00	1.00	4,777	5,647
Planner I	2.00	2.00	4,290	5,053
Building Development Specialist III	1.00	1.00	4,777	5,647
Building Development Specialist II	1.00	1.00	4,290	5,053
Building Development Specialist I	2.00	1.00	3,644	4,290
	<u>13.00</u>	<u>10.00</u>		
Municipal Court				
Municipal Court Judge	1.00	1.00	11,219	11,219
Court Services Manager	1.00	1.00	6,285	7,657
Probation Officer	1.00	1.00	3,848	4,527
Legal Technician Sr.	1.00	1.00	4,290	5,053
Legal Technician	6.00	7.00	3,111	3,644
	<u>10.00</u>	<u>11.00</u>		

STAFFING AUTHORIZATION - ALL DEPARTMENTS/FUNDS

JOB CLASSIFICATION BY DEPARTMENT	Due To Ongoing Negotiations, Collective Bargaining Units Are Those Of 2008			
	2008	2009	Monthly Salary Range	
	BUDGET	BUDGET	Minimum	Maximum
City Auditor				
City Auditor	1.00	1.00	6,937	8,452
Council/Auditor Assistant	0.20	0.20	4,448	5,419
	<u>1.20</u>	<u>1.20</u>		
Police Department				
Police Chief	1.00	1.00	9,329	11,367
Police Captain	2.00	2.00	8,262	9,031
Police Lieutenant	3.00	3.00	7,253	7,928
Police Sergeant	8.00	8.00	6,251	6,798
Police Officer	52.00	49.00	4,686	5,774
Police Officer (Authorized But Unfunded)	0.00	2.00	0	0
Court Home Detention Specialist	1.00	1.50	3,848	4,527
Warrant Server	3.00	2.00	3,848	4,527
Police Support Manager	1.00	1.00	5,419	6,603
Police Records Specialist II	5.00	5.00	3,279	3,848
Office Assistant Senior	4.00	3.00	3,111	3,644
Evidence Property Control Specialist	1.00	1.00	2,950	3,451
Lead Evidence Property Control Specialist	1.00	1.00	3,111	3,644
Community Relations & Information Specialist	1.00	1.00	4,290	5,053
	<u>83.00</u>	<u>80.50</u>		
Fire Department				
Fire Chief	1.00	1.00	8,880	10,819
Assistant Fire Chief	1.00	1.00	8,045	9,802
Battalion Chief	1.00	1.00	8,080	8,727
Fire Captain	3.00	3.00	7,820	8,342
Fire Captain - Deputy Fire Marshal	1.00	1.00	7,820	8,342
Fire Captain - Medical Officer	1.00	1.00	7,820	8,342
Firefighter/Fire Prevention	2.00	2.00	4,679	7,219
Fire Lieutenant	13.00	13.00	6,833	7,379
Firefighter	12.00	12.00	4,159	6,417
Firefighter (EMS Levy)	0.00	5.00	4,159	6,417
Firefighter / SCBA	3.00	3.00	4,325	6,673
Firefighter /Equip. Maint.	3.00	3.00	4,325	6,673
Paramedic/Firefighter	15.00	15.00	4,679	7,219
Office Assistant Sr. Spec.	1.00	1.00	3,451	4,061
Office Assistant II	1.00	0.00	2,802	3,279
	<u>58.00</u>	<u>62.00</u>		
Parks & Recreation				
Director of Parks & Recreation	0.85	0.85	8,045	9,802
Parks Development Planner	1.00	0.65	5,158	6,285
Parks Maintenance Manager	1.00	1.00	5,419	6,603
Athletics/Recreation Manager	1.00	1.00	5,419	6,603
Parks Maintenance Supervisor	1.00	1.00	5,053	5,967
Office Assistant III	0.75	0.75	2,950	3,451
Office Assistant II	1.00	1.00	2,802	3,279
Parks Facilities Specialist	1.00	0.00	4,527	5,341
Parks Service Specialist, Sr.	3.25	3.25	3,848	4,527
Parks Service Specialist	4.00	4.00	3,451	4,061
Parks Laborer	5.25	4.25	2,526	2,950
Recreation Program Coordinator III	2.00	2.00	3,848	4,527
Recreation Program Coordinator II	2.00	2.00	3,644	4,290
Recreation Program Coordinator I	2.00	1.00	3,111	3,644
	<u>26.10</u>	<u>22.75</u>		

STAFFING AUTHORIZATION - ALL DEPARTMENTS/FUNDS

JOB CLASSIFICATION BY DEPARTMENT	2008 BUDGET	2009 BUDGET	Due To Ongoing Negotiations, Collective Bargaining Units Are Those Of 2008 Monthly Salary Range	
			Minimum	Maximum
General Facilities				
Lead Facilities Service Specialist	0.82	0.20	4,527	5,341
Facilities Service Specialist Senior	0.04	0.04	5,053	5,967
Facility Inventory Supervisor	0.15	0.15	5,053	5,967
	<u>1.01</u>	<u>0.390</u>		
Engineering				
City Engineer	0.30	0.25	8,045	9,802
Office Assistant Sr.	0.30	0.25	3,111	3,644
Project Manager	0.06	0.00	6,285	7,657
Project Assistant	0.25	0.25	3,451	4,061
Managing Engineer	0.74	0.53	6,288	7,662
Civil Engineer II	0.50	0.39	5,341	6,302
Permit Technician	0.21	0.11	3,644	4,290
Engineering Technician Sr.	0.31	0.31	5,341	6,302
Engineering Technician III	0.21	0.00	4,061	4,777
Engineering Technician IV	1.53	0.91	4,527	5,341
	<u>4.41</u>	<u>3.00</u>		
Public Works				
Director of Public Works and Utilities	0.10	0.050	8,880	10,819
Administrative Analyst	0.10	0.050	5,158	6,285
PW&U Financial Manager	0.10	0.050	5,982	7,288
	<u>0.30</u>	<u>0.150</u>		
Economic Development				
Redevelopment Projects Administrator	0.50	0.50	8,880	10,819
Project Assistant	0.50	0.50	3,451	4,061
	<u>1.00</u>	<u>1.00</u>		
TOTAL GENERAL FUND	229.975	221.945		
Community Development Block Grant				
Community Development Programs Administrator	1.00	1.00	5,419	6,603
Community Development Programs Coordinator	1.00	1.00	4,909	5,982
	<u>2.00</u>	<u>2.00</u>		
BKAT				
Public Access Manager	1.00	1.00	5,158	6,285
Production Administrator	1.00	1.00	4,448	5,419
	<u>2.00</u>	<u>2.00</u>		
Convention Center				
Parks Service Specialist Senior	0.75	0.75	3,848	4,527
Parks Laborer	0.25	0.25	2,526	2,950
Journey Level Electrician	0.50	0.50	4,527	5,341
	<u>1.50</u>	<u>1.50</u>		
Economic Development - Various Capital Projects				
Redevelopment Projects Administrator	0.50	0.50	8,880	10,819
Project Assistant	0.50	0.50	3,451	4,061
	<u>1.00</u>	<u>1.00</u>		
Gold Mountain Golf Course				
Director of Parks & Recreation	0.15	0.15	8,045	9,802
Golf Operations Supervisor	0.55	0.55	3,093	3,093
Office Assistant III	0.25	0.25	2,950	3,451
	<u>0.95</u>	<u>0.95</u>		

STAFFING AUTHORIZATION - ALL DEPARTMENTS/FUNDS

JOB CLASSIFICATION BY DEPARTMENT	2008 BUDGET	2009 BUDGET	Due To Ongoing Negotiations, Collective Bargaining Units Are Those Of 2008	
			Monthly Salary Range	
			Minimum	Maximum
Public Works & Utilities				
Street Department				
Public Works Operations Manager	1.00	1.00	6,603	8,045
Electronics Supervisor	1.00	1.00	5,053	5,967
Street Service Specialist Supervisor	2.00	2.00	5,053	5,967
Sign Shop Service Specialist Supervisor	1.00	1.00	5,053	5,967
Electronics Technician	4.00	4.00	5,053	5,967
Journey Electrician	1.50	2.00	5,053	5,967
Street Service Specialist Sr.	3.00	3.00	4,061	4,777
Street Service Specialist	5.00	3.00	3,644	4,290
Sign Shop Service Specialist Sr.	1.00	1.00	4,061	4,777
Sign Shop Service Specialist	1.00	1.00	3,644	4,290
Accounting Assistant Senior	1.00	1.00	3,451	4,061
	<u>21.50</u>	<u>20.00</u>		
Engineering				
City Engineer	0.70	0.75	8,045	9,802
Managing Engineer	1.26	1.47	6,603	8,045
Project Manager	1.94	2.00	6,285	7,657
Office Assistant Senior	0.70	0.75	3,111	3,644
Project Assistant	0.75	0.75	3,451	4,061
Civil Engineer III	1.00	1.00	5,647	6,625
Civil Engineer II	2.50	2.61	5,341	6,302
Civil Engineer I	1.00	1.00	4,777	5,647
Engineering Technician Sr.	1.69	1.69	5,341	6,302
Engineering Technician IV	4.47	5.09	4,527	5,341
Engineering Technician III	1.79	2.00	4,061	4,777
Engineering Technician II	1.00	1.00	3,644	4,290
Permit Technician	0.79	0.89	3,644	4,290
	<u>19.59</u>	<u>21.00</u>		
Utility Operations (Water, Wastewater, Stormwater)				
Director of Public Works & Utilities	0.90	0.95	8,880	10,819
Project Manager	1.00	1.00	6,285	7,657
Utility Operations Manager	1.00	1.00	6,603	8,045
Water Resources Manager	1.00	1.00	6,603	8,045
Wastewater Manager	1.00	1.00	6,603	8,045
Forestry Manager	1.00	1.00	6,603	8,045
PW&U Financial Manager	0.90	0.95	5,982	7,288
Administrative Analyst	0.90	0.95	5,158	6,285
Utility Accounts Supervisor	1.00	1.00	4,527	5,341
Accountant	1.00	1.00	4,290	5,053
Accounting Assistant Sr.	3.00	3.00	3,451	4,061
Accounting Assistant III	1.00	1.00	3,279	3,848
Accounting Assistant II	1.00	1.00	3,111	3,644
Customer Service Representative	2.00	2.00	2,950	3,451
Office Assistant Senior Spec.	1.00	1.00	3,451	4,061
Office Assistant Senior	1.00	1.00	3,111	3,644
Office Assistant II	2.00	2.00	2,950	3,451
Web Support Specialist	0.50	0.50	3,451	4,061
Water Operator Lead	1.00	1.00	4,527	5,341
Water Operator Senior	2.00	2.00	4,061	4,777
Water Operator	2.00	2.00	3,644	4,290
Wastewater Treatment Plant Operations Supv.	1.00	1.00	5,053	5,967
Wastewater Treatment Plant Maint. Supv.	1.00	1.00	5,053	5,967
Wastewater Treatment Plant Operator I	3.00	3.00	4,290	5,053

STAFFING AUTHORIZATION - ALL DEPARTMENTS/FUNDS

JOB CLASSIFICATION BY DEPARTMENT	2008 BUDGET	2009 BUDGET	Due To Ongoing Negotiations, Collective Bargaining Units Are Those Of 2008 Monthly Salary Range	
			Minimum	Maximum
Wastewater Treatment Plant Operator II	2.00	2.00	4,527	5,341
Wastewater Treatment Plant Maint. Tech.	4.00	4.00	3,848	4,527
Computerized Maint. Mgmt. Sys. Tech.	1.00	1.00	4,527	5,341
Journey Electrician	1.50	1.50	4,527	5,341
Lead Facilities Service Specialist	0.18	0.80	4,527	5,341
Facilities Service Specialist Senior	0.96	0.96	4,061	4,777
Water Resources Operations Supervisor	1.00	1.00	5,053	5,967
Water Distribution Supervisor	1.00	1.00	5,053	5,967
Forestry Service Specialist Supervisor	1.00	1.00	5,341	6,302
Sewer/Storm Collection Supervisor	1.00	1.00	5,053	5,967
Facilities/Inventory Supervisor	0.85	0.85	5,053	5,967
Lead Utilities Service Specialist	4.00	4.00	4,527	5,341
Forestry Service Specialist Senior	2.00	2.00	3,848	4,527
Utilities Service Specialist Senior	8.00	8.00	4,061	4,777
Utilities Service Specialist	11.00	11.00	3,644	4,290
Facilities Service Specialist	2.00	2.00	3,644	4,290
Cross Connection Control Specialist	1.00	1.00	4,777	5,647
WWTP Laboratory Technician	1.00	1.00	4,061	4,777
Water Resources Assistant	1.00	1.00	3,279	3,848
Electronics Technician	1.00	1.00	4,527	5,341
Environmental Technician	2.50	2.75	4,527	5,341
	<u>79.19</u>	<u>80.21</u>		
Police Special Projects				
Police Officer	0.00	1.00	4,686	5,774
Office Assistant Senior	0.00	1.00	3,111	3,644
	<u>0.00</u>	<u>2.00</u>		
Parks Capital				
Parks Development Planner	0.00	0.35	5,158	6,285
	<u>0.00</u>	<u>0.35</u>		
Risk Management				
Risk Manager	1.00	1.00	6,603	8,045
Assistant City Attorney	0.50	0.50	6,937	8,452
Legal Assistant	0.275	0.275	3,835	4,673
	<u>1.775</u>	<u>1.775</u>		
Equipment Maintenance				
Fleet Manager	1.00	1.00	5,693	6,937
Accounting Assistant II	1.00	1.00	2,802	3,279
Automotive Equipment Technician Supervisor	1.00	1.00	5,053	5,967
Automotive Equipment Tech	3.00	3.00	4,061	4,777
Automotive Technician Assistant	1.00	1.00	3,111	3,644
	<u>7.00</u>	<u>7.00</u>		
Information Technology				
Information Systems Manager	1.00	1.00	6,603	8,045
Network Administrator	1.00	1.00	5,053	5,967
Application Support Analyst	1.00	1.00	4,527	5,341
Lead PC Technician	1.00	1.00	4,527	5,341
PC Technician	1.00	1.00	4,061	4,777
Web Support Specialist	0.50	0.50	3,451	4,061
	<u>5.50</u>	<u>5.50</u>		
TOTAL EMPLOYEES	371.98	367.23		

**CITY OF BREMERTON
SALARY SCHEDULE AND JOB CLASSIFICATION
ELECTED OFFICIALS
2009**

<u>JOB CLASSIFICATION</u>	<u>ANNUAL COMPENSATION</u>
COUNCIL PRESIDENT	13,800
COUNCIL MEMBERS	12,000
MAYOR	117,671
MUNICIPAL COURT JUDGE *	134,625

** Based on 95% Parity Adjustment*

**CITY OF BREMERTON
MANAGEMENT SALARY PLAN - 2009
2009 CPI Adjusted Base 5.00% - Effective 1-1-09**

PAY BAND	TITLE	SALARY BASE	RATE 1	RATE 2	RATE 3	RATE 4	RATE 5	RATE 6	RATE 7	RATE 8
23	POLICE CHIEF	MONTH	9,329.36	9,801.64	10,046.70	10,297.88	10,555.32	10,819.20	11,089.74	11,366.96
		SEMI-MONTH	4,664.68	4,900.82	5,023.35	5,148.94	5,277.66	5,409.60	5,544.87	5,683.48
		ANNUAL	111,952.32	117,619.68	120,560.40	123,574.56	126,663.84	129,830.40	133,076.88	136,403.52
		SEMI-MO DEF COMP	186.59	196.03	200.93	205.96	211.11	216.38	221.79	227.34
22	CITY ATTORNEY DIRECTOR OF FINANCIAL SERVICES DIRECTOR OF PUBLIC WORKS & UTILITIES FIRE CHIEF REDEVELOPMENT PROJECTS ADMINISTRATOR	MONTH	8,879.82	9,329.36	9,562.58	9,801.64	10,046.70	10,297.88	10,555.32	10,819.20
		SEMI-MONTH	4,439.91	4,664.68	4,781.29	4,900.82	5,023.35	5,148.94	5,277.66	5,409.60
		ANNUAL	106,557.84	111,952.32	114,750.96	117,619.68	120,560.40	123,574.56	126,663.84	129,830.40
		SEMI-MO DEF COMP	177.60	186.59	191.25	196.03	200.93	205.96	211.11	216.38
21	DIRECTOR OF COMMUNITY DEVELOPMENT	MONTH	8,451.96	8,879.82	9,101.82	9,329.36	9,562.58	9,801.64	10,046.70	10,297.88
		SEMI-MONTH	4,225.98	4,439.91	4,550.91	4,664.68	4,781.29	4,900.82	5,023.35	5,148.94
		ANNUAL	101,423.52	106,557.84	109,221.84	111,952.32	114,750.96	117,619.68	120,560.40	123,574.56
		SEMI-MO DEF COMP	169.04	177.60	182.04	186.59	191.25	196.03	200.93	205.96
20	ASSISTANT FIRE CHIEF CITY ENGINEER DIRECTOR OF PARKS & RECREATION HUMAN RESOURCE MANAGER	MONTH	8,044.70	8,451.96	8,663.26	8,879.82	9,101.82	9,329.36	9,562.58	9,801.64
		SEMI-MONTH	4,022.35	4,225.98	4,331.63	4,439.91	4,550.91	4,664.68	4,781.29	4,900.82
		ANNUAL	96,536.40	101,423.52	103,959.12	106,557.84	109,221.84	111,952.32	114,750.96	117,619.68
		SEMI-MO DEF COMP	160.89	169.04	173.27	177.60	182.04	186.59	191.25	196.03
19	ASSISTANT CITY ATTORNEY III	MONTH	7,657.06	8,044.70	8,245.82	8,451.96	8,663.26	8,879.82	9,101.82	9,329.36
		SEMI-MONTH	3,828.53	4,022.35	4,122.91	4,225.98	4,331.63	4,439.91	4,550.91	4,664.68
		ANNUAL	91,884.72	96,536.40	98,949.84	101,423.52	103,959.12	106,557.84	109,221.84	111,952.32
		SEMI-MO DEF COMP	153.14	160.89	164.92	169.04	173.27	177.60	182.04	186.59
18	CITY AUDITOR	MONTH	7,288.12	7,657.06	7,848.50	8,044.70	8,245.82	8,451.96	8,663.26	8,879.82
		SEMI-MONTH	3,644.06	3,828.53	3,924.25	4,022.35	4,122.91	4,225.98	4,331.63	4,439.91
		ANNUAL	87,457.44	91,884.72	94,182.00	96,536.40	98,949.84	101,423.52	103,959.12	106,557.84
		SEMI-MO DEF COMP	145.76	153.14	156.97	160.89	164.92	169.04	173.27	177.60
17	ASSISTANT CITY ATTORNEY II CITY AUDITOR	MONTH	6,936.94	7,288.12	7,470.30	7,657.06	7,848.50	8,044.70	8,245.82	8,451.96
		SEMI-MONTH	3,468.47	3,644.06	3,735.15	3,828.53	3,924.25	4,022.35	4,122.91	4,225.98
		ANNUAL	83,243.28	87,457.44	89,643.60	91,884.72	94,182.00	96,536.40	98,949.84	101,423.52
		SEMI-MO DEF COMP	138.74	145.76	149.41	153.14	156.97	160.89	164.92	169.04
16	ASST. COMMUNITY DEVELOPMENT DIRECTOR FINANCE OFFICER FORESTRY MANAGER INFORMATION SYSTEMS MANAGER MANAGING ENGINEER PUBLIC WORKS OPERATIONS MANAGER RISK MANAGER UTILITY OPERATIONS MANAGER WASTEWATER MANAGER WATER RESOURCE MANAGER	MONTH	6,602.68	6,936.94	7,110.34	7,288.12	7,470.30	7,657.06	7,848.50	8,044.70
		SEMI-MONTH	3,301.34	3,468.47	3,555.17	3,644.06	3,735.15	3,828.53	3,924.25	4,022.35
		ANNUAL	79,232.16	83,243.28	85,324.08	87,457.44	89,643.60	91,884.72	94,182.00	96,536.40
		SEMI-MO DEF COMP	132.05	138.74	142.21	145.76	149.41	153.14	156.97	160.89
15	COURT SERVICES MANAGER PROJECT MANAGER	MONTH	6,284.52	6,602.67	6,767.76	6,936.94	7,110.34	7,288.12	7,470.30	7,657.06
		SEMI-MONTH	3,142.26	3,301.34	3,383.88	3,468.47	3,555.17	3,644.06	3,735.15	3,828.53
		ANNUAL	75,414.24	79,232.09	81,213.12	83,243.28	85,324.08	87,457.44	89,643.60	91,884.72
		SEMI-MO DEF COMP	125.69	132.05	135.36	138.74	142.21	145.76	149.41	153.14

**CITY OF BREMERTON
MANAGEMENT SALARY PLAN - 2009
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14	ASSISTANT FINANCE OFFICER CITY CLERK PUBLIC WORKS & UTILITY FINANCE MANAGER	MONTH	5,981.68	6,284.52	6,441.64	6,602.68	6,767.76	6,936.94	7,110.34	7,288.12
		SEMI-MONTH	2,990.84	3,142.26	3,220.82	3,301.34	3,383.88	3,468.47	3,555.17	3,644.06
		ANNUAL	71,780.16	75,414.24	77,299.68	79,232.16	81,213.12	83,243.28	85,324.08	87,457.44
13	ASSISTANT CITY ATTORNEY I FLEET MANAGER	MONTH	5,693.46	5,981.68	6,131.24	6,284.52	6,441.64	6,602.68	6,767.76	6,936.94
		SEMI-MONTH	2,846.73	2,990.84	3,065.62	3,142.26	3,220.82	3,301.34	3,383.88	3,468.47
		ANNUAL	68,321.52	71,780.16	73,574.88	75,414.24	77,299.68	79,232.16	81,213.12	83,243.28
12	ATHLETICS/RECREATION MANAGER PARKS MAINTENANCE MANAGER POLICE SUPPORT MANAGER	MONTH	5,419.12	5,693.46	5,835.80	5,981.68	6,131.24	6,284.52	6,441.64	6,602.68
		SEMI-MONTH	2,709.56	2,846.73	2,917.90	2,990.84	3,065.62	3,142.26	3,220.82	3,301.34
		ANNUAL	65,029.44	71,780.16	70,029.60	71,780.16	73,574.88	75,414.24	77,299.68	79,232.16
11	PARK DEVELOPMENT PLANNER PUBLIC ACCESS MANAGER	MONTH	5,158.00	5,419.12	5,554.58	5,693.46	5,835.80	5,981.68	6,131.24	6,284.52
		SEMI-MONTH	2,579.00	2,709.56	2,777.29	2,846.73	2,917.90	2,990.84	3,065.62	3,142.26
		ANNUAL	61,896.00	65,029.44	66,654.96	68,321.52	70,029.60	71,780.16	73,574.88	75,414.24
10		MONTH	4,909.44	5,158.00	5,286.96	5,419.12	5,554.58	5,693.46	5,835.80	5,981.68
		SEMI-MONTH	2,454.72	2,579.00	2,643.48	2,709.56	2,777.29	2,846.73	2,917.90	2,990.84
		ANNUAL	58,913.28	61,896.00	63,443.52	65,029.44	66,654.96	68,321.52	70,029.60	71,780.16
9		MONTH	4,672.88	4,909.44	5,032.18	5,158.00	5,286.96	5,419.12	5,554.58	5,693.46
		SEMI-MONTH	2,336.44	2,454.72	2,516.09	2,579.00	2,643.48	2,709.56	2,777.29	2,846.73
		ANNUAL	56,074.56	58,913.28	60,386.16	61,896.00	63,443.52	65,029.44	66,654.96	68,321.52
8		MONTH	4,447.72	4,672.88	4,789.70	4,909.44	5,032.18	5,158.00	5,286.96	5,419.12
		SEMI-MONTH	2,223.86	2,336.44	2,394.85	2,454.72	2,516.09	2,579.00	2,643.48	2,709.56
		ANNUAL	53,372.64	56,074.56	57,476.40	58,913.28	60,386.16	61,896.00	63,443.52	65,029.44
7		MONTH	4,233.40	4,447.72	4,558.90	4,672.88	4,789.70	4,909.44	5,032.18	5,158.00
		SEMI-MONTH	2,116.70	2,223.86	2,279.45	2,336.44	2,394.85	2,454.72	2,516.09	2,579.00
		ANNUAL	50,800.80	53,372.64	54,706.80	56,074.56	57,476.40	58,913.28	60,386.16	61,896.00
6		MONTH	4,029.40	4,233.40	4,339.24	4,447.72	4,558.90	4,672.88	4,789.70	4,909.44
		SEMI-MONTH	2,014.70	2,116.70	2,169.62	2,223.86	2,279.45	2,336.44	2,394.85	2,454.72
		ANNUAL	48,352.80	50,800.80	52,070.88	53,372.64	54,706.80	56,074.56	57,476.40	58,913.28
5		MONTH	3,835.24	4,029.40	4,130.16	4,233.40	4,339.24	4,447.72	4,558.90	4,672.88
		SEMI-MONTH	1,917.62	2,014.70	2,065.08	2,116.70	2,169.62	2,223.86	2,279.45	2,336.44
		ANNUAL	46,022.88	48,352.80	49,561.92	50,800.80	52,070.88	53,372.64	54,706.80	56,074.56
4		MONTH	3,650.44	3,835.24	3,931.12	4,029.40	4,130.16	4,233.40	4,339.24	4,447.72
		SEMI-MONTH	1,825.22	1,917.62	1,965.56	2,014.70	2,065.08	2,116.70	2,169.62	2,223.86
		ANNUAL	43,805.28	46,022.88	47,173.44	48,352.80	49,561.92	50,800.80	52,070.88	53,372.64
			73.01	76.70	78.62	80.59	82.60	84.67	86.78	88.95

CITY OF BREMERTON
PROFESSIONAL, CONFIDENTIAL & FIDUCIARY PAY PLAN - 2009
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PAY BAND	TITLE	SALARY BASE	RATE 1	RATE 2	RATE 3	RATE 4	RATE 5	RATE 6	RATE 7	RATE 8
22	MONTH		8,879.82	9,329.36	9,562.58	9,801.64	10,046.70	10,297.88	10,555.32	10,819.20
	SEMI-MONTH		4,439.91	4,664.68	4,781.29	4,900.82	5,023.35	5,148.94	5,277.66	5,409.60
	ANNUAL		106,557.84	111,952.32	114,750.96	117,619.68	120,560.40	123,574.56	126,663.84	129,830.40
	SEMI-MO DEF COMP		177.60	186.59	191.25	196.03	200.93	205.96	211.11	216.38
21	MONTH		8,451.96	8,879.82	9,101.82	9,329.36	9,562.58	9,801.64	10,046.70	10,297.88
	SEMI-MONTH		4,225.98	4,439.91	4,550.91	4,664.68	4,781.29	4,900.82	5,023.35	5,148.94
	ANNUAL		101,423.52	106,557.84	109,221.84	111,952.32	114,750.96	117,619.68	120,560.40	123,574.56
	SEMI-MO DEF COMP		169.04	177.60	182.04	186.59	191.25	196.03	200.93	205.96
20	MONTH		8,044.70	8,451.96	8,663.26	8,879.82	9,101.82	9,329.36	9,562.58	9,801.64
	SEMI-MONTH		4,022.35	4,225.98	4,331.63	4,439.91	4,550.91	4,664.68	4,781.29	4,900.82
	ANNUAL		96,536.40	101,423.52	103,959.12	106,557.84	109,221.84	111,952.32	114,750.96	117,619.68
	SEMI-MO DEF COMP		160.89	169.04	173.27	177.60	182.04	186.59	191.25	196.03
19	MONTH		7,657.06	8,044.70	8,245.82	8,451.96	8,663.26	8,879.82	9,101.82	9,329.36
	SEMI-MONTH		3,828.53	4,022.35	4,122.91	4,225.98	4,331.63	4,439.91	4,550.91	4,664.68
	ANNUAL		91,884.72	96,536.40	98,949.84	101,423.52	103,959.12	106,557.84	109,221.84	111,952.32
	SEMI-MO DEF COMP		153.14	160.89	164.92	169.04	173.27	177.60	182.04	186.59
18	MONTH		7,288.12	7,657.06	7,848.50	8,044.70	8,245.82	8,451.96	8,663.26	8,879.82
	SEMI-MONTH		3,644.06	3,828.53	3,924.25	4,022.35	4,122.91	4,225.98	4,331.63	4,439.91
	ANNUAL		87,457.44	91,884.72	94,182.00	96,536.40	98,949.84	101,423.52	103,959.12	106,557.84
	SEMI-MO DEF COMP		145.76	153.14	156.97	160.89	164.92	169.04	173.27	177.60
17	MONTH		6,936.94	7,288.12	7,470.30	7,657.06	7,848.50	8,044.70	8,245.82	8,451.96
	SEMI-MONTH		3,468.47	3,644.06	3,735.15	3,828.53	3,924.25	4,022.35	4,122.91	4,225.98
	ANNUAL		83,243.28	87,457.44	89,643.60	91,884.72	94,182.00	96,536.40	98,949.84	101,423.52
	SEMI-MO DEF COMP		138.74	145.76	149.41	153.14	156.97	160.89	164.92	169.04
16	MONTH		6,602.68	6,936.94	7,110.34	7,288.12	7,470.30	7,657.06	7,848.50	8,044.70
	SEMI-MONTH		3,301.34	3,468.47	3,555.17	3,644.06	3,735.15	3,828.53	3,924.25	4,022.35
	ANNUAL		79,232.16	83,243.28	85,324.08	87,457.44	89,643.60	91,884.72	94,182.00	96,536.40
	SEMI-MO DEF COMP		132.05	138.74	142.21	145.76	149.41	153.14	156.97	160.89
15	MONTH		6,284.52	6,602.68	6,767.76	6,936.94	7,110.34	7,288.12	7,470.30	7,657.06
	SEMI-MONTH		3,142.26	3,301.34	3,383.88	3,468.47	3,555.17	3,644.06	3,735.15	3,828.53
	ANNUAL		75,414.24	79,232.09	81,213.12	83,243.28	85,324.08	87,457.44	89,643.60	91,884.72
	SEMI-MO DEF COMP		125.69	132.05	135.36	138.74	142.21	145.76	149.41	153.14
14	MONTH		5,981.68	6,284.52	6,441.64	6,602.68	6,767.76	6,936.94	7,110.34	7,288.12
	SEMI-MONTH		2,990.84	3,142.26	3,220.82	3,301.34	3,383.88	3,468.47	3,555.17	3,644.06
	ANNUAL		71,780.16	75,414.24	77,299.68	79,232.16	81,213.12	83,243.28	85,324.08	87,457.44
	SEMI-MO DEF COMP		119.63	125.69	128.83	132.05	135.36	138.74	142.21	145.76
13	MONTH		5,693.46	5,981.68	6,131.24	6,284.52	6,441.64	6,602.68	6,767.76	6,936.94
	SEMI-MONTH		2,846.73	2,990.84	3,065.62	3,142.26	3,220.82	3,301.34	3,383.88	3,468.47
	ANNUAL		68,321.52	71,780.16	73,574.88	75,414.24	77,299.68	79,232.16	81,213.12	83,243.28
	SEMI-MO DEF COMP		113.87	119.63	122.62	125.69	128.83	132.05	135.36	138.74

CITY OF BREMERTON
PROFESSIONAL, CONFIDENTIAL & FIDUCIARY PAY PLAN - 2009
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12	CDBG Administrator	MONTH	5,419.12	5,693.46	5,835.80	5,981.68	6,131.24	6,284.52	6,441.64	6,602.68
		SEMI-MONTH	2,709.56	2,846.73	2,917.90	2,990.84	3,065.62	3,142.26	3,220.82	3,301.34
		ANNUAL	65,029.44	68,321.52	70,029.60	71,780.16	73,574.88	75,414.24	77,299.68	79,232.16
		SEMI-MO DEF COMP	108.38	113.87	116.72	119.63	122.62	125.69	128.83	132.05
11	Administrative Analyst Executive Assistant Legislative Assistant Paralegal Senior Planner	MONTH	5,158.00	5,419.12	5,554.58	5,693.46	5,835.80	5,981.68	6,131.24	6,284.52
		SEMI-MONTH	2,579.00	2,709.56	2,777.29	2,846.73	2,917.90	2,990.84	3,065.62	3,142.26
		ANNUAL	61,896.00	65,029.44	66,654.96	68,321.52	70,029.60	71,780.16	73,574.88	75,414.24
		SEMI-MO DEF COMP	103.16	108.38	111.09	113.87	116.72	119.63	122.62	125.69
10	Budget Analyst CDBG Coordinator HR Analyst	MONTH	4,909.44	5,158.00	5,286.96	5,419.12	5,554.58	5,693.46	5,835.80	5,981.68
		SEMI-MONTH	2,454.72	2,579.00	2,643.48	2,709.56	2,777.29	2,846.73	2,917.90	2,990.84
		ANNUAL	58,913.28	61,896.00	63,443.52	65,029.44	66,654.96	68,321.52	70,029.60	71,780.16
		SEMI-MO DEF COMP	98.19	103.16	105.74	108.38	111.09	113.87	116.72	119.63
9		MONTH	4,672.88	4,909.44	5,032.18	5,158.00	5,286.96	5,419.12	5,554.58	5,693.46
		SEMI-MONTH	2,336.44	2,454.72	2,516.09	2,579.00	2,643.48	2,709.56	2,777.29	2,846.73
		ANNUAL	56,074.56	58,913.28	60,386.16	61,896.00	63,443.52	65,029.44	66,654.96	68,321.52
		SEMI-MO DEF COMP	93.46	98.19	100.64	103.16	105.74	108.38	111.09	113.87
8	BKAT Production Administrator Civil Service Officer/HR Assistant Council/Auditor Assistant	MONTH	4,447.72	4,672.88	4,789.70	4,909.44	5,032.18	5,158.00	5,286.96	5,419.12
		SEMI-MONTH	2,223.86	2,336.44	2,394.85	2,454.72	2,516.09	2,579.00	2,643.48	2,709.56
		ANNUAL	53,372.64	56,074.56	57,476.40	58,913.28	60,386.16	61,896.00	63,443.52	65,029.44
		SEMI-MO DEF COMP	88.95	93.46	95.79	98.19	100.64	103.16	105.74	108.38
7		MONTH	4,233.40	4,447.72	4,558.90	4,672.88	4,789.70	4,909.44	5,032.18	5,158.00
		SEMI-MONTH	2,116.70	2,223.86	2,279.45	2,336.44	2,394.85	2,454.72	2,516.09	2,579.00
		ANNUAL	50,800.80	53,372.64	54,706.80	56,074.56	57,476.40	58,913.28	60,386.16	61,896.00
		SEMI-MO DEF COMP	84.67	88.95	91.18	93.46	95.79	98.19	100.64	103.16
6		MONTH	4,029.40	4,233.40	4,339.24	4,447.72	4,558.90	4,672.88	4,789.70	4,909.44
		SEMI-MONTH	2,014.70	2,116.70	2,169.62	2,223.86	2,279.45	2,336.44	2,394.85	2,454.72
		ANNUAL	48,352.80	50,800.80	52,070.88	53,372.64	54,706.80	56,074.56	57,476.40	58,913.28
		SEMI-MO DEF COMP	80.59	84.67	86.78	88.95	91.18	93.46	95.79	98.19
5	Legal Assistant	MONTH	3,835.24	4,029.40	4,130.16	4,233.40	4,339.24	4,447.72	4,558.90	4,672.88
		SEMI-MONTH	1,917.62	2,014.70	2,065.08	2,116.70	2,169.62	2,223.86	2,279.45	2,336.44
		ANNUAL	46,022.88	48,352.80	49,561.92	50,800.80	52,070.88	53,372.64	54,706.80	56,074.56
		SEMI-MO DEF COMP	76.70	80.59	82.60	84.67	86.78	88.95	91.18	93.46
4		MONTH	3,650.44	3,835.24	3,931.12	4,029.40	4,130.16	4,233.40	4,339.24	4,447.72
		SEMI-MONTH	1,825.22	1,917.62	1,965.56	2,014.70	2,065.08	2,116.70	2,169.62	2,223.86
		ANNUAL	43,805.28	46,022.88	47,173.44	48,352.80	49,561.92	50,800.80	52,070.88	53,372.64
		SEMI-MO DEF COMP	73.01	76.70	78.62	80.59	82.60	84.67	86.78	88.95
3		MONTH	3,476.62	3,650.44	3,741.70	3,835.24	3,931.12	4,029.40	4,130.16	4,233.40
		SEMI-MONTH	1,738.31	1,825.22	1,870.85	1,917.62	1,965.56	2,014.70	2,065.08	2,116.70
		ANNUAL	41,719.44	43,805.28	44,900.40	46,022.88	47,173.44	48,352.80	49,561.92	50,800.80
		SEMI-MO DEF COMP	69.53	73.01	74.83	76.70	78.62	80.59	82.60	84.67

CITY OF BREMERTON

**SALARY SCHEDULE AND JOB CLASSIFICATION
NON-UNIFORMED REPRESENTED EMPLOYEES**

Due to ongoing negotiations, published salaries are those of 2008. Effective 1-1-2009

GRADE	JOB CLASSIFICATION	STEP AND MONTHLY SALARY						
		A	B	C	D	E	F	G
4	Parks Laborer	2,526	2,592	2,653	2,727	2,802	2,873	2,950
5	Office Assistant I	2,653	2,727	2,802	2,873	2,950	3,025	3,111
6	Office Assistant II	2,802	2,873	2,950	3,025	3,111	3,191	3,279
7	Customer Service Representative Evidence Property Control Specialist Office Assistant III Police Records Specialist I	2,950	3,025	3,111	3,191	3,279	3,364	3,451
8	Accounting Assistant II Lead Evidence Property Control Specialist Legal Technician Mechanic's Helper Office Assistant Sr. Recreation Prog. Coord. I	3,111	3,191	3,279	3,364	3,451	3,548	3,644
9	Accounting Assistant III Police Records Specialist II Water Resources Assistant	3,279	3,364	3,451	3,548	3,644	3,740	3,848
10	Accounting Assistant Sr. Office Assistant Senior Specialist Parks Service Specialist Payroll Specialist Project Assistant Web Support Specialist	3,451	3,548	3,644	3,740	3,848	3,954	4,061
11	BDS I Engineering Technician II Facilities Service Specialist Permit Technician Recreation Program Coord. II Sign Shop Service Specialist Street Service Specialist Utilities Service Specialist Water Operator WWTP Operator Trainee	3,644	3,740	3,848	3,954	4,061	4,180	4,290
12	Court Home Detention Specialist Deputy City Clerk Forestry Service Specialist Sr. Parks Service Specialist Sr. Probation Officer Rec. Program Coordinator III Warrant Server WWTP Maintenance Technician	3,848	3,954	4,061	4,180	4,290	4,403	4,527

13	Automotive Equipment Technician Engineering Technician III Facilities Service Specialist Sr. PC Technician Sign Shop Svc. Specialist Sr. Streets Svc. Specialist Sr. Utilities Svc. Specialist Sr. Water Operator Sr. WWTP Lab Technician	4,061	4,180	4,290	4,403	4,527	4,657	4,777
14	Accountant BDS II Legal Technician Senior Planner I WWTP Operator I	4,290	4,403	4,527	4,657	4,777	4,910	5,053
15	Application Support Analyst Assistant Network Administrator Customer Service/PC Tech. Electronics Technician Engineering Tech IV Environmental Technician Journey Level Electrician Lead Automotive Equipment Tech. Lead Facilities Service Specialist Lead PC Technician Lead Utilities Service Specialist Lead Water Operator Parks Facilities Specialist Parks Lead Service Specialist Utility Accounts Supervisor WWTP CMMS Technician WWTP Operator II	4,527	4,657	4,777	4,910	5,053	5,189	5,341
16	BDSIII Civil Engineer I Code Enforcement Officer Cross Connection Cont. Spec. Planner II	4,777	4,910	5,053	5,189	5,341	5,497	5,647
17	Auto Equip. Tech. Supervisor Electronics Supervisor Facilities Inventory Supervisor Network Administrator Parks Maintenance Supervisor Sewer/Storm Collection Supervisor Sign Shop Service Spec. Supvr. Streets Service Spec. Supvr. Utilities Service Spec. Supvr. Water Distribution Supervisor Water Resources Oprns. Supvr. WWTP Maintenance Supvr. WWTP Operations Supervisor	5,053	5,189	5,341	5,497	5,647	5,808	5,967

18	Civil Engineer II Engineering Technician Sr. Forestry Service Spec. Supvr.	5,341	5,497	5,647	5,808	5,967	6,134	6,302
19	Civil Engineer III	5,647	5,808	5,967	6,134	6,302	6,463	6,625

LONGEVITY WAGE RATES

Date of hire thru 5 years:	+0%
6th through 10th years:	+1%
11th through 15th years:	+2%
16th through 20th years:	+3%
21st year and thereafter:	+4%

CITY OF BREMERTON

**SALARY SCHEDULE AND CLASSIFICATION - 2009
MONTHLY SALARY**

Due to ongoing negotiations, published salaries are those of 2008. Effective 1-1-2009

POLICE MANAGEMENT POSITIONS

<u>JOB CLASSIFICATION</u>	<u>0-1 Yr.</u>	<u>1-2 Yr.</u>	<u>2-3 Yr.</u>	<u>3-4 Yr.</u>	<u>4-5 Yr.</u>
Police Lieutenant	7,253	7,417	7,584	7,754	7,928
Police Captain	8,262	8,448	8,638	8,832	9,031

<u>LONGEVITY</u>	<u>LEOFF II</u>
6th through 10th years:	1.25%
11th through 15th years:	2.00%
16th through 20th years:	3.00%
21st through 25 years:	7.75%
26th and over continuous years:	9.00%

BPOG POSITIONS

	<u>0-1 Yr.</u>	<u>1-2 Yr.</u>	<u>2-3 Yr.</u>	<u>3-4 Yr.</u>	<u>4-5 Yr.</u>
Patrol Officer	4,686	4,861	5,086	5,313	5,774
Police Sergeant	6,251	6,389	6,522	6,662	6,798

<u>LONGEVITY</u>	
6th through 10th years:	1.25%
11th through 15th years:	2.50%
16th through 20th years:	7.75%
21st through 25th years:	9.00%
26th and over continuous years:	10.50%

APPENDIX A
TO THE AGREEMENT BY AND BETWEEN THE CITY OF BREMERTON AND THE BREMERTON POLICE OFFICERS GUILD
 Due to salary negotiations, published salaries are those of 2008.

Effective January 1, 2009, the base rates of pay for employees shall be as follows:

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Master PO</u>
Police Officer	Annual 56,235.68	58,331.68	61,035.52	63,760.32	69,293.76	72,752.16
	Monthly 4,686.31	4,860.97	5,086.29	5,313.36	5,774.48	6,062.68
	Semi-Monthly 2,343.16	2,430.49	2,543.15	2,656.68	2,887.24	3,031.34
	Hourly 26.83	27.83	29.12	30.42	33.06	34.71
+Longevity	Base +1.25%	27.17	28.18	29.48	30.80	33.47
	Base +2.50%	27.50	28.53	29.85	31.18	33.89
	Base +7.75%	28.91	29.99	31.38	32.78	35.62
	Base +9.00%	29.24	30.33	31.74	33.16	36.04
	Base +10.5%	29.65	30.75	32.18	33.61	36.53
Deferred Comp. 4%	93.73	97.22	101.73	106.27	115.49	

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Sergeant	Annual 75,015.84	76,671.68	78,264.64	79,941.44	81,576.32
	Monthly 6,251.32	6,389.31	6,522.05	6,661.79	6,798.03
	Semi-Monthly 3,125.66	3,194.66	3,261.03	3,330.90	3,399.02
	Hourly 35.79	36.58	37.34	38.14	38.92
+Longevity	Base +1.25%	36.24	37.04	37.81	38.62
	Base +2.50%	36.68	37.49	38.27	39.09
	Base +7.75%	38.56	39.41	40.23	41.10
	Base +9.00%	39.01	39.87	40.70	41.57
	Base +10.5%	39.55	40.42	41.26	42.14
Deferred Comp. 4%	125.03	127.79	130.44	133.24	135.96

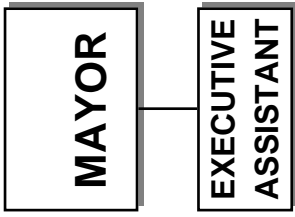
SERGEANT CLASSIFICATION - Any employee who is promoted to the classification of Sergeant shall be placed at Step 3 of the Sergeant classification, provided, however, an employee hired as a Sergeant through a lateral transfer, having not served as a police officer with the City of Bremerton, may be placed into Step 1 of the Sergeant classification.

IAFF PAY RATES
Effective January 1, 2009

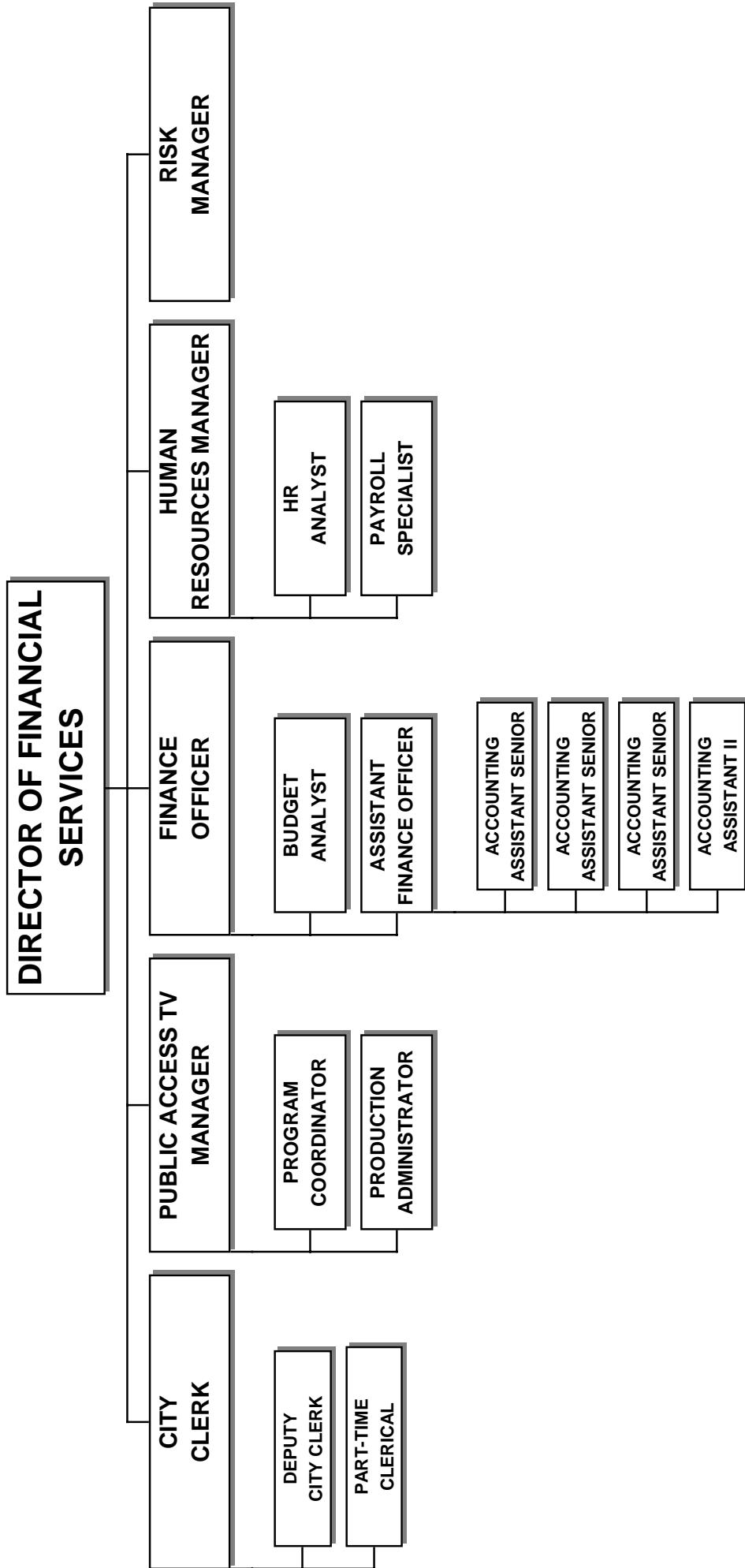
Due to ongoing negotiations, published salaries are those of 2008.

Class Code/ Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:	49.39	8% Longevity Effective 1-1-2008											
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
2502/FF8 Firefighter	Annual	49,908.00	53,472.96	60,602.64	64,167.60	71,297.28	72,188.40	73,079.76	73,970.88	74,862.24	75,931.68	77,001.12	77,991.84	78,982.56	79,973.28	80,964.00
	Monthly	4,159.00	4,456.08	5,050.22	5,347.30	5,941.44	6,015.70	6,089.98	6,164.24	6,238.52	6,312.80	6,387.04	6,461.28	6,535.52	6,609.76	6,684.00
	Semi-Monthly	2,079.50	2,228.04	2,525.11	2,673.65	2,970.72	3,007.85	3,044.99	3,082.12	3,119.26	3,156.40	3,193.54	3,230.68	3,267.82	3,304.96	3,342.10
	Shift/Hourly	19.43	20.82	23.60	24.99	27.76	28.11	28.46	28.80	29.15	29.50	29.85	30.20	30.55	30.90	31.25
	Shift/Overtime	29.15	31.23	35.40	37.48	41.65	42.17	42.69	43.21	43.73	44.25	44.77	45.29	45.81	46.33	46.85
	Semi-Mo Def Comp	83.18	89.12	101.00	106.95	118.83	120.31	121.80	123.28	124.77	126.25	127.73	129.21	130.69	132.17	133.65
2506/FE8 2507/FS8 Firefighter (Equip Maint) Firefighter (SCBA)	Annual	51,904.56	55,611.84	63,026.88	66,734.40	74,149.20	75,076.08	76,002.96	76,929.84	77,856.72	78,968.88	80,081.04	81,193.20	82,305.36	83,417.52	84,529.68
	Monthly	4,325.38	4,634.32	5,252.24	5,561.20	6,179.10	6,256.34	6,333.58	6,410.82	6,488.06	6,565.30	6,642.54	6,719.78	6,797.02	6,874.26	6,951.50
	Semi-Monthly	2,162.69	2,317.16	2,626.12	2,780.60	3,089.55	3,128.17	3,166.79	3,205.41	3,244.03	3,282.65	3,321.27	3,359.89	3,398.51	3,437.13	3,475.75
	Shift/Hourly	24.95	26.74	30.30	32.08	35.65	36.09	36.54	36.99	37.43	37.88	38.33	38.78	39.23	39.68	40.13
	Non-Shift Overtime	37.43	40.11	45.45	48.12	53.48	54.14	54.81	55.49	56.15	56.82	57.49	58.15	58.82	59.49	60.15
	Shift/Over Time	20.21	21.66	24.54	25.99	28.87	29.24	29.60	29.96	30.32	30.68	31.04	31.40	31.76	32.12	32.48
2505/FP8 Paramedic Firefighter (Fire Prevention)	Annual	56,146.80	60,156.96	68,178.00	72,188.64	80,209.44	81,212.16	82,214.88	83,217.60	84,220.32	85,223.04	86,225.76	87,228.48	88,231.20	89,233.92	90,236.64
	Monthly	4,678.90	5,013.08	5,681.50	6,015.72	6,684.12	6,767.68	6,851.22	6,934.78	7,018.32	7,101.88	7,185.44	7,268.98	7,352.54	7,436.08	7,519.64
	Semi-Monthly	2,339.45	2,506.54	2,840.75	3,007.86	3,342.06	3,383.84	3,425.61	3,467.39	3,509.16	3,550.92	3,592.69	3,634.44	3,676.19	3,717.94	3,759.69
	Shift/Hourly	26.99	28.92	32.78	34.71	38.56	39.53	39.53	40.01	40.49	40.97	41.45	41.93	42.41	42.89	43.37
	Non-Shift Overtime	40.49	43.38	49.17	52.07	57.84	58.56	59.30	60.02	60.74	61.46	62.18	62.90	63.62	64.34	65.06
	Shift/Over Time	21.86	23.43	26.55	28.11	31.23	31.62	32.02	32.41	32.80	33.20	33.59	33.98	34.38	34.77	35.17
2509/CP8 Continuous Paramedic Firefighter	Annual	93.58	100.26	113.63	120.31	133.68	135.35	137.02	138.70	140.37	142.05	143.72	145.40	147.08	148.75	150.43
	Monthly	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
	Semi-Monthly	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
	Shift/Hourly	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
	Non-Shift Overtime	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
	Shift/Over Time	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
2501/FL8 Fire Lieutenant	Annual	N/A	N/A	N/A	N/A	81,991.92	83,016.72	85,066.56	86,091.40	88,141.24	89,166.08	91,215.92	92,240.76	94,290.60	95,315.44	97,365.28
	Monthly	N/A	N/A	N/A	N/A	6,832.66	6,918.06	7,003.46	7,088.86	7,174.30	7,259.70	7,345.10	7,430.50	7,515.90	7,601.30	7,686.70
	Semi-Monthly	N/A	N/A	N/A	N/A	3,416.33	3,459.03	3,501.74	3,544.44	3,587.15	3,629.85	3,672.55	3,715.25	3,757.95	3,800.65	3,843.35
	Shift/Hourly	N/A	N/A	N/A	N/A	31.93	32.33	32.73	33.13	33.53	33.93	34.33	34.73	35.13	35.53	35.93
	Non-Shift Overtime	N/A	N/A	N/A	N/A	47.89	48.49	49.09	49.69	50.29	50.89	51.49	52.09	52.69	53.29	53.89
	Shift/Over Time	N/A	N/A	N/A	N/A	136.65	140.07	143.49	146.91	150.33	153.75	157.17	160.59	164.01	167.43	170.85
2504/FD8 2503/FM8 2503/FC8 Fire Capt - Deputy Fire Marshall Fire Capt - Medical Officer Fire Capt	Annual	N/A	N/A	N/A	N/A	92,686.56	93,845.04	95,003.52	96,162.00	97,320.48	98,478.96	99,637.44	100,795.92	101,954.40	103,112.88	104,271.36
	Monthly	N/A	N/A	N/A	N/A	7,723.88	7,820.42	7,916.96	8,013.52	8,110.08	8,206.64	8,303.20	8,399.76	8,496.32	8,592.88	8,689.44
	Semi-Monthly	N/A	N/A	N/A	N/A	3,861.94	3,910.21	3,958.48	4,006.76	4,055.04	4,103.32	4,151.60	4,200.00	4,248.32	4,296.64	4,345.04
	Shift/Hourly	N/A	N/A	N/A	N/A	44.56	45.12	45.67	46.23	46.79	47.34	47.90	48.46	49.02	49.58	50.14
	Non-Shift Overtime	N/A	N/A	N/A	N/A	68.84	67.68	66.51	65.35	64.19	63.03	61.87	60.71	59.55	58.39	57.23
	Shift/Over Time	N/A	N/A	N/A	N/A	36.09	36.54	37.00	37.45	37.90	38.36	38.81	39.27	39.72	40.18	40.63
2402/BB8 Battalion Chief	Annual	N/A	N/A	N/A	N/A	96,964.32	98,176.32	99,388.32	100,600.32	101,812.32	103,024.32	104,236.32	105,448.32	106,660.32	107,872.32	109,084.32
	Monthly	N/A	N/A	N/A	N/A	8,080.36	8,181.36	8,282.36	8,383.36	8,484.36	8,585.36	8,686.36	8,787.36	8,888.36	8,989.36	9,090.36
	Semi-Monthly	N/A	N/A	N/A	N/A	4,040.18	4,090.68	4,141.18	4,191.68	4,242.19	4,292.69	4,343.19	4,393.69	4,444.19	4,494.69	4,545.19
	Shift/Hourly	N/A	N/A	N/A	N/A	46.62	47.20	47.78	48.37	48.95	49.53	50.11	50.70	51.28	51.86	52.45
	Non-Shift Overtime	N/A	N/A	N/A	N/A	69.93	70.80	71.67	72.56	73.43	74.31	75.18	76.06	76.93	77.81	78.68
	Shift/Over Time	N/A	N/A	N/A	N/A	38.23	37.76	37.30	36.83	36.37	35.90	35.44	34.97	34.51	34.04	33.58

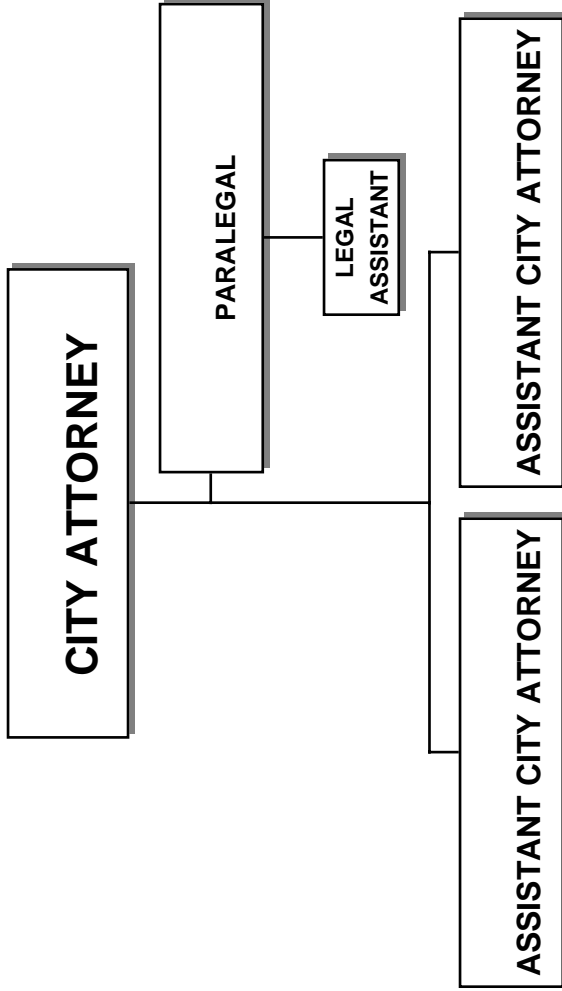
EXECUTIVE DEPARTMENT



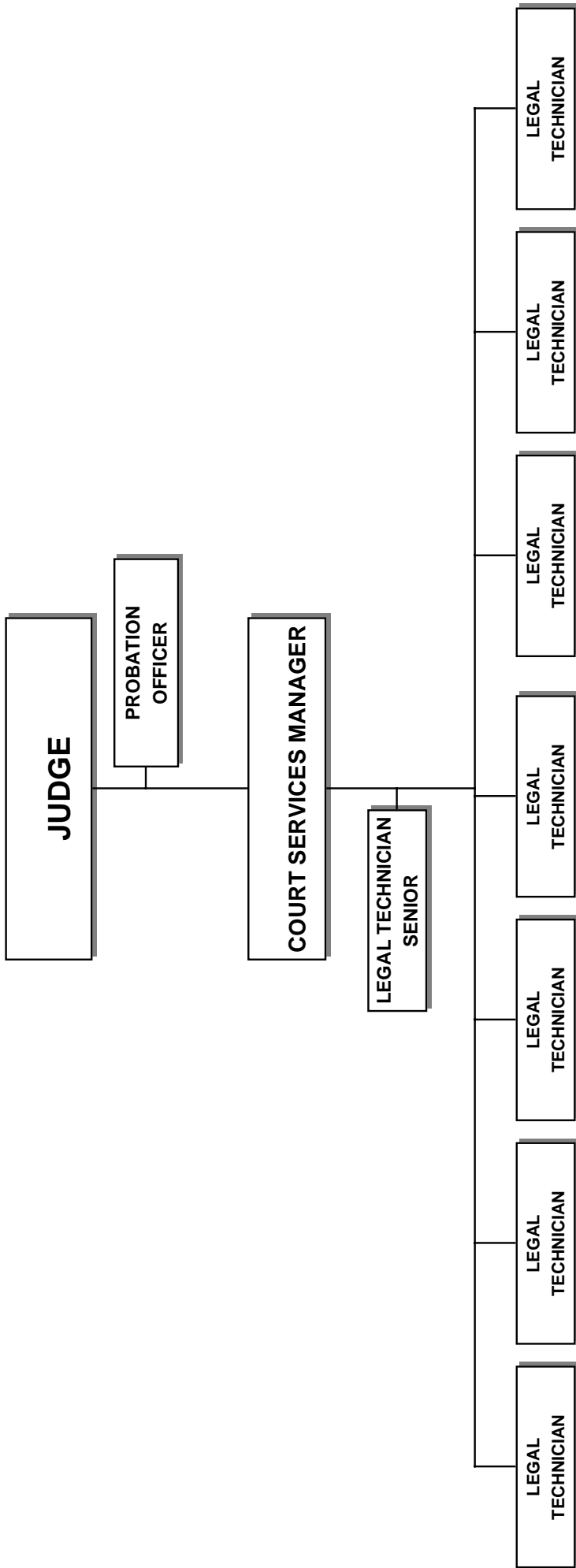
DEPARTMENT OF FINANCIAL SERVICES



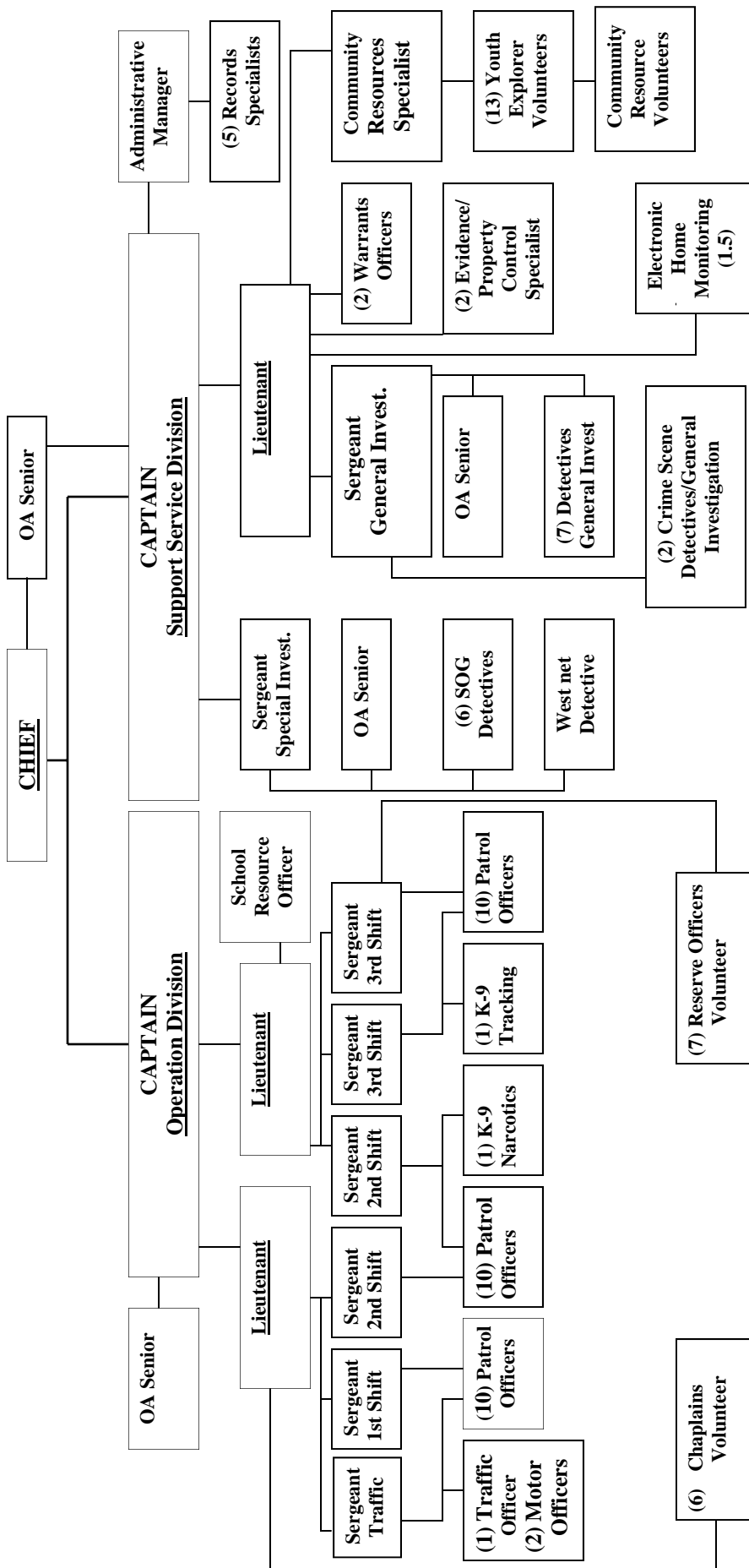
LEGAL DEPARTMENT



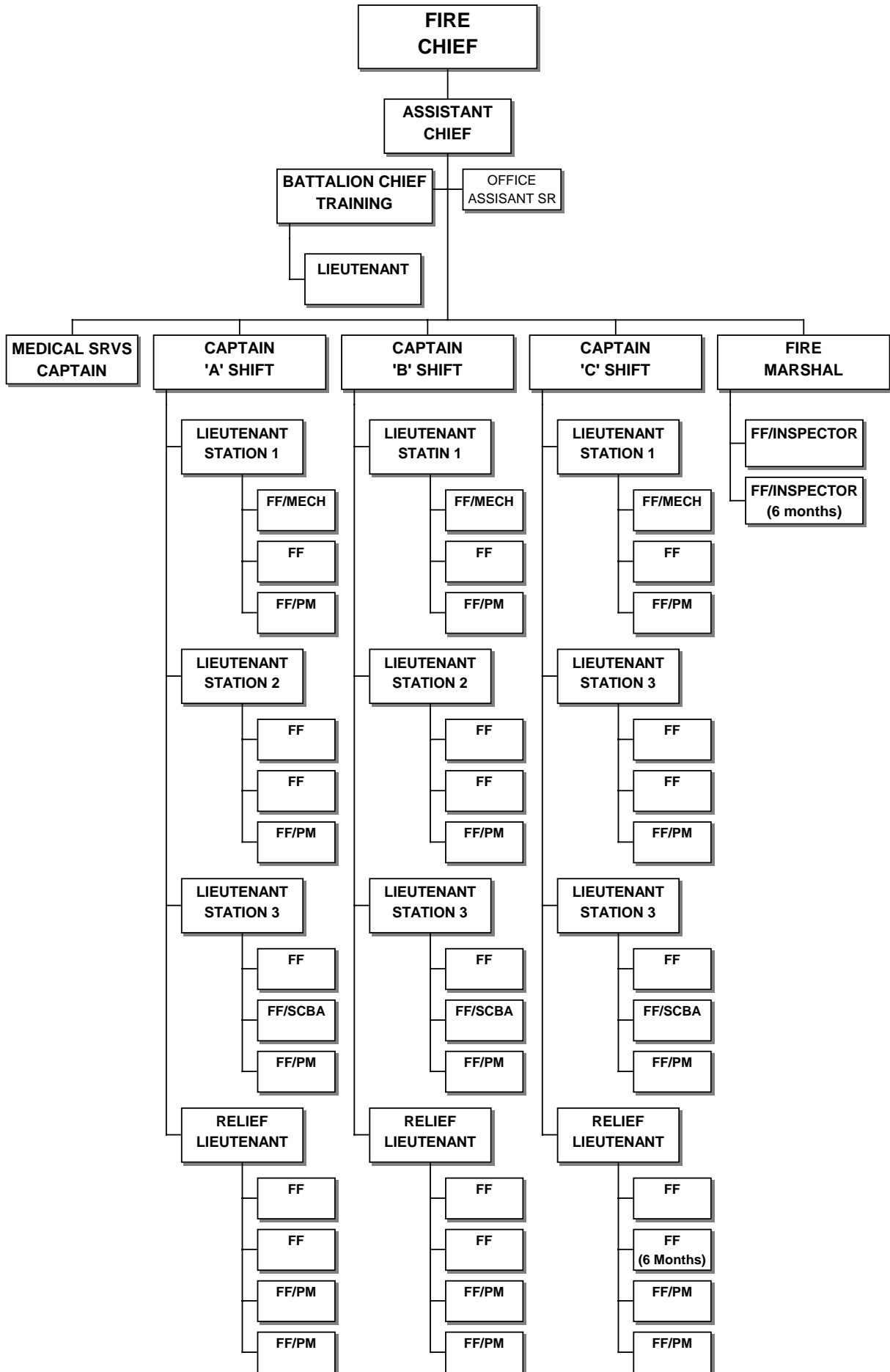
MUNICIPAL COURT



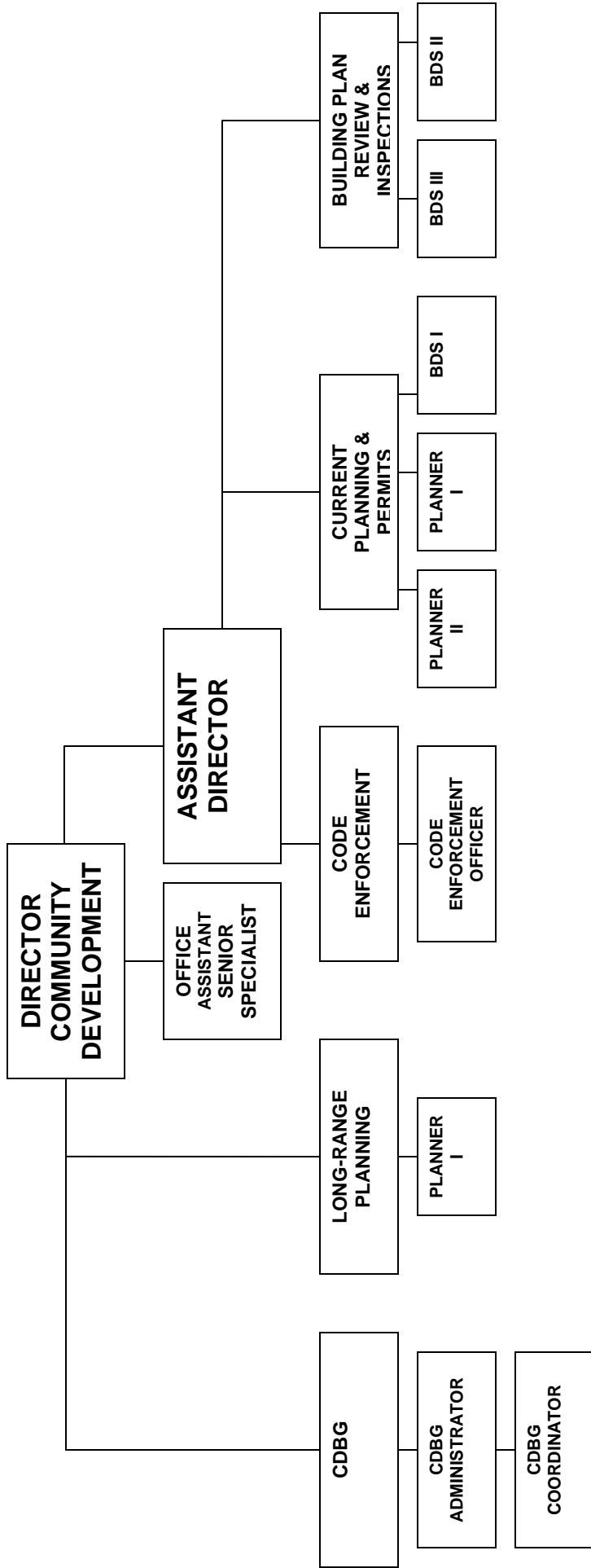
BREMERTON POLICE DEPARTMENT



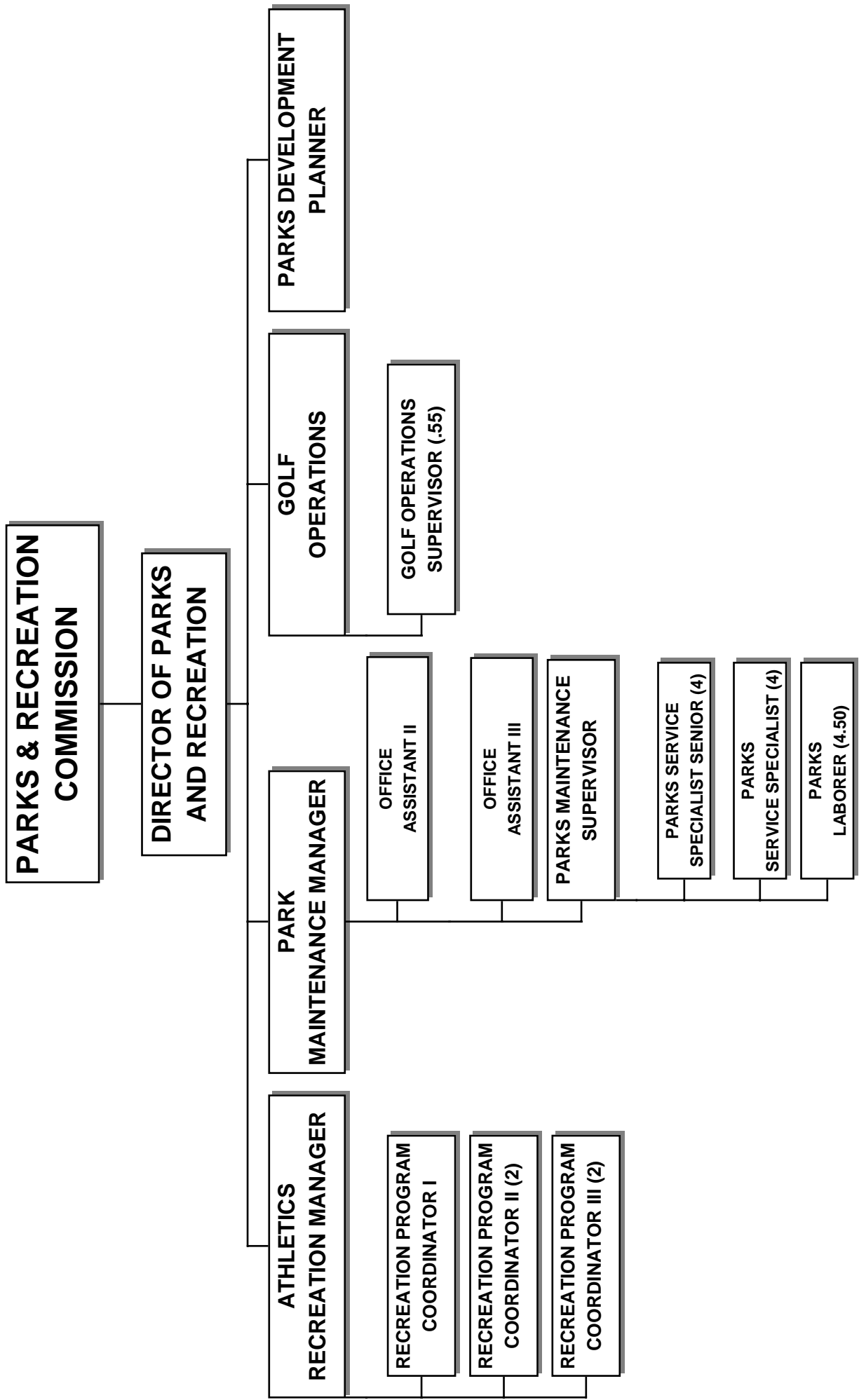
BREMERTON FIRE DEPARTMENT



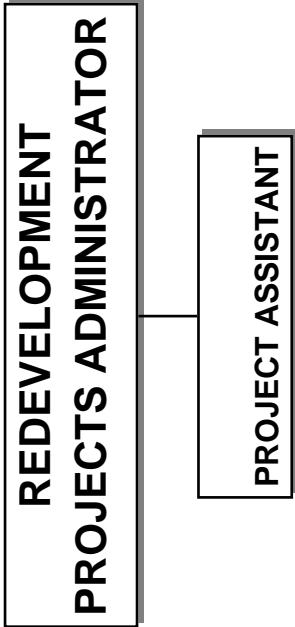
DEPARTMENT OF COMMUNITY DEVELOPMENT



PARKS AND RECREATION DEPARTMENT



ECONOMIC DEVELOPMENT DEPARTMENT



DEPARTMENT OF PUBLIC WORKS & UTILITIES

