

ORDINANCE 1496

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF GIG HARBOR, WASHINGTON, AMENDING THE CITY'S PERSONNEL SALARY SCHEDULE; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the City Council adopted the 2022 Budget and Salary Schedule through Ordinance 1474 on November 22, 2021; and

WHEREAS, it is necessary and appropriate to establish the salary schedule for employees of the City of Gig Harbor by ordinance; and

WHEREAS, pursuant to RCW 35A.11.020, the City Council has the power to fix the compensation and working conditions of its officers and employees; and

WHEREAS, the City recognizes the change in duties for the existing Community Services Officer classification and the need to establish a Property and Evidence Technician classification which accurately represents the duties needing to be performed and provides an appropriate salary range;

NOW THEREFORE, The City Council of the City of Gig Harbor, Washington, do ordain as follows:

Section 1. Exhibit A of Ordinance 1474, which adopted the 2022 Salary Schedule and was subsequently amended by Ordinances 1481, 1487, and 1493 shall be replaced with the schedule attached to this ordinance as Exhibit A.

Section 2. Severability. If any section, sentence, clause or phrase of this Ordinance should be held to be unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this Ordinance.

Section 3. Correction of Errors. The City Clerk and codifiers of the ordinance are authorized to make necessary corrections to this ordinance including, but not limited to, the correction of scrivener/clerical errors, references, ordinance numbering, section/subsection numbers and any references thereto.

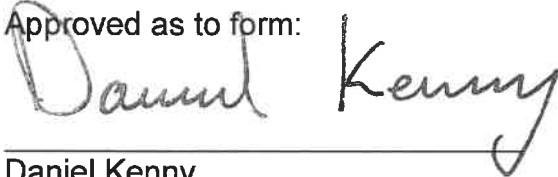
Section 4. Effective Date. This Ordinance shall take effect and be in full force five (5) days after passage and publication of an approved summary consisting of the title.

ADOPTED by the Council of the City of Gig Harbor at a regular meeting thereof, held this 26th day of September, 2022.



Tracie Markley
Mayor

Approved as to form:



Daniel Kenny
City Attorney

Attest:



Joshua Stecker, CMC
City Clerk

**EXHIBIT A
SALARY SCHEDULES**

2022 Executive Positions (Exempt)

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
City Administrator	\$159,532	\$167,509	\$175,884	\$184,679	\$193,912
City Attorney	\$146,202	\$153,512	\$161,188	\$169,247	\$177,710
Chief of Police	\$137,602	\$144,482	\$151,706	\$159,291	\$167,256
Finance Director	\$129,002	\$135,452	\$142,224	\$149,336	\$156,803
Public Works Director	\$129,002	\$135,452	\$142,224	\$149,336	\$156,803
Community Development Director	\$129,002	\$135,452	\$142,224	\$149,336	\$156,803
Human Resources Director	\$122,810	\$128,950	\$135,398	\$142,168	\$149,276
Police Lieutenant	\$122,810	\$128,950	\$135,398	\$142,168	\$149,276
Assistant City Attorney	\$100,621	\$105,652	\$110,935	\$116,482	\$122,306
City Clerk	\$92,451	\$97,074	\$101,928	\$107,024	\$112,375
Human Resources Analyst	\$77,571	\$81,449	\$85,522	\$89,798	\$94,288

2022 Non-Represented Non-Supervisory Personnel

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Assistant City Clerk	\$76,534	\$79,021	\$81,589	\$84,241	\$86,978	\$89,805	\$92,724	\$95,738
Human Resources Assistant	\$52,336	\$54,037	\$55,793	\$57,606	\$59,478	\$61,411	\$63,407	\$65,468

2022 Police Personnel (Local 117)

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant	\$104,196	\$109,404	\$114,876	\$120,624	
Police Officer	\$78,900	\$82,836	\$86,976	\$91,332	\$95,892

2022 Supervisor Unit (Local 313)

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
City Engineer	\$105,118	\$108,535	\$112,062	\$115,704	\$119,464	\$123,347	\$127,356	\$131,495
Information Systems Manager	\$105,118	\$108,535	\$112,062	\$115,704	\$119,464	\$123,347	\$127,356	\$131,495
Building Official / Fire Marshal	\$100,642	\$103,913	\$107,290	\$110,777	\$114,377	\$118,094	\$121,933	\$125,895
Parks Manager	\$93,331	\$96,364	\$99,496	\$102,730	\$106,069	\$109,516	\$113,075	\$116,750
Principal Planner	\$93,331	\$96,364	\$99,496	\$102,730	\$106,069	\$109,516	\$113,075	\$116,750
Tourism & Communications Director	\$91,037	\$93,996	\$97,050	\$100,205	\$103,461	\$106,824	\$110,295	\$113,880
Court Administrator	\$90,343	\$93,280	\$96,311	\$99,441	\$102,673	\$106,010	\$109,455	\$113,013
Public Works Superintendent	\$89,874	\$92,795	\$95,811	\$98,925	\$102,140	\$105,460	\$108,887	\$112,426
Wastewater Superintendent	\$89,874	\$92,795	\$95,811	\$98,925	\$102,140	\$105,460	\$108,887	\$112,426

2022 Non-Supervisory Personnel (Local 117)

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Senior Engineer	\$94,917	\$98,002	\$101,187	\$104,476	\$107,871	\$111,377	\$114,997	\$118,734
Associate Engineer	\$87,778	\$90,631	\$93,576	\$96,617	\$99,757	\$102,999	\$106,347	\$109,803
Project Engineer	\$87,778	\$90,631	\$93,576	\$96,617	\$99,757	\$102,999	\$106,347	\$109,803
Senior Accountant	\$87,554	\$90,399	\$93,337	\$96,370	\$99,502	\$102,736	\$106,075	\$109,523
Senior Planner	\$87,502	\$90,346	\$93,282	\$96,314	\$99,444	\$102,676	\$106,013	\$109,458
Infrastructure Systems Engineer	\$78,966	\$81,532	\$84,182	\$86,918	\$89,743	\$92,660	\$95,671	\$98,780
Assistant Building Official / Fire Marshal	\$77,376	\$79,891	\$82,487	\$85,168	\$87,936	\$90,794	\$93,744	\$96,791
Field Supervisor	\$77,376	\$79,891	\$82,487	\$85,168	\$87,936	\$90,794	\$93,744	\$96,791
Construction Supervisor	\$77,376	\$79,891	\$82,487	\$85,168	\$87,936	\$90,794	\$93,744	\$96,791
Senior Wastewater Operator	\$72,847	\$75,215	\$77,660	\$80,183	\$82,789	\$85,480	\$88,258	\$91,127
GIS Coordinator	\$71,277	\$73,594	\$75,985	\$78,455	\$81,005	\$83,637	\$86,356	\$89,162
Payroll / Benefits Administrator	\$71,084	\$73,394	\$75,779	\$78,242	\$80,785	\$83,410	\$86,121	\$88,920
Associate Planner	\$70,012	\$72,287	\$74,637	\$77,062	\$79,567	\$82,153	\$84,823	\$87,580
Construction Inspector	\$68,308	\$70,528	\$72,821	\$75,187	\$77,631	\$80,154	\$82,759	\$85,449
Building Inspector / Plans Reviewer	\$68,308	\$70,528	\$72,821	\$75,187	\$77,631	\$80,154	\$82,759	\$85,449
Code Enforcement Officer	\$67,289	\$69,476	\$71,734	\$74,065	\$76,472	\$78,958	\$81,524	\$84,173
Executive Assistant	\$67,289	\$69,476	\$71,734	\$74,065	\$76,472	\$78,958	\$81,524	\$84,173
Mechanic	\$66,055	\$68,201	\$70,418	\$72,707	\$75,069	\$77,509	\$80,028	\$82,629
Wastewater Operator	\$65,168	\$67,286	\$69,473	\$71,731	\$74,062	\$76,469	\$78,955	\$81,521
Engineering Technician	\$64,637	\$66,738	\$68,907	\$71,146	\$73,459	\$75,846	\$78,311	\$80,856
Building Maintenance Technician	\$64,118	\$66,202	\$68,353	\$70,575	\$72,868	\$75,236	\$77,682	\$80,206
Information Systems Assistant	\$63,231	\$65,286	\$67,408	\$69,598	\$71,860	\$74,196	\$76,607	\$79,097
Wastewater Operator in Training (OIT)*	\$63,117							
Wastewater Collection Systems Tech II	\$60,955	\$62,936	\$64,982	\$67,094	\$69,274	\$71,526	\$73,850	\$76,251
Assistant Planner	\$60,762	\$62,737	\$64,776	\$66,881	\$69,054	\$71,299	\$73,616	\$76,008
Permit Coordinator	\$60,762	\$62,737	\$64,776	\$66,881	\$69,054	\$71,299	\$73,616	\$76,008
Finance Technician	\$59,243	\$61,168	\$63,156	\$65,209	\$67,328	\$69,516	\$71,775	\$74,108
Utility Billing Technician	\$59,243	\$61,168	\$63,156	\$65,209	\$67,328	\$69,516	\$71,775	\$74,108
Planning Technician	\$58,937	\$60,852	\$62,830	\$64,872	\$66,980	\$69,157	\$71,404	\$73,725
Administrative Assistant	\$57,610	\$59,483	\$61,416	\$63,412	\$65,473	\$67,601	\$69,798	\$72,066
Community Development Assistant	\$57,610	\$59,483	\$61,416	\$63,412	\$65,473	\$67,601	\$69,798	\$72,066
Public Works Assistant	\$57,610	\$59,483	\$61,416	\$63,412	\$65,473	\$67,601	\$69,798	\$72,066
Judicial Specialist	\$54,552	\$56,325	\$58,156	\$60,047	\$61,999	\$64,014	\$66,095	\$68,244
Property and Evidence Technician	\$54,235	\$55,998	\$57,818	\$59,697	\$61,637	\$63,640	\$65,708	\$67,844
Police Services Specialist	\$49,820	\$51,439	\$53,110	\$54,837	\$56,619	\$58,459	\$60,359	\$62,320
Court Clerk	\$49,146	\$50,743	\$52,393	\$54,095	\$55,853	\$57,669	\$59,543	\$61,478
Custodian	\$48,973	\$50,565	\$52,208	\$53,905	\$55,657	\$57,466	\$59,333	\$61,262
Public Works Clerk	\$48,943	\$50,533	\$52,176	\$53,871	\$55,622	\$57,430	\$59,296	\$61,223
Community Development Clerk	\$48,943	\$50,533	\$52,176	\$53,871	\$55,622	\$57,430	\$59,296	\$61,223
Laborer	\$46,505	\$48,016	\$49,577	\$51,188	\$52,852	\$54,570	\$56,343	\$58,174

*OIT is an automatic progression into WWTP Operator once employee receives Group 1 Certification.

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Technician	\$57,178	\$59,037	\$60,955	\$62,936	\$64,982	\$67,094	\$69,274	\$71,526	\$73,850	\$76,251

The parties agree to continue the combination of Maintenance Technician I and II ranges. Employees will not be able to exceed the mid-range of this classification until they have been with the City for at least 5 years and have achieved goals, licenses and/or certifications. This classification requires CDL Class B license with a Tanker Endorsement. Employees who do not have the required license must obtain it within 18 months.