

ORDINANCE 1509

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 2023-24 Budget and Salary Schedule through Ordinance 1502 on November 28, 2022; 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 that remaining the position of "Human Resources Analyst" to "Human Resources Generalist" more accurately reflects the duties of that job title;

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

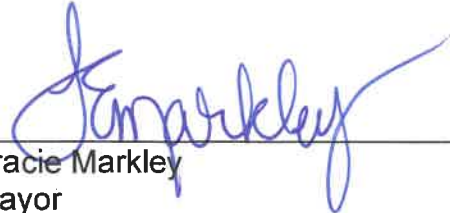
Section 1. Exhibit B of Ordinance 1502, which adopted the 2023 Salary Schedules shall be replaced with the salary schedules attached to this ordinance as Exhibit A.

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.

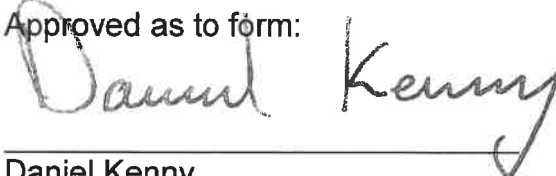
Section 4. Effective Date. This Ordinance shall take effect and be in full force five (5) days after passage and publication of an approved summary consisting of the title.

ADOPTED by the Council of the City of Gig Harbor at a regular meeting thereof,
held this 27th day of February, 2023.



Tracie Markley
Mayor

Approved as to form:



Daniel Kenny
City Attorney

Attest:



Joshua Stecker, CMC
City Clerk

**EXHIBIT A
SALARY SCHEDULES**

2023 Executive Positions (Exempt)

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
City Administrator	\$165,116	\$173,372	\$182,040	\$191,142	\$200,700
City Attorney	\$151,319	\$158,885	\$166,829	\$175,171	\$183,929
Chief of Police	\$142,418	\$149,539	\$157,016	\$164,867	\$173,110
Finance Director	\$133,517	\$140,193	\$147,202	\$154,563	\$162,291
Public Works Director	\$133,517	\$140,193	\$147,202	\$154,563	\$162,291
Community Development Director	\$133,517	\$140,193	\$147,202	\$154,563	\$162,291
Human Resources Director	\$127,108	\$133,463	\$140,137	\$147,143	\$154,501
Police Lieutenant	\$127,108	\$133,463	\$140,137	\$147,143	\$154,501
Assistant City Attorney	\$104,143	\$109,350	\$114,818	\$120,559	\$126,586
City Clerk	\$95,687	\$100,471	\$105,495	\$110,770	\$116,308
Human Resources Generalist	\$80,286	\$84,300	\$88,515	\$92,941	\$97,588

2023 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	\$79,213	\$81,787	\$84,446	\$87,190	\$90,024	\$92,949	\$95,970	\$99,089
Human Resources Assistant	\$54,168	\$55,928	\$57,746	\$59,623	\$61,561	\$63,561	\$65,627	\$67,760

2022 Police Personnel (Local 117) *Currently under Negotiations*

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

2023 Supervisor Unit (Local 313)

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
City Engineer	\$108,797	\$112,333	\$115,984	\$119,753	\$123,645	\$127,664	\$131,813	\$136,097
Information Systems Manager	\$108,797	\$112,333	\$115,984	\$119,753	\$123,645	\$127,664	\$131,813	\$136,097
Building Official / Fire Marshal	\$104,164	\$107,549	\$111,045	\$114,654	\$118,380	\$122,227	\$126,200	\$130,301
Parks Manager	\$96,598	\$99,737	\$102,979	\$106,326	\$109,781	\$113,349	\$117,033	\$120,837
Principal Planner	\$96,598	\$99,737	\$102,979	\$106,326	\$109,781	\$113,349	\$117,033	\$120,837
Tourism & Communications Director	\$94,223	\$97,285	\$100,447	\$103,712	\$107,082	\$110,562	\$114,156	\$117,866
Court Administrator	\$93,505	\$96,544	\$99,682	\$102,921	\$106,266	\$109,720	\$113,286	\$116,968
Public Works Superintendent	\$93,020	\$96,043	\$99,165	\$102,387	\$105,715	\$109,151	\$112,698	\$116,361
Wastewater Superintendent	\$93,020	\$96,043	\$99,165	\$102,387	\$105,715	\$109,151	\$112,698	\$116,361

2023 New/Reclassified Positions *Wages Pending*

Job Title	Steps TBD
Engineering Project Manager	
Housing, Health & Human Services Manager	
NPDES Coordinator - Stormwater	
Risk & Safety Officer	
Water Operator Series	
Wastewater Lead Operator	
Wastewater Operator Series	

2023 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	\$98,239	\$101,432	\$104,728	\$108,132	\$111,646	\$115,275	\$119,021	\$122,889
Associate Engineer	\$90,850	\$93,803	\$96,851	\$99,999	\$103,249	\$106,604	\$110,069	\$113,646
Project Engineer	\$90,850	\$93,803	\$96,851	\$99,999	\$103,249	\$106,604	\$110,069	\$113,646
Senior Accountant	\$90,618	\$93,563	\$96,604	\$99,744	\$102,985	\$106,332	\$109,788	\$113,356
Senior Planner	\$90,565	\$93,508	\$96,547	\$99,685	\$102,925	\$106,270	\$109,724	\$113,290
Infrastructure Systems Engineer	\$81,730	\$84,386	\$87,129	\$89,960	\$92,884	\$95,903	\$99,020	\$102,238
Assistant Building Official / Fire Marshal	\$80,084	\$82,687	\$85,374	\$88,149	\$91,014	\$93,971	\$97,026	\$100,179
Field Supervisor	\$80,084	\$82,687	\$85,374	\$88,149	\$91,014	\$93,971	\$97,026	\$100,179
Construction Supervisor	\$80,084	\$82,687	\$85,374	\$88,149	\$91,014	\$93,971	\$97,026	\$100,179
Senior Wastewater Operator	\$75,397	\$77,847	\$80,377	\$82,990	\$85,687	\$88,472	\$91,347	\$94,316
GIS Coordinator	\$73,772	\$76,170	\$78,645	\$81,201	\$83,840	\$86,565	\$89,378	\$92,283
Payroll / Benefits Administrator	\$73,572	\$75,963	\$78,432	\$80,981	\$83,613	\$86,330	\$89,136	\$92,033
Associate Planner	\$72,462	\$74,817	\$77,249	\$79,759	\$82,351	\$85,028	\$87,791	\$90,644
Construction Inspector	\$70,699	\$72,997	\$75,369	\$77,819	\$80,348	\$82,959	\$85,655	\$88,439
Building Inspector / Plans Reviewer	\$70,699	\$72,997	\$75,369	\$77,819	\$80,348	\$82,959	\$85,655	\$88,439
Code Enforcement Officer	\$69,644	\$71,907	\$74,244	\$76,657	\$79,149	\$81,721	\$84,377	\$87,119
Executive Assistant	\$69,644	\$71,907	\$74,244	\$76,657	\$79,149	\$81,721	\$84,377	\$87,119
Mechanic	\$68,367	\$70,589	\$72,883	\$75,252	\$77,697	\$80,223	\$82,830	\$85,522
Wastewater Operator	\$67,449	\$69,641	\$71,904	\$74,241	\$76,654	\$79,145	\$81,718	\$84,373
Engineering Technician	\$66,899	\$69,073	\$71,318	\$73,636	\$76,029	\$78,500	\$81,051	\$83,685
Building Maintenance Technician	\$66,362	\$68,519	\$70,746	\$73,045	\$75,419	\$77,870	\$80,401	\$83,014
Information Systems Assistant	\$65,444	\$67,571	\$69,767	\$72,034	\$74,376	\$76,793	\$79,288	\$81,865
Wastewater Operator in Training (OIT)*	\$65,326							
Wastewater Collection Systems Tech II	\$63,088	\$65,138	\$67,255	\$69,441	\$71,698	\$74,028	\$76,434	\$78,918
Assistant Planner	\$62,889	\$64,933	\$67,043	\$69,222	\$71,472	\$73,795	\$76,193	\$78,669
Permit Coordinator	\$62,889	\$64,933	\$67,043	\$69,222	\$71,472	\$73,795	\$76,193	\$78,669
Finance Technician	\$61,317	\$63,310	\$65,367	\$67,492	\$69,685	\$71,950	\$74,288	\$76,703
Utility Billing Technician	\$61,317	\$63,310	\$65,367	\$67,492	\$69,685	\$71,950	\$74,288	\$76,703
Planning Technician	\$61,000	\$62,983	\$65,029	\$67,143	\$69,325	\$71,578	\$73,904	\$76,306
Administrative Assistant	\$59,626	\$61,564	\$63,565	\$65,631	\$67,764	\$69,966	\$72,240	\$74,588
Community Development Assistant	\$59,626	\$61,564	\$63,565	\$65,631	\$67,764	\$69,966	\$72,240	\$74,588
Public Works Assistant	\$59,626	\$61,564	\$63,565	\$65,631	\$67,764	\$69,966	\$72,240	\$74,588
Judicial Specialist	\$56,461	\$58,296	\$60,191	\$62,147	\$64,167	\$66,252	\$68,405	\$70,628
Property & Evidence Technician	\$56,133	\$57,957	\$59,841	\$61,786	\$63,794	\$65,867	\$68,008	\$70,218
Police Services Specialist	\$51,564	\$53,240	\$54,970	\$56,757	\$58,601	\$60,506	\$62,472	\$64,503
Court Clerk	\$50,866	\$52,519	\$54,226	\$55,988	\$57,808	\$59,687	\$61,627	\$63,629
Custodian	\$50,687	\$52,334	\$54,035	\$55,791	\$57,605	\$59,477	\$61,410	\$63,406
Public Works Clerk	\$50,656	\$52,302	\$54,002	\$55,757	\$57,569	\$59,440	\$61,372	\$63,367
Community Development Clerk	\$50,656	\$52,302	\$54,002	\$55,757	\$57,569	\$59,440	\$61,372	\$63,367
Laborer	\$48,133	\$49,697	\$51,312	\$52,980	\$54,702	\$56,480	\$58,315	\$60,211

*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	\$59,179	\$61,102	\$63,088	\$65,139	\$67,256	\$69,441	\$71,698	\$74,028	\$76,434	\$78,918

The part-A1:K104es 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.