

## ORDINANCE 1512

### 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.

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**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 budget authority to correct the compensation of its officers and employees; and

**WHEREAS**, the Council approved new and reclassified positions in the 2023-24 budget; and

**WHEREAS**, all job descriptions and pay bands have been created and developed, consistent with market comparables; and

**WHEREAS**, based upon the outcome of the reclassified Wastewater Lead Operator necessitates a modification to the Wastewater Superintendent job description and pay band; and

**WHEREAS**, City staff have undertaken review of and bargained these new, reclassified, and modified positions with the representative union; and

**WHEREAS**, City staff have bargained with the General Non-supervisory Unit the removal of the 5-year limitation on the Maintenance Technician position; and

**WHEREAS**, in further evaluation of the Human Resources Department needs, to include specialization of leave management, the reclassification of an HR Assistant to HR/Payroll Specialist is also necessary;

**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.

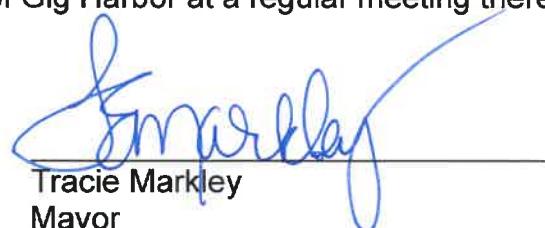
**Section 2.** Ordinance 1509, which previously amended Exhibit B of Ordinance 1502, is hereby repealed.

**Section 3. 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 4. 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.

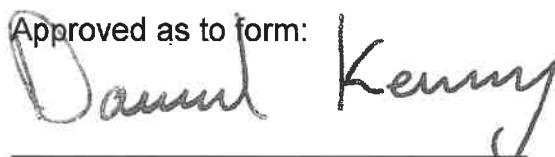
**Section 5. Effective Date.** This Ordinance shall take effect and be in full force five (5) days after passage and publication of an approved summary consisting of the title.

ADOPTED by the Council of the City of Gig Harbor at a regular meeting thereof, held this 24th day of April, 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
Housing, Health & Human Services Program Manager	\$104,878	\$110,122	\$115,628	\$121,409	\$127,480
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
Risk & Safety Program Manager	\$87,015	\$91,366	\$95,934	\$100,731	\$105,767
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 / Payroll Specialist	\$68,977	\$71,219	\$73,533	\$75,923	\$78,391	\$80,938	\$83,569	\$86,285
Human Resources Assistant	\$54,168	\$55,928	\$57,746	\$59,623	\$61,561	\$63,561	\$65,627	\$67,760

**2023 Police Personnel (Local 117)**

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant	\$112,011	\$117,612	\$123,492	\$129,667	
Police Officer	\$84,818	\$89,059	\$93,512	\$98,187	\$103,097

**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 Technology Services Manager	\$108,797	\$112,333	\$115,984	\$119,753	\$123,645	\$127,664	\$131,813	\$136,097
Wastewater Superintendent	\$108,170	\$111,686	\$115,315	\$119,063	\$122,933	\$126,928	\$131,053	\$135,312
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

**2023 Non-Supervisory Personnel (Local 117)**

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Wastewater Lead Operator	\$98,336	\$101,532	\$104,832	\$108,239	\$111,756	\$115,389	\$119,139	\$123,011
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
Wastewater Operator III	\$85,509	\$88,288	\$91,157	\$94,120	\$97,179	\$100,337	\$103,598	\$106,965
Water Operator III	\$85,509	\$88,288	\$91,157	\$94,120	\$97,179	\$100,337	\$103,598	\$106,965
Infrastructure Systems Engineer	\$81,730	\$84,386	\$87,129	\$89,960	\$92,884	\$95,903	\$99,020	\$102,238
NPDES Coordinator - Stormwater	\$80,507	\$83,123	\$85,825	\$88,614	\$91,494	\$94,468	\$97,538	\$100,708
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
Wastewater Operator II	\$77,736	\$80,262	\$82,871	\$85,564	\$88,345	\$91,216	\$94,181	\$97,242
Water Operator II	\$77,736	\$80,262	\$82,871	\$85,564	\$88,345	\$91,216	\$94,181	\$97,242
Engineering Project Manager	\$77,515	\$80,034	\$82,635	\$85,321	\$88,094	\$90,957	\$93,913	\$96,965
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
Wastewater Operator I	\$70,669	\$72,966	\$75,337	\$77,786	\$80,314	\$82,924	\$85,619	\$88,401
Water Operator I	\$70,669	\$72,966	\$75,337	\$77,786	\$80,314	\$82,924	\$85,619	\$88,401
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
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 Technology Support Technician	\$65,444	\$67,571	\$69,767	\$72,034	\$74,376	\$76,793	\$79,288	\$81,865
Wastewater Operator in Training (OIT)	\$65,326							
Water 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

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