

ORDINANCE 1524

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

WHEREAS, city staff have bargained with the General Non-supervisory Unit and the Supervisory Unit to establish new collective bargaining agreements which include revised salary schedules;

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 salary schedules shall be replaced with the salary schedules attached to this ordinance as Exhibit A.

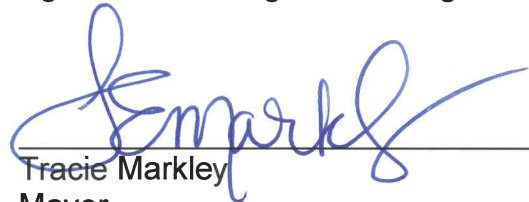
Section 2. Exhibit A of Ordinance 1518, which previously amended Exhibit B of Ordinance 1502, is hereby repealed.

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.

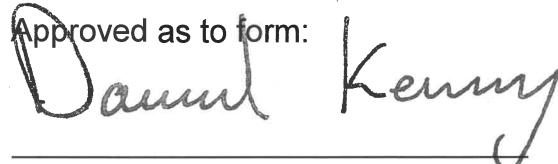
Section 4. Correction of Errors. The city clerk and codifiers of the ordinance are authorized to make necessary corrections to this ordinance including, but not limited to, the correction of scrivener/clerical errors, references, ordinance numbering, section/subsection numbers and any references thereto.

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 25th day of March, 2024.



Tracie Markley
Mayor

Approved as to form:


Daniel Kenny
City Attorney

Attest:


Joshua Stecker, CMC
City Clerk

EXHIBIT A SALARY SCHEDULES

2024 Executive Positions (Exempt)

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
City Administrator	\$172,546	\$181,173	\$190,232	\$199,744	\$209,731
City Attorney	\$158,128	\$166,034	\$174,336	\$183,053	\$192,206
Chief of Police	\$148,827	\$156,268	\$164,081	\$172,285	\$180,899
Finance Director	\$139,525	\$146,501	\$153,826	\$161,517	\$169,593
Public Works Director	\$139,525	\$146,501	\$153,826	\$161,517	\$169,593
Community Development Director	\$139,525	\$146,501	\$153,826	\$161,517	\$169,593
Human Resources Director	\$132,828	\$139,469	\$146,442	\$153,764	\$161,452
Police Lieutenant	\$132,828	\$139,469	\$146,442	\$153,764	\$161,452
Housing, Health & Human Services Program Manager	\$109,598	\$115,078	\$120,832	\$126,874	\$133,218
Assistant City Attorney	\$108,829	\$114,270	\$119,984	\$125,983	\$132,282
City Clerk	\$99,993	\$104,993	\$110,243	\$115,755	\$121,543
Risk & Safety Program Manager	\$90,931	\$95,478	\$100,252	\$105,265	\$110,528
Human Resources Generalist	\$83,899	\$88,094	\$92,499	\$97,124	\$101,980

2024 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	\$82,778	\$85,468	\$88,246	\$91,114	\$94,075	\$97,132	\$100,289	\$103,548
Human Resources / Payroll Specialist	\$72,081	\$74,424	\$76,843	\$79,340	\$81,919	\$84,581	\$87,330	\$90,168
Human Resources Assistant	\$56,606	\$58,446	\$60,345	\$62,306	\$64,331	\$66,422	\$68,581	\$70,810

2024 Police Personnel (Local 117)

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant	\$117,051	\$122,904	\$129,049	\$135,501	
Police Officer	\$88,635	\$93,067	\$97,720	\$102,606	\$107,736

2024 Supervisor Unit (Local 313)

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
City Engineer	\$113,693	\$117,388	\$121,203	\$125,142	\$129,209	\$133,409	\$137,744	\$142,221
Information Technology Services Manager	\$113,693	\$117,388	\$121,203	\$125,142	\$129,209	\$133,409	\$137,744	\$142,221
Wastewater Superintendent	\$113,038	\$116,712	\$120,505	\$124,421	\$128,465	\$132,640	\$136,951	\$141,402
Building Official / Fire Marshal	\$108,851	\$112,389	\$116,041	\$119,813	\$123,707	\$127,727	\$131,878	\$136,164
Parks Manager	\$100,945	\$104,226	\$107,613	\$111,110	\$114,722	\$118,450	\$122,300	\$126,274
Principal Planner	\$100,945	\$104,226	\$107,613	\$111,110	\$114,722	\$118,450	\$122,300	\$126,274
Court Administrator	\$97,713	\$100,889	\$104,168	\$107,553	\$111,048	\$114,658	\$118,384	\$122,231
Public Works Superintendent	\$97,206	\$100,365	\$103,627	\$106,995	\$110,472	\$114,063	\$117,770	\$121,597

2024 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	\$102,761	\$106,101	\$109,549	\$113,109	\$116,785	\$120,581	\$124,500	\$128,546
Senior Engineer	\$102,660	\$105,996	\$109,441	\$112,998	\$116,671	\$120,462	\$124,377	\$128,420
Associate Engineer	\$94,938	\$98,023	\$101,209	\$104,499	\$107,895	\$111,401	\$115,022	\$118,760
Project Engineer	\$94,938	\$98,023	\$101,209	\$104,499	\$107,895	\$111,401	\$115,022	\$118,760
Senior Accountant	\$94,696	\$97,774	\$100,951	\$104,232	\$107,620	\$111,117	\$114,729	\$118,457
Senior Planner	\$94,640	\$97,716	\$100,892	\$104,171	\$107,556	\$111,052	\$114,661	\$118,387
Wastewater Operator III	\$89,357	\$92,261	\$95,260	\$98,356	\$101,552	\$104,853	\$108,260	\$111,779
Water Operator III	\$89,357	\$92,261	\$95,260	\$98,356	\$101,552	\$104,853	\$108,260	\$111,779
Infrastructure Systems Engineer	\$85,408	\$88,184	\$91,050	\$94,009	\$97,064	\$100,219	\$103,476	\$106,839
NPDES Coordinator - Stormwater	\$84,130	\$86,864	\$89,687	\$92,602	\$95,612	\$98,719	\$101,927	\$105,240
Assistant Building Official / Fire Marshal	\$83,688	\$86,408	\$89,216	\$92,116	\$95,109	\$98,200	\$101,392	\$104,687
Field Supervisor	\$83,688	\$86,408	\$89,216	\$92,116	\$95,109	\$98,200	\$101,392	\$104,687
Construction Supervisor	\$83,688	\$86,408	\$89,216	\$92,116	\$95,109	\$98,200	\$101,392	\$104,687
Wastewater Operator II	\$81,234	\$83,874	\$86,600	\$89,415	\$92,320	\$95,321	\$98,419	\$101,617
Water Operator II	\$81,234	\$83,874	\$86,600	\$89,415	\$92,320	\$95,321	\$98,419	\$101,617
Engineering Project Manager	\$81,003	\$83,636	\$86,354	\$89,160	\$92,058	\$95,050	\$98,139	\$101,328
GIS Coordinator	\$77,092	\$79,597	\$82,184	\$84,855	\$87,613	\$90,461	\$93,401	\$96,436
Payroll / Benefits Administrator	\$76,883	\$79,382	\$81,962	\$84,625	\$87,376	\$90,215	\$93,147	\$96,175
Associate Planner	\$75,723	\$78,184	\$80,725	\$83,349	\$86,057	\$88,854	\$91,742	\$94,724
Construction Inspector	\$73,880	\$76,281	\$78,760	\$81,320	\$83,963	\$86,692	\$89,509	\$92,418
Building Inspector / Plans Reviewer	\$73,880	\$76,281	\$78,760	\$81,320	\$83,963	\$86,692	\$89,509	\$92,418
Wastewater Operator I	\$73,849	\$76,249	\$78,727	\$81,286	\$83,928	\$86,655	\$89,472	\$92,379
Water Operator I	\$73,849	\$76,249	\$78,727	\$81,286	\$83,928	\$86,655	\$89,472	\$92,379
Code Enforcement Officer	\$72,778	\$75,143	\$77,585	\$80,107	\$82,710	\$85,399	\$88,174	\$91,040
Executive Assistant	\$72,778	\$75,143	\$77,585	\$80,107	\$82,710	\$85,399	\$88,174	\$91,040
Mechanic	\$71,444	\$73,766	\$76,163	\$78,639	\$81,194	\$83,833	\$86,558	\$89,371
Engineering Technician	\$69,909	\$72,181	\$74,527	\$76,949	\$79,450	\$82,032	\$84,698	\$87,451
Building Maintenance Technician	\$69,348	\$71,602	\$73,929	\$76,332	\$78,812	\$81,374	\$84,018	\$86,749
ITS Support Technician	\$68,389	\$70,612	\$72,907	\$75,276	\$77,722	\$80,248	\$82,857	\$85,549
Wastewater Operator in Training (OIT)	\$68,266							
Water Operator in Training (OIT)	\$68,266							
Wastewater Collection Systems Tech II	\$65,927	\$68,070	\$70,282	\$72,566	\$74,924	\$77,359	\$79,874	\$82,470
Assistant Planner	\$65,719	\$67,855	\$70,060	\$72,337	\$74,688	\$77,115	\$79,622	\$82,209
Permit Coordinator	\$65,719	\$67,855	\$70,060	\$72,337	\$74,688	\$77,115	\$79,622	\$82,209
Finance Technician	\$64,076	\$66,158	\$68,309	\$70,529	\$72,821	\$75,188	\$77,631	\$80,154
Utility Billing Technician	\$64,076	\$66,158	\$68,309	\$70,529	\$72,821	\$75,188	\$77,631	\$80,154
Planning Technician	\$63,745	\$65,817	\$67,956	\$70,164	\$72,445	\$74,799	\$77,230	\$79,740
Community Development Assistant	\$62,309	\$64,334	\$66,425	\$68,584	\$70,813	\$73,114	\$75,490	\$77,944
Public Works Assistant	\$62,309	\$64,334	\$66,425	\$68,584	\$70,813	\$73,114	\$75,490	\$77,944
Judicial Specialist	\$59,002	\$60,920	\$62,899	\$64,944	\$67,054	\$69,234	\$71,484	\$73,807
Property & Evidence Technician	\$58,659	\$60,565	\$62,534	\$64,566	\$66,665	\$68,831	\$71,068	\$73,378
Police Services Specialist	\$53,884	\$55,635	\$57,443	\$59,310	\$61,238	\$63,228	\$65,283	\$67,405
Court Clerk	\$53,155	\$54,883	\$56,666	\$58,508	\$60,409	\$62,373	\$64,400	\$66,493
Custodian	\$52,968	\$54,689	\$56,467	\$58,302	\$60,197	\$62,153	\$64,173	\$66,259
Public Works Clerk	\$52,936	\$54,656	\$56,433	\$58,267	\$60,160	\$62,116	\$64,134	\$66,219
Community Development Clerk	\$52,936	\$54,656	\$56,433	\$58,267	\$60,160	\$62,116	\$64,134	\$66,219
Laborer	\$50,299	\$51,934	\$53,622	\$55,364	\$57,164	\$59,021	\$60,940	\$62,920

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Technician	\$61,842	\$63,852	\$65,927	\$68,070	\$70,282	\$72,566	\$74,925	\$77,360	\$79,874	\$82,470

The parties agree to continue the combination of Maintenance Technician I and II ranges. This classification requires a CDL Class B license with a Tanker Endorsement. Employees who do not have this required license must obtain it within 18 months.

**We agree to maintain the Letter of Agreement regarding Wastewater and Water positions.*