

## 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.

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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**, 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.

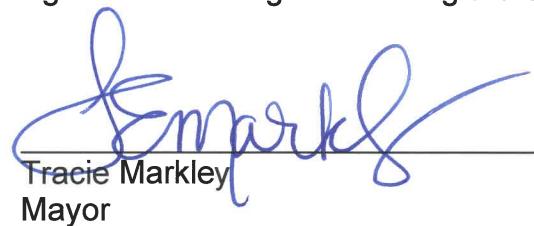
**Section 2.** Exhibit A of Ordinance 1518, which previously amended Exhibit B of Ordinance 1502, is hereby repealed.

**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.

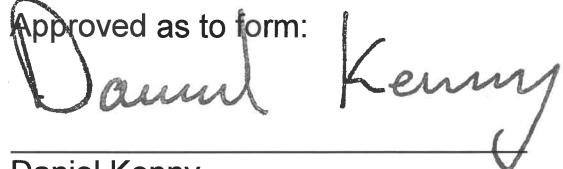
**Section 5. Effective Date.** This ordinance shall take effect and be in full force five (5) days after passage and publication of an approved summary consisting of the title.

**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

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
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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.*