

## ORDINANCE 1536

### 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 2025-26 Budget and Salary Schedule through Ordinance 1532 on November 25, 2024; 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 Supervisory Unit to establish a new collective bargaining agreement which includes a revised salary schedule;

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

**Section 1.** Exhibit B of Ordinance 1532, which adopted the salary schedules shall be replaced with the salary schedules attached to this ordinance as Exhibit A.

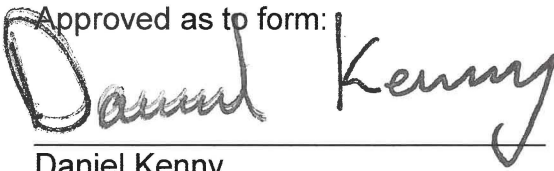
**Section 2. Severability.** If any section, sentence, clause or phrase of this Ordinance should be held to be unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase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

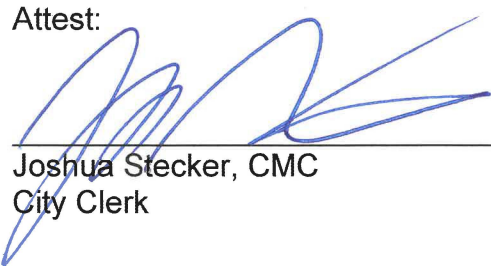
**Section 3. Correction of Errors.** The city clerk and codifiers of the ordinance are authorized to make necessary corrections to this ordinance including, but not limited to, the correction of scrivener/clerical errors, references, ordinance numbering, section/subsection numbers and any references 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 24th day of March, 2025.

  
\_\_\_\_\_  
Mary K. Barber  
Mayor

Approved as to form:  
  
\_\_\_\_\_  
Daniel Kenny  
City Attorney

Attest:  
  
\_\_\_\_\_  
Joshua Stecker, CMC  
City Clerk

# CITY OF GIG HARBOR 2025 WAGE SCHEDULE

General 117, Supervisory 313 & Non-represented Positions	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Custodian	53	\$26.36	\$27.22	\$28.10	\$29.01	\$29.95	\$30.92	\$31.93	\$32.97
Laborer		\$54,820.15	\$56,608.70	\$58,440.35	\$60,336.64	\$62,297.58	\$64,323.17	\$66,413.40	\$68,568.28
Court Clerk	54	\$27.94	\$28.85	\$29.79	\$30.75	\$31.74	\$32.78	\$33.85	\$34.94
		\$58,117.11	\$60,013.41	\$61,952.80	\$63,956.84	\$66,025.52	\$68,180.40	\$70,399.93	\$72,684.10
Community Development Assistant	55	\$30.16	\$31.14	\$32.16	\$33.20	\$34.28	\$35.40	\$36.55	\$37.74
Human Resources Assistant		\$62,728.56	\$64,775.69	\$66,887.48	\$69,063.90	\$71,304.98	\$73,632.25	\$76,024.17	\$78,502.28
Police Services Specialist	55a	\$34.29							
Public Works Assistant		\$71,323.20							
Wastewater Operator in Training	56								
Water Operator in Training									
Finance Technician	56	\$33.19	\$34.27	\$35.38	\$36.53	\$37.72	\$38.94	\$40.21	\$41.51
Judicial Specialist									
Maintenance Technician	56								
Planning Technician									
Property & Evidence Technician	56								
Utility Billing Technician									
Wastewater Collections Systems Tech II	56	\$69,042.36	\$71,283.43	\$73,589.15	\$75,981.07	\$78,459.18	\$81,001.94	\$83,630.89	\$86,346.04
Assistant Planner	57	\$37.17	\$38.38	\$39.63	\$40.91	\$42.24	\$43.62	\$45.03	\$46.50
Building Maintenance Technician									
Code Compliance Officer	57								
Engineering Technician									
Information Technology Services Support Technician	57								
Permit Coordinator									
Wastewater Operator I	57	\$77,317.09	\$79,838.30	\$82,424.16	\$85,096.21	\$87,854.46	\$90,720.45	\$93,672.63	\$96,711.01
Water Operator I									
Assistant City Clerk	58	\$40.89	\$42.22	\$43.58	\$45.00	\$46.46	\$47.98	\$49.54	\$51.15
Associate Planner									
Building Inspector/Plans Reviewer	58								
Construction Inspector									
Contract Administrator	58								
GIS Coordinator									
Human Resources/Payroll Specialist	58	\$85,053.11	\$87,811.36	\$90,655.80	\$93,607.99	\$96,646.37	\$99,792.49	\$103,046.36	\$106,386.43
Mechanic									
Assistant Building Official/Fire Marshal	59	\$44.97	\$46.43	\$47.95	\$49.50	\$51.11	\$52.76	\$54.48	\$56.25
Communications Manager									
Construction Supervisor	59								
Engineering Project Manager									
Infrastructure Systems Engineer	59								
NPDES Coordinator									
Payroll/Benefits Administrator	59	\$93,543.34	\$96,581.72	\$99,727.85	\$102,960.17	\$106,300.23	\$109,748.04	\$113,325.14	\$117,009.98
Risk & Safety Program Manager									
Wastewater Operator II	59								
Water Operator II									
Associate Engineer	60	\$49.48	\$51.09	\$52.74	\$54.45	\$56.22	\$58.05	\$59.93	\$61.88
City Clerk									
Development Review Engineer	60								
Field Supervisor - Parks									
Field Supervisor - Streets & Storm	60	\$102,917.07	\$106,257.13	\$109,704.94	\$113,260.49	\$116,945.34	\$120,737.93	\$124,659.81	\$128,710.98
Senior Accountant									
Wastewater Operator III	60								
Water Operator III									
Building Official/Fire Marshal	61	\$54.42	\$56.19	\$58.02	\$59.90	\$61.85	\$63.86	\$65.93	\$68.08
Court Administrator									
Housing, Health & Human Services Program Manager	61								
Human Resources Generalist									
Parks Manager	61	\$113,195.85	\$116,880.69	\$120,673.28	\$124,595.16	\$128,646.34	\$132,826.80	\$137,136.56	\$141,597.17
Senior Planner									
Wastewater Lead Operator	61								
Field Supervisor - Water	62	\$59.86	\$61.81	\$63.82	\$65.89	\$68.03	\$70.24	\$72.52	\$74.88
Senior Engineer		\$124,508.97	\$128,560.14	\$132,740.61	\$137,050.37	\$141,510.97	\$146,100.86	\$150,841.60	\$155,754.73
Assistant City Attorney	63	\$64.86	\$66.76	\$68.83	\$71.16	\$73.47	\$75.86	\$78.32	\$80.87
Principal Planner		\$134,486.06	\$138,860.47	\$143,364.17	\$148,018.71	\$152,824.09	\$157,780.31	\$162,908.93	\$168,209.93
Information Technology Services Manager	64	\$67.88	\$70.09	\$72.36	\$74.72	\$77.14	\$79.65	\$82.24	\$84.91
Police Lieutenant		\$141,187.74	\$145,777.63	\$150,518.37	\$155,409.95	\$160,452.37	\$165,667.17	\$171,054.37	\$176,613.97
Wastewater Superintendent	64								
Assistant Public Works Director	65	\$71.28	\$73.60	\$75.99	\$78.46	\$81.00	\$83.64	\$86.35	\$89.16
City Engineer		\$148,255.74	\$153,082.68	\$158,060.45	\$163,189.06	\$168,490.07	\$173,963.46	\$179,609.25	\$185,448.97
Community Development Director	66	\$81.25	\$83.90	\$86.62	\$89.44	\$92.35	\$95.35	\$98.45	\$101.65
Finance Director		\$169,007.24	\$174,502.18	\$180,169.52	\$186,030.79	\$192,086.00	\$198,335.16	\$204,778.25	\$211,436.83
Human Resources Director	66								
Public Works Director									
Chief of Police	67	\$87.77	\$90.62	\$93.56	\$96.60	\$99.74	\$102.98	\$106.32	\$109.78
City Attorney		\$182,561.43	\$188,487.35	\$194,607.21	\$200,921.01	\$207,450.30	\$214,195.07	\$221,155.33	\$228,352.63
	AA	\$101.81	\$105.11	\$108.53	\$112.05	\$115.70	\$119.46	\$123.35	\$127.36
City Administrator		\$211,760.06	\$218,634.13	\$225,745.23	\$233,071.82	\$240,657.00	\$248,479.21	\$256,560.01	\$264,899.40

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**2025 Police Personnel (Local 117)**

<b>Job Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Police Sergeant	\$121,265	\$127,329	\$133,695	\$140,379	
Police Officer	\$91,826	\$96,417	\$101,238	\$106,300	\$111,614