

## 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.

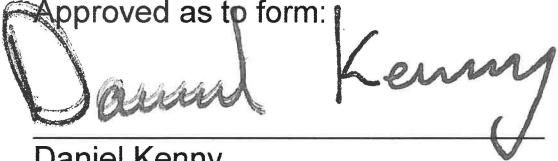
**Section 3. Correction of Errors.** The city clerk and codifiers of the ordinance are authorized to make necessary corrections to this ordinance including, but not limited to, the correction of scrivener/clerical errors, references, ordinance numbering, section/subsection numbers and any references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

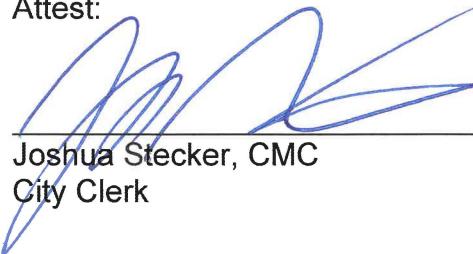
Mary K Barber  
Mary K. Barber  
Mayor

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 Laborer	53	\$26.36 \$54,820.15	\$27.22 \$56,608.70	\$28.10 \$58,440.35	\$29.01 \$60,336.64	\$29.95 \$62,297.58	\$30.92 \$64,323.17	\$31.93 \$66,413.40	\$32.97 \$68,568.28
Court Clerk	54	\$27.94 \$58,117.11	\$28.85 \$60,013.41	\$29.79 \$61,952.80	\$30.75 \$63,956.84	\$31.74 \$66,025.52	\$32.78 \$68,180.40	\$33.85 \$70,399.93	\$34.94 \$72,684.10
Community Development Assistant Human Resources Assistant Police Services Specialist Public Works Assistant	55	\$30.16 \$62,728.56	\$31.14 \$64,775.69	\$32.16 \$66,887.48	\$33.20 \$69,063.90	\$34.28 \$71,304.98	\$35.40 \$73,632.25	\$36.55 \$76,024.17	\$37.74 \$78,502.28
Wastewater Operator in Training Water Operator in Training	55a	\$34.29 \$71,323.20							
Finance Technician Judicial Specialist Maintenance Technician Planning Technician Property & Evidence Technician Utility Billing Technician Wastewater Collections Systems Tech II	56	\$33.19 \$69,042.36	\$34.27 \$71,283.43	\$35.38 \$73,589.15	\$36.53 \$75,981.07	\$37.72 \$78,459.18	\$38.94 \$81,001.94	\$40.21 \$83,630.89	\$41.51 \$86,346.04
Assistant Planner Building Maintenance Technician Code Compliance Officer Engineering Technician Information Technology Services Support Technician Permit Coordinator Wastewater Operator I Water Operator I	57	\$37.17 \$77,317.09	\$38.38 \$79,838.30	\$39.63 \$82,424.16	\$40.91 \$85,096.21	\$42.24 \$87,854.46	\$43.62 \$90,720.45	\$45.03 \$93,672.63	\$46.50 \$96,711.01
Assistant City Clerk Associate Planner Building Inspector/Plans Reviewer Construction Inspector Contract Administrator GIS Coordinator Human Resources/Payroll Specialist Mechanic	58	\$40.89 \$85,053.11	\$42.22 \$87,811.36	\$43.58 \$90,655.80	\$45.00 \$93,607.99	\$46.46 \$96,646.37	\$47.98 \$99,792.49	\$49.54 \$103,046.36	\$51.15 \$106,386.43
Assistant Building Official/Fire Marshal Communications Manager Construction Supervisor Engineering Project Manager Infrastructure Systems Engineer NPDES Coordinator Payroll/Benefits Administrator Risk & Safety Program Manager Wastewater Operator II Water Operator II	59	\$44.97 \$93,543.34	\$46.43 \$96,581.72	\$47.95 \$99,727.85	\$49.50 \$102,960.17	\$51.11 \$106,300.23	\$52.76 \$109,748.04	\$54.48 \$113,325.14	\$56.25 \$117,009.98
Associate Engineer City Clerk Development Review Engineer Field Supervisor - Parks Field Supervisor - Streets & Storm Senior Accountant Wastewater Operator III Water Operator III	60	\$49.48 \$102,917.07	\$51.09 \$106,257.13	\$52.74 \$109,704.94	\$54.45 \$113,260.49	\$56.22 \$116,945.34	\$58.05 \$120,737.93	\$59.93 \$124,659.81	\$61.88 \$128,710.98
Building Official/Fire Marshal Court Administrator Housing, Health & Human Services Program Manager Human Resources Generalist Parks Manager Senior Planner Wastewater Lead Operator	61	\$54.42 \$113,195.85	\$56.19 \$116,880.69	\$58.02 \$120,673.28	\$59.90 \$124,595.16	\$61.85 \$128,646.34	\$63.86 \$132,826.80	\$65.93 \$137,136.56	\$68.08 \$141,597.17
Field Supervisor - Water Senior Engineer	62	\$59.86 \$124,508.97	\$61.81 \$128,560.14	\$63.82 \$132,740.61	\$65.89 \$137,050.37	\$68.03 \$141,510.97	\$70.24 \$146,100.86	\$72.52 \$150,841.60	\$74.88 \$155,754.73
Assistant City Attorney Principal Planner	63	\$64.66 \$134,486.06	\$66.76 \$138,860.47	\$68.93 \$143,364.17	\$71.16 \$148,018.71	\$73.47 \$152,824.09	\$75.86 \$157,780.31	\$78.32 \$162,908.93	\$80.87 \$168,209.93
Information Technology Services Manager Police Lieutenant Wastewater Superintendent	64	\$67.88 \$141,187.74	\$70.09 \$145,777.63	\$72.36 \$150,518.37	\$74.72 \$155,409.95	\$77.14 \$160,452.37	\$79.65 \$165,667.17	\$82.24 \$171,054.37	\$84.91 \$176,613.97
Assistant Public Works Director City Engineer	65	\$71.28 \$148,255.74	\$73.60 \$153,082.68	\$75.99 \$158,060.45	\$78.46 \$163,189.06	\$81.00 \$168,490.07	\$83.64 \$173,963.46	\$86.35 \$179,609.25	\$89.16 \$185,448.97
Community Development Director Finance Director Human Resources Director Public Works Director	66	\$81.25 \$169,007.24	\$83.90 \$174,502.18	\$86.62 \$180,169.52	\$89.44 \$186,030.79	\$92.35 \$192,086.00	\$95.35 \$198,335.16	\$98.45 \$204,778.25	\$101.65 \$211,436.83
Chief of Police City Attorney	67	\$87.77 \$182,561.43	\$90.62 \$188,487.35	\$93.56 \$194,807.21	\$96.60 \$200,921.01	\$99.74 \$207,450.30	\$102.98 \$214,195.07	\$106.32 \$221,155.33	\$109.78 \$228,352.63
	AA	\$101.81 \$211,760.06	\$105.11 \$218,634.13	\$108.53 \$225,745.23	\$112.05 \$233,071.82	\$115.70 \$240,657.00	\$119.46 \$248,479.21	\$123.35 \$256,560.01	\$127.36 \$264,899.40

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**2025 Police Personnel (Local 117)**

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