

## ORDINANCE 1556

### AN ORDINANCE OF THE CITY OF GIG HARBOR, WASHINGTON, RELATING TO MID-BIENNIAL BUDGET REVIEW AND APPROVING THE 2025-26 BUDGET MODIFICATION

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**WHEREAS**, RCW 35A.34.130 requires a mid-biennial review and modification of the originally adopted 2025-2026 budget; and

**WHEREAS**, the city council desires to modify the 2025-2026 biennial budget originally set by Ordinance 1532; and

**WHEREAS**, the city budget set forth anticipated revenues and expenditures for the forthcoming years; and

**WHEREAS**, during 2025, certain budgeted revenues and expenditures have increased or decreased and the city council desires to modify the city budget to reflect the projected increases and decreases in revenues and expenditures; and

**WHEREAS**, the city council published notification in advance of a public hearing and held a public hearing on November 24, 2025, at the regular City Council meeting;

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

**Section 1.**    **Budget Modified.** The 2025-2026 budget shall be modified as follows:

Department / Fund	2025-26 Amended			Notes
	2025-26 Budget	Budget	Increase / (Decrease)	
Non-Departmental	\$ 9,086,609	\$ 9,086,609	\$ -	
Legislative	164,494	164,494	-	
Municipal Court	1,517,300	1,517,300	-	
Admin/Finance	5,814,774	5,814,774	-	
Police	13,760,413	13,760,413	-	
Community Development	5,812,700	5,812,700	-	
Parks & Recreation	4,046,550	4,046,550	-	Additional vehicle leasing expenses incurred
Building	1,032,526	1,032,526	-	On-call contracts related to building maintenance
Ending Fund Balance	3,275,592	2,872,669	(402,923)	Pub safety sales tax (\$361,637)/property tax (\$58,283), BFB increase \$16,997
<b>General Fund Total</b>	<b>44,510,958</b>	<b>44,108,035</b>	<b>(402,923)</b>	
Street Operating	7,195,788	7,253,195	57,407	Beginning fund balance adjust to actual
Street Capital	18,309,792	19,135,839	826,047	Btb adj. (2024 estimated exp. were lower than actual)
Transportation Benefit District	13,426,324	12,883,895	(542,429)	Btb adj. (2024 estimated exp. were lower than actual)
Senior Capital	238,251	238,167	(84)	Beginning fund balance adjust to actual
Pedestrian Safety	128,960	10,440	(118,520)	Beginning fund balance adjust to actual
Drug Investigation State	20,327	20,141	(186)	Beginning fund balance adjust to actual
Drug Investigation Federal	7,773	7,737	(36)	Beginning fund balance adjust to actual
Hotel - Motel	1,533,962	1,994,370	460,408	Beginning fund balance adjust to actual
Public Art Capital Projects	29,879	29,869	(10)	Beginning fund balance adjust to actual
Park Development	9,751,432	9,903,511	152,079	Beginning fund balance adjust to actual
Strategic Reserve	3,062,844	3,086,216	23,372	Beginning fund balance adjust to actual
Equipment Repl Reserve	565,933	570,329	4,396	Beginning fund balance adjust to actual
City Building Capital	2,322,500	2,322,500	-	
Capital Development	4,043,736	4,273,863	230,127	Beginning fund balance adjust to actual
General Gov't. Cap. Impr.	3,159,161	3,552,655	393,494	Beginning fund balance adjust to actual
Impact Fee Trust	4,401,144	4,239,569	(161,575)	Beginning fund balance adjust to actual
Hospital Benefit Zone Revenue	11,139,439	8,928,107	(2,211,332)	Beginning fund balance adjust to actual
LTGO Bond Redemption	2,123,606	2,233,548	109,942	Beginning fund balance adjust to actual
UTGO Bond Redemption	168,395	82,857	(85,538)	Beginning fund balance adjust to actual
Water Operating	7,636,591	8,851,904	1,215,313	Beginning fund balance adjust to actual
Sewer Operating	15,875,113	20,988,612	5,113,499	Beginning fund balance adjust to actual
Shorecrest Reserve	384,353	388,055	3,702	Beginning fund balance adjust to actual
Utility Reserve	1,659,512	1,647,622	(11,890)	Beginning fund balance adjust to actual
Utility Bond Redemption	4,666,719	4,687,373	20,654	Beginning fund balance adjust to actual
Sewer Capital Const.	16,305,103	16,309,494	4,391	Beginning fund balance adjust to actual
Storm Sewer Operating	5,325,328	7,047,673	1,722,345	Beginning fund balance adjust to actual
Storm Sewer Capital	6,834,348	3,304,279	(3,530,069)	Beginning fund balance adjust to actual
Water Capital Assets	5,876,208	5,086,705	(789,503)	Beginning fund balance adjust to actual
<b>Total All Funds</b>	<b>\$ 190,703,479</b>	<b>\$ 193,186,560</b>	<b>\$ 2,483,081</b>	

**Section 2. Funds Appropriated.** The Gig Harbor City Council finds that it is in the best interests of the city to modify the 2025-2026 biennial budget as shown above and directs the finance director to modify the budget as shown above.

**Section 3. Salary Schedule.** Exhibit A is adopted as the 2026 personnel salary schedule for all employees.

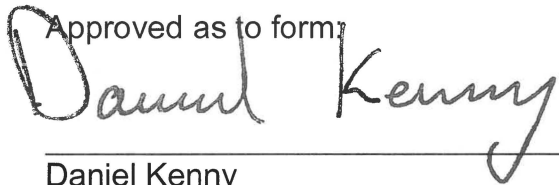
**Section 4. Severability.** If any section, sentence, clause or phrase of this Ordinance is held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, clause or phrase of this Ordinance.


**Section 5. 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 6. 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 24<sup>th</sup> day of November, 2025.

  
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Mary Barber  
Mayor

Approved as to form:  
  
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Daniel Kenny  
City Attorney

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



# Exhibit A

Pay Grade	Job Title	Group	FLSA Status	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
53	Court Assistant (0.6 FTE)	GU - 117	Non-Exempt	Hourly	27.0674	27.9471	28.8554	29.7932	30.7615	31.7612	32.7934	33.8592
53	Custodian	GU - 117	Non-Exempt	Hourly	27.0674	27.9471	28.8554	29.7932	30.7615	31.7612	32.7934	33.8592
53	Laborer	GU - 117	Non-Exempt	Hourly	27.0674	27.9471	28.8554	29.7932	30.7615	31.7612	32.7934	33.8592
54	Currently Unassigned	N/A	N/A	Hourly	28.6953	29.6279	30.5908	31.585	32.6115	33.6714	34.7657	35.8956
55	Community Development Assistant	GU - 117	Non-Exempt	Hourly	30.9722	31.9788	33.0181	34.0912	35.1992	36.3432	37.5244	38.7439
55	Human Resources Assistant	Non-Rep	Non-Exempt	Hourly	30.9722	31.9788	33.0181	34.0912	35.1992	36.3432	37.5244	38.7439
55	Police Services Specialist	GU - 117	Non-Exempt	Hourly	30.9722	31.9788	33.0181	34.0912	35.1992	36.3432	37.5244	38.7439
55	Public Works Assistant	GU - 117	Non-Exempt	Hourly	30.9722	31.9788	33.0181	34.0912	35.1992	36.3432	37.5244	38.7439
56	Finance Technican	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Judicial Specialist	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Maintenance Technician	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Planning Technician	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Property & Evidence Technician	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Utility Billing Technician	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Wastewater Collection System Technician II	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
55a	Wastewater Operator in Training	GU - 117	Non-Exempt	Hourly	35.2158							
55a	Water Operator in Training	GU - 117	Non-Exempt	Hourly	35.2158							
57	Assistant Planner	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Building Maintenance Technician	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Code Compliance Officer	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Engineering Technician	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Information Technology Services Support Technician	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Permit Coordinator	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Wastewater Operator I	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Water Operator I	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
58	Assistant City Clerk	Non-Rep	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Associate Planner	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Building Inspector / Plans Reviewer	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Construction Inspector	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Contract Administrator	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	GIS Coordinator	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Human Resources / Payroll Specialist	Non-Rep	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Mechanic	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
59	Assistant Building Official / Fire Marshal	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
59	Construction Supervisor	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
59	Engineering Project Manager	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
59	NPDES Coordinator	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
59	Wastewater Operator II	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
59	Water Operator II	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
60	Associate Engineer	GU - 117	Non-Exempt	Hourly	50.8153	52.4668	54.172	55.9326	57.7504	59.6273	61.5652	63.5661
60	Development Review Engineer	GU - 117	Non-Exempt	Hourly	50.8153	52.4668	54.172	55.9326	57.7504	59.6273	61.5652	63.5661
60	Wastewater Operator III	GU - 117	Non-Exempt	Hourly	50.8153	52.4668	54.172	55.9326	57.7504	59.6273	61.5652	63.5661
60	Water Operator III	GU - 117	Non-Exempt	Hourly	50.8153	52.4668	54.172	55.9326	57.7504	59.6273	61.5652	63.5661
61	Operations Supervisor - Parks & Facilities	SU - 313	Non-Exempt	Hourly	55.8905	57.7069	59.5824	61.5188	63.5182	65.5825	67.7139	69.9146
61	Operations Supervisor - Streets & Storm	SU - 313	Non-Exempt	Hourly	55.8905	57.7069	59.5824	61.5188	63.5182	65.5825	67.7139	69.9146
61	Parks Manager	SU - 313	Non-Exempt	Hourly	55.8905	57.7069	59.5824	61.5188	63.5182	65.5825	67.7139	69.9146
61	Senior Planner	GU - 117	Non-Exempt	Hourly	55.8905	57.7069	59.5824	61.5188	63.5182	65.5825	67.7139	69.9146
61	Wastewater Lead Operator	GU - 117	Non-Exempt	Hourly	55.8905	57.7069	59.5824	61.5188	63.5182	65.5825	67.7139	69.9146
62	Operations Supervisor - Water	SU - 313	Non-Exempt	Hourly	61.4763	63.4743	65.5372	67.6672	69.8664	72.1371	74.4816	76.9023
59	Communications Manager	Non-Rep	Exempt	Bi-Weekly	3,597.82	3,714.75	3,835.48	3,960.13	4,088.83	4,221.72	4,358.93	4,500.60
59	Infrastructure Systems Engineer	GU - 117	Exempt	Bi-Weekly	3,597.82	3,714.75	3,835.48	3,960.13	4,088.83	4,221.72	4,358.93	4,500.60
59	Payroll / Benefits Administrator	GU - 117	Exempt	Bi-Weekly	3,597.82	3,714.75	3,835.48	3,960.13	4,088.83	4,221.72	4,358.93	4,500.60
59	Risk & Safety Program Manager	Non-Rep	Exempt	Bi-Weekly	3,597.82	3,714.75	3,835.48	3,960.13	4,088.83	4,221.72	4,358.93	4,500.60



Pay Grade	Job Title	Group	FLSA Status	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
60	City Clerk	Non-Rep	Exempt	Bi-Weekly	4,065.22	4,197.34	4,333.75	4,474.60	4,620.02	4,770.17	4,925.20	5,085.27
60	Senior Accountant	GU - 117	Exempt	Bi-Weekly	4,065.22	4,197.34	4,333.75	4,474.60	4,620.02	4,770.17	4,925.20	5,085.27
61	Building Official / Fire Marshal	SU - 313	Exempt	Bi-Weekly	4,471.24	4,616.56	4,766.60	4,921.51	5,081.46	5,246.61	5,417.12	5,593.18
61	Court Administrator	SU - 313	Exempt	Bi-Weekly	4,471.24	4,616.56	4,766.60	4,921.51	5,081.46	5,246.61	5,417.12	5,593.18
61	Housing, Health & Human Services Program Manager	Non-Rep	Exempt	Bi-Weekly	4,471.24	4,616.56	4,766.60	4,921.51	5,081.46	5,246.61	5,417.12	5,593.18
61	Human Resources Generalist	Non-Rep	Exempt	Bi-Weekly	4,471.24	4,616.56	4,766.60	4,921.51	5,081.46	5,246.61	5,417.12	5,593.18
62	Senior Engineer	GU - 117	Exempt	Bi-Weekly	4,918.10	5,077.94	5,242.97	5,413.37	5,589.30	5,770.95	5,958.51	6,152.16
63	Assistant City Attorney	Non-Rep	Exempt	Bi-Weekly	5,312.20	5,484.85	5,663.11	5,847.16	6,037.19	6,233.40	6,435.99	6,645.16
63	Principal Planner	SU - 313	Exempt	Bi-Weekly	5,312.20	5,484.85	5,663.11	5,847.16	6,037.19	6,233.40	6,435.99	6,645.16
64	Information Technology Services Manager	SU - 313	Exempt	Bi-Weekly	5,576.92	5,758.17	5,945.31	6,138.53	6,338.03	6,544.02	6,756.70	6,976.29
64	Police Lieutenant	Non-Rep	Exempt	Bi-Weekly	5,576.92	5,758.17	5,945.31	6,138.53	6,338.03	6,544.02	6,756.70	6,976.29
64	Wastewater Superintendent	SU - 313	Exempt	Bi-Weekly	5,576.92	5,758.17	5,945.31	6,138.53	6,338.03	6,544.02	6,756.70	6,976.29
65	Assistant Public Works Director	Non-Rep	Exempt	Bi-Weekly	5,856.10	6,046.42	6,242.93	6,445.83	6,655.32	6,871.62	7,094.95	7,325.54
65	City Engineer	SU - 313	Exempt	Bi-Weekly	5,856.10	6,046.42	6,242.93	6,445.83	6,655.32	6,871.62	7,094.95	7,325.54
66	Community Development Director	Non-Rep	Exempt	Bi-Weekly	6,675.79	6,892.75	7,116.76	7,348.05	7,586.86	7,833.43	8,088.02	8,350.88
66	Finance Director	Non-Rep	Exempt	Bi-Weekly	6,675.79	6,892.75	7,116.76	7,348.05	7,586.86	7,833.43	8,088.02	8,350.88
66	Human Resources Director	Non-Rep	Exempt	Bi-Weekly	6,675.79	6,892.75	7,116.76	7,348.05	7,586.86	7,833.43	8,088.02	8,350.88
66	Public Works Director	Non-Rep	Exempt	Bi-Weekly	6,675.79	6,892.75	7,116.76	7,348.05	7,586.86	7,833.43	8,088.02	8,350.88
67	Chief of Police	Non-Rep	Exempt	Bi-Weekly	7,211.18	7,445.54	7,687.52	7,937.36	8,195.32	8,461.67	8,736.67	9,020.61
67	City Attorney	Non-Rep	Exempt	Bi-Weekly	7,211.18	7,445.54	7,687.52	7,937.36	8,195.32	8,461.67	8,736.67	9,020.61
AA	City Administrator	Non-Rep	Exempt	Bi-Weekly	8,364.52	8,636.37	8,917.05	9,206.85	9,506.07	9,815.02	10,134.01	10,463.37

2025 Police Personnel (Local 117) *Pending Negotiations*					
Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant	\$121,285	\$127,329	\$133,695	\$140,379	
Police Officer	\$91,826	\$96,417	\$101,238	\$106,300	\$111,614