

**ORDINANCE 1481**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF GIG HARBOR, WASHINGTON, RELATING TO THE CITY'S 2022 BUDGET AND AMENDING PERSONNEL SALARY SCHEDULE.**

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**WHEREAS**, the City Council adopted the 2022 Budget and Salary Schedule through Ordinance 1474 on November 22, 2021; 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 power to fix the compensation and working conditions of its officers and employees; and

**WHEREAS**, the City recognizes the Seattle-Tacoma-Bellevue CPI-W inflationary adjustments of June 2021; and

**WHEREAS**, the City recognizes inflation was much higher than anticipated than when Teamsters 117 General Unit's CBA was adopted; and

**WHEREAS**, the City recognizes the need to maintain a competitive wage structure for all positions; and

**WHEREAS**, the non-represented employees received a 2.5% COLA in the 2022 Budget and both the Employee and Supervisory Unions will be receiving a negotiated 3.5% COLA for 2022; and

**WHEREAS**, the City intends to adjust wages for the non-represented employees in alignment with the Employee and Supervisory Unions; and

**WHEREAS**, the City intends to adjust wages similar to that of the Teamsters 117 General Unit adding an additional one percent increase to the pay scales of non-represented employees; and

**WHEREAS**, the City desires to amend Ordinance No. 1474 to reflect the 2022 salary ranges in Attachment A;

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

**Section 1.** Exhibit A of Ordinance 1474, which adopted the 2022 Budget, shall be replaced with the schedule 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

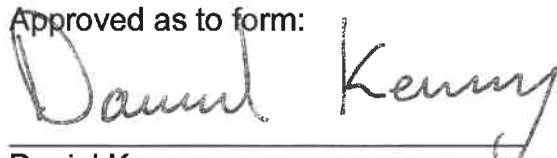
jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this Ordinance.

**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 10th day of January, 2022.

  
\_\_\_\_\_  
Tracie Markley  
Mayor

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

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

PUBLICATION DATE: January 13, 2022  
EFFECTIVE DATE: January 18, 2022

## Exhibit A

### 2022 Salary Schedule Executive Positions

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
City Administrator	\$159,532	\$167,509	\$175,884	\$184,679	\$193,912
City Attorney	\$146,202	\$153,512	\$161,188	\$169,247	\$177,710
Chief of Police	\$137,602	\$144,482	\$151,706	\$159,291	\$167,256
Finance Director	\$129,002	\$135,452	\$142,224	\$149,336	\$156,803
Public Works Director	\$129,002	\$135,452	\$142,224	\$149,336	\$156,803
Community Development Director	\$129,002	\$135,452	\$142,224	\$149,336	\$156,803
Human Resources Director	\$122,810	\$128,950	\$135,398	\$142,168	\$149,276
Police Lieutenant	\$122,810	\$128,950	\$135,398	\$142,168	\$149,276
Assistant City Attorney	\$100,621	\$105,652	\$110,935	\$116,482	\$122,306
City Clerk	\$92,451	\$97,074	\$101,928	\$107,024	\$112,375
HR Analyst	\$77,571	\$81,449	\$85,522	\$89,798	\$94,288

### 2022 Salary Range 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	\$76,534	\$79,021	\$81,589	\$84,241	\$86,978	\$89,805	\$92,724	\$95,738
Human Resources Assistant	\$52,336	\$54,037	\$55,793	\$57,606	\$59,478	\$61,411	\$63,407	\$65,468

### Supervisor Unit Salary Schedule 2021

Steps	1	2	3	4	5	6	7	8
City Engineer	\$101,564	\$104,864	\$108,272	\$111,791	\$115,425	\$119,176	\$123,049	\$127,048
IT Manager	\$101,564	\$104,864	\$108,272	\$111,791	\$115,425	\$119,176	\$123,049	\$127,048
Building Official / Fire Marshal	\$97,239	\$100,399	\$103,662	\$107,031	\$110,509	\$114,101	\$117,809	\$121,638
Parks Manager	\$90,175	\$93,105	\$96,131	\$99,256	\$102,481	\$105,812	\$109,251	\$112,802
Principal Planner	\$90,175	\$93,105	\$96,131	\$99,256	\$102,481	\$105,812	\$109,251	\$112,802
Tourism & Communications Director	\$87,958	\$90,817	\$93,768	\$96,816	\$99,962	\$103,211	\$106,565	\$110,029
Court Administrator	\$87,288	\$90,125	\$93,054	\$96,078	\$99,201	\$102,425	\$105,754	\$109,191
PW Superintendent	\$86,835	\$89,657	\$92,571	\$95,579	\$98,686	\$101,893	\$105,205	\$108,624
WWTP Superintendent	\$86,835	\$89,657	\$92,571	\$95,579	\$98,686	\$101,893	\$105,205	\$108,624

**2022 Salary Range**  
Non-Supervisory Personnel

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Senior Engineer	\$94,917	\$98,002	\$101,187	\$104,476	\$107,871	\$111,377	\$114,997	\$118,734
Associate Engineer	\$87,778	\$90,631	\$93,576	\$96,617	\$99,757	\$102,999	\$106,347	\$109,803
Project Engineer	\$87,778	\$90,631	\$93,576	\$96,617	\$99,757	\$102,999	\$106,347	\$109,803
Senior Accountant	\$87,554	\$90,399	\$93,337	\$96,370	\$99,502	\$102,736	\$106,075	\$109,523
Senior Planner	\$87,502	\$90,346	\$93,282	\$96,314	\$99,444	\$102,676	\$106,013	\$109,458
Infrastructure Systems Engineer	\$78,966	\$81,532	\$84,182	\$86,918	\$89,743	\$92,660	\$95,671	\$98,780
Assistant Building Official / FM	\$77,376	\$79,891	\$82,487	\$85,168	\$87,936	\$90,794	\$93,744	\$96,791
Field Supervisor	\$77,376	\$79,891	\$82,487	\$85,168	\$87,936	\$90,794	\$93,744	\$96,791
Construction Supervisor	\$77,376	\$79,891	\$82,487	\$85,168	\$87,936	\$90,794	\$93,744	\$96,791
Senior WWTP Operator	\$72,847	\$75,215	\$77,660	\$80,183	\$82,789	\$85,480	\$88,258	\$91,127
GIS Coordinator	\$71,277	\$73,594	\$75,985	\$78,455	\$81,005	\$83,637	\$86,356	\$89,162
Payroll / Benefits Administrator	\$71,084	\$73,394	\$75,779	\$78,242	\$80,785	\$83,410	\$86,121	\$88,920
Associate Planner	\$70,012	\$72,287	\$74,637	\$77,062	\$79,567	\$82,153	\$84,823	\$87,580
Construction Inspector	\$68,308	\$70,528	\$72,821	\$75,187	\$77,631	\$80,154	\$82,759	\$85,449
Building Inspector/Plans Reviewer	\$68,308	\$70,528	\$72,821	\$75,187	\$77,631	\$80,154	\$82,759	\$85,449
Executive Assistant	\$67,289	\$69,476	\$71,734	\$74,065	\$76,472	\$78,958	\$81,524	\$84,173
Mechanic	\$66,055	\$68,201	\$70,418	\$72,707	\$75,069	\$77,509	\$80,028	\$82,629
WWTP Operator	\$65,168	\$67,286	\$69,473	\$71,731	\$74,062	\$76,469	\$78,955	\$81,521
Engineering Technician	\$64,637	\$66,738	\$68,907	\$71,146	\$73,459	\$75,846	\$78,311	\$80,856
Building Maintenance Technician	\$64,118	\$66,202	\$68,353	\$70,575	\$72,868	\$75,236	\$77,682	\$80,206
Information Systems Assistant	\$63,231	\$65,286	\$67,408	\$69,598	\$71,860	\$74,196	\$76,607	\$79,097
WWTP Collection Systems Tech II	\$60,955	\$62,936	\$64,982	\$67,094	\$69,274	\$71,526	\$73,850	\$76,251
Assistant Planner	\$60,762	\$62,737	\$64,776	\$66,881	\$69,054	\$71,299	\$73,616	\$76,008
Code Enforcement Officer	\$60,762	\$62,737	\$64,776	\$66,881	\$69,054	\$71,299	\$73,616	\$76,008
Permit Coordinator	\$60,762	\$62,737	\$64,776	\$66,881	\$69,054	\$71,299	\$73,616	\$76,008
Community Services Officer	\$60,222	\$62,180	\$64,200	\$66,287	\$68,441	\$70,666	\$72,962	\$75,334
Finance Technician	\$59,243	\$61,168	\$63,156	\$65,209	\$67,328	\$69,516	\$71,775	\$74,108
Utility Billing Technician	\$59,243	\$61,168	\$63,156	\$65,209	\$67,328	\$69,516	\$71,775	\$74,108
Planning Technician	\$58,937	\$60,852	\$62,830	\$64,872	\$66,980	\$69,157	\$71,404	\$73,725
Administrative Assistant	\$57,610	\$59,483	\$61,416	\$63,412	\$65,473	\$67,601	\$69,798	\$72,066
Community Development Assistant	\$57,610	\$59,483	\$61,416	\$63,412	\$65,473	\$67,601	\$69,798	\$72,066
Public Works Assistant	\$57,610	\$59,483	\$61,416	\$63,412	\$65,473	\$67,601	\$69,798	\$72,066
Police Services Specialist	\$49,820	\$51,439	\$53,110	\$54,837	\$56,619	\$58,459	\$60,359	\$62,320
Court Clerk	\$49,146	\$50,743	\$52,393	\$54,095	\$55,853	\$57,669	\$59,543	\$61,478
Custodian	\$48,973	\$50,565	\$52,208	\$53,905	\$55,657	\$57,466	\$59,333	\$61,262
Public Works / Utility Billing Clerk	\$48,943	\$50,533	\$52,176	\$53,871	\$55,622	\$57,430	\$59,296	\$61,223
Community Development Clerk	\$48,943	\$50,533	\$52,176	\$53,871	\$55,622	\$57,430	\$59,296	\$61,223
Laborer	\$46,505	\$48,016	\$49,577	\$51,188	\$52,852	\$54,570	\$56,343	\$58,174

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Technician	\$57,178	\$59,037	\$60,955	\$62,936	\$64,982	\$67,094	\$69,274	\$71,526	\$73,850	\$76,251

*The parties agree to continue the combination of Maintenance Technician I and II ranges. Employees will not be able to exceed the mid-range of this classification until they have been with the City for at least 5 years and have achieved goals, licenses and/or certifications. 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.*

WWTP - Operator In Training (OIT)	\$63,117
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*OIT is an automatic progression into WWTP Operator once employee receives Group 1 Certification.*

Updated 1/5/2022