

ORDINANCE NO. 1458

**AN ORDINANCE OF THE CITY OF GIG HARBOR,
WASHINGTON, RELATING TO THE CITY'S 2021 BUDGET,
ADOPTING A REVISED SALARY SCHEDULE TO REFLECT
CHANGES RESULTING FROM LABOR NEGOTIATIONS.**

WHEREAS the City Council adopted the 2021 budget and salary schedule through Ordinance 1449 on December 14, 2020; and

WHEREAS, salary ranges for the Teamsters Local Union No. 117 (Police), Teamsters 117 Non-Supervisory Employees Union and Teamsters 117 Supervisory Employees Union were not yet final as labor negotiations were ongoing at that time; and

WHEREAS, labor negotiations with Teamsters 117 Supervisory Employees Union are still ongoing and are not yet final; and

WHEREAS, negotiations with the Teamsters Local Union No. 117 (Police) and Teamsters 117 Non-Supervisory Employees Union are now complete and collective bargaining agreements are in place; and

WHEREAS, the City desires to amend Ordinance No. 1449 to reflect the actual 2021 salary ranges in Attachment A;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GIG HARBOR, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Attachment "A" of Ordinance 1449, which adopted the 2021 Budget, shall be replaced with the following schedules:

Attachment A

2021 Salary Schedule Executive Positions

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
City Administrator	\$154,137	\$161,844	\$169,937	\$178,433	\$187,355
City Attorney	\$141,258	\$148,321	\$155,737	\$163,524	\$171,700
Chief of Police	\$132,949	\$139,596	\$146,576	\$153,905	\$161,600
Finance Director	\$124,639	\$130,871	\$137,415	\$144,286	\$151,500
Public Works Director	\$124,639	\$130,871	\$137,415	\$144,286	\$151,500
Community Development Director	\$124,639	\$130,871	\$137,415	\$144,286	\$151,500
Human Resources Director	\$118,657	\$124,590	\$130,819	\$137,360	\$144,228
Police Lieutenant	\$118,657	\$124,590	\$130,819	\$137,360	\$144,228
Assistant City Attorney	\$97,219	\$102,080	\$107,184	\$112,543	\$118,170
City Clerk	\$89,325	\$93,791	\$98,481	\$103,405	\$108,575

2021 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	\$73,945	\$76,349	\$78,830	\$81,392	\$84,037	\$86,768	\$89,588	\$92,500
Human Resources Assistant	\$50,566	\$52,210	\$53,906	\$55,658	\$57,467	\$59,335	\$61,263	\$63,254

2021 Salary Range Police Personnel

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant	\$8,349	\$8,766	\$9,205	\$9,665	
Police Officer	\$6,322	\$6,638	\$6,970	\$7,318	\$7,684

**2021 Salary Range Supervisory Personnel

Job Title	Minimum	Maximum
City Engineer	\$8,247	\$10,309
Information Systems Manager	\$8,247	\$10,309
Building Official / Fire Marshal	\$7,896	\$9,870
Parks Manager	\$7,322	\$9,153
Principal Planner	\$7,322	\$9,153
Tourism & Communications Director	\$7,142	\$8,928
Court Administrator	\$7,088	\$8,860
Public Works Superintendent	\$7,051	\$8,814
Wastewater Treatment Plant Supervisor	\$7,051	\$8,814

***Contract currently under negotiations.*

2021 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	\$91,707	\$94,688	\$97,765	\$100,943	\$104,223	\$107,610	\$111,108	\$114,719
Associate Engineer	\$84,810	\$87,566	\$90,412	\$93,350	\$96,384	\$99,517	\$102,751	\$106,090
Project Engineer	\$84,810	\$87,566	\$90,412	\$93,350	\$96,384	\$99,517	\$102,751	\$106,090
Senior Accountant	\$84,593	\$87,342	\$90,180	\$93,111	\$96,137	\$99,262	\$102,488	\$105,819
Senior Planner	\$84,543	\$87,291	\$90,128	\$93,057	\$96,081	\$99,204	\$102,428	\$105,757
Field Supervisor	\$74,759	\$77,189	\$79,697	\$82,288	\$84,962	\$87,723	\$90,574	\$93,518
Construction Supervisor	\$74,759	\$77,189	\$79,697	\$82,288	\$84,962	\$87,723	\$90,574	\$93,518
Senior WWTP Operator	\$70,384	\$72,671	\$75,033	\$77,472	\$79,990	\$82,589	\$85,273	\$88,045
GIS Coordinator	\$68,867	\$71,105	\$73,416	\$75,802	\$78,265	\$80,809	\$83,435	\$86,147
Payroll / Benefits Administrator	\$68,679	\$70,911	\$73,216	\$75,596	\$78,052	\$80,589	\$83,208	\$85,913
Associate Planner	\$67,644	\$69,843	\$72,113	\$74,456	\$76,876	\$79,375	\$81,954	\$84,618
Construction Inspector	\$65,999	\$68,144	\$70,358	\$72,645	\$75,006	\$77,444	\$79,961	\$82,559
Building Inspector/Plans Reviewer	\$65,999	\$68,144	\$70,358	\$72,645	\$75,006	\$77,444	\$79,961	\$82,559
Executive Assistant	\$65,014	\$67,127	\$69,308	\$71,561	\$73,887	\$76,288	\$78,767	\$81,327
Mechanic	\$63,821	\$65,895	\$68,037	\$70,248	\$72,531	\$74,889	\$77,322	\$79,835
WWTP Operator	\$62,965	\$65,011	\$67,124	\$69,305	\$71,558	\$73,883	\$76,285	\$78,764
Engineering Technician	\$62,452	\$64,482	\$66,577	\$68,741	\$70,975	\$73,282	\$75,663	\$78,122
Building Maintenance Technician	\$61,950	\$63,963	\$66,042	\$68,188	\$70,404	\$72,692	\$75,055	\$77,494
Information Systems Assistant	\$61,092	\$63,078	\$65,128	\$67,244	\$69,430	\$71,686	\$74,016	\$76,422
WWTP Collection Systems Tech II	\$58,894	\$60,809	\$62,785	\$64,825	\$66,932	\$69,107	\$71,353	\$73,672
Assistant Planner	\$58,707	\$60,615	\$62,585	\$64,619	\$66,719	\$68,888	\$71,126	\$73,438
Permit Coordinator	\$58,707	\$60,615	\$62,585	\$64,619	\$66,719	\$68,888	\$71,126	\$73,438
Community Services Officer	\$58,186	\$60,077	\$62,029	\$64,045	\$66,127	\$68,276	\$70,495	\$72,786
Finance Technician	\$57,239	\$59,100	\$61,020	\$63,003	\$65,051	\$67,165	\$69,348	\$71,602
Utility Billing Technician	\$57,239	\$59,100	\$61,020	\$63,003	\$65,051	\$67,165	\$69,348	\$71,602
Planning Technician	\$56,944	\$58,794	\$60,705	\$62,678	\$64,715	\$66,818	\$68,990	\$71,232
Community Development Assistant	\$55,662	\$57,471	\$59,339	\$61,268	\$63,259	\$65,315	\$67,438	\$69,629
Public Works Assistant	\$55,662	\$57,471	\$59,339	\$61,268	\$63,259	\$65,315	\$67,438	\$69,629
Police Services Specialist	\$48,135	\$49,699	\$51,315	\$52,982	\$54,704	\$56,482	\$58,318	\$60,213
Court Clerk	\$47,484	\$49,027	\$50,621	\$52,266	\$53,965	\$55,719	\$57,529	\$59,399
Custodian	\$47,317	\$48,855	\$50,443	\$52,082	\$53,775	\$55,522	\$57,327	\$59,190
Public Works Clerk	\$47,287	\$48,824	\$50,411	\$52,049	\$53,741	\$55,487	\$57,291	\$59,153
Community Development Clerk	\$47,287	\$48,824	\$50,411	\$52,049	\$53,741	\$55,487	\$57,291	\$59,153
Laborer	\$44,932	\$46,392	\$47,900	\$49,457	\$51,064	\$52,724	\$54,437	\$56,207

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Technician	\$55,245	\$57,041	\$58,894	\$60,809	\$62,785	\$64,825	\$66,932	\$69,107	\$71,353	\$73,672

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.

Section 2. 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 3. 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.

PASSED by the City Council and approved by the Mayor of the City of Gig Harbor this 13th day of April, 2021.

CITY OF GIG HARBOR



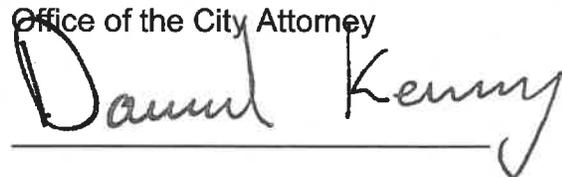
Mayor Kit Kuhn

ATTEST/AUTHENTICATED:



Molly M. Towslee, City Clerk

APPROVED AS TO FORM:

Office of the City Attorney


FILED WITH THE CITY CLERK: 03/11/21
PASSED BY THE CITY COUNCIL: 04/12/21
PUBLISHED: 04/15/21
EFFECTIVE DATE: 04/20/21
ORDINANCE NO: 1458