

ORDINANCE NO. 1463

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF GIG HARBOR, WASHINGTON, RELATING TO THE CITY'S 2021 BUDGET, RECLASSIFICATIONS AND ADDING POSITIONS.

WHEREAS, the City Council adopted the 2021 Budget and Salary Schedule through Ordinance 1449 on December 14, 2020 and amended the Budget and Salary Schedule through Ordinance 1458 on April 12, 2021; and

WHEREAS, the Planning Division of Community Development currently has vacant positions and employees are working out of class to complete the work required; and

WHEREAS, the City intends to reclassify an existing and budgeted Associate Planner position to a Senior Planner; and

WHEREAS, the Building Division of Community Development is consistently experiencing an extremely high volume of inspections; and

WHEREAS, the City intends to add one full-time Building Inspector / Plans Examiner position to the Building Division of Community Development; and

WHEREAS, the City has negotiated with the Teamsters Local Union No. 117 General Unit the salary of the Assistant Building Official / Fire Marshal position; and

WHEREAS, the City has been recruiting for a Wastewater Treatment Plant Operator position since October 2019; and

WHEREAS, the City intends to add an Operator In Training (OIT) job classification that will progress into a Wastewater Treatment Plant Operator in accordance with the job description requirements; and

WHEREAS, the Information Technology Services Program has a vacant position due to a retirement; and

WHEREAS, the City intends to reclassify an existing and budgeted 1.0 full-time equivalent Information Systems Assistant to a 1.0 full-time equivalent Infrastructure Systems Engineer to continue to support the City's technology infrastructure that was previously outsourced; and

WHEREAS, the City currently has two unbudgeted temporary Information Technology Assistant positions and one 0.6 full-time equivalent budgeted Information Systems Assistant position; and

WHEREAS, the City intends to increase the 0.6 full-time equivalent budgeted Information Systems Assistant position to a 1.0 full-time equivalent position to support the ongoing high volume user demands; and

WHEREAS, the City desires to amend Ordinance No. 1458 to reflect the 2021 salary ranges in Attachment A; and

WHEREAS, the City desires to amend the organizational chart provided in the 2021 Budget;

NOW THERFORE, The City Council of the City of 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 schedule attached to this ordinance as Attachment A.

Section 2. The City's amended organizational chart is attached to this ordinance as Attachment B.

Section 3. 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 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 26th day of July, 2021.



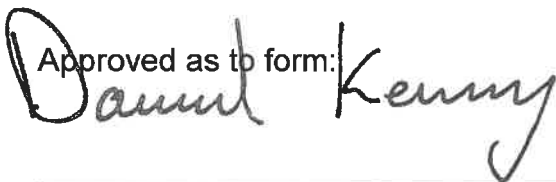
Kit Kuhn
Mayor

Attest:



Joshua Stecker
Interim City Clerk

Approved as to form:



Daniel Kenny
City Attorney

PUBLICATION DATE: 7/28/21
EFFECTIVE DATE: 8/2/21

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
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
Infrastructure Systems Engineer	\$76,296	\$78,775	\$81,335	\$83,979	\$86,708	\$89,526	\$92,436	\$95,440
Assistant Building Official / FM	\$74,759	\$77,189	\$79,697	\$82,288	\$84,962	\$87,723	\$90,574	\$93,518
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
Administrative Assistant	\$55,662	\$57,471	\$59,339	\$61,268	\$63,259	\$65,315	\$67,438	\$69,629
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

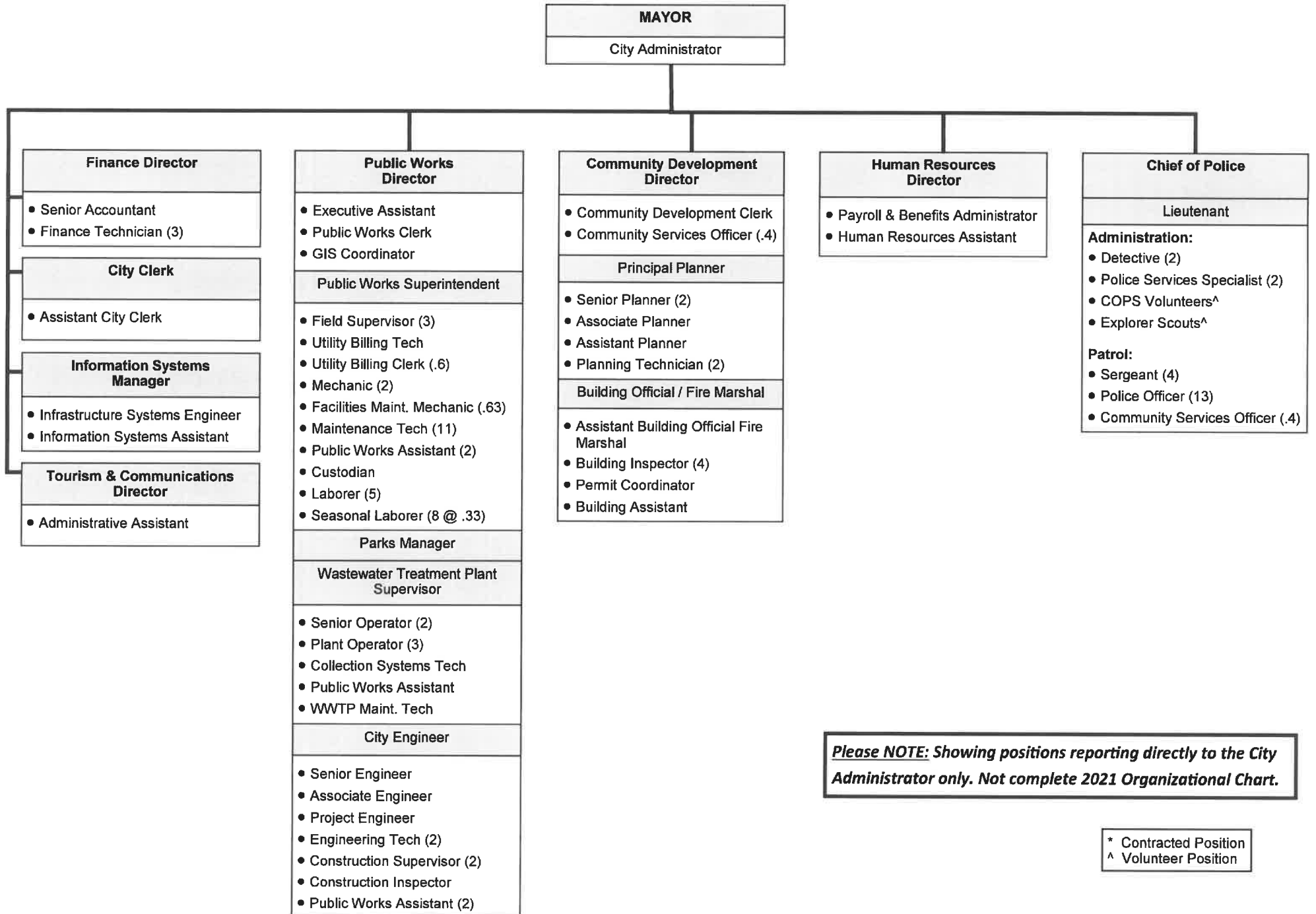
The parties agree to continue the combination of Maintenance Technician I and II ranges. Employees will not be able to exceed the mid-range of this classification until they have been with the City for at least 5 years and have achieved goals, licenses and/or certifications. This classification requires a CDL Class B license with a Tanker Endorsement. Employees who do not have this required license must obtain it within 18 months.

WWTP - Operator In Training (OIT)	\$60,983
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OIT is an automatic progression into WWTP Operator once employee receives Group 1 Certification.

Updated 7/26/2021

Attachment B



Please NOTE: Showing positions reporting directly to the City Administrator only. Not complete 2021 Organizational Chart.

* Contracted Position
^ Volunteer Position