

ORDINANCE NO. 1441

**AN ORDINANCE OF THE CITY OF GIG HARBOR,
WASHINGTON, RELATING TO THE CITY'S 2020 BUDGET
AND AMENDING PERSONNEL SALARY SCHEDULE, AND
ONE JOB TITLE.**

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, in November of 2019 the compensation and salary survey were presented to the City; and

WHEREAS, the study provided the City with an opportunity to develop a more fair and equitable salary structure for non-represented employees in executive leadership positions; and

WHEREAS, Washington State recently enacted the Equal Pay and Opportunities Act, which requires employers to pay similarly employed individuals the same compensation, unless there are bona fide job-related factors consistent with business necessity; and

WHEREAS, as of the beginning of the first pay period after passage and publication the executive non-represented employees will move as recommended within the adopted salary schedule but not below their current salary; and

WHEREAS, adequate funds exist in the City's anticipated 2020 ending fund balances for the general fund and certain enterprise funds in order to fund salaries; and

WHEREAS, the Human Resources Manager job title will be amended to Human Resources Director which is in line with the duties being performed; NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF GIG HARBOR, WASHINGTON,
ORDAINS AS FOLLOWS:

Section 1. Exhibit "A1" amends the adopted 2020 Salary Schedule which is Exhibit A to Ordinance No. 1430.

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 no sooner than five days after the passage and publication, and at the beginning of the first pay period after passage and publication of an approved summary consisting of the titles.

PASSED by the City Council and approved by the Mayor of the City of Gig Harbor this 30th day of March, 2020.

CITY OF GIG HARBOR

Kit Kuhn

Mayor Kit Kuhn

ATTEST/AUTHENTICATED:

Molly M. Towslee

Molly M. Towslee, City Clerk

APPROVED AS TO FORM:
Office of the City Attorney

Daniel Kenny

FILED WITH THE CITY CLERK: 03/18/2020
PASSED BY THE CITY COUNCIL: 03/30/2020
PUBLISHED: 04/09/2020
EFFECTIVE DATE: 04/14/2020
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Exhibit "A1"

2020 Salary Schedule
Executive Positions

Job Titles	5% Between Steps				
	Step 1	Step 2	Step 3	Step 4	Step 5
City Administrator	\$152,611	\$160,242	\$168,254	\$176,667	\$185,500
City Attorney	\$139,859	\$146,852	\$154,195	\$161,905	\$170,000
Chief of Police	\$131,632	\$138,214	\$145,125	\$152,381	\$160,000
Finance Director	\$123,405	\$129,576	\$136,054	\$142,857	\$150,000
Public Works Director	\$123,405	\$129,576	\$136,054	\$142,857	\$150,000
Community Development Director	\$123,405	\$129,576	\$136,054	\$142,857	\$150,000
Human Resources Director <i>(Formerly HR Manager)</i>	\$117,482	\$123,356	\$129,524	\$136,000	\$142,800
Police Lieutenant	\$117,482	\$123,356	\$129,524	\$136,000	\$142,800
Assistant City Attorney	\$96,256	\$101,069	\$106,122	\$111,429	\$117,000
City Clerk	\$88,441	\$92,863	\$97,506	\$102,381	\$107,500