



**City of Gig Harbor
City Council Meeting Agenda Bill**

Meeting Date: July 11, 2022

SUBJECT: Approval to Rehire Lateral Police Officer Above Mid-Point of Salary Range

SUBMITTED BY: Kelly Busey, Police Chief

DEPARTMENT: Police

PHONE: (253) 853-2422

SUGGESTED MOTION: Move to authorize rehire of lateral Police Officer applicant above mid-point of current salary range.

BACKGROUND INFORMATION: The 2022 monthly salary range for a Gig Harbor Police Officer is \$6575 - \$7991.

Current City of Gig Harbor Personnel Regulations indicate:

A new employee shall enter the pay range for their position at the minimum level unless the Mayor and/or the City Administrator determine that the employee's qualifications warrant a position higher in the range. A new employee shall not enter their pay range higher than mid-range unless prior approval is received from the City Council.

A former Gig Harbor Police Officer has received reinstatement via the Civil Service Commission to his former position. At the time, he was receiving a wage of \$7684 (2021 Step 5). With a COLA offered to other members of the police bargaining unit in 2022, the Step 5 salary is \$7991. Due to his experience with the Gig Harbor Police Department, the immediate need for personnel, and the lack of training time required to fill this position, we are requesting that the officer be reinstated at the 2022 Step 5 salary.

FISCAL CONSIDERATION: There is adequate budgetary capacity for this action.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION: N/A

ATTACHMENTS: None

STRATEGIC PLAN PRIORITY: Foster a healthy City organization