

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.

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:

Attest:

Daniel Kenny
City Attorney

Joshua Stecker
City Clerk

PUBLICATION DATE: January 13, 2022

EFFECTIVE DATE: January 18, 2022



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

Meeting Date: January 10, 2022

SUBJECT: Ordinance 1481 Amending the Personnel Salary Schedule in the 2022 Budget

SUBMITTED BY: Tony Piasecki, Interim City Administrator

DEPARTMENT: Administration

PHONE: 851-6127

PURPOSE & RECOMMENDATION: The purpose of this agenda bill is to request Council to approve the attached 2022 Budget Amendment and attached salary schedule increasing the non-represented employee's salary scale by an additional 1%. Administration recommends approval.

PROPOSED MOTION: Move to approve Ordinance 1481.

BACKGROUND INFORMATION: Inflation was much higher than anticipated when the City adopted the Collective Bargaining Agreement (CBA) with Teamsters 117 General Unit. This request is equal to the request for increasing the Teamsters 117 General Unit for 2022, an additional 1% increase for the non-represented employees. Historically, the non-represented employees receive the same wage adjustment as both the General Unit and Supervisory Units in order to maintain a competitive wage structure for all positions.

This Ordinance also amends the 2022 Budget to memorialize the salary adjustments approved within the collective bargaining agreement with the Supervisor's Unit as approved by council on January 10, 2021, and the salary adjustments approved within the Memorandum of Understanding with the General Unit on January 10, 2021.

FISCAL CONSIDERATION: The funds needed to implement the financial concerns are available in the 2022 budget.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION: N/A

ATTACHMENTS:

1. Ordinance 1481
 2. Ordinance 1474
-

REVIEWED BY:

- Mayor
 City Administrator
 City Attorney

- Finance Director
 Department Head

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

ORDINANCE 1474

**AN ORDINANCE OF THE CITY OF GIG HARBOR,
WASHINGTON, ADOPTING THE 2022 ANNUAL BUDGET;
ESTABLISHING APPROPRIATIONS OF FUNDS FOR THE
2022 FISCAL YEAR; TRANSMITTING BUDGET COPIES
TO THE STATE; PROVIDING FOR SEVERABILITY AND
ESTABLISHING AN EFFECTIVE DATE.**

WHEREAS, the Mayor of the City of Gig Harbor, Washington completed and placed on file with the City Clerk a proposed budget and estimate of the amount of the monies required to meet the public expenses, bond retirement and interest, reserve funds and expenses of government of the City for the 2022 fiscal year; and

WHEREAS, the City of Gig Harbor published notice that the Gig Harbor City Council would meet on November 8, 2021 and November 22, 2021 at 5:30 p.m., in the Gig Harbor Council Chambers for the purpose of providing the public an opportunity to be heard on the proposed budget for the 2022 fiscal year and to adopt the budget; and

WHEREAS, the City Council did meet at the dates and times so specified, and heard testimony of interested citizens and taxpayers; and

WHEREAS, the 2022 proposed annual budget does not exceed the lawful limit of taxation allowed by law to be levied on the property within the City of Gig Harbor for the purposes set forth in the budget, and the estimated expenditures set forth in the budget being all necessary to carry on the government of Gig Harbor for the 2022 fiscal year;

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

Section 1. Budget Adopted. The budget for the City of Gig Harbor, Washington, for the 2022 fiscal year, on file with the City Clerk, is hereby adopted in its final form and content.

Section 2. Funds Appropriated. Estimated resources, including beginning fund balances, for each separate fund of the City of Gig Harbor, and aggregate total for all funds combined, for the 2022 fiscal year are set forth in summary form below, and are hereby appropriated for expenditure during the 2022 fiscal year as set follows:

2022 BUDGET APPROPRIATIONS	
FUND / DEPARTMENT	AMOUNT
001 GENERAL GOVERNMENT	
01 Non-Departmental	\$ 8,601,530
02 Legislative	73,000

03	Municipal Court	535,000
04	Administrative / Financial /	2,406,700
06	Police	4,637,843
14	Community Development	2,814,246
15	Park Operating	1,836,694
16	Buildings	710,030
19	Ending Fund Balance	2,693,061

TOTAL GENERAL FUND - 001

\$24,308,104

101	STREET OPERATING	5,647,720
102	STREET CAPITAL	9,857,152
650	TRANSPORTATION BENEFIT	4,849,000
103	SENIOR SERVICES	200,599
104	PEDESTRIAN SAFETY	215,027
105	DRUG INVESTIGATION STATE	18,279
106	DRUG INVESTIGATION FEDERAL	11,514
107	HOTEL / MOTEL FUND	1,315,527
108	PUBLIC ART CAPITAL PROJECTS	51,657
109	PARK DEVELOPMENT FUND	3,811,320
111	STRATEGIC RESERVE	3,600,464
112	EQUIPMENT REPLACEMENT	539,855
208	LTGO BOND REDEMPTION	341,879
211	UTGO BOND REDEMPTION	556,731
301	CAPITAL DEVELOPMENT FUND	1,361,698
305	GENERAL GOVT. CAPITAL	1,260,827
309	IMPACT TRUST FEE	5,835,068
310	HOSPITAL BENEFIT ZONE	8,605,679
401	WATER OPERATING	4,751,531
402	SEWER OPERATING	12,415,396
403	SHORECREST RESERVE	242,195
407	UTILITY RESERVE	1,437,497
408	UTILITY BOND REDEMPTION	2,330,101
410	SEWER CAPITAL CONSTRUCTION	9,455,963
411	STORM SEWER OPERATING	2,647,507
412	STORM SEWER CAPITAL	3,676,179
420	WATER CAPITAL ASSETS	8,718,613

TOTAL ALL FUNDS

\$118,213,082


Section 3. Salary Schedule. Attachment "A" is adopted as the 2022 personnel salary schedule for all employees.

Section 4. Transmittal. The City Clerk is directed to transmit a certified copy of the 2022 budget hereby adopted to the Division of Municipal Corporations in the Office of the State Auditor and to the Association of Washington Cities.

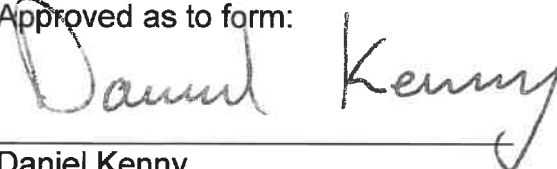
Section 5. Severability. If any section, sentence, clause or phrase of this ordinance should be held to be unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance

Section 6. Effective Date. This ordinance shall be in force and take effect five (5) days after its publication according to law.

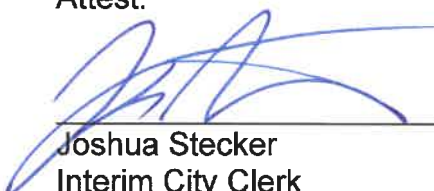
ADOPTED by the Council of the City of Gig Harbor at a regular meeting thereof, held this 22nd day of November, 2021.



Kit Kuhn
Mayor

Approved as to form:


Daniel Kenny
City Attorney

Attest:


Joshua Stecker
Interim City Clerk

PUBLICATION DATE: 11/25/21
EFFECTIVE DATE: 11/30/21

Attachment A

2022 Salary Schedule Executive Positions

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
City Administrator	\$157,991	\$165,890	\$174,185	\$182,894	\$192,039
City Attorney	\$144,789	\$152,029	\$159,630	\$167,612	\$175,993
Chief of Police	\$136,272	\$143,086	\$150,240	\$157,752	\$165,640
Finance Director	\$127,755	\$134,143	\$140,850	\$147,893	\$155,288
Public Works Director	\$127,755	\$134,143	\$140,850	\$147,893	\$155,288
Community Development Director	\$127,755	\$134,143	\$140,850	\$147,893	\$155,288
Human Resources Director	\$121,623	\$127,704	\$134,090	\$140,794	\$147,834
Police Lieutenant	\$121,623	\$127,704	\$134,090	\$140,794	\$147,834
Assistant City Attorney	\$99,649	\$104,632	\$109,863	\$115,356	\$121,124
City Clerk	\$91,558	\$96,136	\$100,943	\$105,990	\$111,289
HR Analyst	\$76,803	\$80,643	\$84,675	\$88,909	\$93,354

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	\$75,794	\$78,257	\$80,801	\$83,427	\$86,138	\$88,938	\$91,828	\$94,813
Human Resources Assistant	\$51,830	\$53,515	\$55,254	\$57,049	\$58,904	\$60,818	\$62,795	\$64,835

2022 Salary Range Police Personnel

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant	\$8,683	\$9,117	\$9,573	\$10,052	
Police Officer	\$6,575	\$6,903	\$7,248	\$7,611	\$7,991

*2022 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 Suprv.	\$7,051	\$8,814

*Contract currently under negotiations.

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	\$94,000	\$97,055	\$100,210	\$103,466	\$106,829	\$110,301	\$113,886	\$117,587
Associate Engineer	\$86,930	\$89,755	\$92,672	\$95,684	\$98,793	\$102,004	\$105,319	\$108,742
Project Engineer	\$86,930	\$89,755	\$92,672	\$95,684	\$98,793	\$102,004	\$105,319	\$108,742
Senior Accountant	\$86,708	\$89,526	\$92,435	\$95,439	\$98,541	\$101,744	\$105,050	\$108,464
Senior Planner	\$86,657	\$89,473	\$92,381	\$95,383	\$98,483	\$101,684	\$104,989	\$108,401
Infrastructure Systems Engineer	\$78,203	\$80,745	\$83,369	\$86,078	\$88,876	\$91,764	\$94,747	\$97,826
Assistant Building Official / FM	\$76,628	\$79,119	\$81,690	\$84,345	\$87,086	\$89,916	\$92,839	\$95,856
Field Supervisor	\$76,628	\$79,119	\$81,690	\$84,345	\$87,086	\$89,916	\$92,839	\$95,856
Construction Supervisor	\$76,628	\$79,119	\$81,690	\$84,345	\$87,086	\$89,916	\$92,839	\$95,856
Senior WWTP Operator	\$72,144	\$74,488	\$76,909	\$79,409	\$81,990	\$84,654	\$87,405	\$90,246
GIS Coordinator	\$68,867	\$71,105	\$73,416	\$75,802	\$78,265	\$80,809	\$83,435	\$86,147
Payroll / Benefits Administrator	\$70,397	\$72,685	\$75,047	\$77,486	\$80,004	\$82,604	\$85,289	\$88,061
Associate Planner	\$69,336	\$71,589	\$73,916	\$76,318	\$78,798	\$81,359	\$84,003	\$86,733
Construction Inspector	\$67,648	\$69,847	\$72,117	\$74,461	\$76,881	\$79,379	\$81,959	\$84,623
Building Inspector/Plans Reviewer	\$67,648	\$69,847	\$72,117	\$74,461	\$76,881	\$79,379	\$81,959	\$84,623
Executive Assistant	\$66,639	\$68,805	\$71,041	\$73,350	\$75,734	\$78,195	\$80,736	\$83,360
Mechanic	\$65,416	\$67,542	\$69,738	\$72,004	\$74,344	\$76,760	\$79,255	\$81,831
WWTP Operator	\$64,539	\$66,636	\$68,802	\$71,038	\$73,347	\$75,731	\$78,192	\$80,733
Engineering Technician	\$64,013	\$66,093	\$68,241	\$70,459	\$72,749	\$75,113	\$77,555	\$80,075
Building Maintenance Technician	\$63,498	\$65,562	\$67,693	\$69,893	\$72,164	\$74,510	\$76,931	\$79,431
Information Systems Assistant	\$62,620	\$64,655	\$66,756	\$68,926	\$71,166	\$73,479	\$75,867	\$78,333
WWTP Collection Systems Tech II	\$60,366	\$62,328	\$64,354	\$66,446	\$68,605	\$70,835	\$73,137	\$75,514
Assistant Planner	\$60,175	\$62,130	\$64,150	\$66,235	\$68,387	\$70,610	\$72,905	\$75,274
Code Enforcement Officer	\$60,175	\$62,130	\$64,150	\$66,235	\$68,387	\$70,610	\$72,905	\$75,274
Permit Coordinator	\$60,175	\$62,130	\$64,150	\$66,235	\$68,387	\$70,610	\$72,905	\$75,274
Community Services Officer	\$59,641	\$61,579	\$63,580	\$65,646	\$67,780	\$69,983	\$72,257	\$74,606
Finance Technician	\$58,670	\$60,577	\$62,546	\$64,579	\$66,677	\$68,844	\$71,082	\$73,392
Utility Billing Technician	\$58,670	\$60,577	\$62,546	\$64,579	\$66,677	\$68,844	\$71,082	\$73,392
Planning Technician	\$58,367	\$60,264	\$62,223	\$64,245	\$66,333	\$68,489	\$70,715	\$73,013
Administrative Assistant	\$57,054	\$58,908	\$60,822	\$62,799	\$64,840	\$66,947	\$69,123	\$71,370
Community Development Assistant	\$57,054	\$58,908	\$60,822	\$62,799	\$64,840	\$66,947	\$69,123	\$71,370
Public Works Assistant	\$57,054	\$58,908	\$60,822	\$62,799	\$64,840	\$66,947	\$69,123	\$71,370
Police Services Specialist	\$49,338	\$50,942	\$52,597	\$54,307	\$56,072	\$57,894	\$59,776	\$61,718
Court Clerk	\$48,671	\$50,253	\$51,886	\$53,573	\$55,314	\$57,111	\$58,968	\$60,884
Custodian	\$48,500	\$50,076	\$51,704	\$53,384	\$55,119	\$56,910	\$58,760	\$60,670
Public Works / Utility Billing Clerk	\$48,470	\$50,045	\$51,671	\$53,351	\$55,085	\$56,875	\$58,723	\$60,632
Community Development Clerk	\$48,470	\$50,045	\$51,671	\$53,351	\$55,085	\$56,875	\$58,723	\$60,632
Laborer	\$46,056	\$47,553	\$49,098	\$50,694	\$52,341	\$54,042	\$55,799	\$57,612

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Technician	\$56,626	\$58,466	\$60,366	\$62,328	\$64,354	\$66,446	\$68,605	\$70,835	\$73,137	\$75,514

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)	\$62,507
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OIT is an automatic progression into WWTP Operator once employee receives Group 1 Certification.

Updated 9/16/2021