

Exhibit A
City of Gig Harbor
Wage Schedule

Pay Grade	Job Title	Group	FLSA Status	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
53	Court Assistant (0.6 FTE)	GU - 117	Non-Exempt	Hourly	27.0674	27.9471	28.8554	29.7932	30.7615	31.7612	32.7934	33.8592
53	Custodian	GU - 117	Non-Exempt	Hourly	27.0674	27.9471	28.8554	29.7932	30.7615	31.7612	32.7934	33.8592
53	Laborer	GU - 117	Non-Exempt	Hourly	27.0674	27.9471	28.8554	29.7932	30.7615	31.7612	32.7934	33.8592
54	<i>Currently Unassigned</i>	N/A	N/A	Hourly	28.6953	29.6279	30.5908	31.585	32.6115	33.6714	34.7657	35.8956
55	Community Development Assistant	GU - 117	Non-Exempt	Hourly	30.9722	31.9788	33.0181	34.0912	35.1992	36.3432	37.5244	38.7439
55	Human Resources Assistant	Non-Rep	Non-Exempt	Hourly	30.9722	31.9788	33.0181	34.0912	35.1992	36.3432	37.5244	38.7439
55	Police Services Specialist	GU - 117	Non-Exempt	Hourly	30.9722	31.9788	33.0181	34.0912	35.1992	36.3432	37.5244	38.7439
55	Public Works Assistant	GU - 117	Non-Exempt	Hourly	30.9722	31.9788	33.0181	34.0912	35.1992	36.3432	37.5244	38.7439
56	Finance Technician	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Judicial Specialist	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Maintenance Technician	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Planning Technician	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Property & Evidence Technician	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Utility Billing Technician	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
56	Wastewater Collection System Technician II	GU - 117	Non-Exempt	Hourly	34.0897	35.1976	36.3415	37.5226	38.7421	40.0012	41.3012	42.6435
55a	Wastewater Operator in Training	GU - 117	Non-Exempt	Hourly	35.2158							
55a	Water Operator in Training	GU - 117	Non-Exempt	Hourly	35.2158							
57	Assistant Planner	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Building Maintenance Technician	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Code Compliance Officer	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Engineering Technician	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Information Technology Services Support Technician	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Permit Coordinator	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Wastewater Operator I	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
57	Water Operator I	GU - 117	Non-Exempt	Hourly	38.1753	39.416	40.697	42.0197	43.3853	44.7953	46.2511	47.7543
58	Assistant City Clerk	Non-Rep	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Associate Planner	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Building Inspector / Plans Reviewer	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Construction Inspector	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Contract Administrator	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	GIS Coordinator	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Human Resources / Payroll Specialist	Non-Rep	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
58	Mechanic	GU - 117	Non-Exempt	Hourly	41.995	43.3598	44.769	46.224	47.7263	49.2774	50.8789	52.5325
59	Assistant Building Official / Fire Marshal	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
59	Construction Supervisor	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
59	Engineering Project Manager	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
59	NPDES Coordinator	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
59	Wastewater Operator II	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
59	Water Operator II	GU - 117	Non-Exempt	Hourly	46.187	47.6881	49.238	50.8382	52.4904	54.1963	55.9577	57.7763
60	Associate Engineer	GU - 117	Non-Exempt	Hourly	50.8153	52.4668	54.172	55.9326	57.7504	59.6273	61.5652	63.5661
60	Development Review Engineer	GU - 117	Non-Exempt	Hourly	50.8153	52.4668	54.172	55.9326	57.7504	59.6273	61.5652	63.5661
60	Wastewater Operator III	GU - 117	Non-Exempt	Hourly	50.8153	52.4668	54.172	55.9326	57.7504	59.6273	61.5652	63.5661
60	Water Operator III	GU - 117	Non-Exempt	Hourly	50.8153	52.4668	54.172	55.9326	57.7504	59.6273	61.5652	63.5661
61	Operations Supervisor - Parks & Facilities	SU - 313	Non-Exempt	Hourly	55.8905	57.7069	59.5824	61.5188	63.5182	65.5825	67.7139	69.9146
61	Operations Supervisor - Streets & Storm	SU - 313	Non-Exempt	Hourly	55.8905	57.7069	59.5824	61.5188	63.5182	65.5825	67.7139	69.9146
61	Parks Manager	SU - 313	Non-Exempt	Hourly	55.8905	57.7069	59.5824	61.5188	63.5182	65.5825	67.7139	69.9146
61	Senior Planner	GU - 117	Non-Exempt	Hourly	55.8905	57.7069	59.5824	61.5188	63.5182	65.5825	67.7139	69.9146
61	Wastewater Lead Operator	GU - 117	Non-Exempt	Hourly	55.8905	57.7069	59.5824	61.5188	63.5182	65.5825	67.7139	69.9146
62	Operations Supervisor - Water	SU - 313	Non-Exempt	Hourly	61.4763	63.4743	65.5372	67.6672	69.8664	72.1371	74.4816	76.9023
59	Communications Manager	Non-Rep	Exempt	Bi-Weekly	3,694.96	3,815.05	3,939.04	4,067.06	4,199.24	4,335.72	4,476.63	4,622.12
59	Infrastructure Systems Engineer	GU - 117	Exempt	Bi-Weekly	3,694.96	3,815.05	3,939.04	4,067.06	4,199.24	4,335.72	4,476.63	4,622.12
59	Payroll / Benefits Administrator	GU - 117	Exempt	Bi-Weekly	3,694.96	3,815.05	3,939.04	4,067.06	4,199.24	4,335.72	4,476.63	4,622.12
59	Risk & Safety Program Manager	Non-Rep	Exempt	Bi-Weekly	3,694.96	3,815.05	3,939.04	4,067.06	4,199.24	4,335.72	4,476.63	4,622.12
60	City Clerk	Non-Rep	Exempt	Bi-Weekly	4,065.22	4,197.34	4,333.75	4,474.60	4,620.02	4,770.17	4,925.20	5,085.27
60	Senior Accountant	GU - 117	Exempt	Bi-Weekly	4,065.22	4,197.34	4,333.75	4,474.60	4,620.02	4,770.17	4,925.20	5,085.27

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Wage Schedule

Pay Grade	Job Title	Group	FLSA Status	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
61	Building Official / Fire Marshal	SU - 313	Exempt	Bi-Weekly	4,471.24	4,616.56	4,766.60	4,921.51	5,081.46	5,246.61	5,417.12	5,593.18
61	Court Administrator	SU - 313	Exempt	Bi-Weekly	4,471.24	4,616.56	4,766.60	4,921.51	5,081.46	5,246.61	5,417.12	5,593.18
61	Housing, Health & Human Services Program Manager	Non-Rep	Exempt	Bi-Weekly	4,471.24	4,616.56	4,766.60	4,921.51	5,081.46	5,246.61	5,417.12	5,593.18
61	Human Resources Generalist	Non-Rep	Exempt	Bi-Weekly	4,471.24	4,616.56	4,766.60	4,921.51	5,081.46	5,246.61	5,417.12	5,593.18
62	Senior Engineer	GU - 117	Exempt	Bi-Weekly	4,918.10	5,077.94	5,242.97	5,413.37	5,589.30	5,770.95	5,958.51	6,152.16
63	Assistant City Attorney	Non-Rep	Exempt	Bi-Weekly	5,312.20	5,484.85	5,663.11	5,847.16	6,037.19	6,233.40	6,435.99	6,645.16
63	Principal Planner	SU - 313	Exempt	Bi-Weekly	5,312.20	5,484.85	5,663.11	5,847.16	6,037.19	6,233.40	6,435.99	6,645.16
64	Information Technology Services Manager	SU - 313	Exempt	Bi-Weekly	5,576.92	5,758.17	5,945.31	6,138.53	6,338.03	6,544.02	6,756.70	6,976.29
64	Police Lieutenant	Non-Rep	Exempt	Bi-Weekly	5,576.92	5,758.17	5,945.31	6,138.53	6,338.03	6,544.02	6,756.70	6,976.29
64	Wastewater Superintendent	SU - 313	Exempt	Bi-Weekly	5,576.92	5,758.17	5,945.31	6,138.53	6,338.03	6,544.02	6,756.70	6,976.29
65	Assistant Public Works Director	Non-Rep	Exempt	Bi-Weekly	5,856.10	6,046.42	6,242.93	6,445.83	6,655.32	6,871.62	7,094.95	7,325.54
65	City Engineer	SU - 313	Exempt	Bi-Weekly	5,856.10	6,046.42	6,242.93	6,445.83	6,655.32	6,871.62	7,094.95	7,325.54
66	Community Development Director	Non-Rep	Exempt	Bi-Weekly	6,675.79	6,892.75	7,116.76	7,348.05	7,586.86	7,833.43	8,088.02	8,350.88
66	Finance Director	Non-Rep	Exempt	Bi-Weekly	6,675.79	6,892.75	7,116.76	7,348.05	7,586.86	7,833.43	8,088.02	8,350.88
66	Human Resources Director	Non-Rep	Exempt	Bi-Weekly	6,675.79	6,892.75	7,116.76	7,348.05	7,586.86	7,833.43	8,088.02	8,350.88
66	Public Works Director	Non-Rep	Exempt	Bi-Weekly	6,675.79	6,892.75	7,116.76	7,348.05	7,586.86	7,833.43	8,088.02	8,350.88
67	Chief of Police	Non-Rep	Exempt	Bi-Weekly	7,211.18	7,445.54	7,687.52	7,937.36	8,195.32	8,461.67	8,736.67	9,020.61
67	City Attorney	Non-Rep	Exempt	Bi-Weekly	7,211.18	7,445.54	7,687.52	7,937.36	8,195.32	8,461.67	8,736.67	9,020.61
AA	City Administrator	Non-Rep	Exempt	Bi-Weekly	8,364.52	8,636.37	8,917.05	9,206.85	9,506.07	9,815.02	10,134.01	10,463.37

2025 Police Personnel (Local 117) *Pending Negotiations*					
Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant	\$121,265	\$127,329	\$133,695	\$140,379	
Police Officer	\$91,826	\$96,417	\$101,238	\$106,300	\$111,614