



CITY OF SUMAS

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MEMO

To: Sumas City Council
From: Mollie Bost, Finance Director
Date: January 12, 2026
Re: Salary Step Increase – Gimmaka

Proposal:

I would like to recommend a salary step increase for **Joshua Gimmaka**, Police Officer. Officer Gimmaka has successfully completed **seven months of full-time service** and has consistently demonstrated competence and professionalism in his duties.

In recognition of his **successful service and proven job performance**, it is recommended that Officer Gimmaka be moved **from Step 2 to Step 3**, effective **January 1, 2026**. This recommendation is supported by **Administrative Staff, and the Mayor**.

Request for Council Approval:

Please consider approval of the following motion at the **City Council meeting on January 12, 2026**:

“Motion to affirm the salary step increase for Joshua Gimmaka from Step 2 to Step 3, effective January 1, 2026.”