



## *City of Stevenson*

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To: City Council  
From: Jayne Borden, Finance Director  
RE: 2026 Salary Update  
Meeting Date: December 18, 2025

### **Purpose:**

This item is before the City Council to formally approve the official Salary Schedule for Fiscal Year (FY) 2026 (p. 1). This final action is essential to ensure the officially adopted salary scale aligns with the figures utilized during the preparation of the comprehensive budget approved at the November meeting.

### **Background:**

The process for the FY 2026 budget began earlier in the year, involving departmental estimates and a proposed budget submission to the Council. Public hearings regarding the proposed budget were held in October and November 2025. A key component of the budget discussions was personnel expenditure, which included an anticipated percentage increase for employee compensation. This compensation increase was part of the financial forecasts used to balance the overall budget, which the Council was asked to approve via Ordinance 2025-1233 at its November 20, 2025 meeting. The salary scale presented today in Resolution 2025-463 reflects those exact figures, meaning the financial impact has already been accounted for in the previously approved budget (p. 1).

### **Analysis:**

The presented salary schedule incorporates an annual increase of 4.00% between steps for most positions (p. 3). These figures are consistent with the personnel line items in the November-approved budget document. The timeline for implementation is seamless, as formal approval tonight allows for the new scale to take effect at the start of the new fiscal year. The financial impact is neutral to the overall approved budget, as the necessary funds have already been allocated and the percentage increase accounted for.

### **Recommendations:**

Staff recommends that the City Council formally adopt the presented salary scale for Fiscal Year 2026 as outlined in the attached resolution (Resolution 2025-463, Exhibit A) (p. 1). This action will ratify the compensation plan incorporated into the annual budget approved in November 2025.