



# 2024 COMPENSATION STUDY

Alexandra Sheeks  
Cabot Dow Associates  
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# About Cabot Dow Associates

Independently owned human resources consulting firm since 1980 based in Bellevue, WA

Specialize in public sector collective bargaining, human resource management, and compensation

Clients primarily in Washington state

Associates are former public sector human resources professionals

[www.cabotdow.com](http://www.cabotdow.com)



# PRESENTATION OUTLINE

Background

Compensation Study Process

Study Results

Compensation policies, implementation options

Conclusion/Questions

# BACKGROUND

City contracted with CDA in June 2024

Internal job description review of 25 positions

Advised on comparable cities for comparing salaries and total compensation benefits – ie retirement, premiums, health insurance, paid leave

# COMPENSATION STUDY PROCESS: SELECTING COMPARABLES

Objective criteria for selection of comparable jurisdictions:

- Population
- Similar services and structure (ie police, fire, Council-Manager form of government where possible)
- Total 2024 budget, including operating and capital
- Geographic proximity
- Regional price parity adjustment where necessary

# COMPARABLE CITIES

County	Jurisdiction	RPP Adjustment Factor	2023 Pop. Est.	Total 2024 Budget	FTEs	Council-Mgr	Fire
Yakima	Toppenish		8,900	\$ 31,791,000	50	Y	Y
	50% below		4,450	\$ 15,895,500	25		
	50% above		13,350	\$ 47,686,500	75		
Proposed Comparable Cities - 50% below/50% above population/budget							
Adams	Othello	100%	9,005	\$ 31,409,000	56	N	N
Asotin	Clarkston	119%	7,220	\$ 26,217,000	50	N	Y
Grant	Ephrata	100%	8,690	\$ 40,625,000	49	N	Y
Lewis	Chehalis	99%	7,400	\$ 38,612,000	109	Y	Y
Mason	Shelton	100%	10,420	\$ 44,008,000	94	Y	N
Skagit	Sedro-Woolley	96%	12,900	\$ 46,738,000	90	N	Y
Yakima	Grandview	100%	11,250	\$ 38,896,000	60	N	Y
Yakima	Union Gap	100%	6,660	\$ 44,950,000	52	Y	N
Yakima	Selah	100%	8,450	\$ 49,371,000	69	N	N
Yakima	Sunnyside	100%	16,530	\$ 47,797,000	145	Y	Y
For informational purposes							
Yakima	Yakima	100%	98,650	\$ 274,456,000	779	Y	Y



# COMPENSATION STUDY PROCESS: COMPARING POSITIONS

Internal job description review

Reviewed classifications for clarity

Compared to similar positions based on several factors:

- Duties
- Organizational influence
- Independent judgment
- Prior job experience/education/certification required

Using source documents, org charts from comparables

Match at 80% content similarity



# COMPENSATION STUDY RESULTS

Aim for 10% within market median for net hourly amount

No positions fell outside of the 10% threshold

5 out of 25 positions not benchmarked due to lack of comparable positions

- City Clerk
- Communications Manager
- HR Generalist
- Grounds Maintenance Technician
- Lead Records Clerk

Health insurance contributions are competitive with market



# COMPENSATION STUDY RECOMMENDATIONS

Maintain current salary schedule and range placements

Maintain current non-benchmarked position ranges, with guidelines for future “slotting”

Update compensation study results on a regular basis

“Watch” positions more than 5% above/below market median

An abstract geometric design on the left side of the slide. It features a dark blue background with various geometric shapes and patterns. A white circle is positioned near the top left. Below it, a light blue semi-circle is visible. To the right of the semi-circle, there is a pattern of concentric circles. Further right, there is a pattern of parallel lines. The design is composed of several overlapping shapes in shades of blue, purple, and pink.

# QUESTIONS