

City of Toppenish, Washington
2024 Compensation Study

Cabot Dow Associates
October 29, 2024

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Background

The City of Toppenish is located in Yakima County entirely within the Yakama Indian Reservation, along US Highway 97 about 20 miles south of Yakima. Incorporated in 1907, the city of 8,900 is known for its agricultural setting and over 75 murals painted throughout the city depicting the history of the area.

Toppenish has a council-manager form of government. A seven-member elected City Council is responsible for policy-making. City departments are managed by a City Manager who is appointed by the Council. Toppenish provides water and sewer utility services, police, fire, and various other key municipal responsibilities. An interlocal agreement with the city of Sunnyside provides for municipal court services.

The City employs 55 regular and part-time employees. 42 employees are represented by labor unions, and the remaining 13 employees are non-represented management positions.

Scope of Study

The objective of the 2024 Compensation Study was to perform a total compensation analysis of all City positions. The City had not conducted a study for several years and was interested in its standing in terms of total compensation (ie salaries and selected benefits such as health benefits and paid leave) amongst a selected sample of cities in Washington State.

Market Sample

Selection of comparable agencies for compensation study purposes is often grounded in the interest arbitration statute for uniformed personnel (including public safety personnel). While not applicable to non-commissioned employees of cities, RCW 41.56.465 outlines a statutory proxy for selecting comparison cities when it comes to salary survey processes, including using a comparison of *“the wages, hours, and conditions of employment of personnel involved in the proceedings with the wages, hours, and conditions of employment of like personnel of like employers of similar size on the west coast of the United States.”*

Including like employers (i.e. cities) by similarity in size of resident population and then by total city budget as a measure of similar size, using a parameter of 50% below and 50% above Toppenish’s demographics, is an acceptable and recommended practice for compensation studies. Similarities in service provision were also considered.

While proximity is often a factor in determining similar agencies for comparison, it is reasonable to consider objective measures of size (ie population, budget) and similar employers (ie services provided) for jurisdictions in the greater Pacific Northwest, including Washington and Oregon. Casting the net more broadly yields more data that guides employer salaries in aiming for fair outcomes and fiscal responsibility. In order to normalize compensation comparisons, regional price parity information from the Federal Bureau of Economic Analysis was factored in to adjust for cost-of-living differences between cities where necessary.

The recommended list of agencies used for the study are listed below and shown with more detail in Appendix A.

Recommended City	2023 Population	2024 Budget
<i>Toppenish</i>	8,900	\$31,791,000
Othello	9,005	\$31,409,000
Clarkston	7,220	\$26,217,000
Ephrata	8,690	\$40,625,000
Chehalis	7,400	\$38,612,000
Shelton	10,420	\$44,008,000
Sedro-Woolley	12,900	\$46,738,000
Grandview	11,250	\$38,896,000
Union Gap	6,660	\$44,950,000
Selah	8,450	\$49,371,000
Sunnyside	16,530	\$47,797,000

The recommended comparison agencies generally fall between 50% below and 50% above Toppenish’s population and 2024 total budget and provide similar services as Toppenish, including police and fire protection services. While FTEs are shown for information purposes, this factor has not been a primary determinant in selecting or rejecting a potential comparable city due to considerable variation in the

relationship between respective cities' population, budgets and FTE numbers. Seven of the proposed comparable cities have larger staff sizes than Toppenish but fall within the population and budget parameters. One city fell outside of the population parameter, and one city's budget was higher than the parameter; these cities were included primarily due to their proximity to Toppenish.

The City of Yakima was included for informational purposes only; calculations related to market medians do not include Yakima city salary and benefits information.

Total Compensation Analysis Results

When analyzing compensation competitiveness within a sample market, salaries and net hourly amounts are considered to be competitive with the market (or "within market") when they fall within a given threshold above and below the median market salary. The median, often referred to as the 50th percentile, is the middle value in a set of ranked data points. In a salary study, it refers to the point at which half of the surveyed market salaries are below and half are above. The median can be a better measure of a market salary than the average because it limits the effects of low or high outlying salaries.

In accordance with common compensation practice, position salaries that were found to be within 10% of the market median **net hourly amount** were considered to be within market for this report. Appendix B summarizes the comparisons between Toppenish's salaries at the salary range minimum, midpoint, and maximum and the market median and the total compensation net hourly amount separately. A range of 10% above and below the median is recommended for considering whether or not a salary or net hourly amount is within range because it accounts for variation between jobs. When matching City jobs against those in the selected market, a match of 80% of the job description content is considered an appropriate match; it allows for substantial similarity in the position while recognizing that not all jobs in different agencies are alike. The potential 20% difference in job descriptions aligns with the 20% maximum flexibility (ie 10% below to 10% above the median) allowed when considering how competitive a position salary is to the market. A broader range is also important in inflationary times when salaries and associated costs are increasing rapidly.

Individual total compensation comparison models are shown in Appendices C-F. These comparisons do not reflect any employee in particular but represent a typical employee with 10 years of tenure with the City and who enrolls a full family (spouse and at least two dependents) for healthcare coverage. The model also assumes that the employee takes off all available paid leave, rather than banking it for later use or cash out. This results in a total net hours worked that is less than the standard 2,080 hours worked per year for a full-time employee. Appendix G provides a more detailed comparison of police premiums that are unique to these positions.

The City's non-salary compensation items are generally comparable, and even slightly higher, than the comparable market. Health insurance contributions make up a large part of the City's positive comparison to the market in this regard.

Recommendations

Using these criteria applied to the **net hourly amount**, none of Toppenish's positions exceeded the 10% above or below median threshold. Several positions were more than 5% above or below the median. While no salary adjustments are recommended as a result of the study, these positions should be "watched" in future years as part of a regular schedule of compensation review to ensure that they do not fall outside of the 10% threshold.

Position	% Over/(Under) Median Net Hourly Amount
Activities Program Manager	5.5%
Fire Chief	(9.2%)
IT Services Manager	9.6%
Police Chief	(6.1%)
Assistant to the Police Chief	9.3%
Records Specialist	(7.5%)

Out of the 25 classifications surveyed, five positions were not analyzed due to an insufficient number of matching positions within the comparable market.¹ Generally, the market shows that differences between various levels of management tend to follow certain patterns, for example:

- Department Director: 100%
- Deputy Department Director: 80% - 85%
- Mid-Level Managers: 65% - 75%
- Supervisors: 45% - 60%
- Lead/Analysts: 35% – 50%
- Individual contributors: 25% - 40%

The recommended benchmarks below are based on these observed market relationships between different types of positions, current relationships between City of Toppenish positions, and similarity in job duties and characteristics. Additionally, we have drawn on data from recently completed studies for comparable cities.

The following table provides slotting recommendations with rationale:

¹ At least four matches are considered to be statistically valid. Care was taken not to force matches when making comparisons for compensation study purposes.

Position	Comment	Slotting Recommendation
City Clerk	Comparable cities often combine this position with other duties (ie HR or Finance/Treasurer); position not matched with other “hybrid” positions	Benchmark at 70% of Finance Director salary range
Communications Manager	Unique position not found in many cities	Benchmark at 70% of Finance Director salary range
Human Resources Generalist	Comparable cities either employ a dedicated HR Manager, lower-level administrative position, or combine these duties with another position.	Maintain current benchmark of approximately 70% of Finance Director salary range.
Grounds Maintenance Technician	Most cities combine Public Works maintenance classifications.	Suggest combining all Public Works maintenance classifications into one.
Lead Records Specialist	Most cities do not separate records specialist levels, or there is a records supervisor.	Maintain 10% differential above Records Specialist (position is currently at 11%; recommend no change at this time).

Validation

While we have commented on common market practices related to specific positions and internal parity, CDA recognizes that decisions regarding compensation policy and philosophy, salary ranges, placements of positions within the salary range, and comparison to the market percentile ultimately rest with the City.

This Report on the total compensation analysis of the City of Toppenish’s positions was prepared by Alexandra Sheeks, principal associate at Cabot Dow Associates, Inc. This Report is intended to be fully responsive to the City’s contract for professional services and reflects the consultant’s independent professional methodology, tables, judgments and findings.

Compensation Report Appendices

- A. Comparable Agency Analysis
- B. Summary of Position Comparisons
- C. Individual Position Comparisons – Non-Represented
- D. Individual Position Comparisons – Teamsters
- E. Individual Position Comparisons – Fire
- F. Individual Position Comparisons – Police
- G. Comparison of Police Collective Bargaining Premiums

For Review

APPENDIX A - COMPARABLE AGENCY ANALYSIS

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		
<i>Proposed Comparable Cities - 50% below/50% above population/budget</i>							
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
<i>For informational purposes</i>							
Yakima	Yakima	100%	98,650	\$ 274,456,000	779	Y	Y

Average (not including Yakima city)	9,853	\$	40,862,300	77
Number of Eastern WA cities	7			
Number of Western WA cities	3			
Number of Council-Manager cities	4			
Number of Mayor-Council cities	6			
Number of City Fire Departments	6			

Toppenish Position	Minimum			50%			Maximum			10 Year Salary			10-Yr Total Comp-Net Hrlly			Rank	
	Toppenish	Median	% Diff	Toppenish	Median	% Diff	Toppenish	Median	% Diff	Toppenish	Median	% Diff	Toppenish	Median	% Diff	Eff. High	Net Hourly
<i>Non-Represented</i>																	
Activities Program Manager	\$ 67,224	\$ 72,809	-7.7%	\$ 76,649	\$ 77,111	-0.6%	\$ 87,396	\$ 83,920	4.1%	\$ 87,396	\$ 83,920	4.1%	\$ 70.14	\$ 66.28	5.8%	4	4
City Clerk	<i>Insufficient matches</i>																
Communications Manager	<i>Insufficient matches</i>																
Finance Director	\$ 96,792	\$ 115,770	-16.4%	\$ 110,361	\$ 125,906	-12.3%	\$ 125,832	\$ 134,269	-6.3%	\$ 125,832	\$ 134,269	-6.3%	\$ 93.10	\$ 96.87	-3.9%	8	8
Fire Chief	\$ 96,792	\$ 125,626	-23.0%	\$ 110,361	\$ 136,206	-19.0%	\$ 125,832	\$ 145,206	-13.3%	\$ 125,832	\$ 145,206	-13.3%	\$ 90.56	\$ 99.75	-9.2%	7	7
Human Resources Generalist	<i>Insufficient matches</i>																
IT Services Manager	\$ 92,184	\$ 96,876	-4.8%	\$ 105,108	\$ 101,913	3.1%	\$ 119,844	\$ 107,544	11.4%	\$ 119,844	\$ 107,544	11.4%	\$ 89.53	\$ 81.66	9.6%	2	2
Police Captain	\$ 92,184	\$ 110,778	-16.8%	\$ 105,108	\$ 112,881	-6.9%	\$ 119,844	\$ 122,316	-2.0%	\$ 119,844	\$ 122,316	-2.0%	\$ 87.11	\$ 85.49	1.9%	5	4
Police Chief	\$ 96,792	\$ 120,342	-19.6%	\$ 110,361	\$ 128,167	-13.9%	\$ 125,832	\$ 137,625	-8.6%	\$ 125,832	\$ 137,625	-8.6%	\$ 90.56	\$ 96.44	-6.1%	9	9
Public Works Director	\$ 96,792	\$ 113,298	-14.6%	\$ 110,361	\$ 121,129	-8.9%	\$ 125,832	\$ 134,083	-6.2%	\$ 125,832	\$ 134,083	-6.2%	\$ 93.10	\$ 96.81	-3.8%	8	8
<i>Teamsters</i>																	
Assistant to the Police Chief	\$ 56,136	\$ 68,232	-17.7%	\$ 64,990	\$ 68,232	-4.8%	\$ 75,240	\$ 69,489	8.3%	\$ 75,240	\$ 69,489	8.3%	\$ 62.88	\$ 57.53	9.3%	3	2
Finance Technician/Lead Finance Technician	\$ 46,080	\$ 52,878	-12.9%	\$ 54,659	\$ 58,779	-7.0%	\$ 64,836	\$ 65,598	-1.2%	\$ 64,836	\$ 65,598	-1.2%	\$ 56.66	\$ 56.81	-0.3%	6	6
Grounds Maintenance Technician	<i>Insufficient matches</i>																
Lead Records Specialist	<i>Insufficient matches</i>																
Maintenance Technician	\$ 46,080	\$ 55,434	-16.9%	\$ 53,344	\$ 60,987	-12.5%	\$ 61,752	\$ 65,906	-6.3%	\$ 61,752	\$ 65,906	-6.3%	\$ 54.82	\$ 55.44	-1.1%	9	7
Public Works Supervisor	\$ 72,336	\$ 83,171	-13.0%	\$ 83,732	\$ 91,667	-8.7%	\$ 96,924	\$ 97,868	-1.0%	\$ 96,924	\$ 97,868	-1.0%	\$ 75.83	\$ 75.75	0.1%	7	5
Records Specialist	\$ 43,248	\$ 52,169	-17.1%	\$ 50,066	\$ 56,511	-11.4%	\$ 57,960	\$ 64,240	-9.8%	\$ 57,960	\$ 64,240	-9.8%	\$ 52.55	\$ 56.82	-7.5%	8	7
Water Distribution Operator II	\$ 51,732	\$ 54,336	-4.8%	\$ 59,891	\$ 62,193	-3.7%	\$ 69,336	\$ 73,032	-5.1%	\$ 69,336	\$ 73,032	-5.1%	\$ 59.35	\$ 59.38	0.0%	4	4
WWTP OIT	\$ 46,080	\$ 50,616	-9.0%	\$ 53,344	\$ 57,236	-6.8%	\$ 61,752	\$ 64,593	-4.4%	\$ 61,752	\$ 64,593	-4.4%	\$ 54.82	\$ 56.12	-2.3%	3	4
WWTP Operator I	\$ 48,384	\$ 54,908	-11.9%	\$ 56,009	\$ 60,914	-8.1%	\$ 64,836	\$ 67,580	-4.1%	\$ 64,836	\$ 67,580	-4.1%	\$ 56.66	\$ 57.75	-1.9%	5	5
WWTP Operator II	\$ 51,732	\$ 60,002	-13.8%	\$ 59,891	\$ 69,505	-13.8%	\$ 69,336	\$ 75,096	-7.7%	\$ 69,336	\$ 75,096	-7.7%	\$ 59.35	\$ 61.31	-3.2%	5	4
<i>Fire</i>																	
Fire Captain	\$ 82,764	\$ 81,271	1.8%	\$ 84,621	\$ 87,781	-3.6%	\$ 86,520	\$ 98,022	-11.7%	\$ 86,520	\$ 98,022	-11.7%	\$ 54.12	\$ 56.74	-4.6%	6	4
Firefighter	\$ 63,948	\$ 67,882	-5.8%	\$ 69,365	\$ 74,509	-6.9%	\$ 75,240	\$ 81,782	-8.0%	\$ 75,240	\$ 81,782	-8.0%	\$ 52.40	\$ 50.11	4.6%	6	3
<i>Police</i>																	
Police Officer	\$ 69,720	\$ 71,838	-2.9%	\$ 76,528	\$ 79,321	-3.5%	\$ 84,000	\$ 87,978	-4.5%	\$ 84,000	\$ 87,978	-4.5%	\$ 67.23	\$ 69.48	-3.2%	10	10
Police Sergeant	\$ 92,400	\$ 101,166	-8.7%	\$ 94,477	\$ 101,300	-6.7%	\$ 96,600	\$ 102,174	-5.5%	\$ 96,600	\$ 102,174	-5.5%	\$ 74.92	\$ 78.89	-5.0%	10	10

Activities Program Manager		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Activities Program Manager	67,224	76,649	87,396	87,396	100%	67,224	76,649	87,396	87,396	9,906	2,555	127,962	2,080	160	96	1,824	70.14	4	4
Chehalis	Recreation Manager	87,204	96,142	105,996	105,996	99%	86,332	95,181	104,936	104,936	9,684	2,654	146,468	2,080	152	88	1,840	79.60	1	1
Clarkston	n/a					119%														
Ephrata	Recreation Supervisor	73,956	73,956	73,956	73,956	100%	73,956	73,956	73,956	73,956	8,816	2,113	108,128	2,080	192	104	1,784	60.61	5	5
Grandview	n/a					100%														
Othello	Park & Recreation Coordinator	71,661	71,661	71,661	71,661	100%	71,661	71,661	71,661	71,661	9,316	2,079	105,922	2,080	178	96	1,806	58.65	6	7
Sedro-Wootley	n/a					96%														
Selah	Community Services Manager	55,200	60,150	65,544	65,544	100%	55,200	60,150	65,544	65,544	9,776	2,762	108,464	2,080	156	96	1,828	59.33	7	6
Shelton	Parks & Recreation Supervisor	68,625	80,267	93,883	93,883	100%	68,625	80,267	93,883	93,883	9,649	1,975	127,232	2,080	216	104	1,760	72.29	3	2
Sunnyside	Recreation Supervisor	83,088	91,604	100,992	100,992	100%	83,088	91,604	100,992	100,992	9,089	1,763	131,237	2,080	160	96	1,824	71.95	2	3
Union Gap	n/a					100%														
MEDIAN		\$72,809	\$77,111	\$83,920	\$83,920		\$72,809	\$77,111	\$83,920	\$83,920			\$117,848		169	96	1815	\$66.28		
Toppenish % ABOVE/(BELOW) MEDIAN		-7.7%	-0.6%	4.1%	4.1%		-7.7%	-0.6%	4.1%	4.1%			8.6%		-5.6%	0.0%		5.8%		

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
						Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay
City of Yakima	Recreation Supervisor (2023)	75,696	83,556	92,232	\$ 92,232	100%	75,696	83,556	92,232	92,232	14,757	1,822	128,853	2,080	172	112	1,796	71.74

City Clerk		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	City Clerk	67,224	76,649	87,396	87,396	100%	67,224	76,649	87,396	87,396	9,906	2,555	127,962	2,080	160	96	1,824	70.14	4	2
Chehalis	City Clerk	73,440	80,968	89,268	89,268	99%	72,706	80,158	88,375	88,375	8,194	2,654	128,417	2,080	152	88	1,840	69.79	3	3
Clarkston	n/a					119%														
Ephrata	n/a					100%														
Grandview	n/a					100%														
Othello	City Clerk	100,000	100,000	100,000	100,000	100%	100,000	100,000	100,000	100,000	13,000	2,079	137,948	2,080	178	96	1,806	76.38	1	1
Sedro-Wootley	n/a					96%														
Selah	n/a					100%														
Shelton	City Clerk	66,148	76,629	88,770	88,770	100%	66,148	76,629	88,770	88,770	9,189	1,975	121,659	2,080	216	104	1,760	69.12	2	4
Sunnyside	n/a					100%														
Union Gap	n/a					100%														
MEDIAN		Insufficient data																		
Toppenish % ABOVE/(BELOW) MEDIAN																				

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Pay
City of Yakima	City Clerk	94,890	104,652	115,419	\$ 115,419	100%	94,890	104,652	115,419	115,419	18,467	1,822	155,750	2,080	224	88	1,768	88.09

Communications Manager		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Communications Manager	67,224	76,649	87,396	87,396	100%	67,224	76,649	87,396	87,396	9,906	2,555	127,962	2,080	160	96	1,824	70.14	1	1
Chehalis	n/a					99%														
Clarkston	n/a					119%														
Ephrata	n/a					100%														
Grandview	n/a					100%														
Othello	n/a					100%														
Sedro-Wootley	n/a					96%														
Selah	n/a					100%														
Shelton	Communications Specialist	59,998	69,504	80,517	80,517	100%	59,998	69,504	80,517	80,517	8,447	1,975	112,664	2,080	216	104	1,760	64.01	2	2
Sunnyside	n/a					100%														
Union Gap	n/a					100%														
MEDIAN		Insufficient data																		
Toppenish % ABOVE/(BELOW) MEDIAN																				

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Pay
City of Yakima	Senior Community Relations Specialist	60,362	66,110	72,405	72,405	100%	60,362	66,110	72,405	72,405	10,137	1,822	104,405	2,080	165	104	1,811	57.65

Finance Director		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Finance Director	96,792	110,361	125,832	125,832	100%	96,792	110,361	125,832	125,832	13,365	2,555	169,857	2,080	160	96	1,824	93.10	8	8
Chehalis	Finance Director	107,592	118,635	130,812	130,812	99%	106,516	117,449	129,504	129,504	11,895	2,654	173,247	2,080	152	88	1,840	94.16	6	7
Clarkston	Clerk-Treasurer	125,400	125,400	125,400	125,400	119%	149,226	149,226	149,226	149,226	13,790	2,604	194,264	2,080	160	96	1,824	106.50	3	3
Ephrata	Finance Director/City Clerk	124,296	124,296	124,296	124,296	100%	124,296	124,296	124,296	124,296	13,347	2,113	162,999	2,080	192	104	1,784	91.37	9	10
Grandview	City Treasurer	84,432	104,169	128,520	128,520	100%	84,432	104,169	128,520	128,520	14,780	2,138	168,956	2,080	160	100	1,820	92.83	7	9
Othello	Finance Officer	152,000	152,000	152,000	152,000	100%	152,000	152,000	152,000	152,000	19,760	2,079	196,708	2,080	178	96	1,806	108.92	1	1
Sedro-Woolley	Finance Director/City Clerk	121,824	132,829	144,828	144,828	96%	116,951	127,516	139,035	139,035	12,513	2,385	180,168	2,080	200	104	1,776	101.45	5	4
Selah	Clerk-Treasurer (verify)	103,200	112,010	121,572	121,572	100%	103,200	112,010	121,572	121,572	17,620	2,762	172,336	2,080	156	96	1,828	94.28	10	6
Shelton	Finance Director	112,058	129,813	150,382	150,382	100%	112,058	129,813	150,382	150,382	14,734	1,975	188,816	2,080	216	104	1,760	107.28	2	2
Sunnyside	Finance & Admin Services Director	129,204	136,736	144,708	144,708	100%	129,204	136,736	144,708	144,708	15,556	1,763	181,420	2,080	160	96	1,824	99.46	4	5
Union Gap	Finance & Administration Director	114,588	114,588	114,588	114,588	100%	114,588	114,588	114,588	114,588	13,751	2,650	160,139	2,080	144	96	1,840	87.03	11	11
MEDIAN		\$118,206	\$124,848	\$129,666	\$129,666		\$115,770	\$125,906	\$134,269	\$134,269			\$176,708		160	96	1822	\$96.87		
Toppenish % ABOVE/(BELOW) MEDIAN		-18.1%	-11.6%	-3.0%	-3.0%		-16.4%	-12.3%	-6.3%	-6.3%			-3.9%		-0.2%	0.0%		-3.9%		

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V ER Contrib.	Total Annual Cash	Working Hours	Vacation Hours	Holiday Hours	Net Hours	Net Hourly Pay
						Adj.	Low	50%	High	10-yr	Premiums							
City of Yakima	Director of Finance & Budget	127,212	143,726	162,384	\$ 162,384	100%	127,212	143,726	162,384	162,384	25,981	1,822	210,229	2,080	224	88	1,768	118.91

Fire Chief		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Fire Chief	96,792	110,361	125,832	125,832	100%	96,792	110,361	125,832	125,832	8,734	2,555	165,226	2,080	160	96	1,824	90.56	7	7
Chehalis	Fire Chief	114,228	125,934	138,840	138,840	99%	113,086	124,675	137,452	137,452	7,552	2,654	176,852	2,080	152	88	1,840	96.12	5	5
Clarkston	Fire Chief	125,400	125,400	125,400	125,400	119%	149,226	149,226	149,226	149,226	7,939	2,604	188,413	2,080	160	96	1,824	103.30	2	3
Ephrata	n/a					100%														
Grandview	Fire Chief	89,700	109,857	134,544	134,544	100%	89,700	109,857	134,544	134,544	10,521	2,138	170,721	2,080	160	100	1,820	93.80	6	6
Othello	n/a					100%														
Sedro-Woolley	Fire Chief	134,220	146,344	159,564	159,564	96%	128,851	140,491	153,181	153,181	8,149	2,385	189,951	2,080	240	104	1,736	109.42	1	1
Selah	Fire Chief	122,400	132,712	143,892	143,892	100%	122,400	132,712	143,892	143,892	15,450	2,762	192,486	2,080	156	96	1,828	105.30	4	2
Shelton	n/a					100%														
Sunnyside	Fire Chief	133,200	139,701	146,520	146,520	100%	133,200	139,701	146,520	146,520	7,795	1,763	175,471	2,080	160	96	1,824	96.20	3	4
Union Gap	n/a					100%														
MEDIAN		\$123,900	\$129,323	\$141,366	\$141,366		\$125,626	\$136,206	\$145,206	\$145,206			\$182,632		160	96	1824	\$99.75		
Toppenish % ABOVE/(BELOW) MEDIAN		-21.9%	-14.7%	-11.0%	-11.0%		-23.0%	-19.0%	-13.3%	-13.3%			-9.5%		-0.2%	0.0%		-9.2%		

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay				
City of Yakima	Fire Chief	140,109	158,367	179,005	179,005	100%	140,109	158,367	179,005	179,005	22,053	1,822	222,922	2,080	224	88	1,768	126.09

Human Resources Generalist		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Human Resources Generalist	67,224	76,649	87,396	87,396	100%	67,224	76,649	87,396	87,396	9,906	2,555	127,962	2,080	160	96	1,824	70.14	3	3
Chehalis	n/a					99%														
Clarkston	n/a					119%														
Ephrata	n/a					100%														
Grandview	n/a					100%														
Othello	n/a					100%														
Sedro-Woolley	HR Analyst (normalized to FT)	79,872	87,083	94,944	94,944	96%	76,677	83,599	91,146	91,146	8,203	2,385	127,969	2,080	160	104	1,816	70.47	2	2
Selah	HR/Community Relations Specialist	52,500	56,722	61,284	61,284	100%	52,500	56,722	61,284	61,284	9,180	2,762	103,608	2,080	156	96	1,828	56.68	4	4
Shelton	n/a					100%														
Sunnyside	Human Resources Generalist	77,700	86,867	97,116	97,116	100%	77,700	86,867	97,116	97,116	10,440	1,763	128,712	2,080	160	96	1,824	70.57	1	1
Union Gap	n/a					100%														

MEDIAN
Toppenish % ABOVE/(BELOW) MEDIAN

For information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay				
City of Yakima	Human Resources Specialist	59,363	66,384	74,235	74,235	100%	59,363	66,384	74,235	74,235	11,878	1,822	107,977	2,080	172	112	1,796	60.12

IT Services Manager		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	IT Services Manager	92,184	105,108	119,844	119,844	100%	92,184	105,108	119,844	119,844	12,826	2,555	163,330	2,080	160	96	1,824	89.53	2	2
Chehalis	n/a					99%														
Clarkston	n/a					119%														
Ephrata	n/a					100%														
Grandview	n/a					100%														
Othello	IT Director	108,432	108,432	108,432	108,432	100%	108,432	108,432	108,432	108,432	14,096	2,079	147,476	2,080	178	96	1,806	81.66	3	3
Sedro-Woolley	IT Director	116,124	126,612	138,048	138,048	96%	111,479	121,548	132,526	132,526	11,927	2,385	173,073	2,080	160	104	1,816	95.30	1	1
Selah	n/a					100%														
Shelton	IT Network Administrator	72,926	84,481	97,868	97,868	100%	72,926	84,481	97,868	97,868	10,008	1,975	131,576	2,080	216	104	1,760	74.76	5	4
Sunnyside	Technology Systems Manager	85,320	95,393	106,656	106,656	100%	85,320	95,393	106,656	106,656	11,466	1,763	139,278	2,080	160	96	1,824		4	
Union Gap	n/a					100%														
MEDIAN		\$96,876	\$101,913	\$107,544	\$107,544		\$96,876	\$101,913	\$107,544	\$107,544			\$143,377		169	100	1811	\$81.66		
Toppenish % ABOVE/(BELOW) MEDIAN		-4.8%	3.1%	11.4%	11.4%		-4.8%	3.1%	11.4%	11.4%			13.9%		-5.6%	-4.0%		9.6%		

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours
City of Yakima	IT Services Manager	104,688	115,402	127,212	127,212	100%	104,688	115,402	127,212	127,212	15,673	1,822	164,749	2,080	224	88	1,768	93.18

Police Captain		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Police Captain	92,184	105,108	119,844	119,844	100%	92,184	105,108	119,844	119,844	8,416	2,555	158,920	2,080	160	96	1,824	87.11	5	4
Chehalis	n/a					99%														
Clarkston	Police Commander	117,000	117,000	117,000	117,000	119%	139,230	139,230	139,230	139,230	7,407	2,604	177,885	2,080	160	96	1,824	97.52	1	1
Ephrata	Police Captain	110,076	110,076	110,076	110,076	100%	110,076	110,076	110,076	110,076	12,067	2,113	147,499	2,080	192	104	1,784	82.68	9	9
Grandview	Asst Police Chief	78,564	96,194	117,780	117,780	100%	78,564	96,194	117,780	117,780	9,210	2,138	152,646	2,080	160	100	1,820	83.87	6	7
Othello	n/a					100%														
Sedro-Woolley	Police Lieutenant	116,124	126,612	138,048	138,048	96%	111,479	121,548	132,526	132,526		2,385	161,146	2,080	160	104	1,816	88.74	2	3
Selah	Police Lieutenant	96,000	103,757	112,140	112,140	100%	96,000	103,757	112,140	112,140	12,173	2,762	157,457	2,080	156	96	1,828	86.14	8	5
Shelton	Police Captain	97,728	113,213	131,152	131,152	100%	97,728	113,213	131,152	131,152	8,177	1,975	163,029	2,080	216	104	1,760	92.63	3	2
Sunnyside	Police Commander	115,320	120,949	126,852	126,852	100%	115,320	120,949	126,852	126,852	6,749	1,763	154,757	2,080	160	96	1,824	84.84	4	6
Union Gap	Police Lieutenant	112,548	112,548	112,548	112,548	100%	112,548	112,548	112,548	112,548	9,364	2,650	153,712	2,080	144	96	1,840	83.54	7	8
MEDIAN		\$111,312	\$112,881	\$117,390	\$117,390		\$110,778	\$112,881	\$122,316	\$122,316			\$156,107		160	98	1822	\$85.49		
Toppenish % ABOVE/(BELOW) MEDIAN		-17.2%	-6.9%	2.1%	2.1%		-16.8%	-6.9%	-2.0%	-2.0%			1.8%		-0.2%	-2.0%		1.9%		

For Information Purposes:		Low	50%	High	Current	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours
City of Yakima	Police Captain (2023)	142,667	146,181	149,781	\$ 149,781	100%	142,667	146,181	149,781	149,781	18,453	1,822	190,098	2,080	172	112	1,796	105.84

Police Chief		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Police Chief	96,792	110,361	125,832	125,832	100%	96,792	110,361	125,832	125,832	8,734	2,555	165,226	2,080	160	96	1,824	90.56	9	9
Chehalis	Police Chief	116,928	128,914	142,128	142,128	99%	115,759	127,625	140,707	140,707	7,726	2,654	180,280	2,080	152	88	1,840	97.98	5	4
Clarkston	Police Chief	125,400	125,400	125,400	125,400	119%	149,226	149,226	149,226	149,226	8,299	2,604	188,773	2,080	160	96	1,824	103.49	3	3
Ephrata	Police Chief	119,652	119,652	119,652	119,652	100%	119,652	119,652	119,652	119,652	12,929	2,113	157,937	2,080	192	104	1,784	88.53	11	11
Grandview	Police Chief	87,300	108,378	134,544	134,544	100%	87,300	108,378	134,544	134,544	10,521	2,138	170,721	2,080	160	100	1,820	93.80	6	7
Othello	Police Chief	128,710	128,710	128,710	128,710	100%	128,710	128,710	128,710	128,710	11,996	2,079	165,654	2,080	178	96	1,806	91.72	8	8
Sedro-Woolley	Police Chief	134,220	146,344	159,564	159,564	96%	128,851	140,491	153,181	153,181	8,149	2,385	189,951	2,080	280	104	1,696	111.99	1	1
Selah	Police Chief	111,000	119,946	129,612	129,612	100%	111,000	119,946	129,612	129,612	13,976	2,762	176,732	2,080	156	96	1,828	96.68	7	5
Shelton	Police Chief	112,056	129,808	150,372	150,372	100%	112,056	129,808	150,372	150,372	9,200	1,975	183,272	2,080	216	104	1,760	104.13	2	2
Sunnyside	Police Chief	133,200	139,701	146,520	146,520	100%	133,200	139,701	146,520	146,520	7,795	1,763	175,471	2,080	160	96	1,824	96.20	4	6
Union Gap	Police Chief	121,032	121,032	121,032	121,032	100%	121,032	121,032	121,032	121,032	10,070	2,650	162,902	2,080	144	96	1,840	88.53	10	10
MEDIAN		\$120,342	\$127,055	\$132,078	\$132,078		\$120,342	\$128,167	\$137,625	\$137,625			\$176,101		160	96	1822	\$96.44		
Toppenish % ABOVE/(BELOW) MEDIAN		-19.6%	-13.1%	-4.7%	-4.7%		-19.6%	-13.9%	-8.6%	-8.6%			-6.2%		-0.2%	0.0%		-6.1%		

For Information Purposes:		Low	50%	High	Current	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours
City of Yakima	Police Chief	162,344	183,401	207,189	\$ 207,189	100%	162,344	183,401	207,189	207,189	25,526	1,822	254,578	2,080	224	88	1,768	143.99

Public Works Director		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Public Works Director	96,792	110,361	125,832	125,832	100%	96,792	110,361	125,832	125,832	13,365	2,555	169,857	2,080	160	96	1,824	93.10	8	8
Chehalis	Public Works Director	107,592	118,635	130,812	130,812	99%	106,516	117,449	129,504	129,504	11,895	2,654	173,247	2,080	152	88	1,840	94.16	7	6
Clarkston	Public Works Director	125,400	125,400	125,400	125,400	119%	149,226	149,226	149,226	149,226	13,790	2,604	194,264	2,080	160	96	1,824	106.50	2	2
Ephrata	Public Works Director	112,008	112,008	112,008	112,008	100%	112,008	112,008	112,008	112,008	12,241	2,113	149,605	2,080	192	104	1,784	83.86	10	11
Grandview	Public Works Director	86,916	106,443	130,356	130,356	100%	86,916	106,443	130,356	130,356	14,991	2,138	171,003	2,080	160	100	1,820	93.96	6	7
Othello	Public Works Director	137,809	137,809	137,809	137,809	100%	137,809	137,809	137,809	137,809	17,915	2,079	180,672	2,080	178	96	1,806	100.04	5	4
Sedro-Woolley	Public Works Director	134,220	146,344	159,564	159,564	96%	128,851	140,491	153,181	153,181	13,786	2,385	195,588	2,080	240	104	1,736	112.67	1	1
Selah	Public Works Director	94,800	102,686	111,228	111,228	100%	94,800	102,686	111,228	111,228	16,172	2,762	160,544	2,080	156	96	1,828	87.82	11	9
Shelton	Public Works Director	107,736	124,809	144,588	144,588	100%	107,736	124,809	144,588	144,588	14,213	1,975	182,501	2,080	216	104	1,760	103.69	4	3
Sunnyside	Public Works Director	129,204	136,736	144,708	144,708	100%	129,204	136,736	144,708	144,708	15,556	1,763	181,420	2,080	160	96	1,824	99.46	3	5
Union Gap	PW/Community Dev Director	114,588	114,588	114,588	114,588	100%	114,588	114,588	114,588	114,588	13,751	2,650	160,139	2,080	144	96	1,840	87.03	9	10
MEDIAN		\$113,298	\$121,722	\$130,584	\$130,584		\$113,298	\$121,129	\$134,083	\$134,083			\$176,960		160	96	1822	\$96.81		
Toppenish % ABOVE/(BELOW) MEDIAN		-14.6%	-9.3%	-3.6%	-3.6%		-14.6%	-8.9%	-6.2%	-6.2%			-4.0%		-0.2%	0.0%		-3.8%		
For Information Purposes:		Low	50%	High	Current	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly		
						Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay		
City of Yakima	Director of Public Works	140,109	158,367	179,005	\$ 179,005	100%	140,109	158,367	179,005	179,005	28,641	1,822	229,510	2,080	224	88	1,768	129.81		

Assistant to the Police Chief		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Assistant to the Police Chief	56,136	64,990	75,240	75,240	100%	56,136	64,990	75,240	75,240	8,812	2,555	114,712	2,080	160	96	1,824	62.88	3	2
Chehalis	PW Office Manager	55,620	61,311	67,584	67,584	99%	55,064	60,698	66,908	66,908	6,262	2,639	104,838	2,080	152	88	1,840	56.98	6	6
Clarkston	n/a					119%														
Ephrata	Police Records Manager	68,232	68,232	68,232	68,232	100%	68,232	68,232	68,232	68,232	8,301	2,113	101,889	2,080	192	104	1,784	57.11	5	5
Grandview	n/a					100%														
Othello	Administrative Secretary	68,713	72,109	75,673	75,673	100%	68,713	72,109	75,673	75,673	9,837	2,079	110,458	2,080	178	96	1,806	61.16	2	3
Sedro-Woolley	Records Supervisor	59,544	65,651	72,384	72,384	96%	57,162	63,025	69,489	69,489	6,914	2,340	104,483	2,080	160	104	1,816	57.53	4	4
Selah	n/a					100%														
Shelton	n/a					100%														
Sunnyside	n/a					100%														
Union Gap	Administrative Supervisor	78,672	78,672	78,672	78,672	100%	78,672	78,672	78,672	78,672	9,441	2,730	120,873	2,080	160	104	1,816	66.56	1	1
MEDIAN		\$68,232	\$68,232	\$72,384	\$72,384		\$68,232	\$68,232	\$69,489	\$69,489			\$104,838		160	104	1816	\$57.53		
Toppenish % ABOVE/(BELOW) MEDIAN		-17.7%	-4.8%	3.9%	3.9%		-17.7%	-4.8%	8.3%	8.3%			9.4%		-0.2%	-7.7%		9.3%		

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Pay
City of Yakima	Admin Assistant to Police Chief	62,421	68,736	75,691	\$ 75,691	100%	62,421	68,736	75,691	75,691	12,111	1,822	109,666	2,080	172	112	1,796	61.06

Finance Technician/Lead Finance Technician		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Finance Technician/Lead Finance Technician	46,080	54,659	64,836	64,836	100%	46,080	54,659	64,836	64,836	7,875	2,555	103,371	2,080	160	96	1,824	56.66	6	6
Chehalis	Accounting Technician III	55,620	61,311	67,584	67,584	99%	55,064	60,698	66,908	66,908	6,502	2,639	105,078	2,080	152	88	1,840	57.11	4	4
Clarkston	Finance Clerical Assistant	44,160	49,624	55,764	55,764	119%	52,550	59,053	66,359	66,359	6,332	2,604	103,939	2,080	160	96	1,824	56.98	5	5
Ephrata	Accounting Clerk	61,368	66,748	72,600	72,600	100%	61,368	66,748	72,600	72,600	8,694	2,113	106,650	2,080	192	104	1,784	59.78	2	2
Grandview	Accounting Clerk	43,212	52,931	64,836	64,836	100%	43,212	52,931	64,836	64,836	7,456	2,138	97,948	2,080	160	100	1,820	53.82	6	10
Othello	Finance Clerk	53,206	58,506	64,334	64,334	100%	53,206	58,506	64,334	64,334	8,363	2,079	97,646	2,080	178	96	1,806	54.07	8	9
Sedro-Woolley	Accounting Clerk/Technician	55,608	65,529	77,220	77,220	96%	53,384	62,908	74,131	74,131	7,332	2,385	110,083	2,080	160	96	1,824	60.35	1	1
Selah	AP Specialist	52,500	56,722	61,284	61,284	100%	52,500	56,722	61,284	61,284	11,031	2,762	105,459	2,080	156	96	1,828	57.69	10	3
Shelton	Accounting Assistant	45,036	52,169	60,432	60,432	100%	45,036	52,169	60,432	60,432	6,639	1,975	90,771	2,080	216	104	1,760	51.57	11	11
Sunnyside	Accounting Specialist 1/2	57,221	63,865	71,282	71,282	100%	57,221	63,865	71,282	71,282	7,663	1,994	102,868	2,080	160	96	1,824	56.40	3	8
Union Gap	Accounts Payable	46,944	54,206	62,592	62,592	100%	46,944	54,206	62,592	62,592	7,511	2,730	102,863	2,080	160	104	1,816	56.64	9	7
MEDIAN		\$52,853	\$57,614	\$64,585	\$64,585		\$52,878	\$58,779	\$65,598	\$65,598			\$103,404		160	96	1822	\$56.81		
Toppenish % ABOVE/(BELOW) MEDIAN		-12.8%	-5.1%	0.4%	0.4%		-12.9%	-7.0%	-1.2%	-1.2%			0.0%		-0.2%	0.0%		-0.3%		

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Pay
City of Yakima	Financial Services Specialist/Technician	44,075	56,394	72,155	\$ 72,155	100%	44,075	56,394	72,155	72,155	10,102	1,822	104,121	2,080	165	104	1,811	57.49

Grounds Maintenance Technician		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Grounds Maintenance Technician	46,080	53,344	61,752	61,752	100%	46,080	53,344	61,752	61,752	7,598	2,555	100,010	2,080	160	96	1,824	54.82	3	2
Chehalis	Property Maintenance Technician I-II	52,968	61,311	70,968	70,968	99%	52,438	60,698	70,258	70,258	6,803	2,639	108,730	2,080	152	88	1,840	59.09	1	1
Clarkston	n/a					119%														
Ephrata	PW Utility I	63,948	63,948	63,948	63,948	100%	63,948	63,948	63,948	63,948	7,915	2,113	97,219	2,080	192	104	1,784	54.50	2	3
Grandview	n/a					100%														
Othello	n/a					100%														
Sedro-Woolley	n/a					96%														
Selah	n/a					100%														
Shelton	n/a					100%														
Sunnyside	n/a					100%														
Union Gap	n/a					100%														

MEDIAN Insufficient data - note: this position usually combined under one classification in comparable cities.

Toppenish % ABOVE/(BELOW) MEDIAN

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Pay
City of Yakima	Parks Maintenance Technician	50,419	55,167	60,362	60,362	100%	50,419	55,167	60,362	60,362	8,451	1,822	90,676	2,080	165	104	1,811	50.07

Lead Records Specialist		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Lead Records Specialist	48,384	56,009	64,836	64,836	100%	48,384	56,009	64,836	64,836	7,875	2,555	103,371	2,080	160	96	1,824	56.66	1	1
Chehalis	n/a																			
Clarkston	n/a																			
Ephrata	n/a																			
Grandview	n/a																			
Othello	n/a																			
Sedro-Woolley	Records Clerk	53,172	58,628	64,644	64,644	96%	51,045	56,283	62,058	62,058	6,245	2,340	96,383	2,080	160	104	1,816	53.07	4	3
Selah	n/a																			
Shelton	Sr. Records & Evidence Clerk	57,004	68,095	81,343	81,343	100%	53,292	58,754	64,776	64,776	7,030	1,975	95,506	2,080	216	104	1,760	54.26	2	2
Sunnyside	Receptionist II/Evidence Technician	53,292	58,754	64,776	64,776	100%	53,292	58,754	64,776	64,776	6,963	1,994	95,667	2,080	160	96	1,824	52.45	2	4
Union Gap	n/a																			

MEDIAN

Insufficient data

Toppenish % ABOVE/(BELOW) MEDIAN

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement & Premiums	Monthly Med/D/V ER Contrib.	Total Annual Cash	Working Hours	Vacation Hours	Holiday Hours	Net Hours	Net Hourly Pay
						Adj.	Low	50%	High	10-yr								
City of Yakima	Police Services Lead	51,438	56,285	61,589	\$ 61,589	100%	51,438	56,285	61,589	61,589	8,622	1,822	92,075	2,080	165	104	1,811	50.84

Maintenance Technician		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Maintenance Technician	46,080	53,344	61,752	61,752	100%	46,080	53,344	61,752	61,752	7,598	2,555	100,010	2,080	160	96	1,824	54.82	9	7
Chehalis	Property Maintenance Technician I (verify)	52,968	58,396	64,380	64,380	99%	52,438	57,812	63,736	63,736	6,216	2,639	101,620	2,080	152	88	1,840	55.23	7	6
Clarkston	Laborer	54,642	61,326	68,827	68,827	119%	65,024	72,977	81,904	81,904	7,731	2,604	120,884	2,080	160	96	1,824	66.27	1	1
Ephrata	PW Utility I	63,948	63,948	63,948	63,948	100%	63,948	63,948	63,948	63,948	7,915	2,113	97,219	2,080	192	104	1,784	54.50	6	8
Grandview	PW Maintenance Tech	52,848	57,276	62,076	62,076	100%	52,848	57,276	62,076	62,076	7,139	2,138	94,871	2,080	160	100	1,820	52.13	8	9
Othello	Journeyman Maintenance Worker	57,528	63,424	69,924	69,924	100%	57,528	63,424	69,924	69,924	6,293	2,079	101,165	2,080	160	96	1,824	55.46	3	4
Sedro-Woolley	Maintenance Operator I	57,744	62,962	68,652	68,652	96%	55,434	60,444	65,906	65,906	6,592	2,385	101,117	2,080	160	96	1,824	55.44	5	5
Selah	Utility Worker I-3	62,088	66,760	71,784	71,784	100%	62,088	66,760	71,784	71,784	12,921	2,762	117,849	2,080	156	96	1,828	64.47	2	2
Shelton	n/a																			
Sunnyside	Maintenance Worker	49,774	55,058	60,902	60,902	100%	49,774	55,058	60,902	60,902	6,621	1,903	90,362	2,080	160	88	1,832	49.32	10	10
Union Gap	Maintenance Worker	55,044	60,987	67,572	67,572	100%	55,044	60,987	67,572	67,572	8,109	2,730	108,441	2,080	156	96	1,828	59.32	4	3

MEDIAN

\$55,044

\$61,326

\$67,572

\$67,572

\$55,434

\$60,987

\$65,906

\$65,906

\$101,165

160

96

1824

\$55.44

Toppenish % ABOVE/(BELOW) MEDIAN

-16.3%

-13.0%

-8.6%

-8.6%

-16.9%

-12.5%

-6.3%

-6.3%

-1.1%

-0.2%

0.0%

-1.1%

		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
For Information Purposes:						Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay
City of Yakima	Street Maintenance Specialist	48,110	52,592	57,491	\$ 57,491	100%	48,110	52,592	57,491	57,491	8,049	1,822	87,404	2,080	165	104	1,811	48.26

Public Works Supervisor		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Public Works Supervisor	72,336	83,732	96,924	96,924	100%	72,336	83,732	96,924	96,924	10,763	2,555	138,347	2,080	160	96	1,824	75.83	7	5
Chehalis	Street/Stormwater Superintendent	78,000	85,985	94,788	94,788	99%	77,220	85,125	93,840	93,840	8,686	2,654	134,374	2,080	152	88	1,840	73.03	8	8
Clarkston	Street Superintendent	74,436	80,495	87,048	87,048	119%	88,579	95,789	103,587	103,587	9,683	2,604	144,518	2,080	160	96	1,824	79.23	2	2
Ephrata	Street Superintendent	75,096	75,096	75,096	75,096	100%	75,096	75,096	75,096	75,096	8,919	2,113	109,371	2,080	192	104	1,784	61.31	10	10
Grandview	Public Works Foreman	55,620	68,123	83,436	83,436	100%	55,620	68,123	83,436	83,436	9,595	2,138	118,687	2,080	160	100	1,820	65.21	9	9
Othello	n/a																			
Sedro-Woolley	M&O Division Supervisor (verify)	87,576	95,487	104,112	104,112	96%	84,073	91,667	99,948	99,948	8,995	2,385	137,563	2,080	160	104	1,816	75.75	4	6
Selah	PW Utility Supervisor	90,000	97,605	105,852	105,852	100%	90,000	97,605	105,852	105,852	19,053	2,762	158,049	2,080	156	96	1,828	86.46	1	1
Shelton	Field Supervisor	72,926	84,481	97,868	97,868	100%	72,926	84,481	97,868	97,868	10,008	1,975	131,576	2,080	216	104	1,760	74.76	5	7
Sunnyside	Public Works Supervisor	83,171	91,696	101,095	101,095	100%	83,171	91,696	101,095	101,095	15,028	1,903	138,961	2,080	160	88	1,832	75.85	3	4
Union Gap	Operations Manager	97,404	97,404	97,404	97,404	100%	97,404	97,404	97,404	97,404	11,688	2,650	140,892	2,080	156	96	1,828	77.07	6	3

MEDIAN

\$78,000

\$85,985

\$97,404

\$97,404

\$83,171

\$91,667

\$97,868

\$97,868

\$137,563

160

96

1824

\$75.75

Toppenish % ABOVE/(BELOW) MEDIAN

-7.3%

-2.6%

-0.5%

-0.5%

-13.0%

-8.7%

-1.0%

-1.0%

0.6%

-0.2%

0.0%

0.1%

		Low	50%	High	Current	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	
For Information Purposes:		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Pay	
City of Yakima	Street Operations Lead (2023)		66,040	72,334	79,227	\$ 79,227	100%	66,040	72,334	79,227	79,227	11,092	1,822	112,183	2,080	165	104	1,811	61.95

Records Specialist		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Records Specialist	43,248	50,066	57,960	57,960	100%	43,248	50,066	57,960	57,960	7,256	2,555	95,876	2,080	160	96	1,824	52.55	8	7
Chehalis	Records Technician	48,024	52,955	58,392	58,392	99%	47,544	52,425	57,808	57,808	5,683	2,639	95,159	2,080	160	88	1,832	51.94	9	8
Clarkston	Records Clerk	51,948	53,509	55,116	55,116	119%	61,818	63,675	65,588	65,588	6,263	2,604	103,099	2,080	160	96	1,824	56.52	4	5
Ephrata	Police Records Clerk	68,232	68,232	68,232	68,232	100%	68,232	68,232	68,232	68,232	8,301	2,113	101,889	2,080	192	104	1,784	57.11	3	4
Grandview	n/a					100%														
Othello	n/a					100%														
Sedro-Woolley	Records Clerk	53,172	58,628	64,644	64,644	96%	51,045	56,283	62,058	62,058	6,245	2,340	96,383	2,080	160	104	1,816	53.07	6	6
Selah	Police Clerk	45,144	53,284	62,892	62,892	100%	45,144	53,284	62,892	62,892	11,321	2,762	107,357	2,080	156	96	1,828	58.73	5	3
Shelton	Records & Evidence Specialist	57,000	66,029	76,488	76,488	100%	57,000	66,029	76,488	76,488	8,084	1,975	108,272	2,080	216	104	1,760	61.52	1	1
Sunnyside	Data Entry Clerk/Receptionist I	53,292	56,739	60,408	60,408	100%	53,292	56,739	60,408	60,408	10,386	1,903	93,630	2,080	160	96	1,824	51.33	7	9
Union Gap	Police Clerk/Evidence Room Technician	45,036	55,672	68,820	68,820	100%	45,036	55,672	68,820	68,820	8,258	2,730	109,838	2,080	160	96	1,824	60.22	2	2
MEDIAN		\$52,560	\$56,205	\$63,768	\$63,768		\$52,169	\$56,511	\$64,240	\$64,240			\$102,494		160	96	1824	\$56.82		
Toppenish % ABOVE/(BELOW) MEDIAN		-17.7%	-10.9%	-9.1%	-9.1%		-17.1%	-11.4%	-9.8%	-9.8%			-6.5%		-0.2%	0.0%		-7.5%		

For Information Purposes:		Low	50%	High	Current	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Pay
City of Yakima	Police Services Specialist I/II	42,869	49,121	56,285	\$ 56,285	100%	42,869	49,121	56,285	56,285	7,880	1,822	86,029	2,080	165	104	1,811	47.50

Water Distribution Operator II		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Water Distribution Operator II	51,732	59,891	69,336	69,336	100%	51,732	59,891	69,336	69,336	8,280	2,555	108,276	2,080	160	96	1,824	59.35	4	4
Chehalis	WTPO I/II	52,968	62,821	74,508	74,508	99%	52,438	62,193	73,763	73,763	7,119	2,639	112,550	2,080	152	88	1,840	61.17	2	2
Clarkston	n/a					119%														
Ephrata	n/a					100%														
Grandview	Water Distribution Manager	54,336	60,712	67,836	67,836	100%	54,336	60,712	67,836	67,836	7,801	2,138	101,293	2,080	160	100	1,820	55.66	5	5
Othello	n/a					100%														
Sedro-Woolley	n/a					96%														
Selah	Utility Lead	75,396	75,396	75,396	75,396	100%	75,396	75,396	75,396	75,396	13,571	2,762	122,111	2,080	156	96	1,828	66.80	1	1
Shelton	Heavy Equipment Operator - Water	54,420	63,043	73,032	73,032	100%	54,420	63,043	73,032	73,032	7,773	1,975	104,505	2,080	216	104	1,760	59.38	3	3
Sunnyside	WDM I	49,774	55,058	60,902	60,902	100%	49,774	55,058	60,902	60,902	6,621	1,903	90,362	2,080	160	88	1,832	49.32	6	6
Union Gap	n/a					100%														
MEDIAN		\$54,336	\$62,821	\$73,032	\$73,032		\$54,336	\$62,193	\$73,032	\$73,032			\$104,505		160	96	1828	\$59.38		
Toppenish % ABOVE/(BELOW) MEDIAN		-4.8%	-4.7%	-5.1%	-5.1%		-4.8%	-3.7%	-5.1%	-5.1%			3.6%		-0.2%	0.0%		0.0%		

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Pay
City of Yakima	Water Distribution Crew Leader	53,706	58,875	64,542	\$ 64,542	100%	53,706	58,875	64,542	64,542	9,036	1,822	95,442	2,080	165	104	1,811	52.70

WWTP OIT		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	WWTP OIT	46,080	53,344	61,752	61,752	100%	46,080	53,344	61,752	61,752	7,598	2,555	100,010	2,080	160	96	1,824	54.82	3	4
Chehalis	WWTP OIT	50,448	55,614	61,308	61,308	99%	49,944	55,057	60,695	60,695	5,943	2,639	98,305	2,080	152	88	1,840	53.43	4	5
Clarkston	n/a					119%														
Ephrata	n/a					100%														
Grandview	n/a					100%														
Othello	n/a					100%														
Sedro-Woolley	WWTP OIT	60,014	65,435	71,345	71,345	96%	57,613	62,817	68,491	68,491	6,824	2,385	103,935	2,080	160	96	1,824	56.98	2	1
Selah	WWTP OIT	49,200	53,345	57,840	57,840	100%	49,200	53,345	57,840	57,840	10,411	2,762	101,395	2,080	156	96	1,828	55.47	5	3
Shelton	WWTP Tech Trainee	51,288	59,414	68,828	68,828	100%	51,288	59,414	68,828	68,828	7,394	1,975	99,922	2,080	216	104	1,760	56.77	1	2
Sunnyside	n/a					100%														
Union Gap	n/a					100%														
MEDIAN		\$50,868	\$57,514	\$65,068	\$65,068		\$50,616	\$57,236	\$64,593	\$64,593			\$100,659		158	96	1826	\$56.12		
Toppenish % ABOVE/(BELOW) MEDIAN		-9.4%	-7.3%	-5.1%	-5.1%		-9.0%	-6.8%	-4.4%	-4.4%			-0.6%		1.0%	0.0%		-2.3%		

For Information Purposes:		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
		Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Pay
City of Yakima	WWTP OIT	40,290	44,027	48,110	\$ 48,110	100%	40,290	44,027	48,110	48,110	6,735	1,822	76,710	2,080	165	104	1,811	42.36

WWTP Operator I		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	WWTP Operator I	48,384	56,009	64,836	64,836	100%	48,384	56,009	64,836	64,836	7,875	2,555	103,371	2,080	160	96	1,824	56.66	5	5
Chehalis	WWTP Operator	55,620	61,311	67,584	67,584	99%	55,064	60,698	66,908	66,908	6,502	2,639	105,078	2,080	152	88	1,840	57.11	4	4
Clarkston	n/a					119%														
Ephrata	n/a					100%														
Grandview	WWTP Operator I	54,752	61,130	68,252	68,252	100%	54,752	61,130	68,252	68,252	7,849	2,138	101,757	2,080	160	100	1,820	55.91	3	6
Othello	n/a					100%														
Sedro-Woolley	WWTP I	62,425	68,064	74,212	74,212	96%	59,928	65,341	71,244	71,244	7,072	2,385	106,935	2,080	160	96	1,824	58.63	2	2
Selah	WWTP Operator I	53,400	57,714	62,376	62,376	100%	53,400	57,714	62,376	62,376	11,228	2,762	106,748	2,080	156	96	1,828	58.40	7	3
Shelton	WWTP Technician I	57,142	66,193	76,677	76,677	100%	57,142	66,193	76,677	76,677	8,101	1,975	108,478	2,080	216	104	1,760	61.64	1	1
Sunnyside	Waste Plant Operator I/II/III	51,022	56,547	62,670	62,670	100%	51,022	56,547	62,670	62,670	6,780	1,903	92,289	2,080	160	88	1,832	50.38	6	7
Union Gap	n/a					100%														
MEDIAN		\$55,186	\$61,221	\$67,918	\$67,918		\$54,908	\$60,914	\$67,580	\$67,580			\$105,913		160	96	1826	\$57.75		
Toppenish % ABOVE/(BELOW) MEDIAN		-12.3%	-8.5%	-4.5%	-4.5%		-11.9%	-8.1%	-4.1%	-4.1%			-2.4%		-0.2%	0.0%		-1.9%		

		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
For Information Purposes:						Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay
City of Yakima	WWTP Operator I	49,213	53,861	58,947	\$ 58,947	100%	49,213	53,861	58,947	58,947	8,253	1,822	89,064	2,080	165	104	1,811	49.18

WWTP Operator II		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	WWTP Operator II	51,732	59,891	69,336	69,336	100%	51,732	59,891	69,336	69,336	8,280	2,555	108,276	2,080	160	96	1,824	59.35	5	4
Chehalis	n/a					99%														
Clarkston	n/a					119%														
Ephrata	Wastewater Operator	72,324	73,697	75,096	75,096	100%	72,324	73,697	75,096	75,096	8,919	2,113	109,371	2,080	192	104	1,784	61.31	3	3
Grandview	WWTP Operator II	54,856	61,235	68,356	68,356	100%	54,856	61,235	68,356	68,356	7,861	2,138	101,873	2,080	160	100	1,820	55.97	6	5
Othello	n/a					100%														
Sedro-Woolley	WWTP II	70,454	76,818	83,756	83,756	96%	67,636	73,745	80,406	80,406	7,897	2,385	116,922	2,080	160	96	1,824	64.10	2	2
Selah	WWTP Operator II-III	56,400	63,469	71,424	71,424	100%	56,400	63,469	71,424	71,424	12,856	2,762	117,424	2,080	156	96	1,828	64.24	4	1
Shelton	WWTP Tech II	60,002	69,505	80,513	80,513	100%	60,002	69,505	80,513	80,513		1,975	104,213	2,080			2,080	50.10	1	6
Sunnyside	n/a					100%														
Union Gap	n/a					100%														
MEDIAN		\$60,002	\$69,505	\$75,096	\$75,096		\$60,002	\$69,505	\$75,096	\$75,096			\$109,371		160	98	1824	\$61.31		
Toppenish % ABOVE/(BELOW) MEDIAN		-13.8%	-13.8%	-7.7%	-7.7%		-13.8%	-13.8%	-7.7%	-7.7%			-1.0%		-0.2%	-2.0%		-3.2%		

		Low	50%	High	10-yr	RPP	Effective	Effective	Effective	Effective	Retirement &	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly
For Information Purposes:						Adj.	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay
City of Yakima	WWTP Operator II	53,706	58,875	64,542	\$ 64,542	100%	53,706	58,875	64,542	64,542	9,036	1,822	95,442	2,080	165	104	1,811	52.70

Fire Captain		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement	Longevity 10 yrs	Educational BA	Monthly Med/D/V ER Contrib.	Total Annual Cash	Working Hours	Vac/Kelly Hours	Holiday Hours	Net Hours	Net Hourly Pay	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr											High	Net Hourly
Toppenish	Fire Captain	82,764	84,621	86,520	86,520	100%	82,764	84,621	86,520	86,520	4,603	2,596	3,461	2,608	128,475	2,920	450	96	2,374	54.12	6	4
Chehalis	Fire Captain	82,092	90,156	99,012	99,012	99%	81,271	89,254	98,022	98,022	5,215	720	-	2,708	137,447	2,184	248	104	1,832	75.03	3	1
Clarkston	Fire Captain	80,076	82,441	84,876	84,876	119%	95,290	98,105	101,002	101,002	5,373	360	4,040	2,604	125,897	2,912	338	96	2,478	50.81	1	6
Ephrata	n/a					100%																
Grandview	Fire Captain (non rep)	66,012	80,850	99,024	99,024	100%	66,012	80,850	99,024	99,024	5,268	2,476	-	2,138	132,424	2,080	160	104	1,816	72.92	2	2
Othello	n/a					100%																
Sedro-Woolley	n/a					96%																
Selah	Fire Lieutenant/Captain	80,388	86,095	92,208	92,208	100%	80,388	86,095	92,208	92,208	4,905	4,610	3,688	2,762	138,556	2,730	192	96	2,442	56.74	5	3
Shelton	n/a					100%																
Sunnyside	Fire Captain (2023)	82,475	87,781	93,428	93,428	100%	82,475	87,781	93,428	93,428	4,970	1,635	4,671	1,713	125,261	2,920	493	-	2,427	51.61	4	5
Union Gap	n/a					100%																
MEDIAN		\$80,388	\$86,095	\$93,428	\$93,428		\$81,271	\$87,781	\$98,022	\$98,022					\$132,424		248	96	2427	\$56.74		
Toppenish % ABOVE/(BELOW) MEDIAN		3.0%	-1.7%	-7.4%	-7.4%		1.8%	-3.6%	-11.7%	-11.7%					-3.0%		81.5%	0.0%		-4.6%		

For Information Purposes:		Low	50%	High	10-yr	RPP Adj.	Effective Low	Effective 50%	Effective High	Effective 10-yr	Retirement	Longevity 10 yrs	Educational BA	Monthly Med/D/V ER Contrib.	Total Annual Cash	Working Hours	Vacation Hours	Holiday Hours	Net Hours	Net Hourly Pay
City of Yakima	Fire Lieutenant	94,380	103,967	114,528	\$ 94,380	100%	94,380	103,967	114,528	94,380	9,602	3,303	-	2,093	129,098	2,600	222	132	2,246	57.48

Firefighter		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement	Longevity 10 yrs	Educational BA	Monthly Med/D/V ER Contrib.	Total Annual Cash	Working Hours	Vac/Kelly Hours	Holiday Hours	Net Hours	Net Hourly Pay	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr											High	Net Hourly
Toppenish	Firefighter	63,948	69,365	75,240	75,240	100%	63,948	69,365	75,240	75,240	4,003	2,257	3,010	2,608	115,806	2,756	450	96	2,210	52.40	6	3
Chehalis	Firefighter/Engineer	68,568	75,261	82,608	82,608	99%	67,882	74,509	81,782	81,782	4,351	720	-	2,708	120,179	2,184	248	104	1,832	65.60	3	1
Clarkston	Firefighter/EMT	63,396	68,495	74,004	74,004	119%	75,441	81,509	88,065	88,065	4,685	360	3,523	2,604	113,820	2,912	338	96	2,478	45.93	2	5
Ephrata	n/a					100%																
Grandview	n/a					100%																
Othello	n/a					100%																
Sedro-Woolley	Firefighter	81,864	86,848	92,136	92,136	96%	78,589	83,374	88,451	88,451	4,706	1,769	-	2,340	126,691	2,766	456	120	2,190	57.85	1	2
Selah	Firefighter	60,744	68,855	78,048	78,048	100%	60,744	68,855	78,048	78,048	4,152	3,902	3,122	2,762	122,368	2,730	192	96	2,442	50.11	5	4
Shelton	n/a					100%																
Sunnyside	Firefighter (2023)	65,964	72,712	80,151	80,151	100%	65,964	72,712	80,151	80,151	4,264	1,403	4,008	1,713	110,381	2,920	493	-	2,427	45.48	4	6
Union Gap	n/a					100%																
MEDIAN		\$65,964	\$72,712	\$80,151	\$80,151		\$67,882	\$74,509	\$81,782	\$81,782					\$120,179		338	96	2427	\$50.11		
Toppenish % ABOVE/(BELOW) MEDIAN		-3.1%	-4.6%	-6.1%	-6.1%		-5.8%	-6.9%	-8.0%	-8.0%					-3.6%		33.1%	0.0%		4.6%		

For Information Purposes:		Low	50%	High	10-yr	RPP Adj.	Effective Low	Effective 50%	Effective High	Effective 10-yr	Retirement & Premiums	Longevity 10 yrs	Educational BA	Monthly Med/D/V ER Contrib.	Total Annual Cash	Working Hours	Vac/Kelly Hours	Holiday Hours	Net Hours	Net Hourly Pay
City of Yakima	Firefighter	76,452	89,021	103,656	76,452	100%	76,452	89,021	103,656	76,452	8,213	2,676	-	2,093	109,781	2,600	222	132	2,246	48.88

Police Officer		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement	Longevity	Education	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr		10 yrs	BA	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Police Officer	69,720	76,528	84,000	84,000	100%	69,720	76,528	84,000	84,000	4,469	2,520	2,520	2,427	122,633	2,080	160	96	1,824	67.23	10	10
Chehalis	Police Officer	79,812	87,806	96,600	96,600	99%	79,014	86,928	95,634	95,634	5,088	1,913	1,913	2,572	135,411	2,184	152	80	1,952	69.37	3	6
Clarkston	Police Officer	67,344	75,121	83,796	83,796	119%	80,139	89,394	99,717	99,717	5,305	-	3,989	2,604	140,259	2,080	160	120	1,800	77.92	1	1
Ephrata (2023)	Police Officer	70,956	76,114	81,648	81,648	100%	70,956	76,114	81,648	81,648	4,344	1,080	2,449	3,613	132,877	2,184	192	40	1,952	68.07	11	9
Grandview	Police Officer	70,716	78,469	87,072	87,072	100%	70,716	78,469	87,072	87,072	4,632	2,177	2,612	2,134	122,101	2,080	144	96	1,840	66.36	7	11
Othello	Police Officer	68,148	76,989	86,976	86,976	100%	68,148	76,989	86,976	86,976	6,367	2,609	3,479	2,079	124,379	2,080	178	96	1,806	68.87	8	8
Sedro-Woolley	Police Officer	84,720	93,407	102,984	102,984	96%	81,331	89,670	98,865	98,865	5,260	1,977	-	2,340	134,182	2,184	160	96	1,928	69.60	2	5
Selah	Police Officer	66,828	76,497	87,564	87,564	100%	66,828	76,497	87,564	87,564	8,126	4,378	3,503	2,762	136,715	2,080	156	96	1,828	74.79	6	2
Shelton	Police Officer	77,724	83,631	89,988	89,988	100%	77,724	83,631	89,988	89,988	4,787	1,800	3,600	2,225	126,875	2,080	216	96	1,768	71.76	4	4
Sunnyside	Police Officer	72,720	80,174	88,392	88,392	100%	72,720	80,174	88,392	88,392	9,122	1,547	4,420	1,919	126,509	2,080	260	80	1,740	72.71	5	3
Union Gap	Police Officer	69,732	77,247	85,572	85,572	100%	69,732	77,247	85,572	85,572	4,552	3,423	1,284	2,730	127,591	2,080	144	96	1,840	69.34	9	7
MEDIAN		\$70,836	\$77,858	\$87,318	\$87,318		\$71,838	\$79,321	\$87,978	\$87,978					\$130,234		160	96	1,834	\$69.48		
Toppenish % ABOVE/(BELOW) MEDIAN		-1.6%	-1.7%	-3.8%	-3.8%		-2.9%	-3.5%	-4.5%	-4.5%					-5.8%		0.0%	0.0%		-3.2%		

For Information Purposes:		Low	50%	High	10-yr	RPP Adj.	Effective Low	Effective 50%	Effective High	Effective 10-yr	Retirement	Longevity 10 yrs	Education BA	Monthly Med/D/V ER Contrib.	Total Annual Cash	Working Hours	Vacation Hours	Holiday Hours	Net Hours	Net Hourly Pay		
City of Yakima	Police Officer	77,293	89,962	104,707	\$ 104,707	100%	77,293	89,962	104,707	104,707	11,853	3,141	3,141	2,347	151,006	2,080	169	96	1,815	83.20		

Police Sergeant		2024 Formal Salary Range				RPP	Effective	Effective	Effective	Effective	Retirement	Longevity	Education	Monthly Med/D/V	Total Annual	Working	Vacation	Holiday	Net	Net Hourly	Rank	
Comparable City	Title	Low	50%	High	10-yr	Adj.	Low	50%	High	10-yr		10 yrs	BA	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay	High	Net Hourly
Toppenish	Police Sergeant	92,400	94,477	96,600	96,600	100%	92,400	94,477	96,600	96,600	5,139	2,898	2,898	2,427	136,659	2,080	160	96	1,824	74.92	10	10
Chehalis	Police Sergeant	107,352	109,585	111,864	111,864	99%	106,278	108,489	110,745	110,745	5,892	2,215	2,215	2,572	151,931	2,184	152	80	1,952	77.83	4	7
Clarkston	Police Sergeant	86,400	91,062	95,976	95,976	119%	102,816	108,364	114,211	114,211	6,076	-	4,568	2,604	156,104	2,080	160	120	1,800	86.72	1	2
Ephrata (2023)	Police Sergeant	81,599	87,532	93,895	93,895	100%	81,599	87,532	93,895	93,895	4,995	1,080	2,817	3,613	146,143	2,080	192	40	1,848	79.08	11	5
Grandview	Police Sergeant	95,784	97,932	100,128	100,128	100%	95,784	97,932	100,128	100,128	5,327	2,503	3,004	2,134	136,570	2,080	144	96	1,840	74.22	8	11
Othello	Police Sergeant	99,048	100,767	102,516	102,516	100%	99,048	100,767	102,516	102,516	7,504	3,075	4,101	2,079	142,144	2,080	178	96	1,806	78.71	5	6
Sedro-Woolley	Police Sergeant	111,216	114,264	117,396	117,396	96%	106,767	109,694	112,700	112,700	5,996	2,254	-	2,340	149,030	2,184	160	96	1,928	77.30	2	8
Selah	Police Sergeant	100,692	100,692	100,692	100,692	100%	100,692	100,692	100,692	100,692	8,825	5,035	4,028	2,762	151,723	2,080	156	96	1,828	83.00	7	3
Shelton	Police Sergeant	101,832	101,832	101,832	101,832	100%	101,832	101,832	101,832	101,832	5,417	1,800	4,073	2,225	139,823	2,080	216	96	1,768	79.09	6	4
Sunnyside	Police Sergeant	101,640	106,727	112,068	112,068	100%	101,640	106,727	112,068	112,068	11,565	1,961	5,603	1,919	154,226	2,080	260	80	1,740	88.64	3	1
Union Gap	Police Sergeant	92,052	94,457	96,924	96,924	100%	92,052	94,457	96,924	96,924	5,156	3,877	1,454	2,730	140,171	2,080	144	96	1,840	76.18	9	9
MEDIAN		\$99,870	\$100,730	\$101,262	\$101,262		\$101,166	\$101,300	\$102,174	\$102,174					\$147,587		160	96	1,834	\$78.89		
Toppenish % ABOVE/(BELOW) MEDIAN		-7.5%	-6.2%	-4.6%	-4.6%		-8.7%	-6.7%	-5.5%	-5.5%					-7.4%		0.0%	0.0%		-5.0%		

For Information Purposes:		Low	50%	High	10-yr	RPP Adj.	Effective Low	Effective 50%	Effective High	Effective 10-yr	Retirement & Premiums	Longevity 10 yrs	Education BA	Monthly Med/D/V ER Contrib.	Total Annual Cash	Working Hours	Vacation Hours	Holiday Hours	Net Hours	Net Hourly Pay		
City of Yakima	Police Sergeant	121,451	124,390	127,400	\$ 121,451	100%	121,451	124,390	127,400	121,451	13,748	3,644	3,644	2,347	170,651	2,080	169	96	1,815	94.02		

- Notes
- 1. Monthly medical/dental/vision benefits shown for full family coverage.
 - 2. Shelton provides additional 6.2% deferred comp match in lieu of Social Security contribution.
 - 3. Ephrata police contract not settled for 2024.

APPENDIX G: INDIVIDUAL POSITION COMPARISONS - COMPARISON OF POLICE CBA PREMIUMS

Comparable City	Longevity				Educational		FTO	Instructor	Other Premiums					2025 Increase
	5 Years	10 Years	15 Years	20 Years	AA	BA			Bilingual	Inv/Det	Corporal	K-9	Premium Max	
Toppenish	1.5%	3.0%	4.5%	4.5%	1.5%	3.0%	10.0%	\$ 200.00	2.5%	3.0%	3.0%	3.0%	5.0%	4.0%
Chehalis	1.0%	2.0%	3.0%	4.0%										4.0%
Clarkston					2.0%	4.0%	1.0%			4.0%				2-4%
Ephrata (2023)	\$18/m/y	\$18/m/y	\$18/m/y	\$18/m/y	1.50%	3.0%	5.0%		2.0%	6.0%	6.0%			n/a
Grandview	1.50%	2.50%	3.50%	4.50%	2.0%	3.0%	10.0%	2.0%	2.0%	2.0%	5.0%		4.0%	4.0%
Othello	2.0%	3.0%	4.0%	6.0%	2.0%	4.0%	2.0%		5.0%	3.0%	10.0%			2-4%
Sedro-Woolley	1.0%	2.0%	3.0%	3.0%			\$1.75/h	2.50%	2.50%	3.0%		\$265/m	5.0%	n/a
Selah	3.0%	5.0%	6.0%	8.0%	2.0%	4.0%								5.0%
Shelton	\$60/m	\$150/m	\$250/m	\$300/m	2.0%	4.0%	5.0%	1.5x pay	\$150/m		4.0%			n/a
Sunnyside	1.0%	1.75%	2.50%	3.25%	3.0%	5.0%	3.0%	3.0%	5.0%	3.0%		3.0%		4.5%
Union Gap														n/a