

***City of College Place, Washington***  
**ORDINANCE NO. 24-008**

**AN ORDINANCE REPEALING ORDINANCE NO. 24-003 AND ADOPTING SALARIES AND COMPENSATION FOR THE MAYOR, CITY COUNCIL, APPOINTED OFFICERS, AND EMPLOYEES OF THE CITY OF COLLEGE PLACE AND FIXING THE EFFECTIVE DATE THEREOF.**

**BE IT ORDAINED** by the City Council of the City of College Place, Washington, that;

**Section 1.** The salaries and wages of the various appointive officers and employees are fixed as set out in this ordinance. The salaries and wages as set out herein shall be effective from and after July 1, 2024, for all officers and employees. These salaries shall remain in effect until changed by the City Council by a duly enacted ordinance. All salaries and wages are stated at the rate per month except where otherwise indicated. Unless otherwise shown, the positions have been approved with a five-step salary scale.

Position Title	Salary Range				
TITLE	STEP 1	STEP II	STEP III	STEP IV	STEP V
<b>Section 2. NON-UNION, EXEMPT</b>					
City Administrator	12,764				
Police Chief	11,436				
City Attorney	11,427				
Fire Chief	10,141	10,446	10,759	11,082	11,414
Public Works Director	9,578	9,866	10,162	10,466	10,780
Finance Director	9,188	9,464	9,747	10,040	10,341
Engineer	8,787	9,050	9,322	9,602	9,890
Community Development Director	8,262	8,510	8,765	9,028	9,299
Police Lieutenant	8,230	8,477	8,732	8,994	9,263
Building Official	7,216	7,432	7,655	7,885	8,121
HR Manager	7,104	7,317	7,536	7,763	7,995
Engineering Division Manager	6,340	6,531	6,726	6,928	7,136
Deputy Finance Director/HR Assistant	6,210	6,397	6,588	6,786	6,990
City Clerk	6,149	6,333	6,523	6,719	6,921
<b>Section 3. NON-UNION, NON EXEMPT</b>					
Police Sergeant	7,510	7,736	7,968	8,207	8,453
Senior Planner	6,456	6,650	6,849	7,055	7,266
Operations Manager	6,045	6,226	6,413	6,605	6,803
Capital Project Manager	6,045	6,226	6,413	6,605	6,803
Building Inspector	5,969	6,148	6,333	6,523	6,719
Information Technology Analyst	4,873	5,019	5,170	5,325	5,485
Chief Clerk - Police Department	4,439	4,572	4,709	4,851	4,996
<b>Section 4. PUBLIC EMPLOYEE UNION</b>					
Public Works Inspector	5,359	5,519	5,685	5,855	6,031
Public Works Foreman	5,359	5,519	5,685	5,855	6,031
Water Utility III	4,988	5,137	5,291	5,450	5,613
Fleet Maintenance Manager	4,975	5,124	5,278	5,436	5,599
Water Quality Operator	4,975	5,124	5,278	5,436	5,599
Stormwater Program/Permit Coordinator	4,961	5,109	5,263	5,421	5,583

**Section 4. PUBLIC EMPLOYEE UNION – Cont.**

Water Quality Cross Connection Specialist	4,718	4,860	5,006	5,156	5,310
Mechanic II	4,520	4,655	4,795	4,939	5,087
Accounting Clerk III	4,520	4,655	4,795	4,939	5,087
Deputy City Clerk/Events Coordinator	4,520	4,655	4,795	4,939	5,087
Water Utility II	4,493	4,628	4,766	4,909	5,057
Facility Maintenance Worker II	4,493	4,628	4,766	4,909	5,057
Special Enforcement Officer	4,480	4,614	4,753	4,895	5,042
Street Worker III - Applicator	4,468	4,602	4,740	4,882	5,029
Parks Worker III	4,468	4,602	4,740	4,882	5,029
Street Worker II	4,124	4,248	4,375	4,506	4,642
Parks Worker II	4,124	4,248	4,375	4,506	4,642
Stormwater Worker II	4,124	4,248	4,375	4,506	4,642
Mechanic I	4,124	4,248	4,375	4,506	4,642
Water Utility I	4,054	4,176	4,301	4,430	4,563
Facility Maintenance Worker I	4,054	4,176	4,301	4,430	4,563
Accounting Clerk II	4,054	4,176	4,301	4,430	4,563
Records Clerk	4,054	4,176	4,301	4,430	4,563
Administrative Assistant I	4,054	4,176	4,301	4,430	4,563
Street Worker I	3,964	4,083	4,205	4,331	4,461
Accounting Clerk I	3,667	3,777	3,890	4,007	4,127

**Section 5. POLICE UNION**

Probationary (starting pay without state certification) \*5,560\*

Police Officer	6,476	6,670	6,870	7,077	7,289
Detective	6,675	6,875	7,081	7,293	7,512

**Section 6. FIRE FIGHTER UNION**

Firefighter	5,815	5,990	6,169	6,354	6,545
Fire Lieutenant	6,687	6,888	7,095	7,308	7,527
Fire Marshall	7,269	7,487	7,712	7,943	8,181

**Section 7. MISCELLANEOUS**

Part-time Police Records Clerk / per hour	23.39	Maximum 16 hours/week
Laborer / per hour		Minimum Wage to \$18.00 per hour
Intern / Work Study Program		Negotiated by Administration
Hiring / Retention Bonus		Up to \$5,000.00 to be negotiated by Administration

**Section 8. 2.08.060 Compensation of Mayor.** The Mayor shall be paid the sum of one thousand five hundred dollars per month and in addition receive reimbursement for actual expenses incurred in the discharge of official duties upon presentation of claim for such expenses and approval by members of the City Council. The City Council will provide, by appropriate resolution from time to time, additional necessary supportive expenses for the carrying out of the necessary functions of the Mayor and his/her office.

**Section 9. 2.08.070 Compensation of Council.** Each member of the Council of the City, if elected subsequent to the effective date of the ordinance codified in this section, shall receive the sum of three hundred seventy-five dollars per month.

**Section 10. Insurance - Non-Union, Exempt employees.** As a part of the compensation, the City of College Place will provide the following to full-time Non-Union, Exempt employees: medical, dental, and vision insurance (full family), up to a \$100,000.00 life insurance policy (as offered by vendor), and Long-Term Disability Insurance.

**Section 11. Insurance - Non-Union, Non-Exempt.** As a part of the compensation, the City of College Place will provide the following to full-time Non-Union, Non-Exempt employees: medical, dental, and vision insurance (full family) with an employee contribution of \$40.00/month, up to a \$100,000.00 life insurance policy (as offered by vendor), and Long-Term Disability Insurance.

**Section 12. Additional Compensation.** Occasionally, the Fire Chief may work as part of a Washington State Incident Management Team involved in fighting fires, wildfires, or other disasters. The City will pay the Fire Chief for work outside of his normal work hours while deployed at 1.5 times his regular rate of pay. The City will subsequently be reimbursed by the agency utilizing his services for the amount of wages and benefits expended.

**Section 13. Paid family and Medical Leave Act.** The City will contribute the employer portion of the premium and the employee will contribute the employee portion of the premium.

**Section 14.** Ordinance No. 24-003 is hereby repealed.

**Section 15: Clerical Corrections.** The City Clerk and the codifiers of this ordinance are authorized to make necessary clerical corrections to this ordinance including, but not limited to, the correction of scrivener's/clerical errors, references, ordinance numbering, section/subsection numbers and any references thereto.

**Section 16: Severability.** If any section, subsection, paragraph, sentence, clause, or phrase of this ordinance is declared unconstitutional or invalid for any reason, such decision shall not affect the validity of the remaining portions of this ordinance.

**Section 17: Effective Date.** This ordinance shall be effective July 1, 2024, upon its passage and publication as required by law.

**PASSED** by the City Council of the City of College Place, Washington, this 25th day of June, 2024.

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*Norma L. Hernández*

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Norma L. Hernández, Mayor

Attest:

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*Sherri St. Clair*

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Sherri St. Clair, City Clerk

Approved as to form:

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*Rea L. Culwell*

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Rea Culwell, City Attorney