

1. **Call to Order and Roll Call**
2. **Executive Session**

Purpose: To discuss potential litigation with legal counsel

Time: 20 minutes

Action: None

3. **Approve Agenda**
4. **Public Comment**

The City Council welcomes public attendance at Council meetings. This meeting is for the conduct of regular City business. RCW 42.17A.555 prohibits government agencies from allowing the use of public facilities, directly or indirectly, for campaign purposes. At this time, citizen comments and inquiries about agenda business or general City matters are encouraged. If you wish to address the City Council, please stand or raise a hand so you can be called upon. After you are recognized, please come forward to the lectern and state your name for the public record. Your remarks must be limited to three minutes or less. Please use the microphone.

5. **Public Comments Update**
6. **Receive Update from Committee Chair:**

[a.](#) Public Safety Committee

7. **Unfinished Business**

- [a.](#) Continue discussion to submit letter to Legislators and Commissioners to share the City's need for more public safety funding
- b. Continue discussion on updating the meeting schedule

8. **New Business**

- [a.](#) AB 24-070: Receive Compensation and Class Study Results
- [b.](#) AB 24-071: Department Overview Budget Presentation
- [c.](#) AB 24-072: 2025 CQC Scholarship Application for Toppenish High School Students
- d. Approve Contract for New City Attorney

9. **Adjournment**

Next Regular Council Meeting Will Be Held on November 12, 2024

City Council meetings are accessible to persons with disabilities. For individuals who may require special accommodations, please contact City Hall at (509) 865-6754, 24 hours in advance.

**Public Safety Committee
Meeting Minutes
October 21, 2024**

Call To Order

Councilmember Prieto Duval called the Public Safety Committee meeting to order at 5:00 p.m.

Present: Councilmembers Naila Prieto Duval, George Garcia, and Cristian Sanchez
Staff Present: City Manager Dan Ford, Chief of Police Joseph Mehline, Fire Chief Tim Smith, Information Technologies Service Manager Van Donley, Fire Captain Dale Northrup, Fire Fighter Trevor Oswalt, and City Clerk Heidi Riojas

Roll Call

City Clerk Riojas conducted roll call for each Councilmember to respond their attendance at the meeting. Councilmembers Prieto Duval, Garcia, and Sanchez responded their attendance during roll call.

Executive Session

At 5:01 p.m., Councilmember Prieto Duval called for the Committee members to go into Executive Session for potential litigation pursuant to RCW 42.30.110(1)(i). The approximate time for the Executive Session is 15 minutes with no action anticipated.

At 5:16 p.m., Councilmember Prieto Duval extended the Executive Session for another 5 minutes.

At 5:21 p.m., Councilmember Prieto Duval reconvened the meeting back to order.

Approve Agenda

Councilmember Sanchez moved, seconded by Councilmember Garcia to approve the October 21, 2024, Public Safety Committee meeting agenda. Motion carried unanimously.

Public Comment

Charlene Tillequots on behalf of the Yakama Nation Tribal Council, spoke to the extreme weather shelter.

Jenece Howe, Yakama Nation Village of Hope, spoke to the extreme weather shelter.

Esther Magasis, Yakima County Human Services, spoke to the extreme weather shelter.

Unfinished Business

Continue discussion on strategies to deter drug use in parks.

Chief Mehline updated the members the Prosecutor and legal counsel are in the process of reviewing the Stay Out of Drug Areas (SODA) and exclusion in parks ordinances. Councilmember Sanchez inquired about increased police patrols of the parks.

New Business

Approve Minutes of the September 16, 2024, Public Safety Committee meeting.

Councilmember Sanchez moved, seconded by Councilmember Garcia to approve the Minutes of the September 16, 2024, Public Safety Committee meeting. Motion carried unanimously.

Update meeting schedule to 5:00 p.m. on the 4th Monday of each month.

City Manager Ford spoke to the Committee of the Whole as a Special Meeting to enable more Councilmembers to attend the meeting.

Councilmember Prieto Duval moved, seconded by Councilmember Sanchez to discuss the Committee of the Whole at the October 28, 2024, Regular Meeting. Motion carried unanimously.

The committee members discussed the proposed meeting schedule change. It was the consensus of the committee members to post-pone the discussion to the October 28, 2024, Regular Meeting.

Discussion on the extreme weather shelter.

The committee members moved to the dais to allow the standing visitors to sit around the table to start the discussion of what went well and what did not go well with the extreme weather shelter last year.

Jenece Howe with Yakama Nation Village of Hope spoke to the services provided last season at the shelter at the Yakima Valley Farm Workers Clinic (YVFWC) building to feed and help people to be out of the cold weather during the daytime.

Caseymac Wallahee, Yakama Nation Tribal Council, spoke to the positives of staffing a 24/7 drug/alcohol free homeless shelter.

Brian Saluskin, Yakama Nation Tribal Council, spoke to the resources to help keep people off drugs.

Esther Magasis, Yakima County Human Services, spoke to the need for shelter in the lower valley.

Ethan Jones, Yakama Nation Legal Counsel, spoke to considering the Yakama Nation as a religious organization as defined by RCW 35A.21.360 to reduce restrictions to provide a low barrier shelter in the YVFWC building.

Caseymac Wallahee, Yakama Nation Tribal Council, spoke to the culture, land, and teaching for the members.

Esther Magasis, Yakima County Human Services, spoke to the extreme weather shelter being hosted previously by Grace City Outreach.

Councilmember Garcia moved, seconded by Councilmember Sanchez to forward the discussion of the extreme weather shelter to the October 28, 2024, Regular Meeting. Motion carried unanimously.

Discussion on submitting letter to Legislators and Commissioners to share the City's need for more public safety funding.

Councilmember Sanchez presented the letter he drafted for consideration. It was the consensus to include the needs of funding the firefighter shortage in the letter.

Councilmember Garcia moved, seconded by Councilmember Sanchez to forward the letter for discussion during the October 28, 2024, Regular Meeting. Motion carried unanimously.

Receive comments from police regarding crime trends since last meeting on September 16, 2024.

Chief Mehline updated members that the September 2024, calls for service were 776, which is an increase from the previous year at 530. He noted there was a decrease in violent crimes during the previous month. Chief Mehline reported that 23 of the 26 Flock cameras have been installed in locations based on crime trends. In closing, Chief Mehline restated that in order for his department to positively impact the community it requires more funding to hire a minimum of three additional police officers.

Receive comments from fire regarding calls and medical calls since last meeting on September 16, 2024.

Chief Smith updated members that 82% of the department calls in September 2024, were for EMS/rescue for a total of 89 of the 108 calls for the month. The department has responded to 1,058 calls so far this year, which is higher than 2023 with 1,034 at the same time last year. He noted that the majority of the calls are drug related or substance abuse aid calls. Chief Smith stated that the burden of the multiple reporting requirements for the EMS system updates to track data for EMS calls. He shared the training requirements for volunteers of 240 hours for fire and 240 hours for EMS. Chief Smith reported on the success of the Fire and Life Safety Inspections billing program.

Set agenda for the meeting on November 20, 2024.

It was the consensus of the committee to have the following on the next agenda:

- Develop goals and outcomes for Public Safety Committee
- Councilmember Sanchez to share his research to educate the public to report crime

Adjournment

There being no further business the meeting was adjourned at 6:59 p.m.

Heidi Riojas, CMC
City Clerk



Joseph Mehline
Chief of Police

Toppenish Police Department

Section 6, Item a.

516 West 2nd Avenue
Toppenish, WA 98948
Tel (509) 865-1629
Fax (509) 864-6016
Cityoftoppenish.us/police/

INTEROFFICE MEMORANDUM

DATE: October 8, 2024

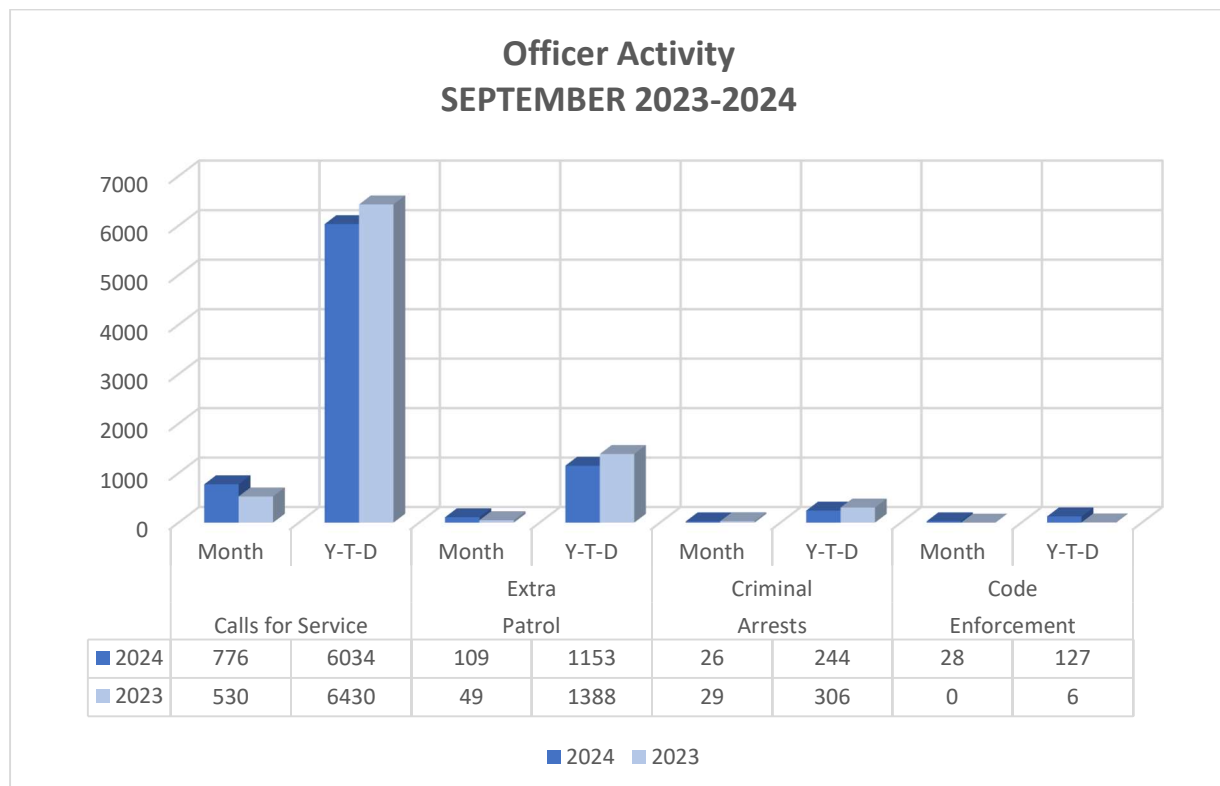
TO: Public Safety Committee

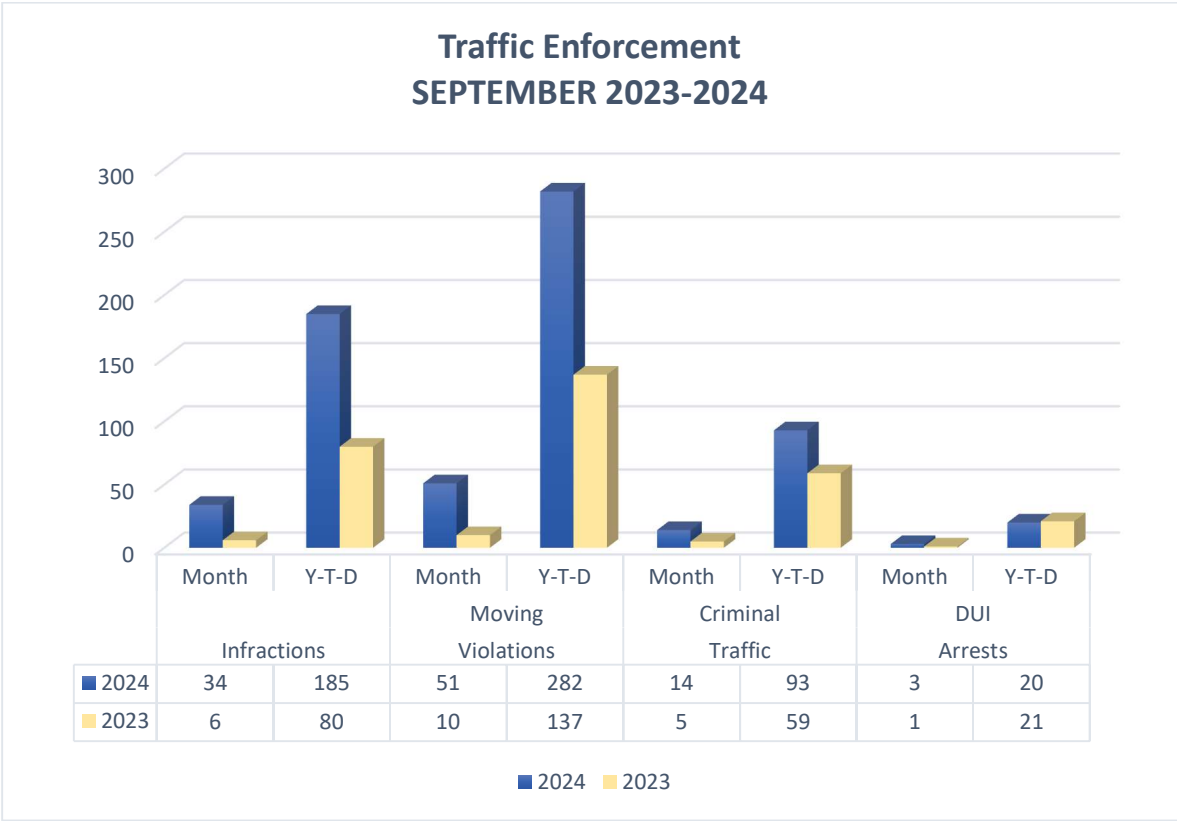
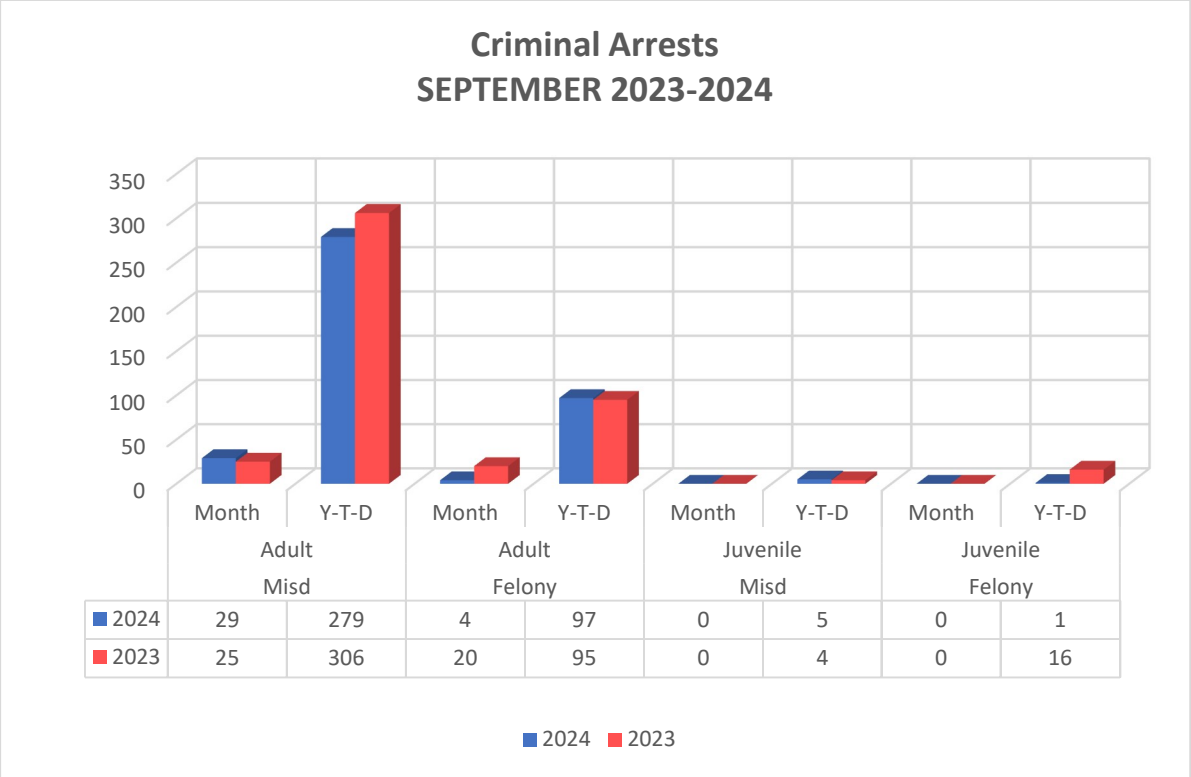
FROM: Joseph Mehline, Chief of Police

RE: Police Department Activity and Staff Report, September 2024

Cc:

The following is to report the Police Department activities for September 2024:





Major Incidents/Special Emphasis Patrol:

Major Incidents/Special Emphasis Patrol:

- TPD continued to conduct extra patrols and enforcement in the city.
- TPD conducted speed and truck route traffic emphasis.
- Sergeant Williams assisted YSO in rescuing 5 occupants from a flipped, submerged vehicle.
- TPD responded to 3 overdoses, including no overdose deaths (August ~ 11 including 0 deaths).

TPD Case #24P4630:

Toppenish Officers assisted Toppenish Fire with a shed fire on the south side of town. There were no injuries.

TPD Case #24P4631:

Toppenish Officers responded to a report of a juvenile with a rifle at school. Upon investigation, the information was determined to be false, and the juvenile was placed on remote learning by the school administration. The juvenile's mother was contacted. Later, a search of the juvenile's residence was conducted, and no firearms were located.

TPD Case #24P4760:

Toppenish Officers were dispatched to a report of shots fired on the north side of town. Officers arrived and discovered that a party was using fireworks to celebrate.

TPD Case #24P4859:

A Toppenish Officer responded to a cold theft from a motor vehicle on the north side of town. A rifle and magazines were stolen from the vehicle, along with other miscellaneous items. There was no video footage of the theft. There is no suspect description at this time.

TPD Case #24P4893:

Toppenish Officers, along with YNPD, responded to a burglary at a motel. Upon arrival, forced entry was discovered. YNPD took the lead and utilized their cross-trained K-9. The K-9 located two suspects inside, who were later taken into custody and transported to Yakama Nation Jail. One suspect was treated for dog bite injuries.

TPD Case #24P4924 & #24P4935:

Toppenish Officers were requested to assist YSO with a hit-and-run pedestrian accident east of the city. The pedestrian was pronounced deceased upon arrival. The following morning, the suspected driver was located south of Toppenish and was also pronounced deceased after wrecking his vehicle. No other persons or property were injured or damaged.

TPD Case #24P4978:

Toppenish Officers were dispatched to a weapon offense near the downtown area. A male allegedly pointed a pistol at another male driving in the area. No threats or injuries occurred. An extensive search was conducted, but the male was not located. The area was checked for video footage, but none was found. No other leads are available at this time.

TPD Case #24P5084:

Toppenish Officers responded to an assault in progress on the south side of town. A male was assaulting another with a rock. The suspect was taken into custody, and the victim was transported to the hospital for a head wound. YNPD was called as both males were enrolled members. Custody of the suspect was given to YNPD.

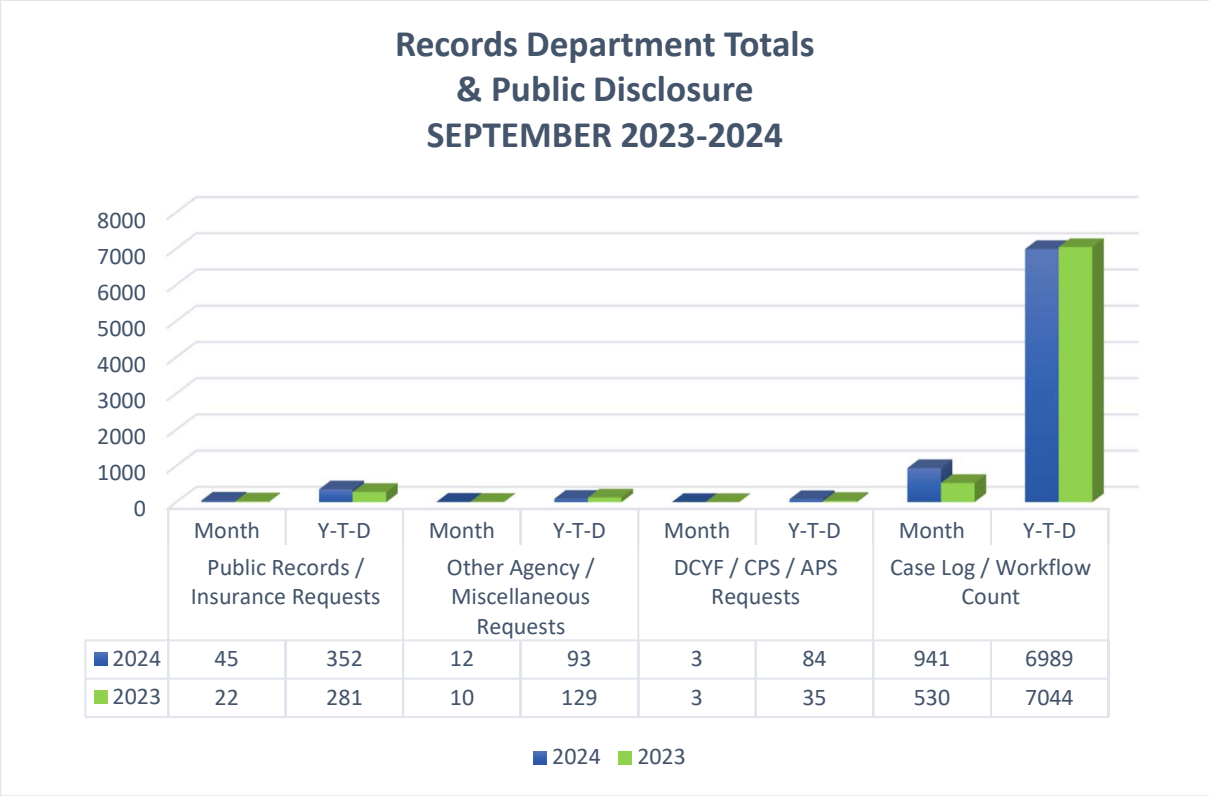
Training:

Officers attended and completed various training events in September, including K9 School, SWAT Training, EVOC, Sexual Assault Victims Training, 21st Century Police Leadership Training, Defensive Tactics, Domestic Violence Advocacy, Advanced Roadside Impaired Driving Enforcement, and Pursuit Intervention Technique.

Records Unit:

The Records Unit received 60 new requests for records and closed 62. It took an average of 5.44 business days to process requests. There were 776 calls for service/case entries, and the unit processed 941 records, which consisted of new cases and follow-ups.

The Records Unit attended the following training(s): Civic Plus AMM Essential: Agenda Manager; Records Academy; Introduction to Sealing and Expunging Records; Protect, Redact, and Securely Share with Adobe Acrobat.



Personnel Update:

- All current positions in the Police Department have been filled.



Toppenish Fire Department

514 West 2nd Avenue
Toppenish, WA. 98948
Phone: 509-865-3111 Fax: 509-865-3332

Section 6, Item a.

To: Dan Ford, City Manager

From: Tim Smith, Fire Chief

Date: October 10, 2024

Re: September 2024 Monthly Report

Fire Suppression/ EMS Incidents:

During the month of September, the Toppenish Fire Department responded to the following incidents. All incidents were managed by the duty crew and volunteers responding with the addition of off-duty personnel as needed.

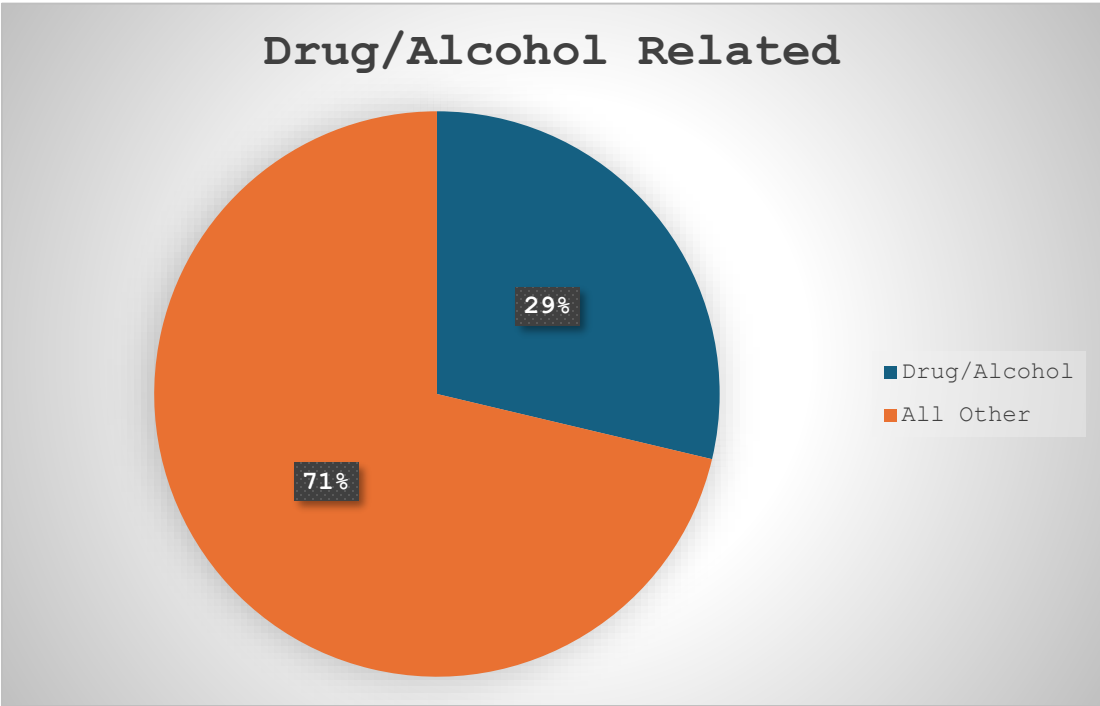
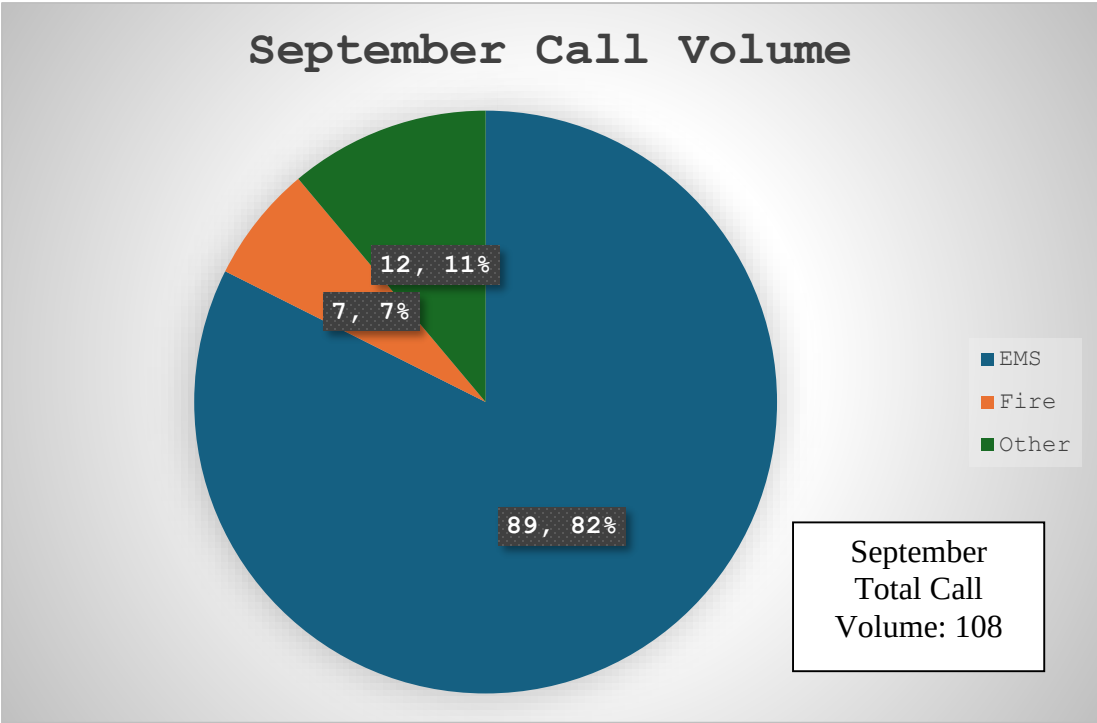
Response Statistics:

<u>Incident Type</u>	<u>Sept. 2023</u>	<u>Sept. 2024</u>	<u>Year to date 2023</u>	<u>Year to date 2024</u>
Fire/ Other	19	12	211	213
EMS/ Rescue	108	98	823	845
Totals	127	108	1034	1058

Response % per incident:

September:

Career Staff 1.70 with 6 on our Roster
Volunteers 0.52 with 32 on our Roster



Fire Department Training hours:

September:

Career Staff 88 hours
Volunteers 110 hours
Total hours 198 hours

Fire and Life Safety Inspections:

Currently there are 214 Commercial Occupancies located within the City of Toppenish. These Commercial Occupancies receive a Pre-Fire Inspection along with an annual Fire and Life Safety Inspection.

Pre-Fire Planning through the month of September is as follows:

100% completed 90/214
80% or more 160/214

The following is an overview of the Fire and Life Safety inspections performed and their billing status for the month of September:

<u>Initial Inspections</u>	<u>Re-Inspections</u>	<u>Inspected for 2024</u>	<u>Paid for 2024</u>	<u>Completed 2024</u>
Sept.-10	Sept.-16	221	168	135

2022-2024 Fire Inspections Balance Sheet		
Inspections Billed	Outstanding Balance	Inspections Paid
\$37,735.00	\$6,199.50	\$31,535.50

Dear Senator King,

As members of the Toppenish City Council, we are writing to express our deep concern regarding the ongoing public safety issues in our community. In recent years, the City of Toppenish has faced a significant challenge in addressing drug-related activities, associated violence, and other inappropriate behaviors. These incidents, including public indecency and open sexual activity, have become a disturbing pattern, negatively impacting the quality of life for our residents.

Despite the City of Toppenish’s efforts to increase patrols, we are limited by resource constraints and the challenges posed by our geographic location. With only 14 commissioned police officers, the Toppenish Police Department often struggles to respond promptly to emergency calls, especially during peak hours. This lack of personnel can lead to delays in response times and a feeling of insecurity among our residents. Likewise, The Toppenish Fire Department is severely understaffed, with only 6 commissioned firefighters. This limited personnel has resulted in a significant strain on the department’s ability to respond to the escalating calls. Since the late 1970’s, the call volume has dramatically increased, from an average of 140-200 calls per year to a projected 1,450 calls this year. The excessive administrative burden, primarily in the form of lengthy paperwork and reports, further hinders the effectiveness of both departments. This bureaucratic obstacle diverts valuable time and energy from critical duties such as patrolling, training, and fire safety inspections.

We believe that additional funding and resources are essential to address these pressing public safety concerns. By investing in increased police and firefighter personnel, improved street-lighting, and necessary equipment, we can enhance the safety and well-being of our community. We urge you to consider our recommendations and support measures to strengthen public safety in Toppenish. By working together, we can create a safer and more enjoyable environment for our residents.

Sincerely,
Toppenish City Council

Cristian Sanchez Councilmember	Elipida Saavedra Mayor	Ezequiel Morfin Councilmember
Naila Prieto Duval Councilmember	Loren Belton Mayor Pro Tempore	
George Garica Councilmember	Josh Garza Councilmember	



Request for Council Action

Agenda Bill No.: 24-070

Meeting Date:	November 4, 2024
Subject:	Receive Compensation and Class Study Results
Attachments:	2024 Compensation Study Report PowerPoint Presentation
Presented by:	Mary Beltran, Human Resources Generalist
Approved for Agenda by:	Dan Ford, City Manager

Discussion:

The City of Toppenish signed an agreement with Cabot and Dow Associates, Inc. on June 17, 2024, to conduct a Compensation and Class Study. The cost for this agreement was \$16,000 in 4 installments of \$4,000 a month beginning in June 2024.

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 (i.e. salaries and selected benefits such as health benefits and paid leave) amongst a selected sample of cities in Washington State. Cabot and Dow then provided the City with recommendations for how it can adjust and improve its current compensation structure based on the outcomes found. Alexandra Sheeks, the consultant assigned to conduct the study, is presenting today to share those findings and to provide the Council with any recommendations.

Fiscal Impact: None.

Recommendation: None.

Alternatives: None.



2024 COMPENSATION STUDY

Alexandra Sheeks
Cabot Dow Associates
November 4, 2024

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

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

QUESTIONS

City of Toppenish, Washington
2024 Compensation Study

Cabot Dow Associates
October 29, 2024

Contents

Background 1

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Recommendations 4

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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
Toppenish	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

County	Jurisdiction	RPP Adjustment Factor	2023 Pop. Est.	Total 2024 Budget	FTEs	Council-Mgr	Fire
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	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%		

		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	High	Net Hourly			
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		<i>Insufficient data</i>																		
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	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		<i>Insufficient data</i>																		
Toppenish % ABOVE/(BELOW) MEDIAN																				

		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	Low	50%	High	10-yr	Premiums	ER Contrib.	Cash	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	166,956	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	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 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	Hours	Hours	Hours	Hours	Pay
		100%	140,109	158,367	179,005	179,005	140,109	158,367	179,005	179,005	22,053	1,822	222,922	2,080	224	88	1,768	126.09
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

Insufficient data

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	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	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay				
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	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay				
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	Premiums	ER Contrib.	Cash	Hours	Hours	Hours	Hours	Pay				
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

		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	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%

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	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%

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	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%		

		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	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%		

		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	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	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.

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



Request for Council Action

Agenda Bill No.: 24-071

Meeting Date:	November 4, 2024
Subject:	Department Overview Budget Presentation
Attachments:	PowerPoint Presentation
Presented by:	Adam Vaughn, Finance Director
Approved for Agenda by:	Dan Ford, City Manager

Discussion:

As discussed in the budget schedule, the next item for budget presentation is the budget by department. When budgeting functions of the City we are required to follow the State’s accounting method called “BARS” which categorizes certain activities together. This presentation separates out some of those functions for discussion purposes in a way that facilitates conversation from a budgeting perspective.

You will see from the presentation that a lot of the costs that the City has are fixed. In the City’s General Fund Personnel costs make up about 65% (\$5,526,514) of the budget; contracts with agencies to provide court and dispatch services makes up about 13% (\$1,108,415); WCIA Insurance makes up about 5% (\$392,181); utility services, rent, and janitorial services make up about 4% (\$300,167). After all these costs there is only about 13% remaining. Some of the remaining costs are smaller amounts that are fixed by contract, and others are things staff use for their work, like fuel for our vehicles.

This is even more of an issue in our Utility funds which must pay debt service, taxes, and fees. The Utility fund’s largest expense each year is the City’s Utility Tax. 59% (\$4,682,011) of the Utility Funds budgets are spent on debt, taxes, and fees; 17% (\$1,377,936) on salaries and wages; 15% (\$1,231,107) on other; and 8% (\$655,825) on capital transfers.

In discussion about the 2025 budget, we will be sure to highlight the items that departments are working towards with their 2025 goals. We have accomplished a lot in the past year with progress on our Wastewater Treatment Plant, a new police building, bike and pedestrian improvements, financial operations, and code enforcement efforts. We are hopeful that this presentation will help to show how departments are effectively using their funds to work towards a better Toppenish.

Fiscal Impact: The City’s FY2025 budget total is \$18,308,798

Recommendation: None at this time.

Alternatives: None at this time.

Department Budget Overview

Roadmap

- ~~10/28/2024 – City Council Meeting – Budget Overview~~
- Tonight – City Council Study Session – **Department Overview**
- 11/12/2024 – City Council Meeting – **Rates/Other Revenue and First Public Hearing**
- 11/25/2024 – City Council Meeting – **Property Tax Hearing and Final Public Hearing**
- 12/2/2024 – City Council Study Session – **Outstanding Questions**
- 12/9/2024 – City Council Meeting – **Budget**

From the Citizen's Guide

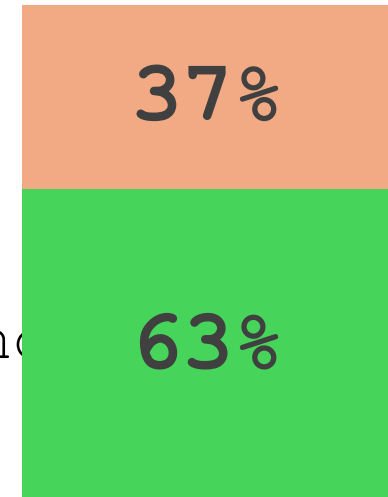
Where does the money go? (General Fund)



Where does the

Police

- \$4,064,598 million budget
 - \$1,319,517 Criminal Justice Fund (Rolls up into the General Fund)
 - \$2,745,080 General Fund
- Non-Personnel Expenses
 - Corrections and Dispatch \$536,100
 - WCIA Insurance \$164,487
 - Police Station Rent \$61,092 (3 months and



■ Salaries and Benefits ■ Other

Police

2025 Goals

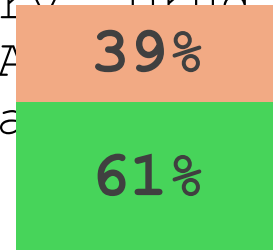
- New Facility
- Traffic Unit/Special Operations and Parking Enforcement
- School Resource Officer
- Training
- Improve Records Retention

FTE

- 6 Officers
- 2 Corporals
- 2 Sergeants
- 1 Detective Sergeant
- 1 Detective
- 1 Captain
- 1 Chief
- 2 Records Clerks
- 1 Assistant to the Chief

Administration

- \$1,449,479 in the General Fund
 - \$145,360 - IT services including printer lease, computer upgrades, and financial software
 - \$82,947 WCIA
 - \$80,000 for Grant Consultants
 - \$65,000 - Crime lab, Railroad, Library, Drug Task Force, YVCOG, WA City Events, Cha



Other

Salaries and Benefits

- Reimbursable Expenses (still need updating)

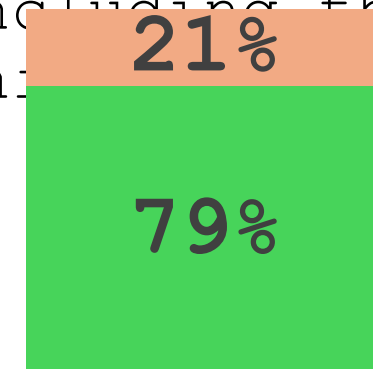


Fire

2025 Goals

More Volunteers
Pre-Fire Plan
Inspection Revenue
Training
Regional
Collaboration

- \$1,400,340 budget in the General Fund
 - WCIA insurance \$91,774
 - Dispatch Services \$75,230
- 7 FTEs including the Chief and Captain



■ Salaries and Benefits ■ Other

Parks, Aquatics, and Recreation

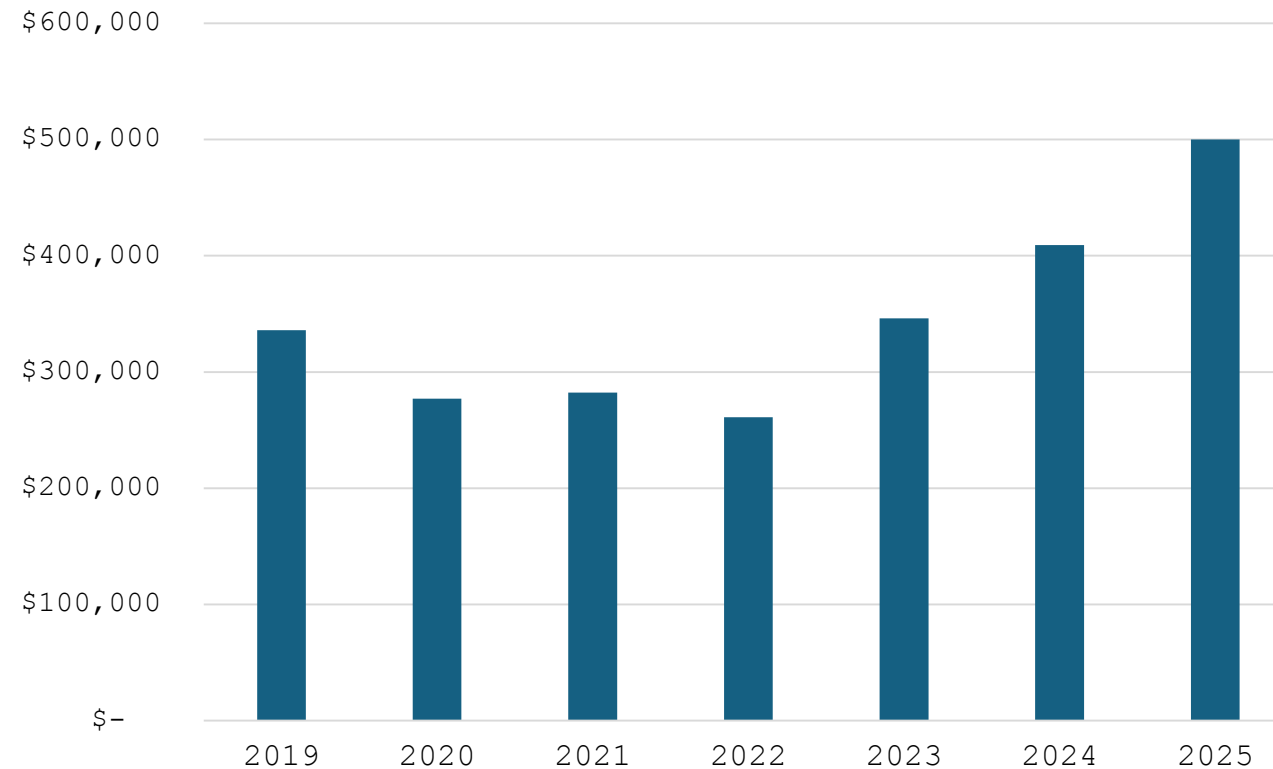
- \$634,166 budget in the General Fund
 - \$70,000 reduction from 2024 budget in salaries, overtime, program costs
- Parks, Toppenish Pool, Soccer League and other Programs, Beautification efforts, Old Glory Plaza Flag and Flagpole



■ Recreation ■ Aquatics ■ Parks

Municipal Court

- \$500,000 budget in the General Fund



*2024 is through October

Planning and Community Development

- \$465,052 budget in the General Fund
 - Includes Planning, Development, and Code Enforcement

2025 Goals

2026 Comprehensive Plan

Public Engagement

Municipal Code

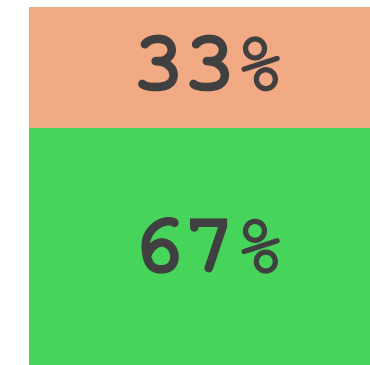
Updates

Application

Procedures

Pre-Application

Process



■ Salaries and Benefits ■ Other

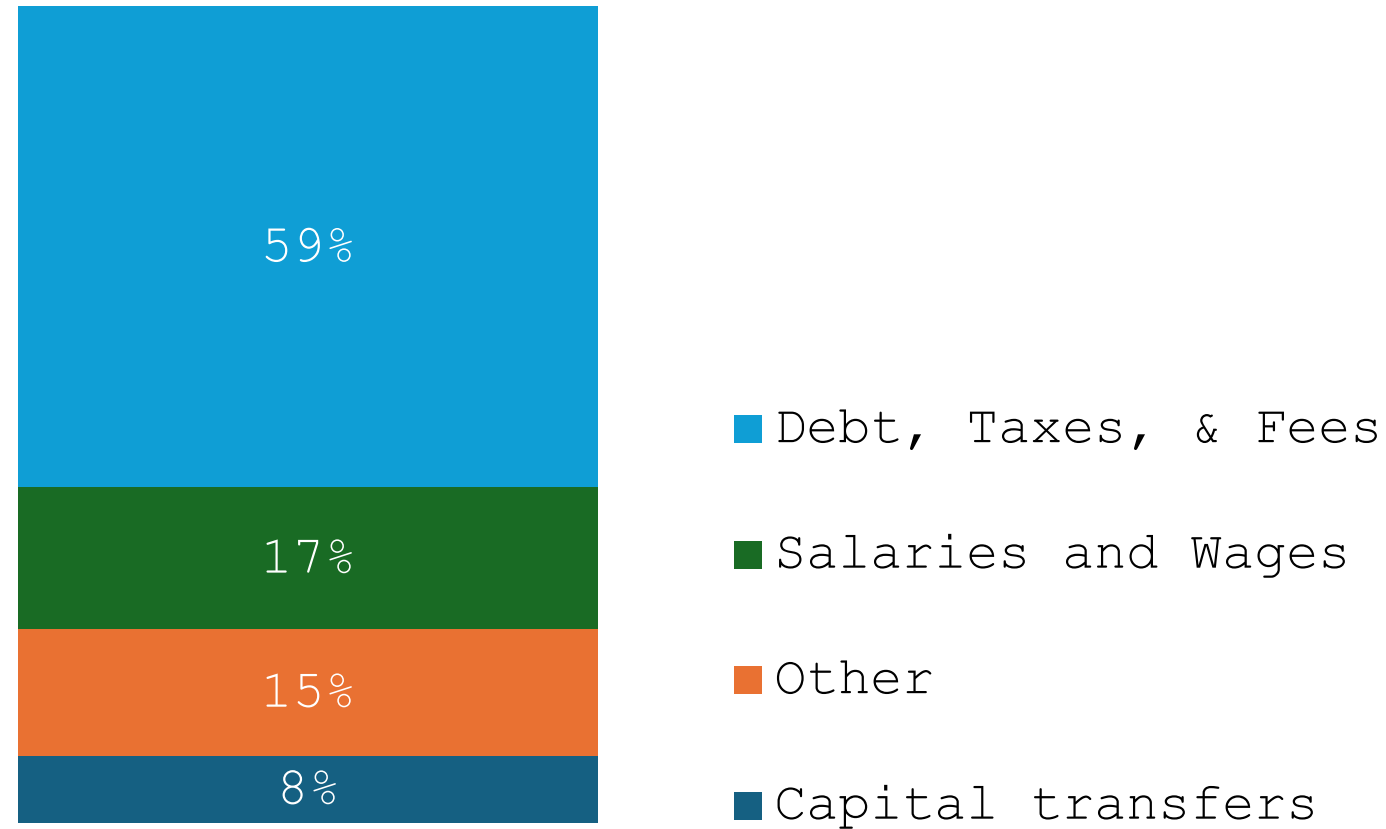
Public Works

- Street \$486,238
- Cemetery \$225,397
- Water \$2,882,643
- Wastewater \$3,645,284
- Solid Waste \$1,418,952

2025 Goals

Jackson/Juniper
Fleet Management
Vehicle Replacement
WWTP
Upgrades/Repairs
Water Reservoir
Inspections
Street Preservation
Program

Public Works – Utility Funds





Request for Council Action

Agenda Bill No.: 24-072

Meeting Date: November 4, 2024

Subject: 2025 CQC Scholarship Application for Toppenish High School Students

Attachments:

1. Flyer
2. News Release
3. Scholarship application
4. CQC guidelines and timeline
5. Social media Post

Presented by: Mayor Elpidia Saavedra

Approved for Agenda by: Dan Ford, City Manager

Discussion :

2025 CQC Scholarship Application for Toppenish High School Students

Select Nomination Committee members

1. The committee will consist of Mayor, Mayor Pro Tem, and 1 council member.
2. Select nominations committee council member on 11/4/2024.
3. Post CQC Scholarship application on City's website and social media, distribute flyers (high school and college counselors) 11/5/2024.

Scholarship Application Process

4. Open scholarship application to Toppenish High School students on 11/5/2024.
5. Scholarship application must include a letter of recommendation from a non-relative.
6. The application deadline for students is December 13, 2024 (11:59pm).
7. Review applications from December 16-17th.
8. Select 3 applicants on 12/31/24 (Date agreed on by nomination committee)
9. Invite the 3 nominated candidates to the Study session meeting January 6th, 2025
10. Select 1 of the nominated candidates 1/6/2025.
11. Create letter of support for the nominated student.
12. City Nominations are due to the Center for Quality communities by 1/27/2025.
13. Upload application, student's letter of recommendation and city letter of support on the website: [2025 AWC CQC Scholarship nomination form](#)
14. Spring 2025- Scholarship recipients announced.

15. Nominee will receive a stipend to attend the AWC Annual Conference.

16. June 26, 2025 CQC luncheon at AWC Annual Conference in Kennewick WA.

Website Link: [Scholarships](#)

Fiscal Impact: None

Recommendation: Select Committee members.

Nomination committee will need to pick a date to select candidates, and send notices to each candidate. Send specific instructions to nominee on what they will be expected to do at the study session.

Alternatives: 1) Do not adopt. 2) Forward to Study Session for further review.

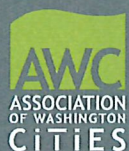
Scholarships for student leaders!

2025

The AWC Center for Quality Communities is awarding up to **three \$3,000 scholarships** to civic-minded Washington student leaders.



- Check with your city to find out when applications are due.
- Your city will review applications and select a student to nominate.
- Scholarship recipients will be announced in Spring 2025.
- Apply now! Scan the QR code for more information.



What is AWC?

Founded in 1933, the Association of Washington Cities (AWC) is a private, nonprofit, nonpartisan corporation that represents Washington's cities. AWC's mission is to serve our members through advocacy, education, and services.

For more information visit wacities.org.



AWC Center for Quality Communities

What is CQC?

The AWC Center for Quality Communities (CQC) is a 501(c)(3) partner to AWC that promotes municipal leadership development and civic engagement in student leaders.

For more information, visit us at wacities.org/cqc-home.



NEWS RELEASE

**Media contact
Sean Davido**

The City of Toppenish seeks applicants for AWC Center for Quality Communities scholarship

The City of Toppenish is now accepting applications for the Association of Washington Cities (AWC) Center for Quality Communities (CQC) scholarship. The scholarship is available through a statewide competitive process for high school seniors who are active in leadership in their city government, community, or school and plan to pursue post-secondary education in fall 2025.

CQC is awarding up to three \$3,000 scholarships in 2025. Scholarship recipients also receive a travel stipend to attend AWC's Annual Conference in Kennewick, Washington, in June 2025.

To be eligible, a student must be:

- A Washington resident;
- Graduating from high school, completing homeschooling, or receiving a GED in spring/summer 2025;
- Planning to continue their education at an accredited college or trade school in the 2025-2026 academic year on at least a half-time basis; and
- Active in leadership in their city government, community, or school.

Information and application materials can be found on the city website: [www.toppenish](http://www.toppenish.gov).gov or the CQC website (<https://wacities.org/cqc-home/scholarships>). Completed applications are due to the city no later than **December 13th, 2024**.

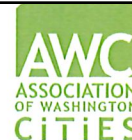
Submit completed application and materials to:

Email:
Subject: Scholarship Application
Attention: Elvia Cisneros
Elvia.Cisneros@cityoftoppenish.us

Mail to: City of Toppenish
Attention: Elvia Cisneros
21 West 1st Avenue
Toppenish, WA 98948

Contact Elvia Cisneros, Elvia.Cisneros@cityoftoppenish.us, 509-865-6319 Ext 1021 with any questions.

The AWC Center for Quality Communities is a 501(c)(3) partner with the nonprofit Association of Washington Cities. The Center's goal is to help residents understand the important role cities and towns play in Washington. The Center promotes municipal leadership development and civic engagement and works to support students who demonstrate community leadership and commitment to their city. We believe in growing leaders and healthy, resilient quality communities.



2025 scholarship application

The AWC Center for Quality Communities (CQC) offers scholarships to graduating high school students. Student applications must be submitted to their respective city. City nominations must be submitted through the AWC Center for Quality Communities website at cfqc.org no later than **January 27, 2025**.

Note: Application can be saved and completed as a fillable PDF.

1	First name: _____ Last name: _____ Pronouns: _____	
2	Mailing address Street/P.O. Box: _____ City: _____ State: _____ Zip: _____	
3	Best phone number to reach you: _____ Email: _____	
4	Current high school: _____ If home-schooled, please check box: ☐ If GED, please indicate date received or expected: _____	Number of years attended _____
5	Have you been accepted into an accredited post-secondary program or college for the 2025-26 school year? ☐ Yes ☐ No If yes, please provide institution name(s): _____ If not, please indicate the name of the institution(s) you are applying to: _____ Proof of student enrollment from the school is required prior to the release of funds .	
6	Career goals (please be specific): _____ _____ _____	
7	Contact information of parent(s) or legal guardian(s) Name(s): _____ Address: _____ City: _____ State: _____ Zip: _____ Primary phone: _____ Email address: _____	

8

Please describe your financial need. Include any financial aid you expect to receive and/or any circumstances that would help the committee understand your financial situation.

9

List your city, community, and civic involvement activities. **(No additional materials will be accepted.)**

10

List your school involvement and any academic honors and awards. **(No additional materials will be accepted.)**

Personal essay

Write a concise essay in response to the following question. Please limit the length to 700 words or less.

Good leaders can guide and help others through both good and challenging times. This requires high standards of responsibility, empathy, and cooperation. Share a leadership experience you've had in serving your community, school, or family that has helped you understand the perspectives, motivations, and desires of people different from you. How has this experience, along with your civics education, helped you become a more effective leader?

12

Statement of accuracy

- ☐ I hereby affirm that all of the information provided above is true and correct to the best of my knowledge.
- ☐ I agree that the scholarship funds will be sent directly to the educational institution.
- ☐ I agree that if I don't use the funds awarded to me by May 31, 2026, they will be returned to the scholarship fund.
- ☐ I understand that if chosen as a scholarship recipient, I must provide evidence of enrollment/registration at an accredited post-secondary institution of my choice before scholarship funds can be awarded.

Signature of scholarship applicant: _____ **Date:** _____

Release and consent

The purpose of this form is to request permission to share your scholarship application with requesting Washington state academic institutions for the purpose of determining eligibility for other scholarship opportunities, and if selected as a scholarship recipient, to use your photo/image and name in our scholarship program materials, website, and/or social media as part of the AWC Center for Quality Communities.

If you or your parent or guardian wish to rescind this agreement and remove your information or photo, you may do so at any time by sending an email to the AWC Center for Quality Communities at cqc@awcnet.org. Such rescission will take effect upon receipt by the AWC Communications department.

Nothing herein shall constitute any obligation on the part of the AWC Center for Quality Communities to make any use of any of the materials or rights granted.

Use of photo/image and name**Initials**

If selected as a scholarship recipient, I grant permission for my (or my child's) photo/image and name to be used in connection with the AWC Center for Quality Communities scholarship program materials, website, and/or social media, including any and all uses of video and any portraits, still pictures, or other photographic reproductions and sound recordings in which I (or my child) may be portrayed.

Share information with academic institutions**Initials**

I grant permission for my (or my child's) scholarship application to be shared with requesting Washington state academic institutions for the purpose of determining eligibility for other scholarship opportunities.

I do not grant permission for my (or my child's) scholarship application to be shared with requesting Washington state academic institutions for the purpose of determining eligibility for other scholarship opportunities.

I hereby grant permission and execute this release as of the date and year below.

Signature

 Signature of parent or guardian
(required for minors under 18 years of age)

Printed name

Relationship to minor

Date

14

Applicant checklist (Send completed application packet to city for consideration):

- ☐ Complete sections 1-14
- ☐ Sign sections 12-13
- ☐ Attach a letter of recommendation

Note:

Must be in good academic standing.
Must be eligible to graduate spring/summer 2025.



AWC Center for Quality Communities (/cqc-home)

Scholarships (/cqc-home/scholarships)

Scholarship recipients (/cqc-home/scholarship-recipients)

About CQC (/cqc-home/about-cqc) Donate (/cqc-home/donate)

WA-CELI (/cqc-home/WA-CELI) Media releases (/cqc-home/media-releases)

CQC home (/cqc-home) / Scholarships

The 2025 AWC Center for Quality Communities scholarship cycle is now open.

The AWC Center for Quality Communities (CQC) scholarship supports high school seniors who are active in leadership in their city government, community, or school and plan to pursue post-secondary education.

Each year, all of Washington's 281 cities and towns can recruit scholarship applicants. Each jurisdiction can nominate **one** graduating high school senior. This is a great way to recognize the youth in your community who have made a positive contribution to your city.

Up to three \$3,000 scholarships are being offered in 2025.

Scholarship recipients also receive a travel stipend to attend AWC's Annual Conference in Kennewick, Washington, in June 2025.

2025 CQC scholarship timeline

October 30, 2024	Scholarship application period opens
November 20, 2024	Q&A session (for cities/towns only): Learn more about the scholarship process
November 2024 – January 2025	City outreach to students & application review <i>(Students: Check with your city for your local application deadline.)</i>
January 27, 2025	Deadline for cities to nominate a student to CQC
February – March 2025	Review of city nominees by CQC Scholarship Selection Committee
Spring 2025	Scholarship recipients announced
June 26, 2025	CQC luncheon at AWC Annual Conference in Kennewick, WA

About the AWC Center for Quality Communities scholarship



The AWC Center for Quality Communities scholarship is supported by individuals who are passionate about inspiring and recognizing youth leadership in municipal government. The AWC CQC is pleased to have awarded 74 scholarships to date, resulting in over \$139,000 of funding as of 2024. Learn about our previous scholarship recipients (</cqc-home/scholarship-recipients>).

Donate now! (</cqc-home/donate>)

Students: How to apply

Each city or town can nominate **one** graduating high school senior for a Center for Quality Communities scholarship. The nominee recruitment and selection process happens through your city. **Check with your city to find out the local deadline for students to apply.**

City nominations are due to the Center for Quality Communities by **January 27, 2025.**

Eligibility

Students interested in consideration for the Center for Quality Communities scholarship must be:

- Active in community leadership and civic service through city government, community groups, or school;
- Eligible to earn a high school diploma, homeschool diploma, or GED in spring/summer 2025;
- Planning to continue education in the 2025-26 academic year at an accredited college or trade school at least half-time; and
- A Washington state resident.

Interested in applying?

- Contact your city. Information may be posted on your city's website, or you can reach out to your mayor's office for more details. Be sure to find out your local deadline to apply.
- Complete the Center for Quality Communities scholarship application:
 - 2025 CQC scholarship application (/docs/default-source/cqc-docs/cfqcappplication.pdf?sfvrsn=eac2254f_9) (**first-time applicant**)

only)

- Include a letter of recommendation from a nonrelative.
- Submit your application to your city/town by your local deadline.
- Your city will select a nominee to forward to the AWC Center for Quality Communities for consideration.
- **Scholarship recipients will be notified in Spring 2025.**
 - Note: If you are selected as a recipient, you will be asked to provide a photo to be used to help promote the scholarship program via program materials, website, and/or social media.

Cities: How to nominate students

The 2025 application period is now open. City nominations are due to the CQC by January 27, 2025.

Any of Washington's 281 cities and towns can recruit scholarship applicants. Each jurisdiction can nominate **one** graduating high school senior.

Learn more at a Q&A session

November 20 | Online

Interested in nominating a local student leader for the CQC scholarship? Join this Q&A session to hear more about the scholarship program, tips from those who have participated in the past, and how you can identify talented and engaged students in your community. (This online meeting is for AWC member cities and towns only.) Register now

(<https://wacities.zoom.us/meeting/register/tZMlduqpqzsJHNJ4VirPQ4U6myPpgeYp-HT#/registration>).

How do you recruit, select, and nominate?

Cities and towns are important partners in the selection process. Here's how you do your part:

- Each city decides how it wants to select a local nominee. For example, you might:
 - Recruit from active city volunteers, youth representatives, or youth council members.
 - Make it a competitive process, open to the community at large.
 - Open the application to those in the local school district, or limit your recruitment to city residents only.
 - It's your choice, and you are encouraged to select a model that works best for your city.
- Set a local application deadline, keeping in mind that the city nomination is due on January 27, 2025.
- Publicize the scholarship and local deadline. See the “tips for cities” section below for ideas and resources to help you get the word out (flyer (/docs/default-source/cqc-docs/cqcscholarshipflyer.pdf?sfvrsn=77b32a4f_2), sample press release (/docs/default-source/cqc-docs/recruitmentpressrelease.docx?sfvrsn=4ac5254f_14), sample social media posts (/docs/default-source/cqc-docs/samplesocialmediaposts.docx?sfvrsn=4792284f_1), etc.).
- Review the student applications and select one student to nominate for the CQC scholarship.
- Write a letter of support for the nominee.
- Submit your city's nominee to the Center for Quality Communities no later than Monday, January 27, 2025.
 - Use the online CQC scholarship nomination form (https://awc.co1.qualtrics.com/jfe/form/SV_74msPffChn7pRv8)
 - Upload the student's application, letter of recommendation, and your letter of support.

Note: Student nominees who are applying to the University of Washington are eligible for consideration for the UW Presidential Scholars Program (<https://www.washington.edu/presidentialscholarship/>). CQC will forward those applicants to UW – neither the city nor the student needs to take any action.

2025 application checklists

Student applicant checklist:

- 2025 CQC scholarship application (/docs/default-source/cqc-docs/cfqapplication.pdf?sfvrsn=eac2254f_9)
- Letter of recommendation from a nonrelative

City/town checklist:

- 2025 CQC scholarship nomination form
(https://awc.co1.qualtrics.com/jfe/form/SV_74msPffChn7pRv8)
- Student's letter of recommendation
- City/town letter of support

Tips for cities

Ideas to help with your community's scholarship process

Organize

- Review the Center for Quality Communities scholarship information (eligibility, process, timeline, etc.).
- Identify a city contact who will receive the scholarship applications.
- Set a local application deadline.

Determine local eligibility criteria

Each city can decide its local eligibility requirements. Consider the following:

- Is the scholarship limited to students living within city limits?
- Is the scholarship limited to active volunteers in city programs, or does it extend to school and community leadership activities?
- Do you want to partner with your local schools or service organizations to publicize the scholarship and recruit applicants?

Outreach – How do you want to spread the word?

Community-wide recruitment:

- Post information on your website.
- Include details in city publications.
- Send information to your local media. Sample press release (/docs/default-source/cqc-docs/recruitmentpressrelease.docx?sfvrsn=4ac5254f_14)
- Share on social media. Sample language and image (/docs/default-source/cqc-docs/samplesocialmediaposts.docx?sfvrsn=4792284f_1)
- Print and distribute flyers (/docs/default-source/cqc-docs/cqcscholarshipflyer.pdf?sfvrsn=77b32a4f_2) at city hall, local libraries, and community centers.
- Share flyers with college counselors at local high schools, nonprofits, and community groups.
- Promote through your local youth council.
- Announce the scholarship opportunity at community meetings and service clubs.

Recruiting from city volunteers:

- Post information in city hall.
- Advertise through city staff who work with student volunteers or high school students.
- Send information directly to student volunteers.
- Personally recruit student volunteers.

Working directly with local high schools:

- Send scholarship information and flyers (/docs/default-source/cqc-docs/cqcscholarshipflyer.pdf?sfvrsn=77b32a4f_2) to local high school college counselors.
- Encourage the school newspaper to help publicize the scholarship.

Nominations

Get your team organized.

- Name a selection committee to review the applications and select a scholarship nominee.
- Before reviewing applications, be sure to confirm that each applicant meets the scholarship eligibility criteria.

Select a nominee

Now comes the fun part!

- Review the student applications and select one student to nominate.
- Write a letter of support for your nominee.
- Submit your student nomination to the CQC through this online nomination form (https://awc.co1.qualtrics.com/jfe/form/SV_74msPffChn7pRv8) no later than **January 27, 2025**.

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social media posts

Calling City of Toppenish student leaders! We are now accepting applications for the @AWCities Center for Quality Communities (CQC) scholarship.

The City of Toppenish will select one graduating high school student to nominate for a \$3,000 CQC scholarship. Learn more and submit your application to the city by December 13, 2024 11:59pm.

<https://wacities.org/cqc-home/scholarships>

