

City of Richland

Classification, Pay Grades and Salaries for Unaffiliated Employees

(Alphabetical)

Effective December 28, 2015

Classification Title	Classification		FLSA	Status	Non-Match		2016		
	Status	EEO-4 Group Status			Def. Comp	Pay Grade	Minimum	Midpoint	Maximum
Accountant	Classified	Professionals	Professional		1%	7510	\$29.12	\$36.40	\$43.68
Accounting Clerk I	Classified	Admin Support Workers	Non-Exempt			7503	\$14.96	\$18.70	\$22.44
Accounting Clerk II	Classified	Admin Support Workers	Non-Exempt			7504	\$16.43	\$20.54	\$24.65
Accounting Specialist	Classified	Admin Support Workers	Non-Exempt			7505	\$18.05	\$22.56	\$27.08
Administrative Assistant	Classified	Admin Support Workers	Admin.		1%	7508	\$24.07	\$30.08	\$36.10
Administrative Operations Coordinator	Classified	Admin Support Workers	Executive		1%	7508	\$24.07	\$30.08	\$36.10
Administrative Services Director	Unclassified	Exec/Senior Offs & Mgrs.	Executive		4%	7620	\$45.24	\$56.56	\$67.87
Administrative Specialist	Classified	Admin Support Workers	Non-Exempt			7507	\$21.90	\$27.37	\$32.85
Assistant City Manager	Unclassified	Exec/Senior Offs & Mgrs.	Executive		4%	7610	\$41.87	\$52.34	\$62.81
BCES Communications Manager	Unclassified	First/Mid Offs & Mgrs.	Executive		3%	7512	\$35.23	\$44.04	\$52.85
BCES Communications Supervisor	Classified	First/Mid Offs & Mgrs.	Executive		1%	7509	\$26.50	\$33.12	\$39.74
BCES Emergency Management Manager	Unclassified	First/Mid Offs & Mgrs.	Executive		3%	7511	\$32.05	\$40.06	\$48.07
BCES Emergency Planner I	Classified	Professionals	Non-Exempt			7505	\$18.05	\$22.56	\$27.08
BCES Emergency Planner II	Classified	Professionals	Non-Exempt			7506	\$19.88	\$24.85	\$29.82
BCES Emergency Planner III	Classified	Professionals	Non-Exempt			7507	\$21.90	\$27.37	\$32.85
BCES Information Systems Manager	Unclassified	First/Mid Offs & Mgrs.	Executive		3%	7513	\$38.77	\$48.47	\$58.16
BCES Technical Systems Coordinator	Classified	Technicians	Non-Exempt			7509	\$26.50	\$33.12	\$39.74
Block Grant Coordinator	Classified	Professionals	Admin.		1%	7509	\$26.50	\$33.12	\$39.74
Building Inspection Supervisor	Classified	Professionals	Executive		1%	7511	\$32.05	\$40.06	\$48.07
Building Inspector	Classified	Professionals	Non-Exempt			7508	\$24.07	\$30.08	\$36.10
Building Permit Expediter	Classified	Admin Support Workers	Non-Exempt			7506	\$19.88	\$24.85	\$29.82
Business Services Manager	Unclassified	First/Mid Offs & Mgrs.	Executive		3%	7513	\$38.77	\$48.47	\$58.16
Buyer I	Classified	Professionals	Non-Exempt			7505	\$18.05	\$22.56	\$27.08
Buyer II	Classified	Professionals	Non-Exempt			7507	\$21.90	\$27.37	\$32.85
Cable Communications Coordinator	Classified	Technicians	Non-Exempt			7508	\$24.07	\$30.08	\$36.10
Cable Production Assistant	Classified	Technicians	Non-Exempt			7505	\$18.05	\$22.56	\$27.08
Chief Electrical Engineer	Unclassified	First/Mid Offs & Mgrs.	Executive		3%	7515	\$46.93	\$58.67	\$70.40
City Attorney	Unclassified	Exec/Senior Offs & Mgrs.	Executive		4%	7515	\$46.93	\$58.67	\$70.40
City Clerk	Classified	Professionals	Executive		1%	7510	\$29.12	\$36.40	\$43.68
City Manager	Unclassified	Exec/Senior Offs & Mgrs.	Executive		<i>By Contract</i>	7650	\$57.01	\$71.26	\$85.52
Civil Engineer I	Classified	Professionals	Non-Exempt			7509	\$26.50	\$33.12	\$39.74
Civil Engineer II	Classified	Professionals	Professional		1%	7511	\$32.05	\$40.06	\$48.07

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Clerical Assistant	Classified	Admin Support Workers	Non-Exempt		7502	\$13.59	\$16.99	\$20.39
Code Enforcement Officer	Classified	Service Worker	Non-Exempt		7507	\$21.90	\$27.37	\$32.85
Communications & Marketing Manager	Unclassified	First/Mid Offs & Mgrs.	Executive	3%	7511	\$32.05	\$40.06	\$48.07
Communications & Marketing Specialist	Classified	Professionals	Non-Exempt		7508	\$24.07	\$30.08	\$36.10
Community Development Director	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%	7620	\$45.24	\$56.56	\$67.87
Crime Analyst	Classified	Technicians	Non-Exempt		7508	\$24.07	\$30.08	\$36.10
Customer Service Representative	Classified	Admin Support Workers	Non-Exempt		7505	\$18.05	\$22.56	\$27.08
Customer Service Supervisor	Classified	Admin Support Workers	Executive	1%	7511	\$32.05	\$40.06	\$48.07
Deputy City Clerk	Classified	Admin Support Workers	Non-Exempt		7507	\$21.90	\$27.37	\$32.85
Development Services Manager	Unclassified	First/Mid Offs & Mgrs.	Executive	3%	7512	\$35.23	\$44.04	\$52.85
Economic Development Manager	Unclassified	First/Mid Offs & Mgrs.	Executive	3%	7513	\$38.77	\$48.47	\$58.16
Electrical Distribution Engineer I	Classified	Professionals	Professional	1%	7511	\$32.05	\$40.06	\$48.07
Electrical Distribution Engineer II	Classified	Professionals	Professional	1%	7513	\$38.77	\$48.47	\$58.16
Electrical Engineering Specialist	Classified	Technicians	Non-Exempt		7508	\$24.07	\$30.08	\$36.10
Electrical Systems Supervisor	Classified	First/Mid Offs & Mgrs.	Executive	1%	7512	\$35.23	\$44.04	\$52.85
Energy Engineer I	Classified	Professionals	Non-Exempt		7508	\$24.07	\$30.08	\$36.10
Energy Engineer II	Classified	Professionals	Professional	1%	7509	\$26.50	\$33.12	\$39.74
Energy Policy Specialist	Classified	Professionals	Professional	1%	7511	\$32.05	\$40.06	\$48.07
Energy Services Director	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%	7640	\$52.79	\$65.99	\$79.18
Energy Specialist	Classified	Professionals	Admin.	1%	7509	\$26.50	\$33.12	\$39.74
Engineering Aide	Classified	Technicians	Non-Exempt		7503	\$14.96	\$18.70	\$22.44
Engineering Technician I	Classified	Technicians	Non-exempt		7505	\$18.05	\$22.56	\$27.08
Engineering Technician II	Classified	Technicians	Non-Exempt		7507	\$21.90	\$27.37	\$32.85
Engineering Technician III	Classified	Technicians	Non-Exempt		7509	\$26.50	\$33.12	\$39.74
Engineering Technician IV	Classified	Technicians	Professional	1%	7510	\$29.12	\$36.40	\$43.68
Environmental Education Coordinator	Classified	Admin Support Workers	Non-Exempt		7508	\$24.07	\$30.08	\$36.10
Equipment Maintenance Supervisor	Classified	First/Mid Offs & Mgrs.	Executive	1%	7510	\$29.12	\$36.40	\$43.68
Evidence Technician	Classified	Technicians	Non-Exempt		7506	\$19.88	\$24.85	\$29.82
Executive Assistant	Classified	Admin Support Workers	Non-Exempt		7506	\$19.88	\$24.85	\$29.82
Finance Director	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%	7610	\$41.87	\$52.34	\$62.81
Fire & Emergency Services Director	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%	7620	\$45.24	\$56.56	\$67.87
Fire Administrative Coordinator	Classified	Admin Support Workers	Executive	1%	7508	\$24.07	\$30.08	\$36.10

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GIS/CADD Technician	Classified	Technicians	Non-Exempt		7508	\$24.07	\$30.08	\$36.10
Hanford Project Manager	Unclassified	First/Mid Offs & Mgrs.	Admin.	3%	7513	\$38.77	\$48.47	\$58.16
Housing Resources Specialist	Classified	Professionals	Non-Exempt		7508	\$24.07	\$30.08	\$36.10
Human Resources Assistant	Classified	Admin Support Workers	Non-Exempt		7505	\$18.05	\$22.56	\$27.08
Human Resources Director	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%	7610	\$41.87	\$52.34	\$62.81
Human Resources Generalist	Classified	Professionals	Professional	1%	7510	\$29.12	\$36.40	\$43.68
Human Resources Specialist	Classified	Professionals	Non-Exempt		7508	\$24.07	\$30.08	\$36.10
Information Technology Manager	Unclassified	First/Mid Offs & Mgrs.	Executive	3%	7514	\$42.64	\$53.30	\$63.96
IT Applications Developer/Integrator	Classified	Professionals	Professional	1%	7511	\$32.05	\$40.06	\$48.07
IT Applications Supervisor	Classified	First/Mid Offs & Mgrs.	Executive	1%	7513	\$38.77	\$48.47	\$58.16
IT Business Analyst	Classified	Professionals	Professional	1%	7511	\$32.05	\$40.06	\$48.07
IT Customer Service Supervisor	Classified	First/Mid Offs & Mgrs.	Executive	1%	7512	\$35.23	\$44.04	\$52.85
IT Customer Service Technician I	Classified	Technicians	Non-Exempt		7509	\$26.50	\$33.12	\$39.74
IT Customer Service Technician II	Classified	Technicians	Non-Exempt		7510	\$29.12	\$36.40	\$43.68
IT Network Administrator	Classified	Professionals	Professional	1%	7511	\$32.05	\$40.06	\$48.07
IT Operations Supervisor	Classified	First/Mid Offs & Mgrs.	Executive	1%	7513	\$38.77	\$48.47	\$58.16
IT Systems Administrator	Classified	Professionals	Professional	1%	7511	\$32.05	\$40.06	\$48.07
Land Surveyor I	Classified	Professionals	Non-Exempt		7508	\$24.07	\$30.08	\$36.10
Land Surveyor II	Classified	Professionals	Executive	1%	7510	\$29.12	\$36.40	\$43.68
Legal Assistant	Classified	Admin Support Workers	Non-Exempt		7507	\$21.90	\$27.37	\$32.85
Librarian I	Classified	Professionals	Professional	1%	7507	\$21.90	\$27.37	\$32.85
Librarian II	Classified	Professionals	Professional	1%	7509	\$26.50	\$33.12	\$39.74
Library Assistant I	Classified	Admin Support Workers	Non-Exempt		7501	\$12.34	\$15.43	\$18.51
Library Assistant II	Classified	Admin Support Workers	Non-Exempt		7503	\$14.96	\$18.70	\$22.44
Library Assistant III	Classified	Admin Support Workers	Non-Exempt		7505	\$18.05	\$22.56	\$27.08
Library Manager	Unclassified	First/Mid Offs & Mgrs.	Executive	3%	7511	\$32.05	\$40.06	\$48.07
Library Page	Classified	Admin Support Workers	Non-Exempt		7200	\$9.62	\$12.03	\$14.43
Library Supervisor	Classified	First/Mid Offs & Mgrs.	Executive	1%	7508	\$24.07	\$30.08	\$36.10
Library Technical Support Specialist	Classified	Technicians	Non-Exempt		7506	\$19.88	\$24.85	\$29.82
Mail Clerk	Classified	Admin Support Workers	Non-Exempt		7501	\$12.34	\$15.43	\$18.51
Marketing Specialist	Classified	Professionals	Non-Exempt		7509	\$26.50	\$33.12	\$39.74
Parks & Public Fac. Planning & Cap. Proj. Mgr.	Unclassified	First/Mid Offs & Mgrs.	Executive	3%	7511	\$32.05	\$40.06	\$48.07

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Parks & Public Facilities Director	Unclassified	Exec/Senior Offs & Mgrs.	Executive		4%	7610	\$41.87	\$52.34	\$62.81
Parks & Public Facilities Supervisor	Classified	First/Mid Offs & Mgrs.	Executive		1%	7510	\$29.12	\$36.40	\$43.68
Parks & Rec. Program & Facility Manager	Unclassified	First/Mid Offs & Mgrs.	Executive		3%	7511	\$32.05	\$40.06	\$48.07
Parks & Recreation Aide	Classified	Admin Support Workers	Non-Exempt			7200	\$9.62	\$12.03	\$14.43
Parks & Recreation Assistant	Classified	Admin Support Workers	Non-Exempt			7506	\$19.88	\$24.85	\$29.82
Parks & Recreation Coordinator	Classified	Admin Support Workers	Executive		1%	7508	\$24.07	\$30.08	\$36.10
Parks & Recreation Planner	Classified	Professionals	Admin.		1%	7510	\$29.12	\$36.40	\$43.68
Parks & Recreation Senior Planner	Classified	Professionals	Professional		1%	7511	\$32.05	\$40.06	\$48.07
Payroll Specialist	Classified	Professionals	Non-Exempt			7508	\$24.07	\$30.08	\$36.10
Permit Technician	Classified	Technicians	Non-Exempt			7505	\$18.05	\$22.56	\$27.08
Planner	Classified	Professionals	Non-Exempt			7509	\$26.50	\$33.12	\$39.74
Plans Examiner/Permit Specialist	Classified	Professionals	Non-Exempt			7510	\$29.12	\$36.40	\$43.68
Police Captain ⁽¹⁾	Unclassified	First/Mid Offs & Mgrs.	Executive		3%	7512	\$35.23	\$44.04	\$52.85
Police Lieutenant ⁽¹⁾	Classified	First/Mid Offs & Mgrs.	Executive		3%	7511	\$32.05	\$40.06	\$48.07
Police Records Supervisor	Classified	First/Mid Offs & Mgrs.	Executive		1%	7509	\$26.50	\$33.12	\$39.74
Police Services Director	Unclassified	Exec/Senior Offs & Mgrs.	Executive		4%	7620	\$45.24	\$56.56	\$67.87
Power Operations Supervisor	Classified	First/Mid Offs & Mgrs.	Executive		1%	7512	\$35.23	\$44.04	\$52.85
Printer	Classified	Admin Support Workers	Non-Exempt			7504	\$16.43	\$20.54	\$24.65
Project Assistant	Classified	Technicians	Non-Exempt			7505	\$18.05	\$22.56	\$27.08
Public Works Administration Supervisor	Classified	First/Mid Offs & Mgrs.	Executive		1%	7509	\$26.50	\$33.12	\$39.74
Public Works Capital Projects Manager	Unclassified	First/Mid Offs & Mgrs.	Executive		3%	7513	\$38.77	\$48.47	\$58.16
Public Works Director	Unclassified	Exec/Senior Offs & Mgrs.	Executive		4%	7620	\$45.24	\$56.56	\$67.87
Purchasing Manager	Unclassified	First/Mid Offs & Mgrs.	Executive		3%	7512	\$35.23	\$44.04	\$52.85
Redevelopment Project Manager	Classified	Professionals	Professional		1%	7511	\$32.05	\$40.06	\$48.07
Risk Management & Safety Administrator	Classified	Professionals	Professional		1%	7510	\$29.12	\$36.40	\$43.68
Senior Planner	Classified	Professionals	Professional		1%	7511	\$32.05	\$40.06	\$48.07
Solid Waste Collection Supervisor	Classified	First/Mid Offs & Mgrs.	Executive		1%	7510	\$29.12	\$36.40	\$43.68
Solid Waste Manager	Unclassified	First/Mid Offs & Mgrs.	Executive		3%	7511	\$32.05	\$40.06	\$48.07
Special Appointee I	Classified	Admin Support Workers	Non-Exempt	<i>With City Manager Approval</i>					
Special Appointee II	Classified	Professionals	Exempt	<i>With City Manager Approval</i>					
Special Investigator	Classified	Professionals	Non-Exempt			7250	\$43.42	\$54.27	\$65.13
Streets Supervisor	Classified	First/Mid Offs & Mgrs.	Executive		1%	7510	\$29.12	\$36.40	\$43.68

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Classification Title	Classification		FLSA Status	Non-Match Def. Comp	Pay Grade	2016		
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Support Specialist	Classified	Admin Support Workers	Non-Exempt		7505	\$18.05	\$22.56	\$27.08
Traffic Engineer	Classified	Professionals	Professional	1%	7510	\$29.12	\$36.40	\$43.68
Transportation & Development Mgr.	Unclassified	First/Mid Offs & Mgrs.	Executive	3%	7513	\$38.77	\$48.47	\$58.16
Waste Water Maintenance Supervisor	Classified	First/Mid Offs & Mgrs.	Executive	1%	7510	\$29.12	\$36.40	\$43.68
Waste Water/Storm Water Manager	Unclassified	First/Mid Offs & Mgrs.	Executive	3%	7511	\$32.05	\$40.06	\$48.07
Water Maintenance Supervisor	Classified	First/Mid Offs & Mgrs.	Executive	1%	7510	\$29.12	\$36.40	\$43.68
Water Manager	Unclassified	First/Mid Offs & Mgrs.	Executive	3%	7511	\$32.05	\$40.06	\$48.07

(1) With the approval of the Police Services Director, the Police Captains and Police Lieutenants may receive an eight percent (8%) base pay differential as Certification Pay for obtaining a Career Level Certification (CLC) Middle Management Level. In addition, Police Captains and Police Lieutenants may receive Education Incentive Pay of five percent (5%) for AA Degree or ten percent (10%) for BA Degree in job related fields of Police Science and Law Enforcement, Political Science, Business Administration, etc.