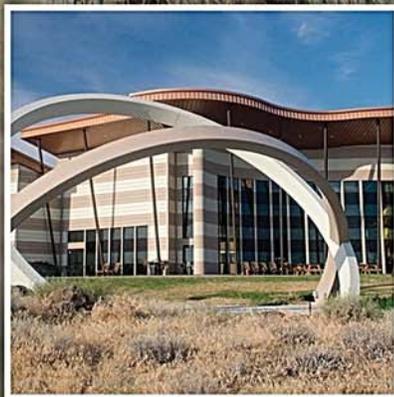


2017 CITY OF RICHLAND, WASHINGTON CITY MANAGER'S PROPOSED BUDGET

PRESENTED SEPTEMBER 30, 2016



UPDATED: 10/18/16



2017 CITY MANAGER’S PROPOSED BUDGET

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CITY OF RICHLAND: “2017 Budget”

October 18, 2016

Re: Budget Transmittal Letter

Honorable Mayor and Councilmembers:

I'm pleased to submit to Council the 2017 Proposed Budget with appropriations of \$258,714,831, an increase of 20.4% over 2016. The preliminary balanced budget was submitted in accordance with RCW 35.33.057 on September 30, 2016.

Richland has an exciting future, with incredible opportunities and significant milestones anticipated in 2017. The City of Richland continues to grow not only in population, but in diversity of business, culture and needs. It is our responsibility to manage this growth strategically and thoughtfully. We have stability, we have sustained economic growth, sound public safety, but most importantly, a united commitment to maintain and successfully accomplish our goals.

With the Strategic Leadership Plan as our foundation, along with results from the citizen survey and Council guidance, we have responded with a balanced budget. We continue to invest in our infrastructure, technology, downtown revitalization and our commitment to Public Safety.

Substantial Investments for Our Future:

City Council and staff worked closely together to develop a Capital Improvement Plan (CIP). The Plan is a tool for identifying and prioritizing capital projects and major capital purchases for budget consideration. Fifty seven projects, totaling more than \$61 million across all funding sources are identified in this year's budget. These projects are recommended based on a number of criteria and are found throughout the City. Projects are outlined under several categories such as Transportation, Parks and Public Facilities and Municipal, to name a few. Eleven of these projects, totaling \$18 million impact the Waterfront District, which continues to be a priority for staff and Council.

Notable Projects Include:

- Duportail Bridge
- Queensgate Drive Improvements
- Swift Corridor and City Hall
- Financial System
- Leslie Road Substation
- Dallas Road Area Substation
- New Animal Control Shelter in partnership with the cities of Kennewick and Pasco
- Pavement Preservation Program
- Wastewater Collection System Upgrade
- Park Safety Improvements
- Shoreline Stabilization and Vegetation Management
- Badger Mountain Dog Park

A Look at the Numbers

Tax Revenues

Sales tax revenues have been on a steady incline since 2012. In June of 2016, Richland saw the highest monthly distribution of sales taxes ever. There are various categories that are tracked and reported to help us understand what is generating sales tax in Richland. The largest categories are retail sales, services, contracting, and wholesale purchases. The retail sales tax category makes up approximately 50% of the overall sales tax collected in Richland. In the last 10 years, the retail sales tax category has seen at least a 5% increase from year-to-year.

In 2015, Benton County residents approved a 0.3% Criminal Justice Sales Tax (CJST) to enhance public safety. For the same reasons as noted in our regular sales tax collections, the CJST is coming in 12% higher than projected in 2016.

Property, sales, and utility occupation taxes make up 72% of the City's General Fund revenue sources. When considering those three taxes alone, property taxes have dropped over the last couple of years from 42% to just under an estimated 38% in 2017 due to the percentages increasing for sales and utility occupation taxes to 30% and 32% respectively. Even with the property tax percentage decreasing, the City's total estimated assessed value has more than doubled in the last 13 years. Most of the increase (3/4 of the increase) has come from new construction, annexations, and changes in State assessed property. It is exciting to see the shift in our funding sources since it means that the cost of providing such services are not just borne by our residents.

In 2009, the City formed a Local Revitalization Financing (LRF) area to fund infrastructure improvements in an industrial zone in Richland. The improvements were made with long-

term debt, which was intended to be funded with the receipt of incremental increases in sales and property tax revenue. The gamble that was taken at the time to develop the area has paid off immensely because the City is now receiving more than enough tax revenue to cover annual debt service payments. In fact, there is enough money to help fund other City provided services.

Building Activity

Driving around our community it's clear that building activity is quite heavy. The City has collected around \$1.5 million in building permit revenues every year since 2010, with the exception of 2012, and 2014 was a banner year with permits of more than \$1.9 million. As of September 2016, building permit revenues have already outpaced 2015 collections, at over \$1.76 million. However, we estimate conservatively at just under \$1.7 million in 2017.

Growth and Businesses

Richland continues to grow with an estimated population of 54,000 in 2017. We also continue to attract new business with approximately 1,000 new business licenses each year and over 800 for the first 10 months in 2016. We fully expect this activity to continue.

Workforce Impacts

Public employees are all critical to the operation of the City and they account for the single largest expenditure of City funds. Current staffing level is at 462.25 FTE's, which includes 2.5 FTE's mainly due to department restructuring in 2016. To keep up with the growing demand of service delivery, an additional 2 FTE's are proposed for 2017 for a total of 464.25. In addition, the budget includes \$1.3 million for supplemental labor related to capital projects in Energy Services.

Estimated Revenues

- Assessed valuation is estimated at \$5.9 billion; with a tax levy rate of \$2.63
- No increase is assumed for property taxes other than amounts attributed to new construction and annexations, increases in value of state assessed property, and refunds.
- 1% property tax that Council is authorized to take will be banked
- An electric rate increases is included in the budget at 7%, based on the most recent cost of service analysis
- Council is considering a 7% rate increase for irrigation service
- No increases for other utilities are planned
- Building permit fees are conservatively estimated at \$1.7 million
- Adjustments have been made to revenues associated with fees for services such as planning, permitting, and recreation
- Revenue estimates are conservative

Budget Summary:

All Funds:

Estimated Revenues and appropriated fund balance: \$261,443,259

- 19.7% increase - mostly due to bond revenues

Appropriations: \$258,714,831

- 20.4% increase

The 20.4% increase in budgeted expenditures is primarily due to Capital outlay and continues to reflect a focus on the growing demand of service delivery.

General Fund:

Estimated Revenues and Appropriated Fund Balance: \$55,499,117

Appropriations: \$54,702,808

Connecting Budget to Strategic Leadership Plan

As in previous years, our priorities must fall within one of City Council's Strategic Leadership Plan Keys. These seven Keys guide the City on its path forward to a vibrant and economically stable Richland of 2030.

1. Financial Stability and Operational Effectiveness
2. Infrastructure and Facilities
3. Targeted Investments
4. Economic Vitality
5. Natural Resource Management
6. Community Amenities
7. Neighborhoods and Community Safety

Key 1 - Financial Stability and Operational Effectiveness

Technology continues to evolve at a rapid pace. It is our priority to be diligent and implement technology that keeps our data and systems safe. In 2017, the City of Richland continues to be committed about modernizing core applications and new technologies. This will enable positive change in service delivery and provide new ways to engage citizens and business partners.

In 2016 we successfully launched a new City website. This new platform enables us to share City information and events allowing for better search capabilities and a mobile interface in a timely and effective manner. We recognize the growing trends in utilizing social media to communicate with our citizens and will invest in using these tools to share City priorities, events and initiatives.

Enterprise Resource Planning (ERP)

In 2016, the City went through the process of preparing the organization for replacement of its outdated core financial system, otherwise known as an Enterprise Resource System (ERP). We have identified current business processes, desired processes, software requirements, and a project management plan for a phased roll out of the software and hardware. Beginning in 2017, the City will begin replacement of the core financial system, with the entire project being implemented over the next three years. Replacing the current applications that encompass the City's financial system will allow the City to reduce manual processes allowing staff to focus on more important processes, improve integration between systems, improve reporting, and provide self-service portals.

This will also provide the City the ability to conform to changing regulations and security requirements. This project will work in tandem with the Energy Services Department in their endeavor to prepare the City's utility for Smart Grid capability.

Key 2 - Infrastructure and Facilities

Maintaining City assets and infrastructure is a cornerstone value for Richland and a tenant of traditional City administration. The 2017 budget includes several investments in maintenance and infrastructure including ongoing and additional funding for parks and facilities to avoid costly deferred maintenance obligations in the future.

Maintaining current infrastructure is a top priority and pavement preservation continues to be a top focus for our citizens. To further our Pavement Preservation Program, significant funding will be required over several years and Council's CIP Subcommittee worked on a long-term funding strategy. The recommended budget includes \$1.2 million for this program.

The 2017 budget represents a turning point and large step forward in the delivery of the Duportail Bridge. We anticipate receiving the \$20 million secured by the Washington State Legislature in the second half of 2017. The 2017 budget and CIP include a strategy to prepare to construct the bridge, beginning in late 2017 and completing it in 2020. Remaining funding for this effort has been identified and a successful path is presented in this budget.

Key 3- Economic Vitality and Key 4 - Targeted Investments

We are constantly looking for ways to be economically competitive to private enterprise in Richland. The strategy is working as we see continued development in all corners of our City.

Several large construction projects will materialize in 2017. These projects include major expansions for Preferred Freezer as well as for Lamb Weston to our north. South Richland will see several new retail businesses in Vintner Square and completion of the new Hilton brand hotel.

On the Waterfront we will see a new boutique hotel at Columbia Point and plans are moving forward for development at 650 George Washington Way.

Elements of the Swift Corridor Master Plan are also included in the Capital Facilities Plan. The Plan includes replacement of City Hall thereby paving the way for economic development at its existing location. Property for the future City Hall has been purchased, a design/build contractor has been secured and planning is underway. The project is anticipated to be completed in fall 2019. Completion of Kadlec's 10-story tower and 4-story parking garage and the progress on Columbia Basin College's Health Science Building #2, continue to implement the Swift Corridor Master Plan.

In the spring of 2017 we will complete the master plan for the 1,341 acres of land acquired from the Department of Energy. In partnership with the Port of Benton, we will work to implement the plan and continue to invest staff resources toward marketing City-owned properties.

Key 5 – Natural Resource Management and Key 6 – Community Amenities

The citizens of Richland are passionate about the resources we provide. In 2017 we will enhance our existing amenities to include La Crosse Fields at Columbia Point Marina Park, improvements to the outdoor volleyball pits at Leslie Groves, widening of the riverfront trail to accommodate all users, investment in the new Animal Control Shelter in Pasco, and expansion of the Dog Park at Badger Mountain Community Park; just to name a few! The desire of our citizens to constantly contribute to the quality of life in Richland is inspiring.

Key 7- Neighborhoods and Community Safety

We are committed to making our community a safe place for all. In 2017 we will be prioritizing safety enhancements in our parks. This includes new trail lighting in Howard Amon Park, funded in part with Criminal Justice Sales Tax revenue.

Additionally our Police and Fire Departments are diligent about maintaining their tools and emergency response equipment. This year the budget includes funds to replace aging equipment and fleet, including a state-of-the art ambulance and fire truck. This also includes upgrading end of service life Mobile Data Computers (MDC's). These computers are mounted in vehicles and necessary for our emergency response units in both Police and Fire. They display mapping and assist when communicating with dispatch and recording incidents.

Vulnerabilities

While the City is diligent in planning for all budget considerations, some vulnerabilities may effect needed funding sources. City Council and staff are highly aware of these issues that may be beyond the City's control and keep them in mind when making budget decisions.

Jail Costs

The City's contract with Benton County for jail services is up for renewal by the end of 2016 and potential assessment increases continue to be of concern. During contract negotiations, we hope to see cost relief passed to the cities or through other cost sharing methods.

Funding continues to be a challenge with the increased costs for medical clearances prior to jail intake. We will look for a better balance with our partners to address these funding and service requirements to help alleviate these challenges.

Public Records Requests

Unreasonable public records requests continue to be a financial strain and time consuming effort for staff. Last year we made an investment in new software to assist in streamlining these requests. Without additional federal or state regulations, this will remain a costly effort.

Transportation Project Impacts

The City continues to work through potential legal obstacles which deter progress on some of our needed transportation corridors. However, these obstacles do not deter the City's commitment to our region's most impactful transportation projects.

Lack of State Funding

The state budget continues to be of concern. More and more cost saving shared revenues provided to cities are under scrutiny for reduction or elimination. Legislators remind cities to use available tools and resources before asking for funding although this is not always palatable to citizens. While costs are on the rise, we will continue to work on this balance.

Conclusion

This is an exciting time to live and work in Richland. However, with this stability comes great responsibility to manage steady and consistent growth.

The recommended budget includes a wide variety of funding sources with many restrictions and dedications that make allocating resources very complex. With an eye towards investing in our future, the Council's CIP Subcommittee worked with staff to provide optimum funding strategies for projects within the CIP.

The budget process is always challenging as we consider difficult trade-offs between many innovative ideas, projects and enhanced service options. I believe the end product achieves a good balance across all the Keys and delivers the quality services that our community deserves and expects.

The budget development process is a continuous effort to identify efficiencies, reduce costs where appropriate, and invest in our future. Richland is proof that amazing things happen when we share the vision and engage.

As always, I want to convey my sincere appreciation to City staff for all of their hard work and dedication, not only each and every day, but particularly during the budget process, and to the City Council for their leadership, commitment and partnership.

Respectfully,

A handwritten signature in blue ink that reads "Cindy Reents". The signature is fluid and cursive, with a large, sweeping initial "C" and "R".

Cindy Reents, ICMA CM
City Manager

More detailed information can be found within the Proposed 2017 Budget document available on the City's website, at the Richland Library and City Clerk's office. Or check out our budget video on YouTube.

About the Budget

What is the Budget?

The City's budget is the City Council's financial plan of action for fiscal year 2017. The budget provides an estimate of income and expenditures by fund, which are necessary to fund essential City services, with available reserves financing one-time expenditures or capital projects. The City's Strategic Leadership Plan is the foundation for developing the annual budget and ensures the budgeted funds follow the Council's long-term vision, prioritizes service levels and emphasizes efficiency, accountability and innovation. The City's budget serves many purposes: it is a **Policy Document** that includes entity-wide long-term financial policies and an **Operating Guide** that describes the activities, services and functions of the funds. The budget serves as a **Financial Plan** that defines legal appropriation levels by fund and provides detailed and historical information about revenues, expenditures and fund balances. The budget is also a **Communications Device** that provides information to Council, staff and citizens regarding the City's current and future financial resources.

Objectives:

Budget Structure:

The City budget consists of 42 separate funds. Each fund has its own revenue and expenditure accounts and appropriation level. Federal, state and municipal laws govern the way funds are established and administered. Internal Service funds account for services that are provided internally to our municipal government, such as Employee Benefits, Public Works Engineering and Equipment Maintenance. Enterprise funds, such as the Electric and Water Funds, operate much like businesses and provide specific City services to the public. Most traditional municipal services like public safety and parks maintenance are included in the General Fund. The General Fund accounts for the City's central administrative functions and charges other funds their appropriate share through cost allocation.

Budget Process:

Governments at various levels function on different fiscal years. All budgets for Washington cities operate on a January through December fiscal year. It takes several months to complete the budget process and produce a budget. City Council and staff track revenues and expense information on a monthly basis. Council examines finances and programs in earnest at mid-year. Departments begin preparing the next year's budget submissions in June. The Administrative Services Department initially reviews proposals; followed by a second review by the City Manager and key staff. Following City Manager review, staff refines revenue and expenditure estimates and drafts a proposed budget in September, the City Manager finalizes it in late September, and City Council receives the proposal in early October.

Citizen Involvement:

The City Council encourages public participation in the budget process. The City makes budget information available to the public through open meetings, by televising regular Council meetings and budget workshops on CityView, and on the City's website. Bound copies of the proposed budget document are also available at the Richland Public Library for review.

Financial Policies & Guidelines

The City of Richland's financial policies and guidelines are a mechanism to ensure that the City is financially able to meet its immediate and long-term service objectives. These policies also enhance financial planning and internal financial management of the City. Most of the policies and guidelines represent long-standing principles and practices that have helped the City maintain financial stability.

Objectives:

The City of Richland's financial policies and guidelines will focus on the following objectives:

- Maintain the City in a fiscally sound position for both the short and long term.
- Maintain sufficient financial liquidity to meet normal operating and contingent obligations.
- Ensure that users of City services pay an appropriate share of the cost of providing those services.
- Protect the City from catastrophic loss.
- Maintain existing infrastructure and capital assets.
- Promote sound financial management by providing accurate and timely information on financial condition.
- Operate utilities in a responsive and fiscally sound manner.

Financial Planning and Reporting:

A long-range plan that estimates revenue and expenditure activity for the City, based on regional and national economies is necessary to support the Council and community in decisions they make about City services. This planning recognizes the effects of economic cycles on the demand for services and the City's revenues. Financial planning and reporting will focus on the following:

- The City will prepare a financial plan annually based on current service levels and current funding sources.
- Monthly reports of the status of revenues and expenditures will be distributed to the City Council, City Manager, department directors, and other interested parties.
- The City will maintain its accounting records and reports on its financial condition and results of operations in accordance with State and federal laws and regulations.
- The State Auditor will perform annual financial and compliance audits of the City's financial statements. The Auditor's opinion will be contained in the City's Comprehensive Annual Financial Report (CAFR).
- The CAFR will be presented in a way that is designed to communicate with Citizens about the financial affairs of the City.

Budget:

The Administrative Services Department is responsible for coordinating the overall preparation and implementation of the City's annual budget. The Strategic Leadership Plan and the City's Seven Keys to Success are used as guidelines in developing the annual budget. New budget requests must identify the appropriate Key element, goal and objective to be considered for budget review. The Administrative Services Department reviews all requests to confirm they support the City's long-term goals and objectives as identified in the Strategic Leadership Plan.

The annual budget process consists of the following phases:

- Issuance of budget preparation guidelines and schedules.
- Summarize budget requests and identify related issues for Council consideration.
- Develop and present the City Manager's proposed budget to Council for adoption.
- Council budget hearings for the purpose of receiving public testimony and reaching final decisions to balance the City's budget.
- Adoption of the budget.
- Submission of Council approved budget to the State Auditor's office.

Fiscal Guidelines:

- Operate the City on a balanced budget with current expenditures not exceeding current revenues.
- Maintain an unrestricted Fund Balance in the General Fund of no less than 16.7% of regular General Fund operating revenues or expenditures in accordance with the Government Finance Officers' Association's (GFOA) best practices.
- Continue to build city tax base with emphasis on diversifying that base.
- Identify and use grants and other resources for major projects.

Revenue:

- Revenues will be realistically estimated, based upon the best information available.
- The City will vigorously collect all revenues due.
- The City will establish user charges and fees at appropriate levels based on the cost of providing services.
- The City will review user fees and charges annually, amending fees as necessary to maintain consistency with the cost of providing service.

Expenditure:

- Expenditures will be monitored and maintained within budgeted levels.
- Service levels will be maintained at the appropriate level.
- Recurring operating expenses will be funded with recurring operating revenues.
- New or enhanced programs will be funded through either additional revenues or reductions in other services.

Investment:

- The City will strive to maximize the return on investment, with the primary objective of preserving capital in accordance with City ordinances and prudent investment practices.
- Disbursement, collection and deposit of all funds will be managed to ensure necessary cash availability.
- Funds will be deposited on the same day they are received.

Debt Expenditure:

- The City may use short-term debt to cover temporary cash flow shortages, which may be caused by a delay in receipting tax revenues or issuing long-term debt, to finance construction in capital improvements.

- The City may issue interfund loans rather than outside debt instruments to meet short-term cash flow needs. Interfund loans will be permitted only if an analysis of the affected fund indicates excess funds are available and the use of these funds will not impact the lending fund's current operations.
- The City will maintain communications with bond rating agencies; will follow a policy of full and open disclosure on every financial report and bond prospectus.
- The City will confine long-term borrowing to capital improvements or projects that cannot be financed from current revenues.
- Any capital project financed through the issuance of general obligation bonds shall be financed for a period which does not exceed the useful life of the project.

Reserve:

- The City will maintain unrestricted General Fund reserves of no less than 16.7% of projected annual operating expenditure.
- Reserves in excess of 16.7% may be utilized for one-time expenditures.

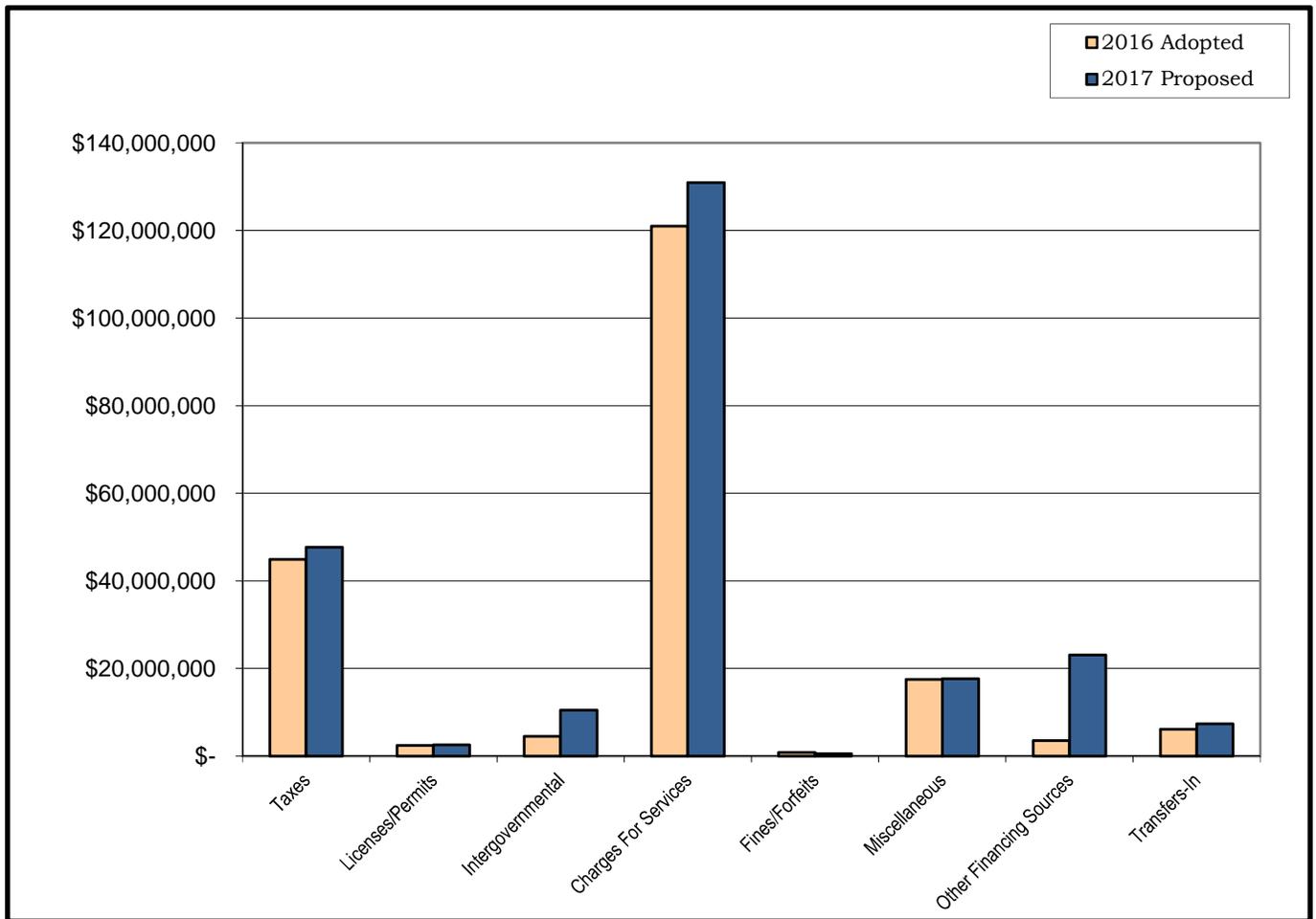
Asset Management:

- The City will manage City-owned property proactively and strategically to promote the public interest and, whenever possible, to enhance the City's overall financial well-being.
- The City will be accountable to the public in its management of City property, and will maintain consistency and predictability to enhance private sector confidence in the City as a reliable development partner.

Risk Management:

- The City will maintain a Workers Compensation Fund, Employee Benefits Fund and Unemployment Compensation Fund.
- Premium payment schedules shall be updated and rates revised as necessary.

City of Richland 2017 Proposed Budget Estimated Revenues - All Funds



ESTIMATED REVENUES	2016 Adopted	2017 Proposed	% Change	% of 2017 Total Est Rev
Taxes	\$ 44,945,955	\$ 47,730,001	6.2%	19.9%
Licenses/Permits	2,463,775	2,551,425	3.6%	1.1%
Intergovernmental	4,514,759	10,513,650	132.9%	4.4%
Charges For Services	121,018,678	130,932,795	8.2%	54.5%
Fines/Forfeits	849,350	568,650	-33.0%	0.2%
Miscellaneous	17,552,549	17,659,231	0.6%	7.3%
Other Financing Sources	3,541,135	23,084,709	551.9%	9.6%
Transfers-In	6,139,804	7,369,092	20.0%	3.1%
Total Estimated Revenues	201,026,005	240,409,553	19.6%	100.0%
Appropriated Beginning Fund Balance	17,314,352	21,033,706	21.5%	
Total Est. Revenues & Approp. Fund Balance	\$ 218,340,357	\$ 261,443,259	19.7%	

City of Richland 2017 Proposed Budget

Estimated Revenues and Appropriated Fund Balances - All Funds

Funds	Taxes	Licenses & Permits	Intergovernmental Revenues	Charges For Services	Fines & Forfeits	Miscellaneous	Other Financing Sources	Transfers From Other Funds	Total Estimated Revenues	Appropriated Fund Balance	Est. Revenues & Approp. Fund Balance
General Fund	\$ 39,818,011	\$ 2,524,900	\$ 1,483,671	\$ 9,551,200	\$ 568,650	\$ 425,908	\$ 48,000	\$ 834,707	\$ 55,255,047	\$ 244,070	\$ 55,499,117
Special Revenue Funds:											
City Streets	683,600	-	1,218,300	574,789	-	56,020	-	221,551	2,754,260	307,554	3,061,814
Park Reserve	-	-	-	425,349	-	192,519	-	-	617,868	-	617,868
Industrial Development	-	-	-	-	-	1,129,338	654,030	33,754	1,817,122	800,000	2,617,122
Criminal Justice	-	-	72,103	-	-	-	-	-	72,103	-	72,103
PFD Facility Contingency	-	-	69,509	-	-	-	-	-	69,509	-	69,509
Criminal Justice Sales Tax	1,540,500	-	-	-	-	5,400	-	-	1,545,900	227,579	1,773,479
Hotel/Motel Tax	970,000	-	-	-	-	5,000	-	-	975,000	275,000	1,250,000
Special Lodging Assessment	500,000	-	-	-	-	500	-	-	500,500	-	500,500
Community Dev. Block Grant	-	-	242,000	100,000	-	-	-	-	342,000	-	342,000
HOME	-	-	468,330	300,000	-	-	-	-	768,330	-	768,330
Debt Service Funds:											
LTGO Bonds	-	-	-	-	-	15,000	-	1,098,728	1,113,728	605,090	1,718,818
Fire Station 74	-	-	-	-	-	500	-	238,582	239,082	-	239,082
Police Station	247,650	-	-	-	-	400	-	-	248,050	-	248,050
Richland Community Center	308,740	-	-	-	-	400	-	-	309,140	-	309,140
Library Remodel	1,329,475	-	-	-	-	2,500	-	-	1,331,975	-	1,331,975
LRF	658,000	-	-	-	-	1,500	-	-	659,500	-	659,500
LID Guaranty	-	-	-	-	-	6,000	-	-	6,000	-	6,000
Special Assessment	-	-	-	-	-	92,422	-	-	92,422	-	92,422
Capital Projects Funds:											
Streets Capital Projects	-	-	4,813,626	430,000	-	247,050	1,150,000	1,643,754	8,284,430	270,000	8,554,430
Capital Improvement	1,320,000	-	-	-	-	8,000	-	-	1,328,000	710,400	2,038,400
Parks Capital Projects	-	-	490,400	-	-	-	-	1,067,604	1,558,004	-	1,558,004
General Government Construction	-	-	-	-	-	-	16,200,000	446,860	16,646,860	-	16,646,860
Enterprise Funds:											
Electric	-	-	188,368	70,698,722	-	584,277	-	800,000	72,271,367	12,586,237	84,857,604
Water	-	-	750,000	14,788,263	-	235,500	1,248,351	-	17,022,114	273,304	17,295,418
Wastewater	-	-	-	9,455,200	-	128,500	2,924,328	-	12,508,028	1,810,885	14,318,913
Solid Waste	-	-	-	8,514,100	-	146,855	-	-	8,660,955	-	8,660,955
Stormwater	-	-	165,500	1,853,800	-	65,865	-	-	2,085,165	-	2,085,165
Golf Course	-	-	-	1,191,625	-	627,275	-	166,000	1,984,900	23,356	2,008,256
Medical Services	-	25	1,208	3,464,784	-	89,857	-	550,000	4,105,874	-	4,105,874
Broadband	-	-	-	-	-	227,234	-	110,000	337,234	104,415	441,649
Internal Service Funds:											
Equipment Maintenance	-	-	-	3,908,740	-	3,250	-	-	3,911,990	-	3,911,990
Equipment Replacement	-	-	-	1,762,835	-	62,000	860,000	157,552	2,842,387	1,079,115	3,921,502
Public Works Adm & Eng.	-	26,500	-	3,913,388	-	8,000	-	-	3,947,888	-	3,947,888
Workers Compensation	-	-	-	-	-	1,679,067	-	-	1,679,067	-	1,679,067
Healthcare Benefits Plan	-	-	-	-	-	10,420,860	-	-	10,420,860	1,095,585	11,516,445
Unemployment	-	-	-	-	-	92,094	-	-	92,094	71,646	163,740
Post Employment Healthcare Plan	-	-	-	-	-	1,056,330	-	-	1,056,330	549,470	1,605,800
Trust Funds:											
Fire Pension	354,025	-	63,135	-	-	31,000	-	-	448,160	-	448,160
Police Pension	-	-	487,500	-	-	12,810	-	-	500,310	-	500,310
Total	\$ 47,730,001	\$ 2,551,425	\$ 10,513,650	\$ 130,932,795	\$ 568,650	\$ 17,659,231	\$ 23,084,709	\$ 7,369,092	\$ 240,409,553	\$ 21,033,706	\$ 261,443,259

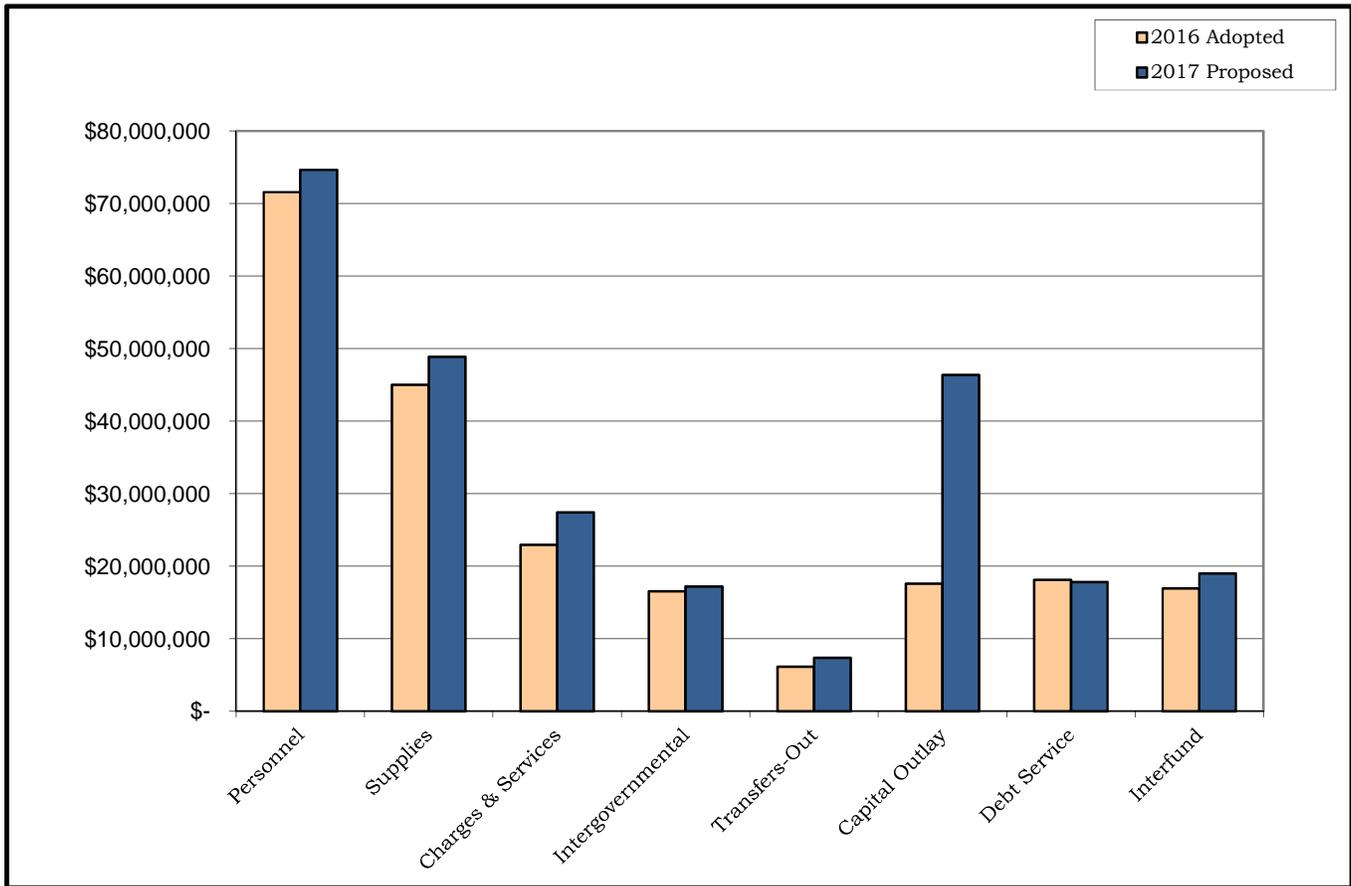
City of Richland

Revenue Comparison - All Funds

For Years 2015, 2016 and 2017

Funds	2015 Actual Revenues	2016 Adopted Budget	2017 Proposed Budget
General Fund	\$ 49,208,873	\$ 49,946,562	\$ 55,499,117
Special Revenue Funds:			
City Streets	2,563,790	2,994,377	3,061,814
Park Reserve	344,191	323,500	617,868
Industrial Development	1,368,051	2,194,269	2,617,122
Criminal Justice	65,658	61,041	72,103
PFD Facility Contingency	70,399	69,509	69,509
Criminal Justice Sales Tax	1,540,050	1,379,130	1,773,479
Hotel Motel Tax	961,448	971,000	1,250,000
Special Lodging Assessment	485,495	500,500	500,500
Community Development Block Grant	256,051	366,981	342,000
HOME	1,071,897	729,480	768,330
Debt Service Funds:			
LTGO Bonds	1,166,744	1,812,438	1,718,818
Fire Station 74	239,150	241,487	239,082
Police Station	1,222,468	242,475	248,050
Richland Community Center	1,541,709	304,625	309,140
Library Expansion	15,182,097	1,287,700	1,331,975
LRF	596,732	708,500	659,500
LID Guaranty	6,034	4,000	6,000
Special Assessment	124,788	890,341	92,422
Capital Projects Funds:			
Streets Capital Projects	5,798,140	3,275,506	8,554,430
Capital Improvement	2,742,821	1,517,293	2,038,400
Fire Station 74 Construction	54,241	-	-
Parks Capital Projects	1,140,757	818,500	1,558,004
General Government Construction	-	545,000	16,646,860
Special Assessment Construction	378,267	850,000	-
Enterprise Funds:			
Electric	59,106,915	80,909,726	84,857,604
Water	16,264,825	15,202,244	17,295,418
Wastewater	10,340,125	9,904,390	14,318,913
Solid Waste	8,615,082	8,443,431	8,660,955
Stormwater	2,475,894	1,979,457	2,085,165
Golf Course	3,945,439	1,709,550	2,008,256
Medical Services	4,026,312	3,976,697	4,105,874
Broadband	572,797	358,372	441,649
Internal Service Funds:			
Central Stores	17,705	25,750	-
Equipment Maintenance	3,651,998	3,534,169	3,911,990
Equipment Replacement	2,322,035	2,569,220	3,921,502
Public Works Admin & Eng	3,084,987	3,348,300	3,947,888
Workers Compensation	879,457	1,636,453	1,679,067
Healthcare Benefits Plan	9,289,775	10,250,919	11,516,445
Unemployment	177,011	160,000	163,740
Post Employment Healthcare Plan	962,652	1,322,178	1,605,800
Trust Funds:			
Fire Pension	380,482	453,267	448,160
Police Pension	437,742	522,020	500,310
Total	\$ 214,681,084	\$ 218,340,357	\$ 261,443,259

City of Richland 2017 Proposed Budget Appropriations by Major Category - All Funds



ESTIMATED APPROPRIATIONS	2016 Adopted	2017 Proposed	% Change	% of 2017 Total Est. Appr.
Personnel	\$ 71,591,583	\$ 74,668,694	4.3%	28.9%
Supplies	45,021,778	48,855,806	8.5%	18.9%
Charges & Services	22,941,305	27,417,445	19.5%	10.6%
Intergovernmental	16,534,345	17,216,995	4.1%	6.7%
Transfers-Out	6,139,804	7,369,092	20.0%	2.8%
Capital Outlay	17,601,493	46,371,021	163.4%	17.9%
Debt Service	18,134,625	17,828,001	-1.7%	6.9%
Interfund	16,915,894	18,987,777	12.2%	7.3%
Total Estimated Appropriations	\$ 214,880,827	\$ 258,714,831	20.4%	100.0%

City of Richland 2017 Proposed Budget

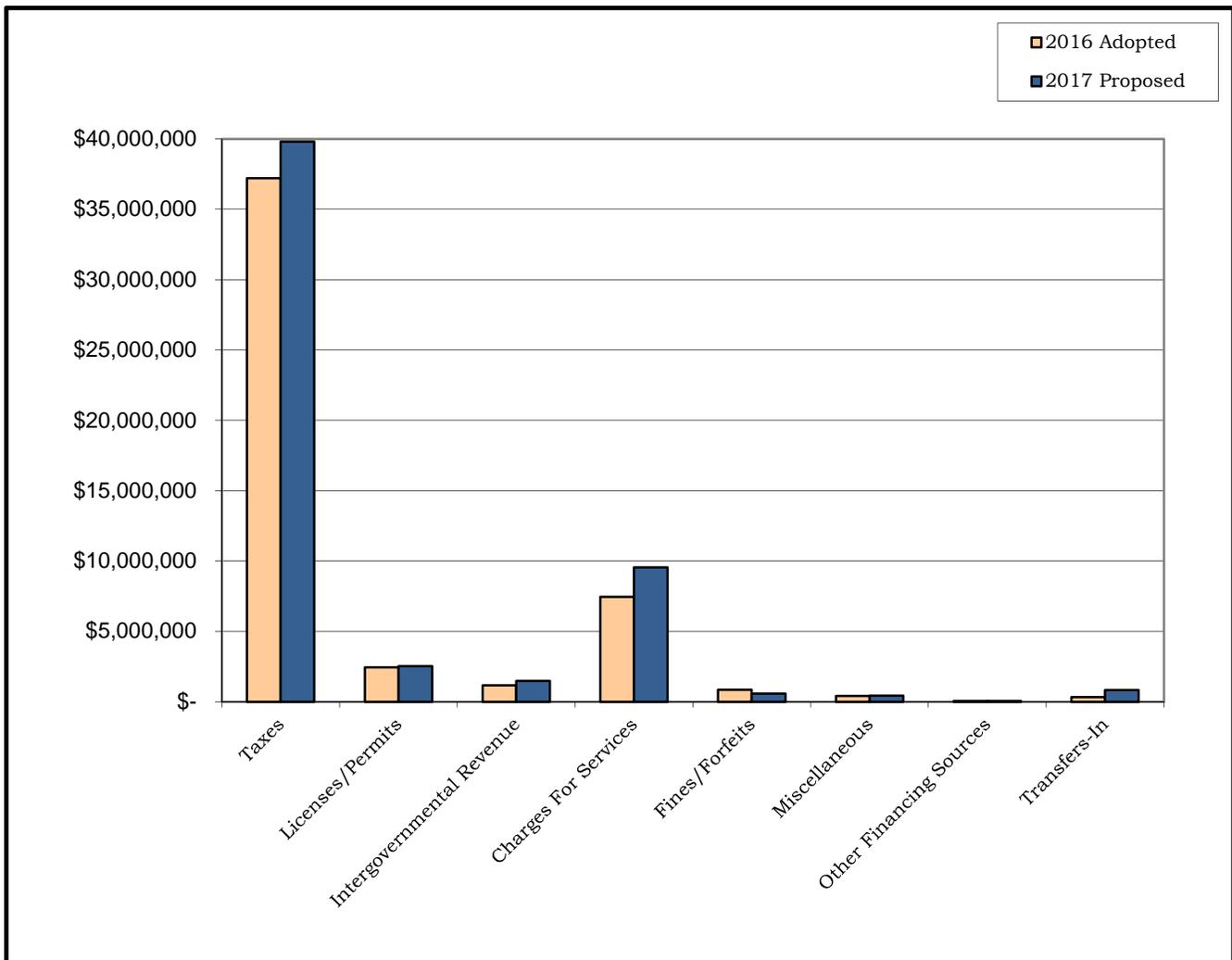
Appropriations by Major Category - All Funds

Funds	Personnel	Supplies	Charges & Services	Intergovernmental Services	Transfers To Other Funds	Capital Outlay	Debt Service	Interfund Services	Total Appropriations
General Fund	\$ 32,844,304	\$ 2,932,047	\$ 7,863,982	\$ 3,311,306	\$ 2,872,417	\$ 1,819,655	\$ -	\$ 3,059,097	\$ 54,702,808
Special Revenue Funds:									
City Streets	1,151,645	271,847	96,043	22,163	-	-	-	1,520,116	3,061,814
Park Reserve	-	-	20,700	-	109,975	-	-	-	130,675
Industrial Development	278,264	1,500	360,592	5,900	1,327,710	41,335	96,256	249,427	2,360,984
Criminal Justice	-	-	-	-	64,389	-	-	-	64,389
Criminal Justice Sales Tax	1,016,977	57,077	55,972	68,235	283,358	129,463	-	162,397	1,773,479
Hotel/Motel Tax	-	-	748,300	125,000	376,700	-	-	-	1,250,000
Special Lodging Assessment	-	-	500,500	-	-	-	-	-	500,500
Community Dev. Block Grant	57,287	200	97,909	-	186,604	-	-	-	342,000
HOME	57,287	-	711,043	-	-	-	-	-	768,330
Debt Service Funds:									
LTGO Bonds	-	-	-	-	-	-	1,718,818	-	1,718,818
Fire Station 74	-	-	-	-	-	-	239,082	-	239,082
Police Station	-	-	-	-	-	-	248,050	-	248,050
Richland Community Center	-	-	-	-	-	-	309,140	-	309,140
Library Remodel	-	-	-	-	-	-	1,331,975	-	1,331,975
LRF	-	-	-	-	-	-	655,148	-	655,148
LID Guaranty	-	-	-	10	-	-	-	-	10
Special Assessment	-	-	-	-	-	-	61,470	-	61,470
Capital Projects Funds:									
Streets Capital Projects	-	-	-	-	-	8,549,430	-	-	8,549,430
Capital Improvement	-	-	-	-	1,952,517	-	-	-	1,952,517
Parks Capital Projects	-	-	40,000	-	-	1,518,004	-	-	1,558,004
General Government Construction	-	-	446,860	-	-	16,200,000	-	-	16,646,860
Enterprise Funds:									
Electric	8,934,405	41,565,398	10,156,730	8,305,341	30,000	6,329,000	5,980,080	3,556,650	84,857,604
Water	2,714,358	693,484	1,589,217	2,563,450	30,152	2,876,560	3,964,425	2,714,907	17,146,553
Wastewater	2,630,595	419,915	1,306,328	1,261,000	110,093	4,462,537	2,277,555	1,850,890	14,318,913
Solid Waste	2,907,335	416,193	989,107	1,214,203	-	44,600	135,375	2,831,817	8,538,630
Stormwater	231,157	19,977	259,845	193,150	-	185,000	266,269	849,841	2,005,239
Golf Course	-	-	1,459,098	11,000	-	266,000	272,158	-	2,008,256
Medical Services	2,826,466	108,335	120,596	118,237	-	-	-	755,250	3,928,884
Broadband	-	-	23,737	18,000	25,177	200,000	172,235	2,500	441,649
Internal Service Funds:									
Equipment Maintenance	1,008,261	2,336,100	106,991	-	-	25,000	-	435,638	3,911,990
Equipment Replacement	-	-	24,600	-	-	3,724,437	99,965	68,000	3,917,002
Public Works Adm & Eng.	3,197,163	32,833	149,465	-	-	-	-	568,427	3,947,888
Workers Compensation	1,010,000	-	137,000	-	-	-	-	85,285	1,232,285
Healthcare Benefits Plan	11,177,420	-	96,630	-	-	-	-	242,395	11,516,445
Unemployment	160,000	-	-	-	-	-	-	3,740	163,740
Post Employment Healthcare Plan	1,553,400	-	21,000	-	-	-	-	31,400	1,605,800
Trust Funds:									
Fire Pension	424,435	450	23,275	-	-	-	-	-	448,160
Police Pension	487,935	450	11,925	-	-	-	-	-	500,310
Total	\$ 74,668,694	\$ 48,855,806	\$ 27,417,445	\$ 17,216,995	\$ 7,369,092	\$ 46,371,021	\$ 17,828,001	\$ 18,987,777	\$ 258,714,831

City of Richland
Expenditure/Appropriation Comparison - All Funds
For Years 2015, 2016 and 2017

Funds	2015 Actual Expenditures	2016 Adopted Budget	2017 Proposed Budget
General Fund	47,698,595	49,068,548	54,702,808
Special Revenue Funds:			
City Streets	2,283,625	2,974,930	3,061,814
Park Reserve	368,224	282,075	130,675
Industrial Development	2,443,739	1,334,569	2,360,984
Criminal Justice	47,724	43,040	64,389
Criminal Justice Sales Tax	738,468	1,336,119	1,773,479
Hotel Motel Tax	874,621	971,000	1,250,000
Special Lodging Assessment	481,655	500,500	500,500
Community Development Block Grant	340,426	366,981	342,000
HOME	975,239	729,480	768,330
Debt Service Funds:			
LTGO Bonds	1,815,166	1,812,438	1,718,818
Fire Station 74	238,611	241,487	239,082
Police Station	1,208,258	242,475	248,050
Richland Community Center	1,527,291	304,625	309,140
Library Expansion	15,128,053	1,287,700	1,331,975
LRF	656,958	659,846	655,148
LID Guaranty	7	10	10
Special Assessment	66,941	852,282	61,470
Capital Projects Funds:			
Streets Capital Projects	4,974,348	3,275,506	8,549,430
Capital Improvement	1,550,462	1,517,293	1,952,517
Fire Station 74 Construction	2,659,348	-	-
Parks Capital Projects	1,791,902	818,500	1,558,004
General Government Construction	47,102	545,000	16,646,860
Special Assessment Construction	565,925	850,000	-
Enterprise Funds:			
Electric	61,276,992	80,909,726	84,857,604
Water	12,143,728	14,921,016	17,146,553
Wastewater	8,210,588	9,904,390	14,318,913
Solid Waste	8,589,560	8,443,431	8,538,630
Stormwater	1,618,445	1,857,817	2,005,239
Golf Course	1,590,662	1,709,550	2,008,256
Medical Services	3,391,768	3,534,603	3,928,884
Broadband	209,014	358,372	441,649
Internal Service Funds:			
Central Stores	13,844	25,750	-
Equipment Maintenance	3,282,452	3,534,169	3,911,990
Equipment Replacement	1,745,676	2,483,085	3,917,002
Public Works Admin & Eng	2,992,798	3,347,523	3,947,888
Workers Compensation	792,874	1,128,607	1,232,285
Healthcare Benefits Plan	10,450,416	10,250,919	11,516,445
Unemployment	67,149	160,000	163,740
Post Employment Healthcare Plan	1,510,696	1,322,178	1,605,800
Trust Funds:			
Fire Pension	338,733	453,267	448,160
Police Pension	446,273	522,020	500,310
Total	\$ 207,154,356	\$ 214,880,827	\$ 258,714,831

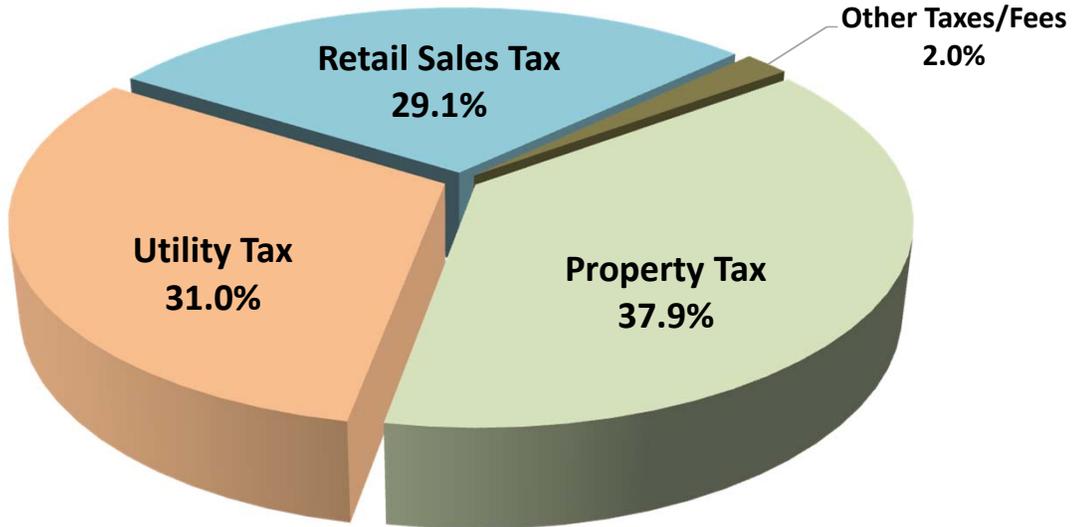
City of Richland 2017 Proposed Budget Estimated Revenues - General Fund By Major Source



ESTIMATED REVENUES	2016 Adopted	2017 Proposed	% Change	% of 2017 Total Est. Rev.
Taxes	\$ 37,217,745	\$ 39,818,011	7.0%	72.1%
Licenses/Permits	2,437,275	2,524,900	3.6%	4.6%
Intergovernmental Revenue	1,158,167	1,483,671	28.1%	2.7%
Charges For Services	7,452,463	9,551,200	28.2%	17.3%
Fines/Forfeits	849,350	568,650	-33.0%	1.0%
Miscellaneous	413,908	425,908	2.9%	0.8%
Other Financing Sources	48,000	48,000	0.0%	0.1%
Transfers-In	334,769	834,707	149.3%	1.5%
*Total Estimated Revenues	49,911,677	55,255,047	10.7%	100.0%
Appropriated Beginning Fund Balance	34,885	244,070	599.6%	
Total Estimated Revenues & Approp. Fund Balance	\$ 49,946,562	\$ 55,499,117	11.1%	

*2017 Total Estimated Revenues information - in accordance with RCW 35.33.135

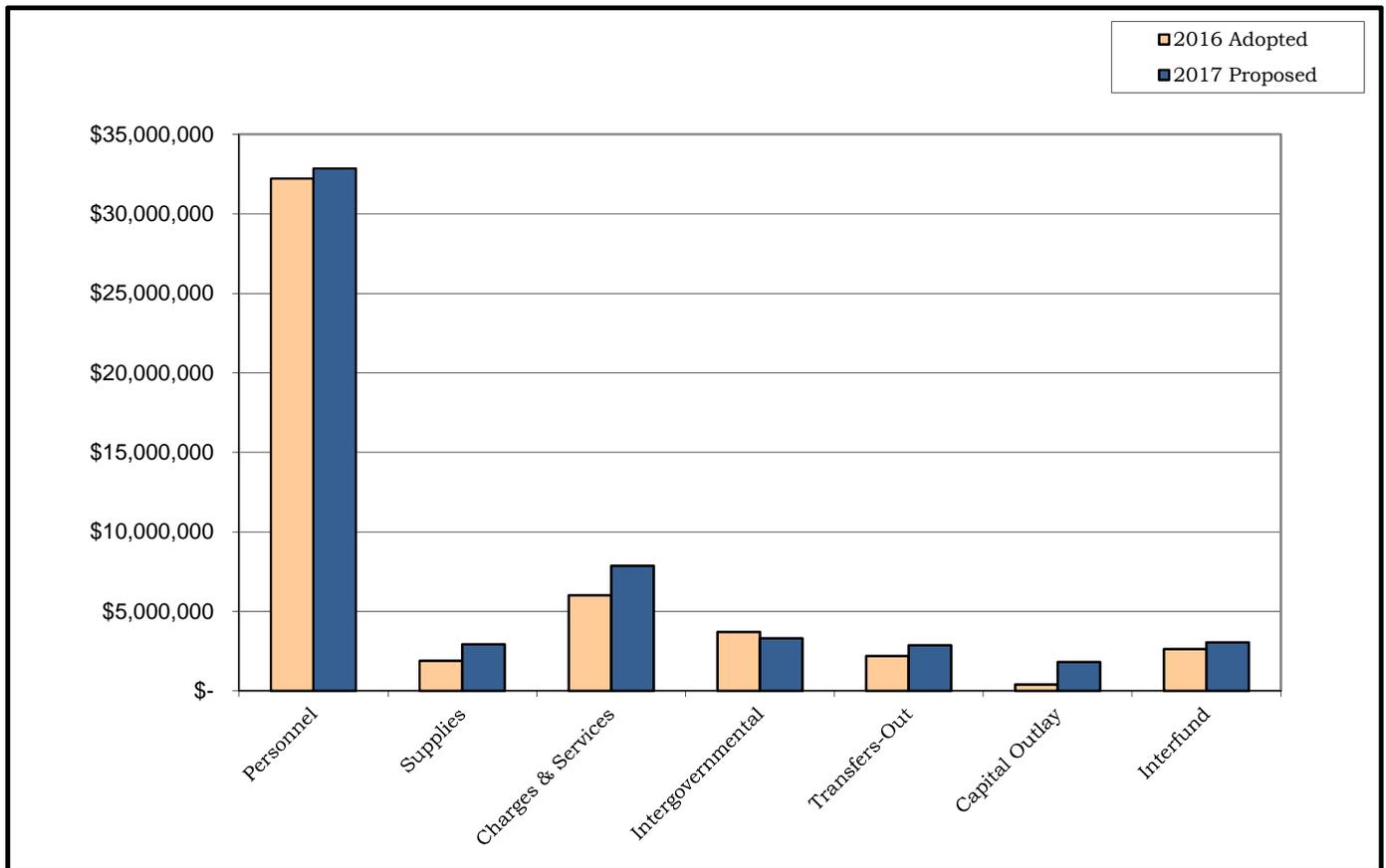
**CITY OF RICHLAND
2017 GENERAL FUND
ESTIMATED REVENUE - TAXES**



Estimated Revenues Taxes	Totals	%
Property Tax	\$ 15,105,037	37.9%
Utility Tax	12,335,000	31.0%
Retail Sales Tax	11,599,974	29.1%
Other Taxes/Fees	778,000	2.0%
Total	\$ 39,818,011	100.0%

Information provided in accordance with RCW 35.33.135 - Revenue Estimates

City of Richland 2017 Proposed Budget Appropriations - General Fund By Major Object



ESTIMATED APPROPRIATIONS	2016 Adopted	2017 Proposed	% Change	% of 2017 Total Est. Appr.
Personnel	\$ 32,216,200	\$ 32,844,304	1.9%	60.0%
Supplies	1,896,238	2,932,047	54.6%	5.4%
Charges & Services	6,008,578	7,863,982	30.9%	14.4%
Intergovernmental	3,702,041	3,311,306	-10.6%	6.1%
Transfers-Out	2,202,789	2,872,417	30.4%	5.3%
Capital Outlay	402,867	1,819,655	0.0%	3.3%
Interfund	2,639,835	3,059,097	15.9%	5.6%
Total Estimated Appropriations	\$ 49,068,548	\$ 54,702,808	11.5%	100.0%

City of Richland 2017 Proposed Budget

Summary of Appropriations - General Fund

By Major Object

Divisions	Personnel	Supplies	Charges & Services	Intergovernmental Services	Transfers Out	Capital Outlay	Interfund Services	Total
City Council:								
City Council	\$ 117,296	\$ 4,108	\$ 66,367	\$ -	\$ -	\$ -	\$ -	187,771
City Administration:								
City Manager	333,824	2,300	138,529	-	-	-	-	474,653
City Clerk	239,318	650	14,951	91,000	-	-	-	345,919
City Attorney	423,331	1,755	451,718	786,763	-	-	1,500	1,665,067
Assistant City Manager	261,758	4,000	19,505	-	-	-	-	285,263
Communications & Marketing	368,789	29,000	83,977	-	-	-	-	481,766
Cable Communications	182,421	16,155	23,177	-	-	-	8,720	230,473
Hanford Communities	173,434	1,950	51,350	-	-	-	-	226,734
Information Technology	2,380,027	1,619,475	1,852,556	-	-	75,000	13,315	5,940,373
Administrative Services:								
Administrative Services Administration	323,937	1,700	26,853	-	-	-	-	352,490
Finance	2,146,172	40,400	692,800	-	-	-	5,911	2,885,283
Purchasing	809,711	5,059	41,766	-	-	-	46,118	902,654
Human Resources	728,297	14,400	148,668	-	-	-	-	891,365
Community & Development Services:								
Community Development Services Admin	292,625	2,300	20,739	-	-	-	-	315,664
Development Services	1,285,711	5,500	165,805	71,766	-	-	43,197	1,571,979
Redevelopment	248,928	-	46,650	-	-	-	-	295,578
Recreation & Library Services:								
Parks & Recreation Admin	225,258	600	115,745	-	-	-	-	341,603
Recreation	1,092,830	60,625	154,495	450	-	-	2,390	1,310,790
Parks & Facilities	2,596,981	408,050	2,025,722	108,250	-	-	669,812	5,808,815
Parks Project Administration	340,527	5,800	4,225	-	-	-	5,705	356,257
Library	1,529,146	361,917	127,045	1,220	-	115,000	-	2,134,328
Public Safety Services:								
Fire & Emergency Services	6,521,908	113,898	512,736	85,648	-	501,090	435,058	8,170,338
Police Services	10,222,075	232,405	566,353	1,663,194	-	28,565	685,187	13,397,779
Other Operations:								
Non-Departmental	-	-	512,250	503,015	2,872,417	1,100,000	1,142,184	6,129,866
Total Appropriations	\$ 32,844,304	\$ 2,932,047	\$ 7,863,982	\$ 3,311,306	\$ 2,872,417	\$ 1,819,655	\$ 3,059,097	\$ 54,702,808

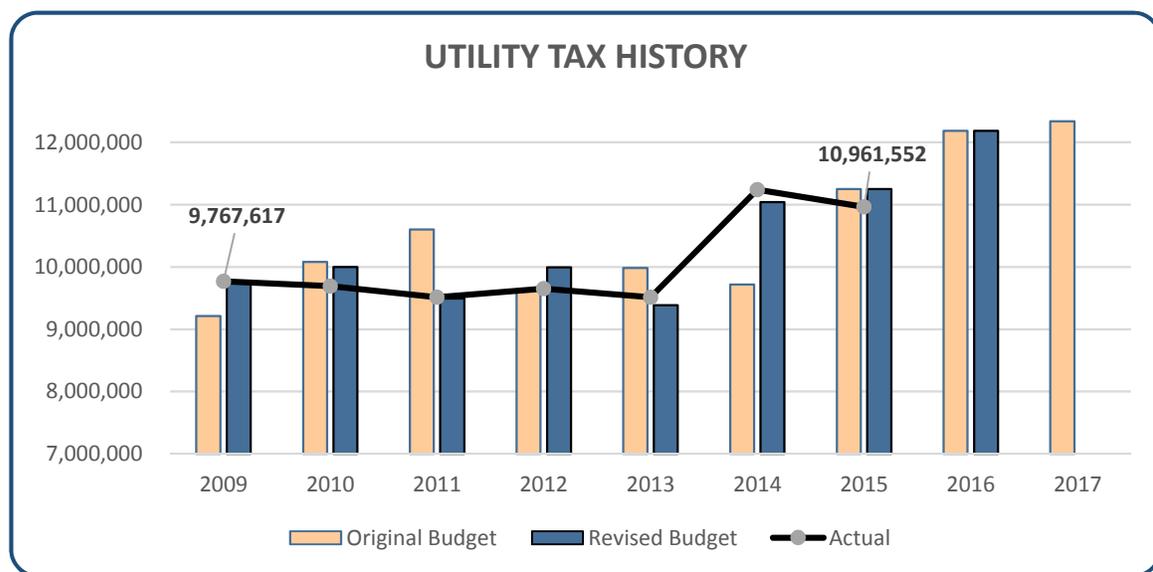
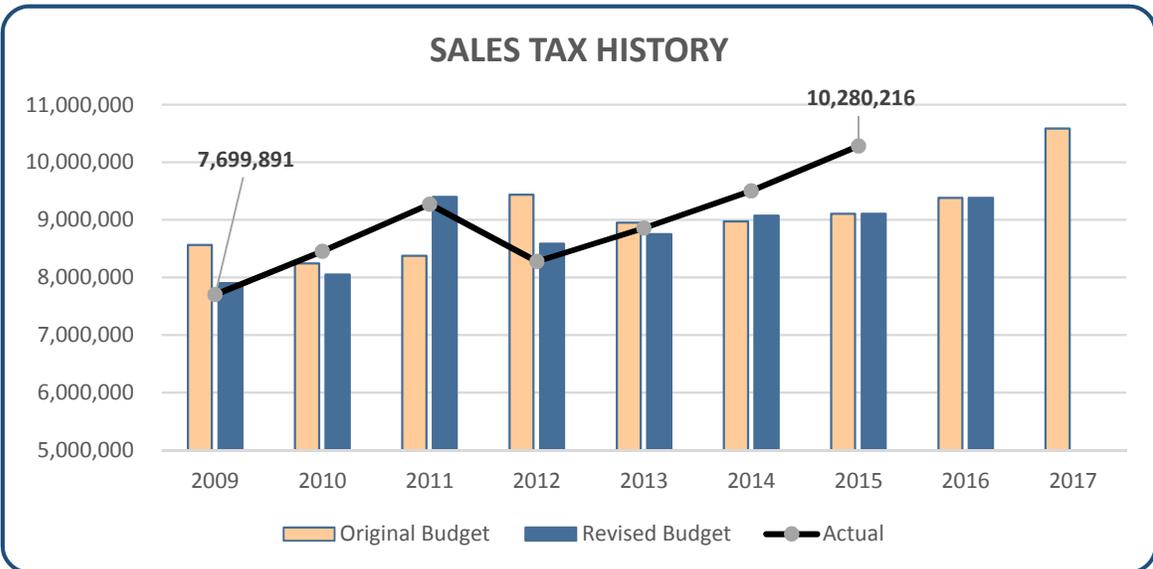
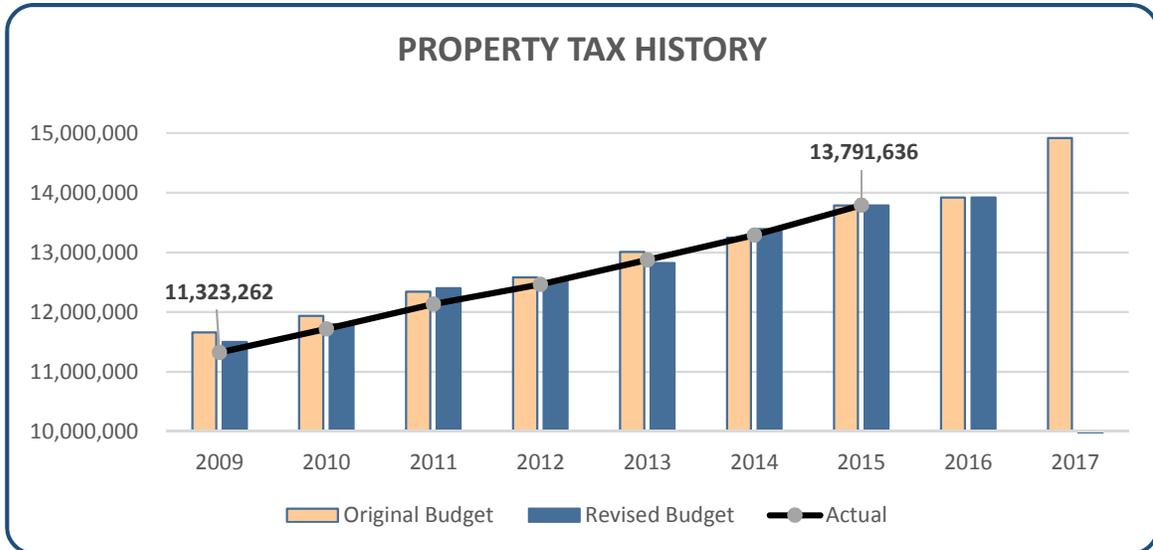
City of Richland

Expenditure/Appropriation Comparison - General Fund

For Years 2015, 2016 and 2017

Divisions	2015 Actual Expenditures	2016 Adopted Budget	2017 Proposed Budget
City Council:			
City Council	\$ 176,680	\$ 185,005	\$ 187,771
City Administration:			
City Manager	382,347	454,175	474,653
City Clerk	311,181	318,016	345,919
City Attorney	1,397,355	1,572,964	1,665,067
Assistant City Manager	256,664	268,528	285,263
Communications & Marketing	417,690	458,493	481,766
Cable Communications	208,885	214,339	230,473
Hanford Communities	208,096	220,617	226,734
Information Technology	3,003,213	3,716,082	5,940,373
Total Administration	6,185,431	7,223,214	9,650,248
Administrative Services:			
Administrative Services Administration	321,187	339,501	352,490
Finance	2,425,875	2,863,330	2,885,283
Purchasing	824,667	870,436	902,654
Human Resources	919,771	887,856	891,365
Total Administrative Services	4,491,500	4,961,123	5,031,792
Community & Development Services:			
Community Development Services Admin.	418,510	289,923	315,664
Development Services	1,381,649	1,554,114	1,571,979
Redevelopment	257,692	297,280	295,578
Total Comm. & Devlpmt Services	2,057,851	2,141,317	2,183,221
Recreation & Library Services:			
Parks & Recreation Admin.	228,376	234,177	341,603
Recreation	1,047,230	1,175,285	1,310,790
Parks & Facilities	5,134,246	5,155,510	5,808,815
Parks Project Administration	404,411	456,797	356,257
Library	1,912,984	2,091,988	2,134,328
Total Recreation & Library Svcs	8,727,247	9,113,757	9,951,793
Public Safety Services:			
Fire & Emergency Services	7,174,270	7,552,786	8,170,338
Police Services	12,349,532	13,082,820	13,397,779
Total Public Safety Services	19,523,802	20,635,606	21,568,117
Other Operations:			
Non-Departmental	6,536,084	4,808,526	6,129,866
Total	\$ 47,698,595	\$ 49,068,548	\$ 54,702,808

HISTORICAL TAX COLLECTIONS GENERAL FUND ONLY



The 2017 column represents the 2017 Proposed Budget
2017 City Manager's Proposed Budget

City of Richland
Staffing Level by Department/Division - Excludes BCES
2008 - 2017

Department / Division	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
City Manager:										
City Manager	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
City Clerk	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
City Attorney	4.00	4.00	3.50	3.50	3.50	3.00	3.00	2.00	3.00	3.00
Assistant City Manager	1.50	1.50	2.00	2.00	2.00	1.50	1.50	1.50	1.50	1.50
Information Technology	14.50	15.50	15.50	15.50	15.50	16.50	16.50	16.50	17.50	17.50
Communications & Marketing	1.65	1.65	1.65	1.65	1.65	2.65	3.65	3.60	3.60	3.60
Cable Communication	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70
Hanford Communities	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Total City Manager	27.85	28.85	28.85	28.85	28.85	29.85	30.85	29.80	31.80	31.80
Administrative Services:										
Administration	4.00	4.00	4.00	4.00	4.00	4.00	2.00	3.00	2.00	2.00
Finance	18.00	19.00	19.00	19.00	19.00	19.25	20.25	20.75	21.50	21.50
Purchasing	11.00	11.00	11.00	10.60	10.60	8.00	8.00	8.00	7.00	7.00
Human Resources	6.00	6.50	6.50	6.50	6.50	6.50	6.50	5.50	5.00	5.50
Equipment Maintenance	9.00	9.00	9.00	8.00	8.00	9.00	9.00	9.00	8.00	9.00
Total Administrative Services	48.00	49.50	49.50	48.10	48.10	46.75	45.75	46.25	43.50	45.00
Fire & Emergency Services:										
Fire & Emergency	43.20	42.95	42.95	42.95	41.88	41.88	41.88	43.85	44.00	44.00
Medical Services	14.80	14.80	14.80	14.80	15.87	15.87	14.87	18.85	19.00	19.00
Total Fire & Emerg Svcs	58.00	57.75	57.75	57.75	57.75	57.75	56.75	62.70	63.00	63.00
Police Services:										
Police	69.30	69.80	69.80	70.30	71.40	71.90	71.90	71.20	70.70	70.70
Criminal Justice Sales Tax Fund	-	-	-	-	-	-	-	7.00	8.50	8.50
Total Police Services	69.30	69.80	69.80	70.30	71.40	71.90	71.90	78.20	79.20	79.20
Community & Development Services:										
Administration	1.50	1.50	1.50	1.50	1.50	2.00	2.00	2.00	2.00	2.00
Economic Development	2.50	2.50	3.50	3.50	3.50	2.50	2.50	2.50	2.50	2.50
Development Services	14.00	14.00	13.00	12.00	12.00	11.50	11.55	11.55	11.55	11.55
Redevelopment	2.05	2.15	2.45	3.45	3.45	3.00	3.00	2.00	2.00	2.00
Housing Development	1.75	1.45	1.30	1.30	1.30	1.25	1.25	0.50	0.50	0.50
HOME	0.90	0.90	0.75	0.75	0.75	0.75	0.75	0.50	0.50	0.50
Total Comm & Dev Svcs	22.70	22.50	22.50	22.50	22.50	21.00	21.05	19.05	19.05	19.05

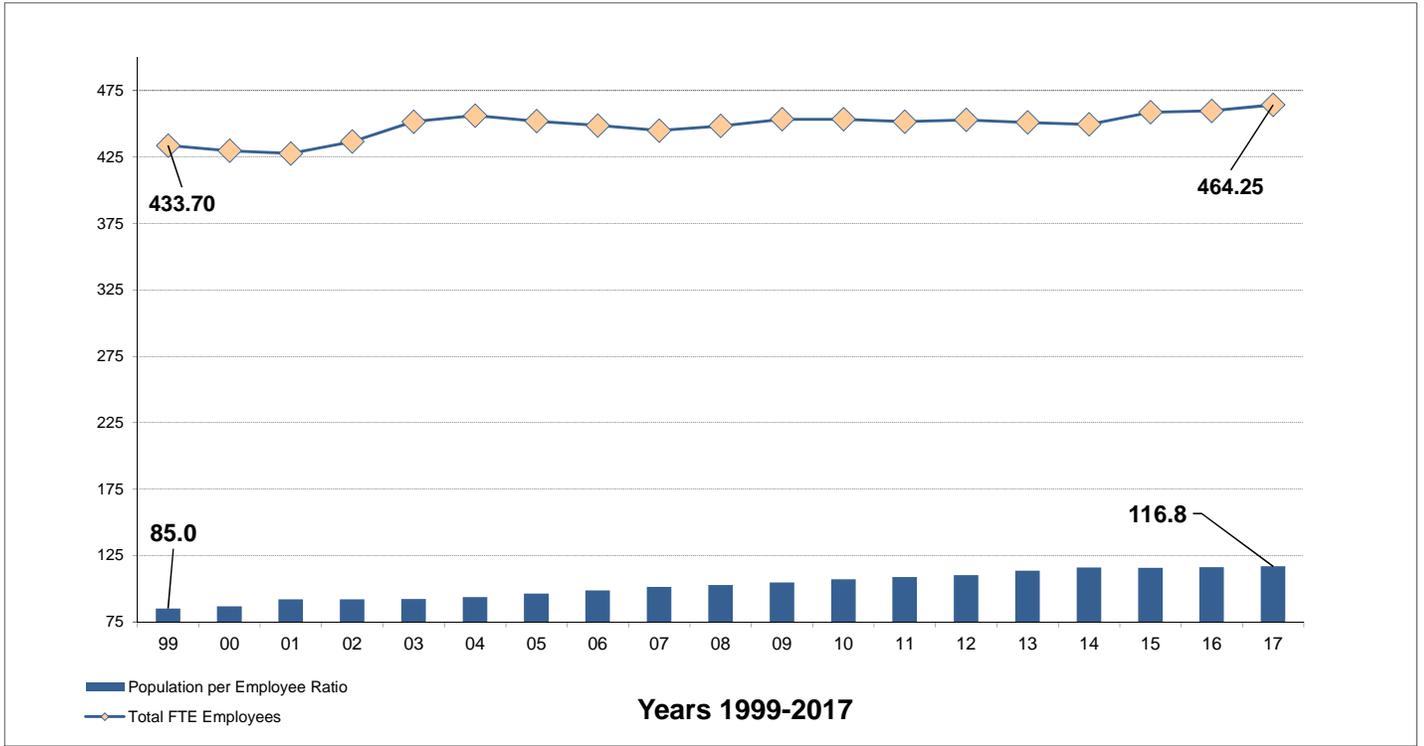
City of Richland
Staffing Level by Department/Division - Excludes BCES
2008 - 2017

Department / Division	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Parks & Public Facilities:										
Administration	2.00	2.00	2.00	1.00	1.00	1.50	1.50	1.50	1.50	1.50
Parks & Rec. Projects Admin.	2.00	2.00	2.00	2.00	2.00	2.00	2.00	3.50	3.50	3.00
Recreation	11.35	11.35	11.35	11.35	11.10	11.10	11.10	10.00	10.00	11.00
Parks & Facilities	22.00	22.00	22.00	22.00	21.50	20.50	21.00	21.00	21.00	22.50
Library	18.50	19.50	19.50	19.50	19.50	19.50	19.50	19.50	19.00	19.00
Total Parks & Public Facilities	55.85	56.85	56.85	55.85	55.10	54.60	55.10	55.50	55.00	57.00
Electric Utility:										
Business Services (Admin.)	1.34	1.34	1.34	1.34	7.50	7.50	5.50	5.40	6.40	6.73
Electrical Engineering	8.83	8.33	8.33	8.33	8.00	8.00	8.00	9.00	10.00	9.83
Power Operations	22.83	22.83	22.83	22.83	22.00	22.00	23.00	23.00	23.00	24.34
Systems	12.33	12.33	12.33	12.33	11.50	11.50	11.75	11.75	11.75	11.25
Energy Policy Management	4.33	4.33	4.33	4.33	1.00	1.00	2.00	1.10	1.10	1.10
Technical Services	8.34	8.34	8.34	8.34	7.50	7.50	6.25	6.25	6.25	6.25
Total Electric Utility	58.00	57.50	57.50	57.50	57.50	57.50	56.50	56.50	58.50	59.50
Public Works:										
Water Operations	8.50	8.50	8.50	8.50	8.50	8.50	8.50	8.50	8.50	8.50
Water Maintenance	15.25	15.25	14.75	14.75	14.75	14.75	14.75	14.50	14.50	14.50
Wastewater Operations	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10
Wastewater Maintenance	11.35	11.35	10.85	10.85	10.85	10.85	10.85	10.85	10.85	10.85
Solidwaste Collection	14.25	16.25	16.25	18.25	18.25	18.25	18.25	18.25	18.25	18.00
Solidwaste Disposal	9.25	9.25	9.25	9.25	10.25	10.25	10.25	10.45	9.85	10.10
Moderate Risk Waste	2.00	2.00	2.00	-	-	-	-	-	-	-
Stormwater	2.05	2.05	2.05	2.05	2.05	2.05	2.05	2.05	2.05	2.05
City Streets	10.00	10.00	10.00	10.00	10.00	10.00	10.00	9.00	9.00	9.00
Public Works Adm & Eng	24.00	24.00	25.00	25.00	25.00	25.00	25.00	25.00	24.60	24.60
Total Public Works	108.75	110.75	110.75	110.75	111.75	111.75	111.75	110.70	109.70	109.70
Total	448.45	453.50	453.50	451.60	452.95	451.10	449.65	458.70	459.75	464.25

CITY OF RICHLAND

Population Per Employee

1999 - 2017



Year	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Ratio	85.0	86.5	92.0	91.9	92.2	93.5	96.3	98.6	101.3	102.8	104.5	107.1	108.7	110.1	113.4	115.9	115.7	116.2	116.8
Employee*	433.70	429.70	427.70	436.70	451.70	456.20	451.95	448.75	444.95	448.45	453.50	453.50	451.60	452.95	451.10	449.60	458.70	459.75	464.25
Population as of April 1	36,880	37,190	39,350	40,150	41,650	42,660	43,520	44,230	45,070	46,080	47,410	48,580	49,090	49,890	51,150	52,090	53,080	53,410	54,211

* Excludes Benton County Emergency Services employees, being Regional Services.
 Population for 2017 is estimated

CITY OF RICHLAND
 Classifications, Pay Grades and Hourly Salaries as of January 2016

UNAFFILIATED

Pay Grade	Classification Title	Group Status	Minimum	Midpoint	Maximum
7510	ACCOUNTANT	PROFESSIONAL	\$29.12	\$36.40	\$43.68
7503	ACCOUNTING CLERK I	NON-EXEMPT	\$14.96	\$18.70	\$22.44
7504	ACCOUNTING CLERK II	NON-EXEMPT	\$16.43	\$20.54	\$24.65
7505	ACCOUNTING SPECIALIST	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7508	ADMINISTRATIVE ASSISTANT	ADMIN.	\$24.07	\$30.08	\$36.10
7508	ADMINISTRATIVE OPERATIONS COORDINATOR	EXECUTIVE	\$24.07	\$30.08	\$36.10
7620	ADMINISTRATIVE SERVICES DIRECTOR	EXECUTIVE	\$45.24	\$56.56	\$67.87
7507	ADMINISTRATIVE SPECIALIST	NON-EXEMPT	\$21.90	\$27.37	\$32.85
7610	ASSISTANT CITY MANAGER	EXECUTIVE	\$41.87	\$52.34	\$62.81
7512	BCES COMMUNICATIONS MANAGER	EXECUTIVE	\$35.23	\$44.04	\$52.85
7509	BCES COMMUNICATIONS SUPERVISOR	EXECUTIVE	\$26.50	\$33.12	\$39.74
7511	BCES EMERGENCY MANAGEMENT MANAGER	EXECUTIVE	\$32.05	\$40.06	\$48.07
7505	BCES EMERGENCY PLANNER I	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7506	BCES EMERGENCY PLANNER II	NON-EXEMPT	\$19.88	\$24.85	\$29.82
7507	BCES EMERGENCY PLANNER III	NON-EXEMPT	\$21.90	\$27.37	\$32.85
7513	BCES INFORMATION SYSTEMS MANAGER	EXECUTIVE	\$38.77	\$48.47	\$58.16
7509	BCES TECHNICAL SYSTEMS COORDINATOR	NON-EXEMPT	\$26.50	\$33.12	\$39.74
7509	BLOCK GRANT COORDINATOR	ADMIN.	\$26.50	\$33.12	\$39.74
7511	BUILDING INSPECTION SUPERVISOR	EXECUTIVE	\$32.05	\$40.06	\$48.07
7508	BUILDING INSPECTOR	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7506	BUILDING PERMIT EXPEDITER	NON-EXEMPT	\$19.88	\$24.85	\$29.82
7513	BUSINESS SERVICES MANAGER	EXECUTIVE	\$38.77	\$48.47	\$58.16
7505	BUYER I	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7507	BUYER II	NON-EXEMPT	\$21.90	\$27.37	\$32.85
7508	CABLE COMMUNICATIONS COORDINATOR	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7505	CABLE PRODUCTION ASSISTANT	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7515	CHIEF ELECTRICAL ENGINEER	EXECUTIVE	\$46.93	\$58.67	\$70.40
7515	CITY ATTORNEY	EXECUTIVE	\$46.93	\$58.67	\$70.40
7510	CITY CLERK	EXECUTIVE	\$29.12	\$36.40	\$43.68
7650	CITY MANAGER	EXECUTIVE	\$57.01	\$71.26	\$85.52
7509	CIVIL ENGINEER I	NON-EXEMPT	\$26.50	\$33.12	\$39.74
7511	CIVIL ENGINEER II	PROFESSIONAL	\$32.05	\$40.06	\$48.07
7502	CLERICAL ASSISTANT	NON-EXEMPT	\$13.59	\$16.99	\$20.39
7507	CODE ENFORCEMENT OFFICER	NON-EXEMPT	\$21.90	\$27.37	\$32.85
7511	COMMUNICATIONS & MARKETING MANAGER	EXECUTIVE	\$32.05	\$40.06	\$48.07
7508	COMMUNICATIONS & MARKETING SPECIALIST	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7620	COMMUNITY DEVELOPMENT DIRECTOR	EXECUTIVE	\$45.24	\$56.56	\$67.87
7508	CRIME ANALYST	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7505	CUSTOMER SERVICE REPRESENTATIVE	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7511	CUSTOMER SERVICE SUPERVISOR	EXECUTIVE	\$32.05	\$40.06	\$48.07
7507	DEPUTY CITY CLERK	NON-EXEMPT	\$21.90	\$27.37	\$32.85
7512	DEVELOPMENT SERVICES MANAGER	EXECUTIVE	\$35.23	\$44.04	\$52.85
7513	ECONOMIC DEVELOPMENT MANAGER	EXECUTIVE	\$38.77	\$48.47	\$58.16
7511	ELECTRICAL DISTRIBUTION ENGINEER I	PROFESSIONAL	\$32.05	\$40.06	\$48.07
7513	ELECTRICAL DISTRIBUTION ENGINEER II	PROFESSIONAL	\$38.77	\$48.47	\$58.16
7508	ELECTRICAL ENGINEERING SPECIALIST	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7512	ELECTRICAL SYSTEMS SUPERVISOR	EXECUTIVE	\$35.23	\$44.04	\$52.85
7508	ENERGY ENGINEER I	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7509	ENERGY ENGINEER II	PROFESSIONAL	\$26.50	\$33.12	\$39.74
7511	ENERGY POLICY SPECIALIST	PROFESSIONAL	\$32.05	\$40.06	\$48.07
7640	ENERGY SERVICES DIRECTOR	EXECUTIVE	\$52.79	\$65.99	\$79.18

CITY OF RICHLAND
Classifications, Pay Grades and Hourly Salaries as of January 2016

UNAFFILIATED

Pay Grade	Classification Title	Group Status	Minimum	Midpoint	Maximum
7509	ENERGY SPECIALIST	ADMIN.	\$26.50	\$33.12	\$39.74
7503	ENGINEERING AIDE	NON-EXEMPT	\$14.96	\$18.70	\$22.44
7505	ENGINEERING TECHNICIAN I	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7507	ENGINEERING TECHNICIAN II	NON-EXEMPT	\$21.90	\$27.37	\$32.85
7509	ENGINEERING TECHNICIAN III	NON-EXEMPT	\$26.50	\$33.12	\$39.74
7510	ENGINEERING TECHNICIAN IV	PROFESSIONAL	\$29.12	\$36.40	\$43.68
7508	ENVIRONMENTAL EDUCATION COORDINATOR	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7510	EQUIPMENT MAINTENANCE SUPERVISOR	EXECUTIVE	\$29.12	\$36.40	\$43.68
7506	EVIDENCE TECHNICIAN	NON-EXEMPT	\$19.88	\$24.85	\$29.82
7506	EXECUTIVE ASSISTANT	NON-EXEMPT	\$19.88	\$24.85	\$29.82
7511	FINANCE SUPERVISOR	EXECUTIVE	\$32.05	\$40.06	\$48.07
7610	FINANCE DIRECTOR	EXECUTIVE	\$41.87	\$52.34	\$62.81
7620	FIRE & EMERGENCY SERVICES DIRECTOR	EXECUTIVE	\$45.24	\$56.56	\$67.87
7508	FIRE ADMINISTRATIVE COORDINATOR	EXECUTIVE	\$24.07	\$30.08	\$36.10
7508	GIS/CADD TECHNICIAN	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7513	HANFORD PROJECT MANAGER	ADMIN.	\$38.77	\$48.47	\$58.16
7508	HOUSING RESOURCES SPECIALIST	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7505	HUMAN RESOURCES ASSISTANT	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7610	HUMAN RESOURCES DIRECTOR	EXECUTIVE	\$41.87	\$52.34	\$62.81
7510	HUMAN RESOURCES GENERALIST	PROFESSIONAL	\$29.12	\$36.40	\$43.68
7508	HUMAN RESOURCES SPECIALIST	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7514	INFORMATION TECHNOLOGY MANAGER	EXECUTIVE	\$42.64	\$53.30	\$63.96
7511	IT APPLICATIONS DEVELOPER/INTEGRATOR	PROFESSIONAL	\$32.05	\$40.06	\$48.07
7513	IT APPLICATIONS SUPERVISOR	EXECUTIVE	\$38.77	\$48.47	\$58.16
7511	IT BUSINESS ANALYST	PROFESSIONAL	\$32.05	\$40.06	\$48.07
7512	IT CUSTOMER SERVICE SUPERVISOR	EXECUTIVE	\$35.23	\$44.04	\$52.85
7509	IT CUSTOMER SERVICE TECHNICIAN I	NON-EXEMPT	\$26.50	\$33.12	\$39.74
7510	IT CUSTOMER SERVICE TECHNICIAN II	NON-EXEMPT	\$29.12	\$36.40	\$43.68
7511	IT NETWORK ADMINISTRATOR	PROFESSIONAL	\$32.05	\$40.06	\$48.07
7513	IT OPERATIONS SUPERVISOR	EXECUTIVE	\$38.77	\$48.47	\$58.16
7511	IT SYSTEMS ADMINISTRATOR	PROFESSIONAL	\$32.05	\$40.06	\$48.07
7508	LAND SURVEYOR I	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7510	LAND SURVEYOR II	EXECUTIVE	\$29.12	\$36.40	\$43.68
7507	LEGAL ASSISTANT	NON-EXEMPT	\$21.90	\$27.37	\$32.85
7507	LIBRARIAN I	PROFESSIONAL	\$21.90	\$27.37	\$32.85
7509	LIBRARIAN II	PROFESSIONAL	\$26.50	\$33.12	\$39.74
7501	LIBRARY ASSISTANT I	NON-EXEMPT	\$12.34	\$15.43	\$18.51
7503	LIBRARY ASSISTANT II	NON-EXEMPT	\$14.96	\$18.70	\$22.44
7505	LIBRARY ASSISTANT III	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7511	LIBRARY MANAGER	EXECUTIVE	\$32.05	\$40.06	\$48.07
7200	LIBRARY PAGE	NON-EXEMPT	\$9.62	\$12.03	\$14.43
7508	LIBRARY SUPERVISOR	EXECUTIVE	\$24.07	\$30.08	\$36.10
7506	LIBRARY TECHNICAL SUPPORT SPECIALIST	NON-EXEMPT	\$19.88	\$24.85	\$29.82
7501	MAIL CLERK	NON-EXEMPT	\$12.34	\$15.43	\$18.51
7509	MARKETING SPECIALIST	NON-EXEMPT	\$26.50	\$33.12	\$39.74
7511	PARKS & PUBLIC FAC. PLANNING & CAP. PROJ. MGR.	EXECUTIVE	\$32.05	\$40.06	\$48.07
7610	PARKS & PUBLIC FACILITIES DIRECTOR	EXECUTIVE	\$41.87	\$52.34	\$62.81
7510	PARKS & PUBLIC FACILITIES SUPERVISOR	EXECUTIVE	\$29.12	\$36.40	\$43.68
7511	PARKS & REC. PROGRAM & FACILITY MANAGER	EXECUTIVE	\$32.05	\$40.06	\$48.07
7200	PARKS & RECREATION AIDE	NON-EXEMPT	\$9.62	\$12.03	\$14.43
7506	PARKS & RECREATION ASSISTANT	NON-EXEMPT	\$19.88	\$24.85	\$29.82

CITY OF RICHLAND
 Classifications, Pay Grades and Hourly Salaries as of January 2016

UNAFFILIATED

Pay Grade	Classification Title	Group Status	Minimum	Midpoint	Maximum
7508	PARKS & RECREATION COORDINATOR	EXECUTIVE	\$24.07	\$30.08	\$36.10
7510	PARKS & RECREATION PLANNER	ADMIN.	\$29.12	\$36.40	\$43.68
7511	PARKS & RECREATION SENIOR PLANNER	PROFESSIONAL	\$32.05	\$40.06	\$48.07
7508	PAYROLL SPECIALIST	NON-EXEMPT	\$24.07	\$30.08	\$36.10
7505	PERMIT TECHNICIAN	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7509	PLANNER	NON-EXEMPT	\$26.50	\$33.12	\$39.74
7510	PLANS EXAMINER/PERMIT SPECIALIST	NON-EXEMPT	\$29.12	\$36.40	\$43.68
7512	POLICE CAPTAIN (1)	EXECUTIVE	\$35.23	\$44.04	\$52.85
7511	POLICE LIEUTENANT (1)	EXECUTIVE	\$32.05	\$40.06	\$48.07
7509	POLICE RECORDS SUPERVISOR	EXECUTIVE	\$26.50	\$33.12	\$39.74
7620	POLICE SERVICES DIRECTOR	EXECUTIVE	\$45.24	\$56.56	\$67.87
7512	POWER OPERATIONS SUPERVISOR	EXECUTIVE	\$35.23	\$44.04	\$52.85
7504	PRINTER	NON-EXEMPT	\$16.43	\$20.54	\$24.65
7505	PROJECT ASSISTANT	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7509	PUBLIC WORKS ADMINISTRATION SUPERVISOR	EXECUTIVE	\$26.50	\$33.12	\$39.74
7513	PUBLIC WORKS CAPITAL PROJECTS MANAGER	EXECUTIVE	\$38.77	\$48.47	\$58.16
7620	PUBLIC WORKS DIRECTOR	EXECUTIVE	\$45.24	\$56.56	\$67.87
7512	PURCHASING MANAGER	EXECUTIVE	\$35.23	\$44.04	\$52.85
7511	REDEVELOPMENT PROJECT MANAGER	PROFESSIONAL	\$32.05	\$40.06	\$48.07
7510	RISK & SAFETY PROGRAM ADMINISTRATOR	PROFESSIONAL	\$29.12	\$36.40	\$43.68
7511	SENIOR PLANNER	PROFESSIONAL	\$32.05	\$40.06	\$48.07
7510	SOLID WASTE COLLECTION SUPERVISOR	EXECUTIVE	\$29.12	\$36.40	\$43.68
7511	SOLID WASTE MANAGER	EXECUTIVE	\$32.05	\$40.06	\$48.07
N/A	SPECIAL APPOINTEE I	NON-EXEMPT	<i>With City Manager Approval</i>		
N/A	SPECIAL APPOINTEE II	EXEMPT	<i>With City Manager Approval</i>		
7250	SPECIAL INVESTIGATOR	NON-EXEMPT	\$43.42	\$54.27	\$65.13
7510	STREETS SUPERVISOR	EXECUTIVE	\$29.12	\$36.40	\$43.68
7505	SUPPORT SPECIALIST	NON-EXEMPT	\$18.05	\$22.56	\$27.08
7510	TRAFFIC ENGINEER	PROFESSIONAL	\$29.12	\$36.40	\$43.68
7513	TRANSPORTATION & DEVELOPMENT MGR.	EXECUTIVE	\$38.77	\$48.47	\$58.16
7510	WASTE WATER MAINTENANCE SUPERVISOR	EXECUTIVE	\$29.12	\$36.40	\$43.68
7511	WASTE WATER/STORM WATER MANAGER	EXECUTIVE	\$32.05	\$40.06	\$48.07
7510	WATER MAINTENANCE SUPERVISOR	EXECUTIVE	\$29.12	\$36.40	\$43.68
7511	WATER MANAGER	EXECUTIVE	\$32.05	\$40.06	\$48.07

CITY OF RICHLAND
 Classifications, Pay Grades and Hourly Salaries as of January 2017
 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

Pay Level	Classification Title	Step A Monthly	Step C Monthly	Step E Monthly	Step F Monthly
1000	FIREFIGHTER EMT	\$5,043	\$5,927	\$6,268	\$6,549
1009	FIRE LIEUTENANT			\$7,020	\$7,335
1049	FIRE CAPTAIN			\$7,723	\$8,068
1119	ASST FIRE MARSHAL			\$7,723	\$8,068
1139	DEPUTY FIRE MARSHALL EMT				\$7,335
1140	TRAINING PROGRAM OFFICER			\$8,495	\$8,875
1189	EMS PROGRAM OFFICER			\$8,495	\$8,875

CITY OF RICHLAND

Classifications, Pay Grades and Hourly Salaries as of January 2017

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - BC

Pay Level	Classification Title	Step E Monthly	Step F Monthly
4009	BATTALION CHIEF	\$8,494	\$8,879
4013	BC-FIRE MARSHAL & TRAINING	\$9,344	\$9,767

CITY OF RICHLAND
 Classifications, Pay Grades and Hourly Salaries as of January 2017
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Pay Level	Classification Title	Step F
2000	APPRENTICE LINE,WIRE,&METER #1	\$32.82
2001	APPRENTICE LINE,WIRE,&METER #2	\$33.69
2002	APPRENTICE LINE,WIRE,&METER #3	\$34.57
2003	APPRENTICE LINE,WIRE,&METER #4	\$35.87
2004	APPRENTICE LINE,WIRE,&METER #5	\$37.63
2005	APPRENTICE LINE,WIRE,&METER #6	\$41.57
2006	DISPATCHER FILL IN-UPGRADE	\$47.02
2007	ELECTRICAL SYSTEMS DISPATCHER	\$49.94
2008	ELECTRICAL TOOLKEEPER	\$35.87
2009	ELECTRONICS & INSTR TECH I	\$44.62
2010	ELECTRONICS & INSTR TECH II	\$45.93
2011	ELECTRONICS & INSTR TECH III	\$47.68
2012	GROUNDMAN (M-F)	\$33.69
2013	HEAD GROUNDMAN(M-F)-HEAVY EQUIP	\$39.37
2014	HEAD GROUNDMAN (M-F)-TRUCK OPR	\$37.20
2015	ELECTRICIAN II	\$45.93
2017	JOURNEYMAN LINEMAN (M-F)	\$43.74
2018	MPP TECH I	\$44.62
2021	LEAD WAREHOUSE WORKER	\$35.87
2022	MPP FOREMAN(M-F)	\$50.33
2023	SENIOR CREW FOREMAN (M-F)	\$50.33
2024	SERVICE CREW FOREMAN (M-F)	\$49.20
2026	ELECTRICIAN I	\$44.62
2027	WAREHOUSE WKR II/ 2ND 6 MOS	\$30.09
2028	WAREHOUSE WKR II/ 3RD 6 MOS	\$31.25
2029	WAREHOUSE WKR II/ 1ST 6 MOS	\$27.77
2030	ELECTRICIAN FOREMAN	\$49.65
2031	ELECTRONIC & INSTRUMENT FOREMAN	\$49.65
2032	MPP TECHNICIAN II	\$45.93
2033	INSPECTOR I	\$45.93
2034	INSPECTOR II	\$49.20
2035	MPP TECHNICIAN III	\$47.68
2036	ELECTRICIAN III	\$47.68
2037	WAREHOUSE WKR I/ 1ST 6 MOS	\$23.15
2038	WAREHOUSE WKR I/ 2ND 6 MOS	\$24.30
2039	WAREHOUSE WKR I/ 3RD 6 MOS	\$25.46

CITY OF RICHLAND
Classifications, Pay Grades and Hourly Salaries as of January 2017

POLICE GUILD

Pay Level	Classification Title	Step A	Step B	Step C	Step D	Step E	Step F
5001	POLICE OFFICER	\$35.21		\$37.04		\$38.91	\$39.92
5011	POLICE CORPORAL					\$41.85	\$42.71
5021	POLICE SERGEANT					\$44.98	\$45.91

CITY OF RICHLAND
Classifications, Pay Grades and Hourly Salaries as of January 2017
INTERNATIONAL UNION OF OPERATING ENGINEERS

Pay Level	Classification Title	Step A	Step B	Step C	Step D	Step E
3044	CONST & MAINT WKR I	\$23.02	\$23.76	\$24.52	\$25.24	\$25.83
3045	CONST & MAINT WKR II		\$27.62	\$28.51	\$29.51	\$30.35
3000	CUSTODIAN I	\$12.41	\$13.29	\$14.11	\$14.91	\$15.74
3001	CUSTODIAN II	\$14.91	\$16.58	\$17.41	\$18.23	\$19.06
3002	EQUIPMENT OPERATOR	\$26.00	\$26.86	\$27.69	\$28.70	\$29.57
3003	EQUIPMENT SERVICER	\$22.06	\$22.92	\$23.44	\$24.06	\$24.63
3024	EQUIPMENT TECHNICIAN	\$26.86	\$27.62	\$28.51	\$29.51	\$30.35
3004	FACILITIES CRAFTSWORKER		\$27.62	\$28.51	\$29.51	\$30.35
3005	FUELER		\$12.41	\$13.29	\$14.11	\$14.91
3006	GENERAL CRAFTSWORKER		\$27.62	\$28.51	\$29.51	\$30.35
3040	HOUSEHOLD HAZ WASTE ATTENDANT	\$25.18	\$26.00	\$26.75	\$27.38	\$28.15
3007	HVAC TECHNICIAN	\$29.35	\$30.28	\$31.24	\$32.13	\$33.01
3009	LABORATORY TECHNICIAN I	\$25.43	\$26.65	\$27.93	\$29.25	\$30.65
3010	LABORATORY TECHNICIAN II	\$26.42	\$27.66	\$28.97	\$30.38	\$31.82
3043	LABORER	\$17.78	\$18.55	\$19.36	\$20.09	\$20.88
3013	LEAD CRAFTSWORKER	\$25.40	\$26.95	\$28.54	\$30.11	\$31.77
3014	LEAD CUSTODIAN	\$20.44	\$21.47	\$22.55	\$23.66	\$24.84
3016	LEAD EQUIPMENT TECHNICIAN	\$29.35	\$30.28	\$31.24	\$32.13	\$33.01
3015	LEAD LANDFILL OPERATOR	\$28.01	\$28.92	\$29.86	\$30.80	\$31.71
3041	LEAD METER READER					\$28.15
3012	LEAD CONST & MAINT WORKER	\$25.71	\$27.36	\$28.97	\$30.59	\$32.20
3017	LEAD PLANT OPERATOR	\$29.35	\$30.28	\$31.24	\$32.13	\$33.01
3019	LEAD TRUCK DRIVER	\$27.62	\$28.51	\$29.51	\$30.35	\$31.31
3018	LEAD WAREHOUSE WORKER					
3020	MAINTENANCE CRAFTSWORKER I	\$24.40	\$25.18	\$26.00	\$26.75	\$27.38
3021	MAINTENANCE CRAFTSWORKER II		\$27.62	\$28.51	\$29.51	\$30.35
3022	MAINTENANCE WORKER I	\$22.49	\$23.15	\$23.81	\$24.50	\$25.13
3023	MAINTENANCE WORKER II	\$25.18	\$26.00	\$26.75	\$27.38	\$28.15
3025	METER READER	\$23.39	\$24.12	\$24.92	\$25.63	\$26.37
3026	METER SERVICE WORKER	\$25.18	\$26.00	\$26.75	\$27.38	\$28.15
3028	PLANT OPERATOR	\$26.87	\$27.72	\$28.57	\$29.57	\$30.44
3029	PLANT OPERATOR-IN-TRAINING	\$22.49	\$23.15	\$23.81	\$24.50	\$25.13
3030	PRETREATMENT COORDINATOR	\$24.92	\$26.47	\$28.03	\$29.57	\$31.14
3031	PRETREATMENT INSPECTOR	\$26.87	\$27.72	\$28.57	\$29.57	\$30.44
3032	SERVICE WRITER	\$24.40	\$25.18	\$26.00	\$26.75	\$27.38
3039	TRANSFER STATION ATTENDANT	\$25.18	\$26.00	\$26.75	\$27.38	\$28.15
3037	TREATMENT PLANT MECHANIC	\$29.35	\$30.28	\$31.24	\$32.13	\$33.01
3034	TRUCK DRIVER-HEAVY	\$25.18	\$26.00	\$26.75	\$27.38	\$28.15
3035	UTILITY CRAFTSWORKER	\$24.40	\$25.18	\$26.00	\$26.75	\$27.38
3038	WAREHOUSE WORKER I	\$22.05	\$23.19	\$24.32	\$25.54	
3033	WAREHOUSE WORKER II			\$26.51	\$27.87	\$29.16
3036	WATER QUALITY COORDINATOR	\$24.92	\$26.47	\$28.03	\$29.27	\$29.57

CITY OF RICHLAND
 Classifications, Pay Grades and Hourly Salaries as of January 2016
 SOUTHEAST WASHINGTON TELECOMMUNICATORS GUILD

Pay								
Level	Classification Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
6000	EMERGENCY COMM DISPATCHER	\$19.46	\$20.16	\$20.93	\$22.77	\$23.53	\$26.87	\$27.78
6001	LEAD EMERG COMM DISPATCHER/TO					\$24.71	\$28.20	\$29.15