

2020 Exhibit A - Article XIV, Section 14.01, Page 29

City of Richland

Classification, Pay Grades and Salaries for Unaffiliated Employees

(Alphabetical)

Effective December 23, 2019

Classification Title	Pay Grade	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Classification Status	EEO-4 Group Status	FLSA Status	Non-Match Def. Comp
Accountant	20	\$31.85	\$38.22	\$44.59	Classified	Professionals	Professional	1%
Accounting Specialist	14	\$23.77	\$28.52	\$33.27	Classified	Admin Support Workers	Non-Exempt	
Administrative Assistant	13	\$22.64	\$27.16	\$31.69	Classified	Admin Support Workers	Non-Exempt	
Administrative Assistant II	15	\$24.96	\$29.95	\$34.94	Classified	Admin Support Workers	Non-Exempt	
Administrative Services Director	32	\$57.19	\$68.63	\$80.07	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%
Aquatics Head Lifeguard	Based on market assessment of current minimum wage				Classified	Admin Support Workers	Non-Exempt	
Aquatics Lifeguard /Swim Instructor /Coach	Based on market assessment of current minimum wage				Classified	Admin Support Workers	Non-Exempt	
Aquatics Pool Manager	Based on market assessment of current minimum wage				Classified	Admin Support Workers	Non-Exempt	
Assistant City Manager	34	\$63.06	\$75.67	\$88.28	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%
BCES Communications Manager	23	\$36.87	\$44.24	\$51.62	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
BCES Communications Supervisor	19	\$30.33	\$36.40	\$42.47	Classified	First/Mid Offs & Mgrs.	Executive	1%
BCES Emergency Management Manager	21	\$33.44	\$40.13	\$46.82	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
BCES Emergency Planner	17	\$27.51	\$33.02	\$38.52	Classified	Professionals	Non-Exempt	
BCES Information Systems Manager	27	\$44.81	\$53.78	\$62.74	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
BCES Tech Systems Coordinator	18	\$28.89	\$34.67	\$40.44	Classified	Technicians	Non-Exempt	
Building Inspector	17	\$27.51	\$33.02	\$38.52	Classified	Professionals	Non-Exempt	
Building Official	23	\$36.87	\$44.24	\$51.62	Classified	Professionals	Executive	1%
Business Services Manager	23	\$36.87	\$44.24	\$51.62	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Buyer	17	\$27.51	\$33.02	\$38.52	Classified	Professionals	Non-Exempt	
Cable Communication Coordinator	18	\$28.89	\$34.67	\$40.44	Classified	Technicians	Non-Exempt	
Cable Production Assistant	14	\$23.77	\$28.52	\$33.27	Classified	Technicians	Non-Exempt	
CDBG/HOME Administrator	19	\$30.33	\$36.40	\$42.47	Classified	Professionals	Admin.	1%
Chief Electrical Engineer	30	\$51.88	\$62.25	\$72.63	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Chief of Police	33	\$60.05	\$72.06	\$84.07	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%
City Attorney	33	\$60.05	\$72.06	\$84.07	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%
City Clerk	22	\$35.11	\$42.14	\$49.16	Classified	Professionals	Executive	1%
City Surveyor	21	\$33.44	\$40.13	\$46.82	Classified	Professionals	Executive	1%
Civil Engineer I	18	\$28.89	\$34.67	\$40.44	Classified	Professionals	Non-Exempt	
Civil Engineer II	24	\$38.71	\$46.45	\$54.20	Classified	Professionals	Professional	1%
Code Enforcement Officer	17	\$27.51	\$33.02	\$38.52	Classified	Service Worker	Non-Exempt	
Communications and Marketing Manager	23	\$36.87	\$44.24	\$51.62	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Communications and Marketing Specialist	17	\$27.51	\$33.02	\$38.52	Classified	Professionals	Non-Exempt	
Communications Graphic Designer	18	\$28.89	\$34.67	\$40.44	Classified	Professionals	Professional	1%

2020 Exhibit A - Article XIV, Section 14.01, Page 29

City of Richland

Classification, Pay Grades and Salaries for Unaffiliated Employees

(Alphabetical)

Effective December 23, 2019

Classification Title	Pay Grade	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Classification Status	EEO-4 Group Status	FLSA Status	Non-Match Def. Comp
Community Development Director	31	\$54.47	\$65.36	\$76.26	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%
Crime Analyst	18	\$28.89	\$34.67	\$40.44	Classified	Technicians	Non-Exempt	
Crime Prevention Specialist	17	\$27.51	\$33.02	\$38.52	Classified	Professionals	Non-Exempt	
Customer Service Assistant	6	\$16.09	\$19.31	\$22.52	Classified	Admin Support Workers	Non-Exempt	
Customer Service Representative	14	\$23.77	\$28.52	\$33.27	Classified	Admin Support Workers	Non-Exempt	
Customer Service Supervisor	20	\$31.85	\$38.22	\$44.59	Classified	Admin Support Workers	Executive	1%
Deputy City Clerk	16	\$26.20	\$31.44	\$36.68	Classified	Admin Support Workers	Non-Exempt	
Economic Development Manager	27	\$44.81	\$53.78	\$62.74	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Electrical Distribution Engineer I	21	\$33.44	\$40.13	\$46.82	Classified	Professionals	Professional	1%
Electrical Distribution Engineer II	26	\$42.68	\$51.22	\$59.75	Classified	Professionals	Professional	1%
Energy Services Director	33	\$60.05	\$72.06	\$84.07	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%
Energy Services Project Manager	21	\$33.44	\$40.13	\$46.82	Classified	Professionals	Professional	1%
Energy Specialist	19	\$30.33	\$36.40	\$42.47	Classified	Professionals	Admin.	1%
Engineering Aide	Based on market assessment of current minimum wage				Classified	Technicians	Non-Exempt	
Engineering and Operations Manager	30	\$51.88	\$62.25	\$72.63	Classified	First/Mid Offs & Mgrs.	Executive	3%
Engineering Technician I	15	\$24.96	\$29.95	\$34.94	Classified	Technicians	Non-Exempt	
Engineering Technician II	16	\$26.20	\$31.44	\$36.68	Classified	Technicians	Non-Exempt	
Engineering Technician III	19	\$30.33	\$36.40	\$42.47	Classified	Technicians	Non-Exempt	
Engineering Technician IV	20	\$31.85	\$38.22	\$44.59	Classified	Technicians	Professional	1%
Equipment Maintenance Supervisor	22	\$35.11	\$42.14	\$49.16	Classified	First/Mid Offs & Mgrs.	Executive	1%
ERP Analyst	24	\$38.71	\$46.45	\$54.20	Classified	Professionals	Professional	1%
Evidence Technician	16	\$26.20	\$31.44	\$36.68	Classified	Technicians	Non-Exempt	
Executive Assistant	17	\$27.51	\$33.02	\$38.52	Classified	Admin Support Workers	Admin.	1%
Field Engineer	21	\$33.44	\$40.13	\$46.82	Classified	Professionals	Professional	1%
Finance Director	30	\$51.88	\$62.25	\$72.63	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%
Fire and Emergency Services Director	33	\$60.05	\$72.06	\$84.07	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%
Fire Data Analyst	18	\$28.89	\$34.67	\$40.44	Classified	Professionals	Non-Exempt	
Fire Logistics Technician	16	\$26.20	\$31.44	\$36.68	Classified	Admin Support Workers	Non-Exempt	
GIS/CADD Technician	17	\$27.51	\$33.02	\$38.52	Classified	Technicians	Non-Exempt	
Hanford Program Coordinator	20	\$31.85	\$38.22	\$44.59	Unclassified	First/Mid Offs & Mgrs.	Admin.	3%
Human Resources Generalist	20	\$31.85	\$38.22	\$44.59	Classified	Professionals	Professional	1%
Human Resources Manager	25	\$40.65	\$48.78	\$56.91	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Human Resources Technician	14	\$23.77	\$28.52	\$33.27	Classified	Professionals	Non-Exempt	

2020 Exhibit A - Article XIV, Section 14.01, Page 29

City of Richland

Classification, Pay Grades and Salaries for Unaffiliated Employees

(Alphabetical)

Effective December 23, 2019

Classification Title	Pay Grade	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Classification Status	EE0-4 Group Status	FLSA Status	Non-Match Def. Comp
Information Technology Manager	28	\$47.05	\$56.46	\$65.87	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
IT Applications Developer/Integrator	22	\$35.11	\$42.14	\$49.16	Classified	Professionals	Professional	1%
IT Applications Supervisor	26	\$42.68	\$51.22	\$59.75	Classified	First/Mid Offs & Mgrs.	Executive	1%
IT Business Analyst	21	\$33.44	\$40.13	\$46.82	Classified	Professionals	Professional	1%
IT Customer Service Supervisor	25	\$40.65	\$48.78	\$56.91	Classified	First/Mid Offs & Mgrs.	Executive	1%
IT Customer Service Technician I	16	\$26.20	\$31.44	\$36.68	Classified	Technicians	Non-Exempt	
IT Customer Service Technician II	18	\$28.89	\$34.67	\$40.44	Classified	Technicians	Non-Exempt	
IT Network Administrator	22	\$35.11	\$42.14	\$49.16	Classified	Professionals	Professional	1%
IT Operations Supervisor	26	\$42.68	\$51.22	\$59.75	Classified	First/Mid Offs & Mgrs.	Executive	1%
IT Systems Administrator	22	\$35.11	\$42.14	\$49.16	Classified	Professionals	Professional	1%
Librarian I	17	\$27.51	\$33.02	\$38.52	Classified	Professionals	Professional	1%
Library Assistant I	9	\$18.62	\$22.35	\$26.07	Classified	Admin Support Workers	Non-Exempt	
Library Assistant II	12	\$21.56	\$25.87	\$30.18	Classified	Admin Support Workers	Non-Exempt	
Library Manager	25	\$40.65	\$48.78	\$56.91	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Library Page	6	\$16.09	\$19.31	\$22.52	Classified	Admin Support Workers	Non-Exempt	
Library Supervisor	19	\$30.33	\$36.40	\$42.47	Classified	First/Mid Offs & Mgrs.	Executive	1%
Library Technical Support Specialist	15	\$24.96	\$29.95	\$34.94	Classified	Technicians	Non-Exempt	
Maintenance and Operations Supervisor	26	\$42.68	\$51.22	\$59.75	Classified	First/Mid Offs & Mgrs.	Executive	1%
Marketing Specialist	18	\$28.89	\$34.67	\$40.44	Classified	Professionals	Non-Exempt	
Office Coordinator	17	\$27.51	\$33.02	\$38.52	Classified	Admin Support Workers	Admin.	1%
Parks and Public Facilities Capital Projects Manager	24	\$38.71	\$46.45	\$54.20	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Parks and Public Facilities Contracts Administrator	18	\$28.89	\$34.67	\$40.44	Classified	Admin Support Workers	Non-Exempt	
Parks and Public Facilities Director	31	\$54.47	\$65.36	\$76.26	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%
Parks and Public Facilities Project Manager	27	\$44.81	\$53.78	\$62.74	Classified	Professionals	Professional	1%
Parks and Public Facilities Supervisor	21	\$33.44	\$40.13	\$46.82	Classified	First/Mid Offs & Mgrs.	Executive	1%
Parks and Recreation Aide	6	\$16.09	\$19.31	\$22.52	Classified	Admin Support Workers	Non-Exempt	
Parks and Recreation Assistant	13	\$22.64	\$27.16	\$31.69	Classified	Admin Support Workers	Non-Exempt	
Parks and Recreation Coordinator	18	\$28.89	\$34.67	\$40.44	Classified	Admin Support Workers	Executive	1%
Payroll Specialist	17	\$27.51	\$33.02	\$38.52	Classified	Professionals	Non-Exempt	
Permit Technician	15	\$24.96	\$29.95	\$34.94	Classified	Technicians	Non-Exempt	
Planner	19	\$30.33	\$36.40	\$42.47	Classified	Professionals	Non-Exempt	
Planning Manager	25	\$40.65	\$48.78	\$56.91	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Plans Examiner	19	\$30.33	\$36.40	\$42.47	Classified	Professionals	Non-Exempt	

2020 Exhibit A - Article XIV, Section 14.01, Page 29

City of Richland

Classification, Pay Grades and Salaries for Unaffiliated Employees

(Alphabetical)

Effective December 23, 2019

Classification Title	Pay Grade	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Classification Status	EE0-4 Group Status	FLSA Status	Non-Match Def. Comp
Police Captain (1)	29	\$49.41	\$59.29	\$69.17	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Police Lieutenant (1)	25	\$40.65	\$48.78	\$56.91	Classified	First/Mid Offs & Mgrs.	Executive	3%
Police Quartermaster	16	\$26.20	\$31.44	\$36.68	Classified	Admin Support Workers	Non-Exempt	
Police Records Specialist	13	\$22.64	\$27.16	\$31.69	Classified	Admin Support Workers	Non-Exempt	
Police Records Supervisor	19	\$30.33	\$36.40	\$42.47	Classified	First/Mid Offs & Mgrs.	Executive	1%
Power Analyst	17	\$27.51	\$33.02	\$38.52	Classified	Professionals	Professional	1%
Professional Land Surveyor	19	\$30.33	\$36.40	\$42.47	Classified	Professionals	Non-Exempt	
Public Records Officer	17	\$27.51	\$33.02	\$38.52	Classified	Professionals	Non-Exempt	
Public Works Budget and Contracts Analyst	19	\$30.33	\$36.40	\$42.47	Classified	First/Mid Offs & Mgrs.	Executive	1%
Public Works Capital Projects Manager	27	\$44.81	\$53.78	\$62.74	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Public Works Director	33	\$60.05	\$72.06	\$84.07	Unclassified	Exec/Senior Offs & Mgrs.	Executive	4%
Purchasing Agent	20	\$31.85	\$38.22	\$44.59	Classified	Professionals	Professional	1%
Purchasing Manager	25	\$40.65	\$48.78	\$56.91	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Recreation Attendant I	Based on market assessment of current minimum wage				Classified	Admin Support Workers	Non-Exempt	
Recreation Manager	22	\$35.11	\$42.14	\$49.16	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Risk and Safety Program Administrator	21	\$33.44	\$40.13	\$46.82	Classified	Professionals	Professional	1%
Senior Planner	22	\$35.11	\$42.14	\$49.16	Classified	Professionals	Professional	1%
Solid Waste Collection Supervisor	21	\$33.44	\$40.13	\$46.82	Classified	First/Mid Offs & Mgrs.	Executive	1%
Streets Supervisor	21	\$33.44	\$40.13	\$46.82	Classified	First/Mid Offs & Mgrs.	Executive	1%
Survey Technician	16	\$26.20	\$31.44	\$36.68	Classified	Professionals	Non-Exempt	
Traffic Engineer	24	\$38.71	\$46.45	\$54.20	Classified	Professionals	Professional	1%
Transportation and Development Manager	26	\$42.68	\$51.22	\$59.75	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Wastewater/Stormwater Maintenance Supervisor	22	\$35.11	\$42.14	\$49.16	Classified	First/Mid Offs & Mgrs.	Executive	1%
Wastewater/Stormwater Manager	25	\$40.65	\$48.78	\$56.91	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Water Manager	25	\$40.65	\$48.78	\$56.91	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
Water Operations Supervisor	22	\$35.11	\$42.14	\$49.16	Classified	First/Mid Offs & Mgrs.	Executive	1%

(1) With the approval of the Chief of Police, the Police Captain and Police Lieutenant positions may receive an eight percent (8%) base pay differential as Certification Pay for obtaining a Career Level Certification (CLC) Middle Management Level. In addition, employees assigned to Police Captain and Police Lieutenant positions 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, Law Enforcement, Political Science, Business Administration, or comparable as determined by the Chief of Police.

Implementation of the 2018 Classification and Compensation study results necessitates certain employees be paid above the salary range maximums until such time as an amended Exhibit A incorporates incumbents' salary