

**CITY OF FIRCREST
ORDINANCE NO. 1731**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF
FIRCREST, WASHINGTON, AMENDING FIRCREST
MUNICIPAL CODE (“FMC”) 2.44.050 RELATING TO
SALARIES OF NON-UNION CITY EMPLOYEES AND
AMENDING FMC 2.44.090 RELATING TO THE HOURLY
RATE OF PAY FOR CASUAL AND SEASONAL EMPLOYEES;
PROVIDING FOR SEVERABILITY; AND ESTABLISHING AN
EFFECTIVE DATE.**

WHEREAS, the City seeks to adopt a cost of living increase of 3.6% based on the Consumer Price Index All Urban Consumers (CPI-W) for the year ending June 2025; and

WHEREAS, the City Council has determined it is in the best interests of the City to do so.

**NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF FIRCREST DO
ORDAIN AS FOLLOWS:**

Section 1. FMC 2.44.050, Amended. Section 1 of Ordinance No. 1724 and FMC Section 2.44.050 are hereby amended to read as follows:

Non-Union Salaries. From and after January 1, 2025, the full-time equivalent monthly salary range of the following regular full-time, regular part-time, and temporary City positions is fixed at the following sums. No employee shall be paid an average monthly base salary that exceeds the maximum provided hereunder.

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
Office Assistant I	\$3,764	\$4,804
Passport Specialist	\$3,764	\$4,804
Court Clerk I	\$4,525	\$5,775
Office Assistant II	\$4,525	\$5,775
Police Records Technician/CSO I	\$4,645	\$5,929
Recreation Specialist	\$4,645	\$5,929
Administrative Assistant	\$4,888	\$6,238
Deputy City Clerk	\$4,888	\$6,238
Events Coordinator	\$4,888	\$6,238
Court Clerk II	\$5,068	\$6,468
Permit Coordinator/Assistant Planner	\$5,092	\$6,499
Recreation Program Coordinator	\$5,100	\$6,509
Accountant I	\$5,156	\$6,581
Police Records Technician/CSO II	\$5,202	\$6,639
Accountant II	\$6,052	\$7,724
Recreation Supervisor	\$6,116	\$7,805
IT Systems Coordinator	\$6,164	\$7,867
Court Administrator – without contracted	\$6,834	\$8,723
City Clerk	\$6,944	\$8,863
Court Administrator – with contracted court	\$7,893	\$10,074
Parks & Recreation Director	\$9,260	\$11,818
Community Development Director	\$10,206	\$13,025
Finance Director	\$10,206	\$13,025
Public Works Director	\$10,206	\$13,025
Police Chief	\$11,310	\$14,435

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For payroll purposes and to compute hourly rates for regular employees, the monthly salary of said positions shall be multiplied by twelve (12) and then divided by two thousand and eighty (2,080) hours and rounded to the nearest one hundredth to determine the corresponding hourly rate of pay for entry into the bi-weekly payroll system.

Section 2. FMC 2.44.090, Amended. Section 2 of Ordinance No. 1712 and FMC 2.44.090 are hereby amended to read as follows:

Casual and Seasonal Employees. From and after January 1, 2025, the hourly rate of pay for casual or seasonal employees, unless otherwise provided, shall range between the State of Washington’s minimum wage of sixteen dollars and sixty-six cents (\$16.66) and thirty-five dollars (\$35.00) per hour, depending on the requirements of the position and the qualifications of the individual, as determined by the City Manager.

No employee shall be paid an hourly rate that exceeds the maximum provided hereunder.

<u>Position</u>	<u>Years of Employment</u>			
	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>
Maintenance Worker	\$17.25	\$17.50	\$17.75	\$18.00
Pool Cashier	\$17.25	\$17.50	\$17.75	\$18.00
Lifeguard	\$17.85	\$18.10	\$18.35	\$18.60
Swim Instructor	\$17.85	\$18.10	\$18.35	\$18.60
Recreation Leader	\$17.85	\$18.10	\$18.35	\$18.60
Swim Coach	\$18.70	\$18.95	\$19.20	\$19.45
Head Lifeguard	\$19.25	\$19.50	\$19.75	\$20.00
Senior Bus Driver	\$21.65	\$21.90	\$22.15	\$22.40
Pool Manager	\$25.15	\$25.40	\$25.65	\$25.90
Court Bailiff	\$35.00	\$35.00	\$35.00	\$35.00

Section 2. Corrections. The City Clerk and codifiers of the ordinance are authorized to make necessary corrections to this ordinance, including, but not limited to, the correction of scrivener/clerical errors, references, ordinance numbering, section/subsection numbers, and any references thereto.

Section 3. Severability. If any section, subsection, paragraph, sentence, clause, or phrase of this ordinance is declared unconstitutional or invalid for any reason, such invalidity shall not affect the validity or effectiveness of the remaining portions of this ordinance.

Section 4. Summary, Publication, and Effective Date. This Ordinance or a summary thereof consisting of the title, shall be published in the official newspaper of the City, and shall take effect and be in full force five (5) days after its adoption and publication as required by law.

PASSED BY THE CITY COUNCIL OF THE CITY OF FIRCREST, WASHINGTON, at a regular meeting thereof this 26th day of November 2024.

APPROVED:



Shannon Reynolds, Mayor

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ATTEST:



Arlette Burkhardt, City Clerk

APPROVED AS TO FORM:



Robert Zeinemann, City Attorney