

**CITY OF FIRCREST
ORDINANCE NO. 1746**

**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 2.7% based on the Consumer Price Index – Urban Wage Earners and Clerical Workers (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. 1737 and FMC Section 2.44.050 are hereby amended to read as follows:

Non-Union Salaries. From and after January 1, 2026, 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	\$3,865	\$4,935
Passport Specialist	\$3,865	\$4,935
Court Clerk I	\$4,647	\$5,931
Office Assistant II	\$4,647	\$5,931
Police Records Technician	\$4,770	\$6,089
Recreation Specialist	\$4,770	\$6,089
Administrative Assistant	\$5,020	\$6,408
Deputy City Clerk	\$5,020	\$6,408
Events Coordinator	\$5,020	\$6,408
Court Clerk II	\$5,205	\$6,646
Assistant Planner	\$5,229	\$6,673
Permit Coordinator	\$5,229	\$6,673
Recreation Program Coordinator	\$5,238	\$6,687
Accountant I	\$5,295	\$6,758
Police Records Coordinator	\$5,342	\$6,817
Accountant II	\$6,216	\$7,933
Recreation Supervisor	\$6,280	\$8,015
Deputy City Clerk/Human Resources Specialist	\$6,316	\$8,060
IT Systems Coordinator	\$6,330	\$8,079
Court Administrator – without contracted court	\$7,018	\$8,956
City Clerk	\$7,133	\$9,103
Court Administrator – with contracted court	\$8,107	\$10,348
Parks & Recreation Director	\$9,511	\$12,137
Community Development Director	\$10,481	\$13,374
Finance Director	\$10,481	\$13,374
Public Works Director	\$10,481	\$13,374
Police Chief	\$11,615	\$14,823

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. 1731 and FMC 2.44.090 are hereby amended to read as follows:

Casual and Seasonal Employees. From and after January 1, 2026, the hourly rate of pay for casual or seasonal employees, unless otherwise provided, shall range between the State of Washington's minimum wage of seventeen dollars and thirteen cents (\$17.13) 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	\$17.75	\$18.00	\$18.25	\$18.50
Pool Cashier	\$17.75	\$18.00	\$18.25	\$18.50
Lifeguard	\$18.35	\$18.60	\$18.85	\$19.10
Swim Instructor	\$18.35	\$18.60	\$18.85	\$19.10
Recreation Leader	\$18.35	\$18.60	\$18.85	\$19.10
Swim Coach	\$19.25	\$19.50	\$19.75	\$20.00
Head Lifeguard	\$19.80	\$20.05	\$20.30	\$20.55
Senior Bus Driver	\$22.25	\$22.50	\$22.75	\$23.00
Pool Manager	\$25.85	\$26.10	\$26.35	\$26.60
Court Bailiff	\$35.00	\$35.00	\$35.00	\$35.00

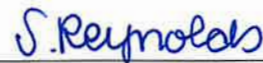
Section 2. Corrections. The City Clerk and codifiers of the ordinance are authorized to make necessary corrections to this ordinance, including, but not limited to, the correction of scrivener/clerical errors, references, ordinance numbering, section/subsection numbers, and any references thereto.

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 12th day of November 2025.

APPROVED:



Shannon Reynolds, Mayor

ATTEST:



Arlette Burkhardt, City Clerk

APPROVED AS TO FORM:



Joanna Eide, City Attorney