CITY OF FIRCREST
ORDINANCE NO. 1765

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 3.8% based on the Consumer Price Index – Urban Wage Earners and Clerical Workers (CPI-W) for the year ending June 2026; 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. 1746 and FMC Section 2.44.050 are hereby amended to read as follows:

Non-Union Salaries. From and after January 1, 2027, 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.

Position	Minimum	Maximum
Office Assistant I	$4,256	$5,431
Passport Specialist	$4,256	$5,431
Office Assistant II	$5,107	$6,518
Court Clerk I	$4,952	$6,321
Recreation Specialist	$4,952	$6,321
Police Records Technician	$4,962	$6,332
Administrative Assistant	$5,211	$6,650
Deputy City Clerk	$5,211	$6,650
Events Coordinator	$5,211	$6,650
Assistant Planner	$5,428	$6,927
Recreation Program Coordinator	$5,437	$6,939
Court Clerk II	$5,547	$7,080
Police Records Coordinator	$5,557	$7,092
Permit Coordinator	$5,595	$7,140
Accountant I	$5,611	$7,161
Accountant II	$6,452	$8,235
Recreation Supervisor	$6,520	$8,321
Deputy City Clerk/Human Resources Specialist	$6,556	$8,367
Associate Planner	$7,316	$9,337
IT Systems Coordinator	$7,469	$9,533
City Clerk	$8,264	$10,547
Court Administrator	$9,422	$12,026
Parks & Recreation Director	$9,871	$12,599
Community Development Director	$10,879	$13,885
Finance Director	$11,576	$14,774
Public Works Director	$11,855	$15,131
Police Chief	$12,471	$15,917

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. 1746 and FMC 2.44.090 are hereby amended to read as follows:

Casual and Seasonal Employees. From and after January 1, 2027, 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 seventy-three cents ($17.73) and twenty-eight dollars ($28.00) 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.

	Years of Employment				
Position	**1st Year**	**2nd Year**	**3rd Year**	**4th Year**	**5th Year**
Pool Cashier	$18.50	$18.75	$19.00	$19.25	$19.50
Pool Opener	$18.75	$19.00	$19.25	$19.50	$19.75
Maintenance Worker	$19.00	$19.25	$19.50	$19.75	$20.00
Lifeguard	$19.25	$19.50	$19.75	$20.00	$20.25
Swim Instructor	$19.25	$19.50	$19.75	$20.00	$20.25
Recreation Leader	$19.25	$19.50	$19.75	$20.00	$20.25
Swim Team Coach	$20.25	$20.50	$20.75	$21.00	$21.25
Head Lifeguard	$21.00	$21.25	$21.50	$21.75	$22.00
Senior Bus Driver	$23.10	$23.35	$23.60	$23.85	$24.10
Pool Manager	$27.00	$27.25	$27.50	$27.75	$28.00

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 the date of publication

PASSED BY THE CITY COUNCIL OF THE CITY OF FIRCREST, WASHINGTON, at a regular meeting thereof this 10th day of November 2026.

APPROVED:

Nikki Bufford, Mayor

ATTEST:

Arlette Burkhart, City Clerk

APPROVED AS TO FORM:

Lisa Marshall, City Attorney