

2026 Exhibit A - Article XIV, Section 14.01

City of Richland

Classification, Pay Grades and Salaries for Unaffiliated Employees

(Alphabetical)

Effective January 1, 2026

Class Code	Classification Title	Pay Grade	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Classification Status	EE0-4 Group Status	FLSA Status	Non-Match Def. Comp.
7000	Accountant	21	\$39.57	\$47.48	\$55.40	Classified	Professionals	Professional	1%
7004	Accounting Specialist	14	\$28.12	\$33.75	\$39.37	Classified	Administrative Support	Non-Exempt	
7197	Administrative Assistant	13	\$26.78	\$32.14	\$37.49	Classified	Administrative Support	Non-Exempt	
7198	Administrative Assistant II	15	\$29.53	\$35.43	\$41.34	Classified	Administrative Support	Non-Exempt	
7207	Aquatics Head Lifeguard	Based on market assessment of current minimum wage				Classified	Paraprofessional	Non-Exempt	
7208	Aquatics Lifeguard /Swim Instructor /Coach	Based on market assessment of current minimum wage				Classified	Paraprofessional	Non-Exempt	
7206	Aquatics Pool Manager	Based on market assessment of current minimum wage				Classified	Paraprofessional	Non-Exempt	
7144	Assistant City Manager	35	\$78.34	\$94.01	\$109.68	Unclassified	Officials - Administrators	Executive	4%
7011	BCES Communications Manager	24	\$45.81	\$54.97	\$64.13	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7012	BCES Communications Supervisor	20	\$37.68	\$45.22	\$52.76	Classified	First/Mid Offs & Mgrs.	Executive	1%
7015	BCES Emergency Management Manager	24	\$45.81	\$54.97	\$64.13	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7018	BCES Emergency Planner	17	\$32.55	\$39.06	\$45.57	Classified	Professionals	Non-Exempt	
7014	BCES Executive Director	33	\$71.06	\$85.27	\$99.48	Unclassified	Officials - Administrators	Executive	4%
7252	BCES Geographic Information System Analyst	21	\$39.57	\$47.48	\$55.40	Classified	Technicians	Executive	1%
7148	BCES Information Systems Manager	27	\$53.03	\$63.63	\$74.24	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7251	BCES IT Systems Administrator	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Professional	1%
7240	BCES Public Records Specialist	14	\$28.12	\$33.75	\$39.37	Classified	Administrative Support	Non-Exempt	
7244	BCES Records Specialist	13	\$26.78	\$32.14	\$37.49	Classified	Administrative Support	Non-Exempt	
7024	Building Inspector I	17	\$32.55	\$39.06	\$45.57	Classified	Professionals	Non-Exempt	
7217	Building Inspector II	19	\$35.89	\$43.07	\$50.25	Classified	Professionals	Non-Exempt	
7023	Building Official	25	\$48.10	\$57.72	\$67.33	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7027	Buyer	17	\$32.55	\$39.06	\$45.57	Classified	Professionals	Non-Exempt	
7022	CDBG/HOME Administrator	19	\$35.89	\$43.07	\$50.25	Classified	Professionals	Admin.	1%
7029	Chief Electrical Engineer	30	\$61.38	\$73.66	\$85.94	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7110	Chief of Police	35	\$78.34	\$94.01	\$109.68	Unclassified	Officials - Administrators	Executive	4%
7030	City Attorney	35	\$78.34	\$94.01	\$109.68	Unclassified	Officials - Administrators	Executive	4%
7164	City Clerk	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Executive	1%
7078	City Surveyor	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Executive	1%

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7034	Civil Engineer I	21	\$39.57	\$47.48	\$55.40	Classified	Professionals	Non-Exempt	
7035	Civil Engineer II	24	\$45.81	\$54.97	\$64.13	Classified	Professionals	Professional	1%
7117	Communications and Marketing Manager	24	\$45.81	\$54.97	\$64.13	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7177	Communications and Marketing Specialist	17	\$32.55	\$39.06	\$45.57	Classified	Professionals	Non-Exempt	
7196	Communications Graphic Designer	18	\$34.18	\$41.02	\$47.85	Classified	Professionals	Non-Exempt	
7246	Community Resources Navigator	17	\$32.55	\$39.06	\$45.57	Classified	Paraprofessional	Non-Exempt	
7255	Community Risk Reduction Specialist	19	\$35.89	\$43.07	\$50.25	Classified	Professionals	Non-Exempt	
7211	Contracts Administrator	18	\$34.18	\$41.02	\$47.85	Classified	Administrative Support	Non-Exempt	
7242	Customer Experience Manager	25	\$48.10	\$57.72	\$67.33	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7248	Customer Service Associate - Solid Waste	13	\$26.78	\$32.14	\$37.49	Classified	Administrative Support	Non-Exempt	
7214	Customer Service Lead	17	\$32.55	\$39.06	\$45.57	Classified	Administrative Support	Non-Exempt	
7021	Customer Service Representative	14	\$28.12	\$33.75	\$39.37	Classified	Administrative Support	Non-Exempt	
7003	Customer Service Supervisor	20	\$37.68	\$45.22	\$52.76	Classified	Administrative Support	Executive	1%
7229	Deputy City Manager	36	\$82.26	\$98.71	\$115.17	Unclassified	Officials - Administrators	Executive	4%
7219	Deputy Fire Chief	33	\$71.06	\$85.27	\$99.48	Unclassified	Officials - Administrators	Executive	3%
7254	Deputy Public Works Director	33	\$71.06	\$85.27	\$99.48	Unclassified	Officials - Administrators	Executive	3%
7182	Development Services Director	34	\$74.61	\$89.54	\$104.46	Unclassified	Officials - Administrators	Executive	4%
7025	Economic Development Manager	27	\$53.03	\$63.63	\$74.24	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7091	Economic Development Specialist	18	\$34.18	\$41.02	\$47.85	Classified	Professionals	Non-Exempt	
7043	Electrical Distribution Engineer I	21	\$39.57	\$47.48	\$55.40	Classified	Professionals	Professional	1%
7044	Electrical Distribution Engineer II	26	\$50.50	\$60.60	\$70.70	Classified	Professionals	Professional	1%
7250	Electrical Systems Manager	28	\$55.68	\$66.81	\$77.95	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7052	Energy Efficiency Coordinator	20	\$37.68	\$45.22	\$52.76	Classified	Professionals	Admin.	1%
7172	Energy Services Analyst	19	\$35.89	\$43.07	\$50.25	Classified	Professionals	Non-Exempt	
7050	Energy Services Director	35	\$78.34	\$94.01	\$109.68	Unclassified	Officials - Administrators	Executive	4%
7186	Energy Services Project Manager	21	\$39.57	\$47.48	\$55.40	Classified	Professionals	Professional	1%
7059	Engineering Aide	Based on market assessment of current minimum wage				Classified	Technicians	Non-Exempt	
7053	Engineering Technician I	15	\$29.53	\$35.43	\$41.34	Classified	Technicians	Non-Exempt	

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7054	Engineering Technician II	17	\$32.55	\$39.06	\$45.57	Classified	Technicians	Non-Exempt	
7055	Engineering Technician III	19	\$35.89	\$43.07	\$50.25	Classified	Technicians	Non-Exempt	
7056	Engineering Technician IV	20	\$37.68	\$45.22	\$52.76	Classified	Technicians	Professional	1%
7190	ERP Analyst	24	\$45.81	\$54.97	\$64.13	Classified	Professionals	Professional	1%
7199	Executive Assistant	17	\$32.55	\$39.06	\$45.57	Classified	Administrative Support	Admin.	1%
7191	Field Engineer	21	\$39.57	\$47.48	\$55.40	Classified	Professionals	Professional	1%
7064	Finance Director	34	\$74.61	\$89.54	\$104.46	Unclassified	Officials - Administrators	Executive	4%
7225	Finance Manager	26	\$50.50	\$60.60	\$70.70	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7218	Fire and Emergency Services Analyst	19	\$35.89	\$43.07	\$50.25	Classified	Professionals	Professional	1%
7066	Fire Chief	35	\$78.34	\$94.01	\$109.68	Unclassified	Officials - Administrators	Executive	4%
7194	Fire Logistics Technician	16	\$31.00	\$37.20	\$43.40	Classified	Technicians	Non-Exempt	
7237	Fire Plans Examiner	19	\$35.89	\$43.07	\$50.25	Classified	Professionals	Non-Exempt	
7230	Fleet and Equipment Maintenance Analyst	19	\$35.89	\$43.07	\$50.25	Classified	Administrative Support	Professional	1%
7220	Fleet and Equipment Maintenance Manager	25	\$48.10	\$57.72	\$67.33	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7245	Geographic Information System Analyst	21	\$39.57	\$47.48	\$55.40	Classified	Technicians	Executive	1%
7068	GIS/CADD Technician	17	\$32.55	\$39.06	\$45.57	Classified	Technicians	Non-Exempt	
7232	HOME Program Specialist	14	\$28.12	\$33.75	\$39.37	Classified	Administrative Support	Non-Exempt	
7073	Human Resources Director	34	\$74.61	\$89.54	\$104.46	Unclassified	Officials - Administrators	Executive	4%
7072	Human Resources Generalist	21	\$39.57	\$47.48	\$55.40	Classified	Professionals	Professional	1%
7074	Human Resources Specialist	17	\$32.55	\$39.06	\$45.57	Classified	Professionals	Non-Exempt	
7155	Human Resources Supervisor	24	\$45.81	\$54.97	\$64.13	Classified	Professionals	Professional	1%
JP-0260	Information Technology Director	34	\$74.61	\$89.54	\$104.46	Unclassified	Officials - Administrators	Executive	4%
7075	Information Technology Manager	28	\$55.68	\$66.81	\$77.95	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7127	IT Applications Supervisor	26	\$50.50	\$60.60	\$70.70	Classified	First/Mid Offs & Mgrs.	Executive	1%
7169	IT Business Analyst	21	\$39.57	\$47.48	\$55.40	Classified	Professionals	Professional	1%
7092	IT Customer Service Technician I	16	\$31.00	\$37.20	\$43.40	Classified	Technicians	Non-Exempt	
7125	IT Customer Service Technician II	18	\$34.18	\$41.02	\$47.85	Classified	Technicians	Non-Exempt	
7165	IT Data and Asset Management Supervisor	25	\$48.10	\$57.72	\$67.33	Classified	First/Mid Offs & Mgrs.	Executive	1%

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7126	IT Developer/Integrator (Applications)	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Professional	1%
7249	IT Developer/Integrator (GIS and Database)	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Professional	1%
7093	IT Network Administrator	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Professional	1%
7233	IT Network Engineer	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Professional	1%
7094	IT Operations and Services Supervisor	26	\$50.50	\$60.60	\$70.70	Classified	First/Mid Offs & Mgrs.	Executive	1%
7166	IT Systems Administrator	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Professional	1%
7235	IT Systems Analyst	21	\$39.57	\$47.48	\$55.40	Classified	Professionals	Professional	1%
7080	Librarian I	17	\$32.55	\$39.06	\$45.57	Classified	Professionals	Non-Exempt	
7083	Library Assistant	13	\$26.78	\$32.14	\$37.49	Classified	Administrative Support	Non-Exempt	
7085	Library Manager	25	\$48.10	\$57.72	\$67.33	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7086	Library Page	6	\$19.03	\$22.84	\$26.65	Classified	Administrative Support	Non-Exempt	
7231	Library Specialist	13	\$26.78	\$32.14	\$37.49	Classified	Administrative Support	Non-Exempt	
7084	Library Supervisor	19	\$35.89	\$43.07	\$50.25	Classified	First/Mid Offs & Mgrs.	Executive	1%
7154	Library Technical Support Specialist	15	\$29.53	\$35.43	\$41.34	Classified	Technicians	Non-Exempt	
7114	Maintenance and Operations Supervisor	26	\$50.50	\$60.60	\$70.70	Classified	First/Mid Offs & Mgrs.	Executive	1%
7238	Management Analyst	20	\$37.68	\$45.22	\$52.76	Classified	Professionals	Professional	1%
7147	Multimedia Assistant	14	\$28.12	\$33.75	\$39.37	Classified	Technicians	Non-Exempt	
7028	Multimedia Coordinator	18	\$34.18	\$41.02	\$47.85	Classified	Professionals	Non-Exempt	
7226	Park Ranger	13	\$26.78	\$32.14	\$37.49	Classified	Service - Maintenance	Non-Exempt	
7100	Parks and Public Facilities Director	34	\$74.61	\$89.54	\$104.46	Unclassified	Officials - Administrators	Executive	4%
7185	Parks and Public Facilities Project Manager	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Professional	1%
7096	Parks and Public Facilities Supervisor	22	\$41.55	\$49.86	\$58.17	Classified	First/Mid Offs & Mgrs.	Executive	1%
7150	Parks and Recreation Aide	9	\$22.03	\$26.44	\$30.85	Classified	Administrative Support	Non-Exempt	
7098	Parks and Recreation Assistant	13	\$26.78	\$32.14	\$37.49	Classified	Administrative Support	Non-Exempt	
7099	Parks and Recreation Coordinator	18	\$34.18	\$41.02	\$47.85	Classified	Administrative Support	Non-Exempt	
7102	Payroll Specialist	17	\$32.55	\$39.06	\$45.57	Classified	Administrative Support	Non-Exempt	
7104	Permit Technician	15	\$29.53	\$35.43	\$41.34	Classified	Technicians	Non-Exempt	
7212	Permit Technician II	16	\$31.00	\$37.20	\$43.40	Classified	Administrative Support	Non-Exempt	

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7234	Permit Technician III	18	\$34.18	\$41.02	\$47.85	Classified	Administrative Support	Non-Exempt	
7105	Planner	19	\$35.89	\$43.07	\$50.25	Classified	Professionals	Non-Exempt	
7042	Planning Manager	25	\$48.10	\$57.72	\$67.33	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7106	Plans Examiner	19	\$35.89	\$43.07	\$50.25	Classified	Professionals	Non-Exempt	
7241	Police Professional Staff Manager	26	\$50.50	\$60.60	\$70.70	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7221	Power Operations Manager	28	\$55.68	\$66.81	\$77.95	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7188	Professional Land Surveyor	19	\$35.89	\$43.07	\$50.25	Classified	Professionals	Non-Exempt	
7253	Public Records Analyst	17	\$32.55	\$39.06	\$45.57	Classified	Administrative Support	Non-Exempt	
7223	Public Records Officer	19	\$35.89	\$43.07	\$50.25	Classified	Professionals	Professional	1%
7120	Public Works Budget and Contracts Analyst	20	\$37.68	\$45.22	\$52.76	Classified	Professionals	Professional	1%
7036	Public Works Capital Projects Manager	27	\$53.03	\$63.63	\$74.24	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7118	Public Works Director	35	\$78.34	\$94.01	\$109.68	Unclassified	Officials - Administrators	Executive	4%
7195	Purchasing Agent	20	\$37.68	\$45.22	\$52.76	Classified	Professionals	Professional	1%
7121	Purchasing Manager	25	\$48.10	\$57.72	\$67.33	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7204	Recreation Attendant I	Based on market assessment of current minimum wage				Classified	Administrative Support	Non-Exempt	
7213	Recreation Attendant II	Based on market assessment of current minimum wage				Classified	Administrative Support	Non-Exempt	
JP-0257	Recreation Supervisor	19	\$35.89	\$43.07	\$50.25	Classified	First/Mid Offs & Mgrs.	Executive	1%
7122	Recreation Manager	22	\$41.55	\$49.86	\$58.17	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7123	Risk and Safety Program Administrator	21	\$39.57	\$47.48	\$55.40	Classified	Professionals	Professional	1%
7247	Scale House Clerk	9	\$22.03	\$26.44	\$30.85	Classified	Administrative Support	Non-Exempt	
7124	Senior Planner	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Professional	1%
7151	Solid Waste Manager	25	\$48.10	\$57.72	\$67.33	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7128	Solid Waste Supervisor	21	\$39.57	\$47.48	\$55.40	Classified	First/Mid Offs & Mgrs.	Executive	1%
7132	Streets Supervisor	21	\$39.57	\$47.48	\$55.40	Classified	First/Mid Offs & Mgrs.	Executive	1%
7077	Survey Technician	16	\$31.00	\$37.20	\$43.40	Classified	Professionals	Non-Exempt	
7134	Traffic Engineer	24	\$45.81	\$54.97	\$64.13	Classified	Professionals	Professional	1%
7176	Transportation Manager	27	\$53.03	\$63.63	\$74.24	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7137	Wastewater/Stormwater Maintenance Supervisor	22	\$41.55	\$49.86	\$58.17	Classified	First/Mid Offs & Mgrs.	Executive	1%

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7138	Wastewater/Stormwater Manager	25	\$48.10	\$57.72	\$67.33	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7140	Water Maintenance Supervisor	22	\$41.55	\$49.86	\$58.17	Classified	First/Mid Offs & Mgrs.	Executive	1%
7141	Water Manager	25	\$48.10	\$57.72	\$67.33	Unclassified	First/Mid Offs & Mgrs.	Executive	3%
7139	Water Operations Supervisor	22	\$41.55	\$49.86	\$58.17	Classified	First/Mid Offs & Mgrs.	Executive	1%
JP-0259	Workday Analyst	22	\$41.55	\$49.86	\$58.17	Classified	Professionals	Professional	1%