

ORDINANCE NO. 2263

ORDINANCE ESTABLISHING THE 2026 BASE SALARY AND WAGE SCHEDULE FOR  
UNREPRESENTED (A/K/A NON-UNION) POSITIONS

WHEREAS, the City needs to establish the salary and wage schedule that will apply for the City's unrepresented (a/k/a non-union) employee positions during the calendar year of 2026;

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF SELAH, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Salary and Wage Rates for 2026. During the calendar year of 2026, the following respective monthly salary ranges and hourly wage ranges will apply for the City's unrepresented (a/k/a non-union) employees (unless and until one or more amendments/adjustments to this schedule are adopted during 2026):

**Full-Time Regular Employee**  
**Positions Established by**  
**SMC 1.10.031(f):**

(all figures are gross)

**Monthly Salary:**

**Executive**

**Administration**

	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
City Administrator	\$10,580	\$12,050
Finance Director	\$ 9,436	\$11,117
City Attorney	\$14,154	\$16,536
City Clerk	\$ 7,022	\$ 8,234
HR & Community Outreach Spec.	\$ 4,801	\$ 5,603
Payroll & Accts. Paybl. Spclst.	\$ 4,801	\$ 5,603
Utility Billing Specialist	\$ 4,801	\$ 5,804
Court Clerk & Administrator	\$ 4,801	\$ 5,603

**Public Works**

**Administration & Utilities**

Public Works Director	\$ 9,436	\$11,117
Public Works Utility Supervisor	\$ 8,229	\$ 9,679
Public Works Engineer Tech.	\$ 5,047	\$ 6,392
Public Works Admin. Asst.	\$ 4,801	\$ 5,603

**Community Development**

Community Dvlpmnt. Superv.	\$ 8,229	\$ 9,679
City Planner	\$ 6,995	\$ 8,229
Building & Code Inspector	\$ 5,486	\$ 6,521
Code Enfor. & Strwtr. Mgmt.	\$ 4,802	\$ 6,102
Plnng. & Bldg. Permit Spclst.	\$ 4,802	\$ 5,603

Community Services (Civic Center)

Community Services Mngr.	\$ 5,596	\$ 6,542
Recr. Coord. – Youth Sports	\$ 4,801	\$ 5,603
Facility Coord. – Civic Center	\$ 4,801	\$ 5,603

Wastewater Treatment Plant

WWTP. Supervisor	\$ 7,571	\$ 8,921
WWTP. Lab Tech IV	\$ 6,035	\$ 6,940
WWTP. Lab Tech III	\$ 5,815	\$ 6,822
WWTP. Operator IV	\$ 5,815	\$ 6,822
WWTP. Operator III	\$ 5,596	\$ 6,531
WWTP. Operator II	\$ 5,157	\$ 6,120
WWTP. Operator I	\$ 4,883	\$ 5,704
WWTP. Operator Trainee	\$ 4,499	\$ 5,289
WWTP. Mechanic	\$ 4,828	\$ 5,651

**Police Department**

Police Chief	\$10,933	\$12,766
Police Lieutenant	\$ 9,436	\$11,060

**Fire Department**

Fire Chief	\$11,715	\$13,784
Fire Dept. Admin. Asst.	\$ 4,801	\$ 5,603
(step ranges of approx. 4%)		
Deputy Fire Chief - Step 3	\$11,010	\$11,428
Deputy Fire Chief - Step 2	\$10,591	\$11,010
Deputy Fire Chief - Step 1	\$10,300	\$10,591
Assistant Fire Chief – Step 3	\$10,483	\$10,850
Assistant Fire Chief – Step 2	\$10,129	\$10,483
Assistant Fire Chief – Step 1	\$ 9,883	\$10,129

(Remainder of career fire department employees chose to unionize during 2025, and, thus, their respective rates of pay will no longer be specified via an annual Ordinance for years 2026 and beyond. For 2026, their respective rates of pay will remain the same as they were during 2025 until different rates of pay might be established via a Collective Bargaining Agreement.)

(Volunteer firefighters are not considered “employees” for purposes of this Ordinance.)

**Part-Time, Seasonal &  
Temporary Positions:**

(all figures are gross)  
**Hourly Rate:**

Financial Specialist	\$22.51	\$31.36
PW Laborer II	\$20.45	\$23.63
PW Laborer I	\$17.13	\$20.17
Recr. Sports Supervisor	\$17.13	\$20.17
Recr. Programs: Sports Ref. III	\$17.13	\$18.89
Recr. Programs: Sports Ref. II	\$17.13	\$18.43
Recr. Programs: Sports Ref. I or Scorekeeper	\$17.13	\$18.43

*The state-wide minimum wage during 2026 will be \$17.13 per hour. As allowed by state law, any referee or scorekeeper who is 14 or 15 years of age may be employed at an hourly rate that is 85% of the then-applicable minimum wage, which will equate to \$14.56 per hour during the calendar year of 2026.*


**Section 2. Clarifications and Cross-References.** The following clarifications and cross-references apply:

- a. Not every position recited above is presently occupied as of the date of this Ordinance and the City is not required to fill every position. As allowed by SMC 1.10.031(e), some positions recited above are nonexclusive positions, which means that multiple people may occupy those positions at the same time.
- b. As allowed by SMC 1.10.031(a) & (c), additional or different positions may be created at the discretion of the Mayor, and multiple positions may be combined at the discretion of the Mayor so long as the salary/wage rate paid to any person occupying a combined position does not exceed the maximum amount specified on this Ordinance for the highest-paid of the combined positions or a new amount specifically approved by the City Council.
- c. This Ordinance establishes a salary/wage range for each position. Whenever the City advertises an opening as to any position recited above, the full salary/wage range should be specified within the advertisement(s). Any new person hired into a fulltime position recited above should ordinarily begin at, or near, the minimum rate amount specified for that position. Thereafter, one or more periodic salary/wage increase(s) should occur when appropriate prior to the person then earning the maximum salary/wage for the fulltime position. When a person is promoted from a fulltime position to a higher fulltime position, the person may immediately be paid the maximum rate specified for the higher fulltime position at the discretion of the Mayor.
- d. This Ordinance only establishes base salary rates and base wage rates. By contrast, it does not establish, guarantee or restrict any fringe benefits (such as insurance coverage, vacation and leave accruals, and retirement accruals), any longevity pay accruals or any overtime or comp time accruals that might exist or apply.

- e. As reflected by its title and body, this Ordinance only pertains to unrepresented (a/k/a non-union) positions. Represented employees (a/k/a union members) will be paid the salaries/wages specified by the then-applicable Collective Bargaining Agreement (or other union contract) that governs their employment. As of the date of this Ordinance, most Police Department employees, many Public Works Department employees, and the non-management career firefighter employees are represented employees (a/k/a union members, in different respective bargaining groups).
- f. Although the salaries established hereby are recited as monthly figures, the City issues payroll to its employees on an approximately-two-week basis. Thus, the “monthly” figures herein are recited as monthly figures simply as a convenience (because readers, such as members of the City Council or members of the public, are generally more accustomed to analyzing figures on a monthly basis rather than on an approximately-two-week basis.)
- g. Ordinance No. 2239 was the general/original salary and wage Ordinance for 2025 (and the during-the-year-of-2025 amendments/adjustments were Ordinances Nos. 2251, 2253 & 2255).

Section 3. Publishing and Effective Date. A summary of this Ordinance shall be published in the City’s official newspaper, consistent with RCW 35A.12.120 and .160. This Ordinance shall take effect and be in full force five calendar days following publication.

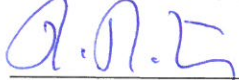
PASSED AND ORDAINED BY THE CITY COUNCIL OF THE CITY OF SELAH, WASHINGTON, this 9<sup>th</sup> day of December, 2025.

  
\_\_\_\_\_  
Roger Bell, Mayor

ATTEST:

  
\_\_\_\_\_  
Courtney McGarity, City Clerk

APPROVED AS TO FORM:

  
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Rob Case, City Attorney