

OKANOGAN COUNTY COMMISSIONERS'

RESOLUTION 129 - 2023

A resolution to reclassify The Noxious Weed Control Board Field Technician I, Field Technician II, Field Technician III, and Lead Field Technician Positions within the Noxious Weed Department

WHEREAS, the Board of Okanogan County Commissioners recognize that the Okanogan County Noxious Weed Control Board (OCNWCB) provides the important service of ensuring compliance with Washington State Noxious Weed Laws to protect the lands in Okanogan County from the devastating impacts of noxious weed invasion and recognizes that having adequate staffing levels within the Noxious Weed Department is critical to the success of that service; and

WHEREAS, failure to fill vacant positions results in a reduced operational capability and an overworked staff. Sustained directed overtime, extended shifts, and increased demand causes substantial employee fatigue - degrading safety and morale, while increasing employee turn-over; and

WHEREAS, due to a national hiring crisis that has significant impacts in all career fields in the state and local area, OCNWCB has been unable to entice candidates to apply for vacant Noxious Weed Department positions; and

WHEREAS, at the August 28, 2023 Noxious Weed Board Meeting OCNWCB voted and approved via motion for the Noxious Weed Control Manager to request that the Board of County Commissioners reclassify Noxious Weed Office positions at higher pay grades, and to request that one fulltime Field Technician position be eliminated from the Noxious Weed Office 2023 Budget, with those funds to be used to fund the additional salary expenses for the reclassified positions; and

WHEREAS, Section 3. 1 of the Okanogan County Personnel Manual provides that a classification system inventorying the duties and responsibilities of each position shall group individual positions into classifications based upon the similarities in job duties and responsibilities; and

WHEREAS, Section 3. 3. 1 of the County Personnel Manual provides for the appointment at a higher classification on said pay chart upon the approval of the Board of County Commissioners; and

WHEREAS, the Field Technician I, Field Technician II, and Field Technician III positions, among other duties, are expected to implement the vision, mission, and core values of the Noxious Weed Department; ensure regulatory compliance with RCW 17. 10 and WAC 16- 750; and represent the County in a positive manner to the public; and

WHEREAS, the Lead Field Technician, among other duties, is expected to implement the vision, mission, and core values of the Noxious Weed Department; ensure regulatory compliance with RCW 17. 10 and WAC 16- 750; assist with the management of the department's GIS program; assist with planning and coordinating projects; and represent the County in a positive manner to the public; and

WHEREAS, because of the level of responsibility, authority, job duties, knowledge, and skills required to perform the duties of the various Noxious Weed Department positions, reclassifications are appropriate.

NOW, THEREFORE, BE IT RESOLVED by the Board of Okanogan County Commissioners that effective October 6, 2023, the Okanogan County Non-Bargaining Pay Classification Plan is hereby amended to reclassify the Noxious Weed Field Technician I position from a Grade 16 to a Grade 20.

BE IT FURTHER RESOLVED that effective October 6, 2023, the Okanogan County Non-Bargaining Pay Classification Plan is hereby amended to reclassify the Noxious Weed Field Technician II position from a Grade 18 to a Grade 22.

BE IT FURTHER RESOLVED that effective October 6, 2023, the Okanogan County Non-Bargaining Pay Classification Plan is hereby amended to reclassify the Noxious Weed Field Technician III position from a Grade 20 to a Grade 24.

BE IT FURTHER RESOLVED that effective October 6, 2023, the Okanogan County Non-Bargaining Pay Classification Plan is hereby amended to reclassify the Noxious Weed Field Lead Field Technician position from a Grade 25 to a Grade 27.

BE IT FINALLY RESOLVED that expenditure for these Grade increases shall be made using unexpended dollars from authorized but vacant Field Technician BARS Codes, and by eliminating one vacant fulltime Field Technician positions within the Noxious Weed Departments 2023 Budget.

DATED at Okanogan, Washington this 26th day of September, 2023.



ATTEST

Laleña Johns, CMC
Clerk of the Board

**BOARD OF COUNTY COMMISSIONERS
OKANOGAN, WASHINGTON**

Chris Branch
Chris Branch, Chairman

Andy Hover
Andy Hover, Member

John Neal
John Neal, Member